



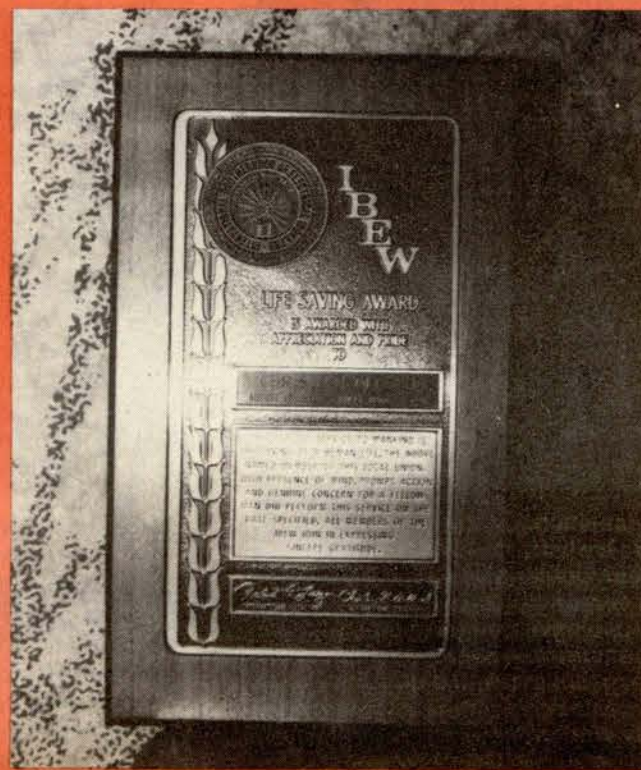
# UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

## Brave members receive honor award



Business Manager Jack McNally, second from right, congratulates Sacramento Municipal Utilities District crew members after recently presenting them with IBEW International Lifesaver Awards. The crew was honored for their recent courageous efforts when they rushed to the aid of a postal worker who was being savagely attacked by a Pit Bull terrier. Their bravery was cited for saving his life. The whole crew beat the dog off, which they said was no small task, administered first aid to the postal worker and summoned an ambulance which rushed him to the hospital. The injured worker required extensive surgery, and the dog was destroyed. Crew members visited the victim during his hospital confinement. On hand for the award presentation, l-r, was Business Representative Mack Wilson and honorees, Gary Rosaschi, Tom Mansfield, Martin Correia, Wayne Holley, Margaret Coyle and Les Hulett. Crew member Christian Delgado also received an award.



## New contract ratified by PGT members

IBEW Local 1245 members at PGT recently ratified a new one-year contract by a solid 17 to 1 margin.

Members showed strong support of a 7 percent wage increase effective January 1, 1983.

A key element in this contract reaffirms the practice of Shop Stewards being authorized to initiate grievances at the job site. For the past few years this practice had been an issue, and Business Representatives had been required to make the initial move on filing grievances. This sometimes proved unwieldy relative to time limits because of the geographic constraints, and potential problems with the mails, since PGT members

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## PACIFIC TREE

## Local 1245 members vote approval of new 2-year agreement

By Assistant Business Manager, Orv Owen

On Saturday, January 29, 1983, at scheduled area ratification meetings, Pacific Tree members voted to accept Company's offer of January 11, 1983 to conclude 1982 and 1983 negotiations by a vote of 80 to 49.

Highlights of the new two-year agreement include:

I. General wage increases as follows:

1/1/82 - 8.8%

1/1/83 - 6.9%

1/1/84 - 1983 wage rates plus increase of the percentage increase in the Hourly Earnings Index for production or non-supervisory workers on private-non-agricultural payrolls, by industry, as reported in the Monthly Labor Review. U.S. Department of Labor Bureau of Labor Statistics, total private (in current

dollars). The base month index shall be the June 1983 listing. Total wage and benefit allocations to be determined by agreement between the Company and Union.

II. Improvement and clarification of existing contract language. Double time for overtime provisions. Increase in meal allowance. Increase in subsistence allowances. Increase in mileage expenses. Grievance procedure. Recognition. Union Security. Prearranged and emergency overtime. Leave of absence. Temporary upgrades. Company and Union to cooperate and assist employees in First Aid and CPR training.

## III. Hospital Plan

Company will pay premium up to a maximum of \$25.00 for employees and their dependents.

1/1/84-Change \$25.00 to \$30.00.

Local Union 1245 is currently in the process of establishing a Health and Welfare Benefit Trust for its

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## Jurist responds



STATE OF CALIFORNIA  
Court of Appeal  
STATE BUILDING - CIVIC CENTER  
SAN FRANCISCO

December 31, 1982

Jack McNally  
Local Union 1245 IBEW  
P.O. Box 4790  
Walnut Creek, CA 94596

Dear Jack and Crew,

I appreciate your congratulatory message upon my appointment to the Supreme Court, and the kind thoughts which you expressed. This has been an exciting period for me, and your thoughtfulness has enriched the occasion.

Sincerely,

*Joe*

Joseph R. Grodin

Joseph Grodin was formerly with IBEW Local 1245's law firm of Neyhart and Anderson.

## REPEAT, REPEAT REMINDER

## Nominations open for Local 1245 officers in March at Unit Meetings

A new time table for Local Union elections goes into effect this year as a result of recent bylaws changes. Previously members had made nominations at April meetings.

Nominations for Local 1245 offices will now be open at all March Unit Meetings of the membership.

Local Union bylaws Article III provides for nominations for the following offices: President, Vice Presi-

dent, Recording Secretary, Treasurer, Business Manager-Financial Secretary, Southern Area Executive Board Member, Northern Area Executive Board Member, Central Area Executive Board Member, At-Large Executive Board Member, and Advisory Council Seats.

Per Article III, Section 2 of our Local Union bylaws, the office of Financial Secretary shall be com-

bined with the office of Business Manager and must be filled by a member holding an "A" membership (EWBA) as required by the IBEW Constitution.

All members throughout the jurisdiction are eligible to participate in the general nomination and election of Local 1245 officers and of

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## Utility Reporter

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**WUFA**



### Credit

Lifeline: Principal writer, Juliann Sum,  
Industrial Hygienist

## Recent Davis-Bacon developments

### Deadline Update: Labor Department plans to appeal ruling on Davis-Bacon

The Labor Department has served notice that it will appeal a federal district court's ruling invalidating regulations severely weakening Davis-Bacon Act prevailing wage protections.

Judge Harold H. Greene in late December granted

the request of the AFL-CIO and the Building & Construction Trades Department for a permanent injunction invalidating the regulations as contrary to Congress' intent in setting wage standards for federally financed construction.

A federal court has issued a permanent injunction blocking Labor Department regulations that building trades unions and the AFL-CIO charged would undercut Davis-Bacon Act wage protections on federally funded construction.

The trade union movement had accused the Labor Department of flouting the intent of Congress and U.S. District Judge Harold H. Greene agreed.

His decision nullified all but one of the Davis-Bacon Act regulatory changes the Labor Department sought to put into effect.

Building & Construction Trades Department President Robert A. Georgine termed the ruling a "significant victory for all workers."

Judge Greene's action was a follow-up to the preliminary injunction he issued last July, which prevented the regulatory changes from taking effect until the issues raised by the building trades and the AFL-CIO had been resolved.

His final order made it clear that the Reagan Administration's Secretary of Labor can't simply overturn half a century of administrative precedents without making a strong showing that the intent of Congress has been misinterpreted over the years.

As Judge Greene saw it, "the basic issue governing this lawsuit is relatively simple." Congress enacted the Davis-Bacon Act and a related law involving submission of payroll records on government contracts during the 1930s and the Labor Department then issued regulations "to implement the words and purposes" of the legislation.

"In spite of substantial public debate concerning both the laws and the regulations in the years since then, the Congress has not amended the law and it has not expressed its displeasure with the regulations."

Further, the decision noted, "15 Secretaries of Labor serving under eight Presidents have never altered the regulatory scheme." Labor Secretary Raymond J. Donovan's "claim to have discovered a wholly different congressional intent rings hollow in the light of that history."

Judge Greene allowed to stand only the regulation amending the previous definition of the prevailing wage as the rate paid to the largest number of workers in a job classification within the geographical area being surveyed, provided that at least 30 percent of the workers in that classification received that

rate. Otherwise, a weighted average is used.

The new regulation changes the 30 percent requirement to 50 percent. Georgine protested that this would more often result in establishing "a prevailing rate which in fact is paid to no one."

But he welcomed the nullification of other regulatory changes, including a rule that would have allowed contractors almost unlimited freedom to substitute low-paid, semi-skilled "helpers" for both skilled journeymen and apprentices in training.

A byproduct of such a proposed change, Georgine noted, would have been to close off the apprenticeship route that has brought an increasing number of blacks and other minorities into the skilled trades and create a "permanent second-class status" in the construction trades.

In estimating the "savings" that would be achieved by its new regulations, the Labor Department said last spring that a contractor could hire a helper for an average of \$6.70 an hour less than would be paid to a journeyman. And if helpers were used to replace experienced construction laborers, the contractor could save from \$4.75 to \$5.71 an hour on a laborer's rate.

Other regulatory changes nullified by the injunction would have:

- Allowed contractors to certify that they have complied with prevailing wage requirements instead of submitting weekly payroll reports for verification. Judge Greene held that this change would render the Copeland anti-kickback law "largely unenforceable."

- Excluded wage data from a metropolitan area from being considered on rural projects and the reverse.

- Lowered the wage average by not counting rates paid on existing federal contracts in the area.

When the Reagan Administration

took office, revisions in Davis-Bacon Act regulations developed after extensive hearings and consultations with unions and contractors were scheduled to take effect February 17, 1981.

President Reagan, however, froze all pending regulations, and the Labor Department undertook a review of Davis-Bacon regulations keyed to "cost-effectiveness" standards.

It came up with proposals that unions protested would weaken the law's protections and the Chamber of Commerce said moved "in the right direction."

But the final version announced last June moved virtually all the way to the position advocated by open-shop contractors. The Chamber of Commerce expressed "pleasant surprise" and the AFL-CIO Executive Council voiced "shock and anger."

It was these rules, scheduled to take effect last July 27, that the BCTD and the AFL-CIO challenged in federal court.

The union position was reinforced by both House and Senate votes rejecting amendments to pending bills that would have curtailed Davis-Bacon Act protection. And the highway bill passed just before the 97th Congress adjourned clarified a Davis-Bacon requirement along lines urged by unions.

### 'Amundson Roast'

A "Retirement Roast" for former staffer, and longtime supporter Norm Amundson, will be held Friday, April 8 at Spenger's in Berkeley. Deadline for reservations is March 15 with Mona Purifoy at the U.C. Berkeley Labor Center: 642-0323.

## Unit Meeting Corrections\*

**Nevada** Jan. Feb. Mar. Apr. May June

3311 RENO  
IBEW Hall Chairman: \* Wednesday 5 2 2 6 4 1  
2713 E. 4th St. Don Moler 7:30 p.m.

**East Bay**

2312 EAST BAY GENERAL CONSTRUCTION  
Edgewater-Hyatt House Chairman: \* Wednesday 5 2 2 6 4 1  
455 Hegenberger Rd. A. Washington 6:00 p.m.

# APPOINTMENTS

**PACIFIC GAS AND ELECTRIC COMPANY  
GENERAL CONSTRUCTION JOINT  
GRIEVANCE COMMITTEE**  
Michael McKinney

**NORTH BAY DIVISION JOINT  
GRIEVANCE COMMITTEE**  
Ken Rawles

**SAN FRANCISCO DIVISION JOINT  
GRIEVANCE COMMITTEE**  
Dean Gurke  
Ronald J. Ferrari  
Wilma Arjona

**SACRAMENTO DIVISION JOINT  
GRIEVANCE COMMITTEE**  
Danny Jackson  
Cynthia Lepenske

**GEYSERS ACCESS COMMITTEE**  
Harold F. Walker, Jr.  
Richard A. Lickey  
I. Julian Evans  
Raymond F. Gallagher  
Kenneth R. Williams

**BALLOT COMMITTEE**  
Ron Ferrari  
I. Julian Evans  
Leroy Adams  
Harvey Iness  
Ron Blakemore  
Ron Field  
Ron Moon  
Larry Wood  
Bob Austin  
Charles Larsen  
Michael J. Aiello

**CENTRAL LABOR COUNCILS  
STANISLAUS-TUOLUMNE COUNTIES CENTRAL  
LABOR COUNCIL**  
David V. Pittman

**HUMBOLDT-DEL NORTE COUNTIES CENTRAL  
LABOR COUNCIL**  
Carla Bolton

**LOCAL UNION 1245  
TRUSTEE COMMITTEE**  
Louis Anzaldo

**SAFETY COMMITTEE**  
John Callejas

**PACIFIC GAS AND ELECTRIC COMPANY  
STOCKTON DIVISION JOINT  
GRIEVANCE COMMITTEE**  
Ron Blakemore

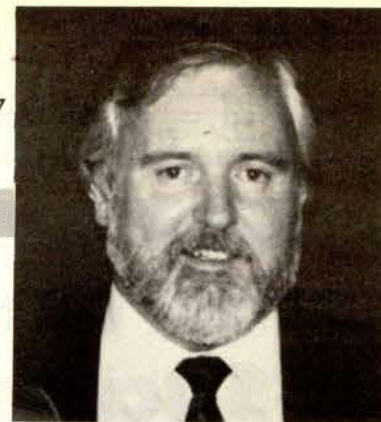
**CENTRAL LABOR COUNCILS  
KERN-INYO-MONO COUNTIES CENTRAL  
LABOR COUNCIL**  
Robert J. Dremel

**SIERRA PACIFIC POWER COMPANY  
1983 NEGOTIATING COMMITTEE**  
Gino Aramini  
Michael Burns  
Zenobia Donahue  
Louis Johnson  
Patrick Lantis  
George Ostrander  
Kurtis Vanderbundt

# POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



## No magic behind the switch . . . just the grit of 1245 members

When you flip a switch a light goes on; when you open the refrigerator the light goes on and the food is cold; when you turn on the hot water tap, the hot water flows; when your home becomes uncomfortably cool or hot your thermostat makes the necessary temperature adjustments; when you flip a switch, the television, in full living color, comes on. Amazing! What happens when you flip a switch and nothing happens? Could it be that a storm has blown lines down, or that a gas main has blown?

The public ratepayers have come to rely on dependable service from utilities to provide many comforts that often are taken for granted. When a storm hits and rips down power lines, our members have to work in many hazardous conditions to put those lines back up. Working at night in rain, snow, and wind greatly adds to the already dangerous job of restoring service. Often required to work in muddy holes to weld damaged pipelines while dangerous natural gas is escaping — is not your everyday kind of job.

This also requires backup workers who supply the material and equipment in order to get the job done. Operators, who must keep the energy flowing and switched around under stressful situations so that an entire city, county, or state is not completely blacked out, are also part of the team that must get the job done. Our clerical workers, who already have to deal with many irate customers complaining about high energy costs, respond to the calls of "no power" and "no gas" by immediately putting the machinery in motion to get customer service restored.

During the last two months we have experienced severe multiple storms which caused many outages across the state. Our members have responded to the emergencies to restore service in record times with limited inconvenience to customers. Many of our members worked through the Christmas holidays.

Most notably, crews worked day and night in adverse weather for eleven days during the Christmas holiday period erecting and repairing light towers on the PG&E 500 Kv line near Tracy, California. This line is a vital link in the Western States power grid.

As a utility worker, all of this is part of the job. Our members are trained, skilled, and dedicated to do the job for ratepayers and are the greatest asset any utility has. We should be proud of the work we do and the ratepayer should understand that it takes more than flipping a switch to enjoy the convenience that is taken for granted.

In Unity — *Jack McNally*

## Letter to Business Manager warns members of unfair practices

Dear Brother McNally:

The Kansas City Power & Light Company, Kansas City, Missouri, has placed ads in the major Newspapers across the United States for Journeyman Lineman Splicers. Local 1464

represents these employees as well as other outside physical personnel.

We were in Negotiations with Kansas City Power & Light until October 25, 1982, at which time they declared an impasse and started implementing at least 25

major take aways along with deleting 50 pages of our work rules. Since that time we have been working without a contract... (and a strike may be impending).

There have been a few Lineman hired by Kansas City Power

& Light that were not told what the situation is here, until they have moved their families and checked with us. *Fraternally yours, C. J. Yaeger, Business Manager, Local 1464, I.B.E.W., Kansas City, Missouri*

## Local Union presents seminar on stress at Sacramento Stewards Conference

By Juliann Sum, Industrial Hygienist

"Don't blame yourself" was the theme of the January 29, 1983, occupational stress seminar conducted in Sacramento for Shop Stewards employed by PG&E and by Citizens Utilities Company.

Lee Schore, from the Institute for Labor and Mental Health in Oakland, headed the first of a series of seminars which are being

provided for all Local 1245 Stewards this year. The Local Union Safety Committee, after interviewing many candidates and attending various stress seminars over the last year, had recommended this institute to the Local Union.

Schore discussed the importance of positive stress, or

challenge and excitement in our lives, and the need for periodic relaxation and recovery to prevent negative stress.

Stress is not to be viewed as an individual problem, but a real problem affecting everyone, particularly at work. Furthermore, the emotional and physical causes of stress, such as lack of respect,

work overload, and workplace chemicals and noise, are not separable; neither are the emotional and physical reactions to stress, such as irritability, tiredness, anger, high blood pressure, increased sickness, and increased accidents.

Social support is an important buffer to stress. Therefore,



Assistant Business Manager Ron Fitzsimmons and Local's Industrial Hygienist Juliann Sum, right, at Stress Workshop.



Assistant Business Manager Corb Wheeler also attended Stress Workshop.



Business Representative Perry Zimmerman, right, with Steward.



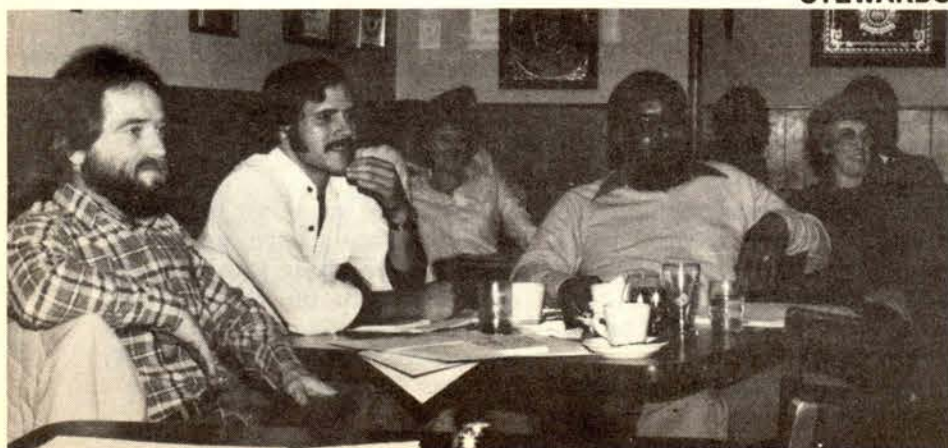
Lee Schore, Conference leader meets with Steward.



STEWARDS



STEWARDS



STEWARDS



STEWARDS



# Labor groups demand safe water ordinances

working crews and labor unions can be natural support systems. Management will often attempt to defeat these support systems by encouraging divisions between races, sexes, ages, and levels of skill.

The Stewards were provided packets of written materials, including a checklist of stress symptoms, to share with members at work.

A number of Stewards commented on their own stress conditions, including shift work, and the need to relay the information gained in the seminar to other members. It was recognized that while there are no immediate solutions, we should first approach the problem by identifying the factors of occupational stress. Therefore at this time, union grievances involving stress cannot be labeled as such, but need to be based on other facts. It is anticipated that more Workers' Compensation cases will in the future be based on occupational stress.

The stress seminar was concluded with a demonstration of two relaxation techniques, which

Schore emphasized could be used for temporary relief but not as a cure for occupational stress.

## Sacramento Area Shop Stewards Conference

Shop Stewards attending included: Mark Abercrombie, Joe Aquilio, Billy Cowden, Kenneth Floyd, N. L. Goodin, Phillip Gray, Richard Gutierrez, Danny Jackson, Loretta Jackson, Aaron J. Kim, Christine Lay, Cindy Lepenske, Kathy Linares, Darryl Norris, Kenneth Petersen, Thomas Ramirez, Dan Rasmussen, Anthony Staniewicz, Dick Sutter, Barbara Wadkins, Joe Williams.

Attending from Local 1245's Health and Safety Committee were: Steve Lee, Robert Daniels and Aquilio.

Staff in attendance included: Business Representatives, Perry Zimmerman and Gary Hall; also Assistant Business Managers, Corb Wheeler and Ron Fitzsimmons. Other staff members included Juliann Sum, Industrial Hygienist and Legal Counsels Tom Dalzell and Ann Miley.



Union members call for safe water.

In Santa Clara County, numerous spills of many toxic industrial chemicals have contaminated the groundwater and other parts of the environment. Because of the seriousness of the hazards, labor groups in the county have spearheaded the adoption of city and county ordinances which will require double containment of storage equipment and disclosure of information to the public.

Labor, environmental groups, and concerned citizens provided testimony in a series of public hearings on a model ordinance sponsored by the Santa Clara County Fire Chiefs Association.

The following members and Shop Stewards of IBEW Local 1245 participated in public hearings held on January 25 and February 3 of this year: Dave Amarello, Bill Brill, Barbara Contreras, Norman Feyling, Reynold Fitzpatrick, Wayne Johnson, Dan Melanephy, Norm Mercer, Jim Mitchell, Helen Munoz and Tom Ryle.

In addition, Business Representatives Bill Twohey and Larry Pierce and Industrial Hygienist Juliann Sum participated in the hearings.

## 3-D out; PLEX 60 LS in; new leak compound at PG&E

At the January 27, 1983 meeting of the Joint Union-Company Health and Safety Committee, PG&E indicated, after many months of discussions with Local 1245, that they were switching to a different brand of leak detection compound. The new product is called "PLEX 60-LS" and is produced by Safety 1st Chemical Company.

The compound produced by 3D has been associated with respiratory irritation in various Divisions of PG&E. Although Safety 1st is actually the same company as 3D, PG&E has indicated that the Safety 1st compound is a different formula-

tion. However, any members experiencing problems with the Safety 1st product should notify the Local Union through their Shop Stewards.

Company also indicated that members who experience problems with the remaining bottles of 3D would be allowed to turn them in.

Many thanks to the following Shop Stewards for their assistance and participation in the investigation of the 3D Leak Detection Compound: Mike Burgess, Findlay Boag, James Horton, Mel Norberg, Darryl Norris and Gary Phillips.

## New protective gear to be phased in

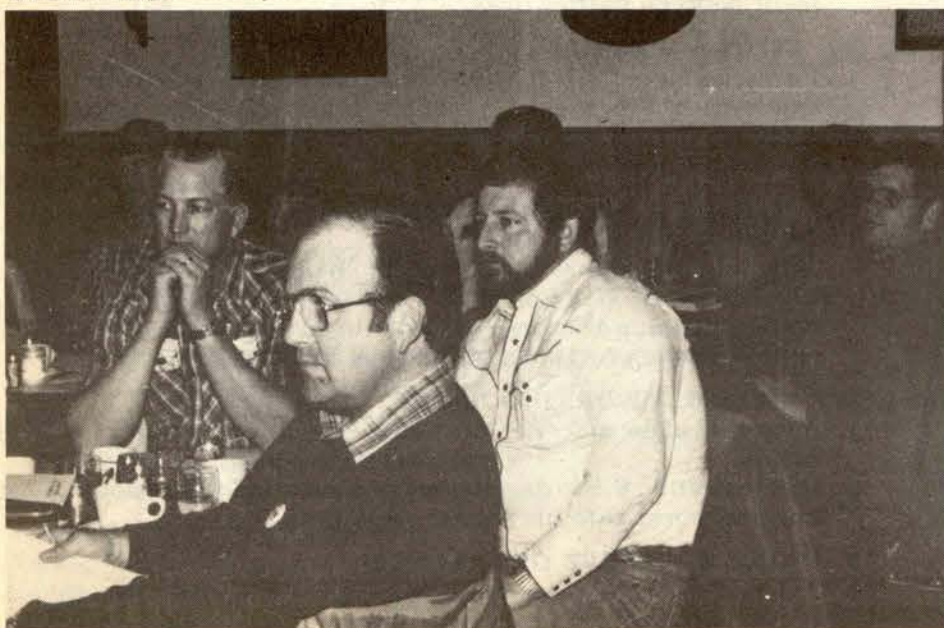
Last year the Local Union requested that PG&E provide the best available protective glove for handling PCBs. PG&E then conducted laboratory tests for permeability on different types of gloves. Partly based on these laboratory tests, PG&E indicated at the January 27, 1983 meeting of the Joint Union-Company Health and Safety Committee that they have concluded that "Solvex" gloves would be the best type. They have therefore decided to phase out the currently available vinyl-coated gloves and to

phase in the Solvex gloves. The vinyl gloves shown to us were dark green, whereas the Solvex gloves were light green in color.

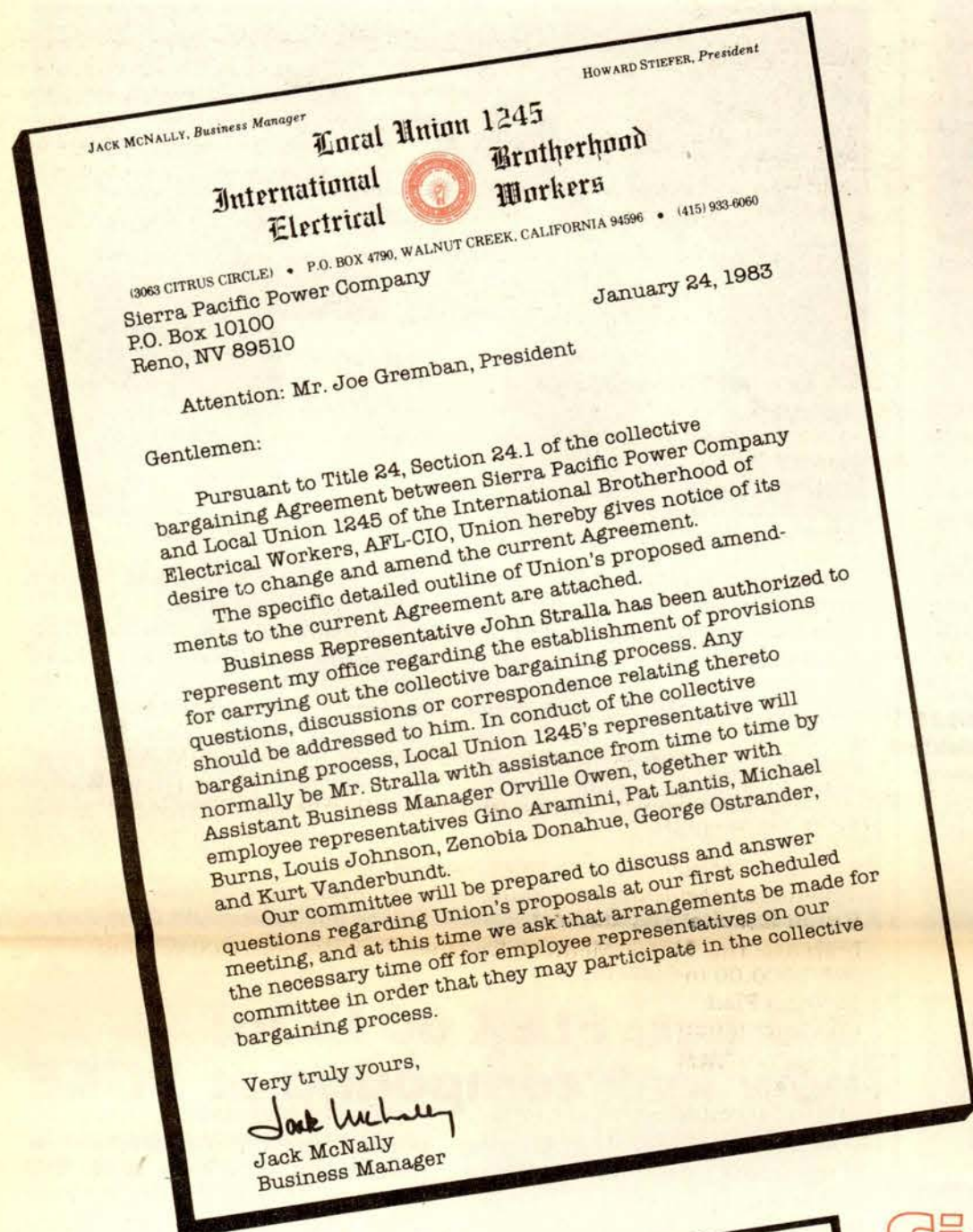
Since February of last year, the Local Union has been requesting that PG&E provide Saranex-laminated Tyvek coveralls, which have shown greater resistance to permeability of PCB fluids than the currently available polyethylene-laminated coveralls. At the January 27 meeting, Company indicated that they plan to phase in the Saranex coveralls.



STEWARDS →



# IBEW Local 1245 contract proposals submitted



On January 25, 1983, Sierra Pacific and Local 1245 exchanged proposals for 1983 negotiations. The collective bargaining process is scheduled to start on Tuesday, February 22, 1983 and will continue until the parties reach a settlement. The current agreement which ends on April 30, 1983, will remain in effect until there is a negotiated settlement ratified by Local 1245 members working for Sierra Pacific.

Local 1245's negotiating committee consists of Gino Aramini, Michael Burns, Zenobia Donahue, Louis Johnson, Pat Lantis, George Ostrander, Kurt Vanderbunt and Business Representative John Stralla, with assistance from time to time by Assistant Business Manager Orville Owen. All negotiating committee members, with the exception of Michael Burns, have previous negotiating experience with Sierra Pacific.

Company and Union proposals to amend the current agreement are printed here in their entirety.

## UNION PROPOSED AMENDMENTS TO CURRENT AGREEMENT

### I. WAGES - EXHIBIT A

A. All employees covered by the collective bargaining Agreement shall be granted a substantial wage increase.

B. Union proposes inequity adjustments prior to the General Wage Increase to the following classifications:

- |                         |  |
|-------------------------|--|
| 1. Line Working Foreman | 6. Electrician                         |
| 2. Lineman              | 7. Communication Technician            |
| 3. Troublemaker         | 8. Control Technician                  |
| 4. Inspector            | 9. All Working Foreman classifications |
| 5. Meterman             |  |

### II. JOB DEFINITIONS - EXHIBIT B

Union proposes to amend Exhibit B as follows:

- A. Transformer Shop Foreman (new classification)

### III. AGREEMENT

#### TITLE 4 - WAGES Section 4.2

Amend to provide that out-of-town expenses and per diems will be paid at the same time as the normal pay check.

#### TITLE 6 - WORKING HOURS

## Sierra Pacific Power

The specific and detailed outline of Company's proposed amendments to the current agreement are:

### I. WAGES - EXHIBIT "A"

- Delete the classifications of Electrical Plant Technician (Day), Plant Mechanic (Day), Working Foreman, Underground, Electrician Underground, and Electrician, Underground Apprentice.
- Incorporate, where appropriate, provisions for any interim agreement between parties involving wages.

### II. TITLE 4 - WAGES

- Revise Section 4.3(e) to withhold automatic wage increase when an employee is off work.
- Add new section to provide for Company and Union Agreements on special projects.

### III. TITLE 5 - TRANSPORTATION

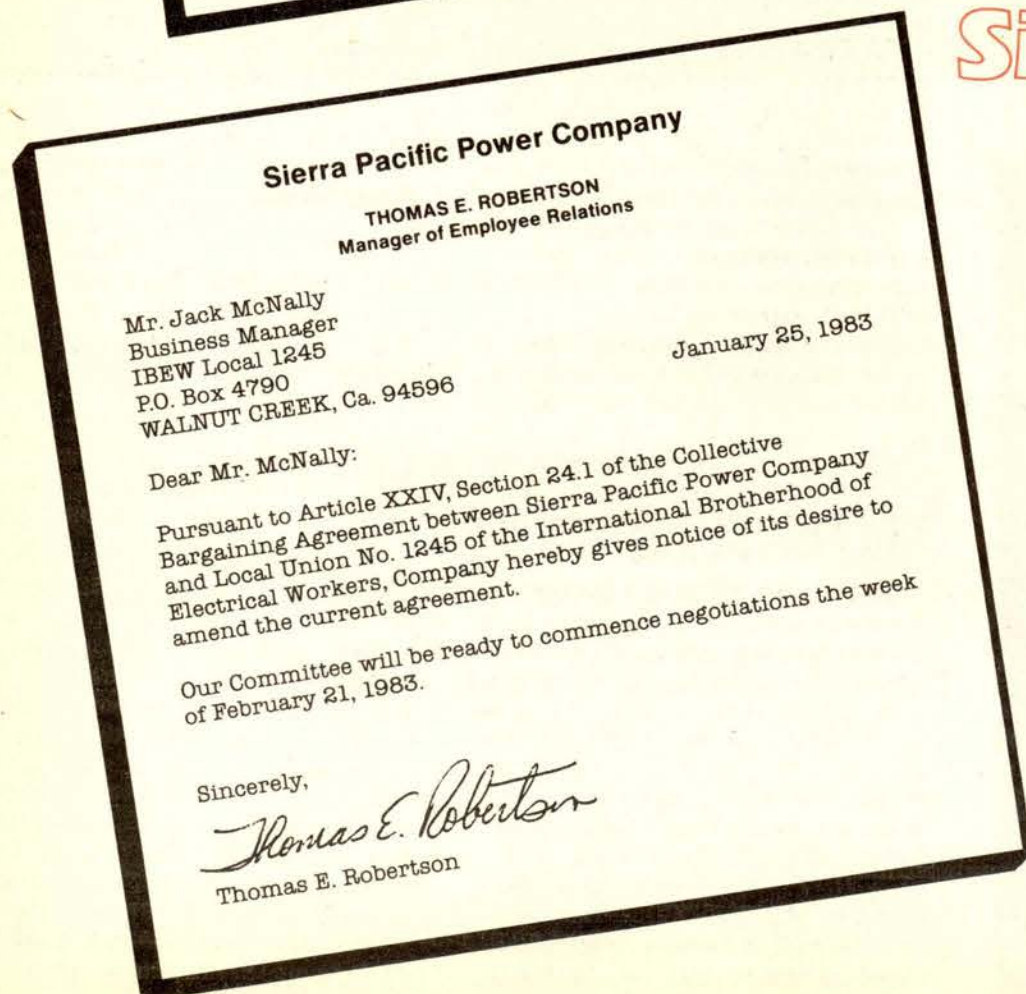
- Add Section 5.3(e) to State,  
"Any employee who is considered for an upgrade to a position requiring the operation of Company vehicles or equipment must be qualified by training or experience prior to an upgrade. Employee will be subject to the provisions of Sections 5.3(a) and 5.3(b)."

### IV. TITLE 6 - WORKING HOURS

- Amend to allow a Service Employee schedule for temporary assignments.
- Revise Section 6.5 to disallow travel time when an employee is called out and works into his regular work day.

### V. TITLE 8 - LEAVE OF ABSENCE

- Amend Section 8.1 by changing reference from thirteen (13) calendar days to thirty (30) calendar days.



## Section 6.5

Amend to provide that all travel time shall be considered as time worked. Change "45 minutes" to "one hour" each way.

## Section 6.13(b)

Discuss application and clarification and possible deletion.

## TITLE 7 — SHIFT PREMIUM

### Section 7.1

Amend by providing shift premium by changing "forty cents (40¢)" to "seventy-five cents (75¢)" and by changing "fifty-five cents (55¢)" to "eighty-five cents (85¢)".

## TITLE 9 — INCLEMENT WEATHER PRACTICE

### Section 9.1

Union would like to discuss the application of inclement weather practices for meter readers for clarification and amendment.

## TITLE 10 — OVERTIME

### Section 10.5(a)

To read: "All overtime compensation shall mean a rate of pay equivalent to two times (2X) the standard rate of pay."

### Section 10.6(a)

Change "eight (8)" to "ten (10)" rest periods.

### Section 10.6(c)

Change "two (2) times" to "three (3) times" the standard rate of pay until released for rest period.

## TITLE 11 — HOLIDAYS

### Section 11.2

Company to grant two (2) additional holidays (floating).

## TITLE 12 — VACATIONS

### Section 12.2

Amend to provide 15 days vacation after 5 years of service.

### Section 12.3

Amend to provide 20 days vacation after 10 years of service.

### Section 12.4

Amend to provide 25 days vacation after 15 years of service.

### Section 12.5

Amend to provide 30 days vacation after 20 years of service.

### Section 12.12

Add new section to provide for carryover of vacation when employee is prevented from taking scheduled vacation because of emergency cancellation.

## TITLE 15 — SICK LEAVE

### Section 15.5

Amend by changing "90%" to "100%".

### Section 15.6(a)

Amend by changing "40%" to "100%".

### Section 15.6(b)

Amend by changing "20%" to "50%".

## TITLE 16 — SENIORITY

### Section 16.7

Delete entire section.

## TITLE 17 — EXPENSES

### Section 17.4

Union would like to discuss the application and interpretation and possible improvements of this Section.

### Section 17.5

Union would like to discuss for application and interpretation purposes.

### Section 17.8(b)

Amend by changing "\$40.00 per day" to "\$65.00 per day".

### Section 17.9(2)

Delete.

### Section 17.9(3)

Delete "at Company boarding house".

### Section 17.13

Add new section to provide that when employees are sent out of town they will be provided suitable hotel or motel accommodations by Company.

### Section 17.14

Add new section to provide that employees who work overtime shall be paid after one missed meal three (3) times their standard rate of pay until they are fed.

## TITLE 19 — MISCELLANEOUS

### Section 19.3

Amend by adding "demote".

### Section 19.5

Delete.

## TITLE 20 — SUPPLEMENTAL BENEFITS FOR INDUSTRIAL INJURY

### Section 20.1

Amend by changing "85%" to "100%".

Amend by adding provisions that would require Company to re-train employees who physically are unable to perform their regular duties into comparable classifications they are physically able to perform.

## TITLE 21 — GRIEVANCE PROCEDURE

### Section 21.1

Union would like to discuss Company's current practice of issuing letters of reprimand and administering discipline without Union notification or representation.

## TITLE 22 — EMPLOYEE BENEFIT PROGRAMS

Amend to provide improvements in the following benefit plans:

### 1. Group Hospital and Medical

Increase the Major Medical Expense Benefit maximum from \$250,000.00 to \$500,000.00.

### 2. Pension Plan

Implementation of interim negotiations.

## TITLE 24 — TERM

### Section 24.1

Amend by establishing the term to be May 1, 1983 through December 31, 1983.

# Company proposals

2. Amend Section 8.3 to allow Union leave of absence not to exceed six months.

## VI. TITLE 10 — OVERTIME

1. Revise to clarify call-outs on vacation days.

## VII. TITLE 11 — HOLIDAYS

1. Amend to disallow payment for unused floating holidays for terminating employees.

## VIII. TITLE 15 — SICK LEAVE

1. Revise Sections 15.5, 15.6 and 15.7.

## IX. TITLE 16 — SENIORITY

1. Revise Section 16.7(c).

## X. TITLE 17 — EXPENSES

1. Revise Sections 17.3(a), 17.4(a), 17.5, 17.8, and 17.9 for clarification.

## XI. TITLE 19 — MISCELLANEOUS

1. Revise Section 19.1 to improve availability of personnel for emergency work.

## XII. TITLE 23 — DEMOTION AND LAYOFF PROCEDURE

1. Revise so that an employee with less than three (3) year's service has no bumping rights outside of their headquarters.

## XIII. TITLE 24 — TERM OF AGREEMENT

1. Open — to be established during bargaining.

## XIV. AMENDMENT TO EXHIBIT "B"

Revise Exhibit "B" as follows:

1. Incorporate, where appropriate, provisions from any interim agreement between the parties involving job definitions and

qualifications.

2. Company wishes to revise or establish the following job descriptions:
  - a. Customer Services Clerk Trainee
  - b. Line Patrolman
  - c. Maintenance Mechanic — Working Foreman (Water Production)
  - d. Warehouseman
  - e. Line Working Foreman
  - f. Clarify duties of Power Production Operators.
3. Delete the following job descriptions:
  - a. Working Foreman, Electric Underground
  - b. Electrician, Underground
  - c. Electrician, Underground Apprentice
  - d. Electrician Plant Technician (Day)
  - e. Plant Mechanic (Day)

## XV. AMENDMENTS TO EXHIBIT "C"

Revise Exhibit "C" as follows:

1. Incorporate, where appropriate, provisions from any interim agreement between the parties involving lines of progression.
2. Change Junior Draftsman to Draftsman.
3. Delete Operating Services and General Maintenance Occupational Group.
4. Include System Operations Occupational Group.
5. Revise Gas & Water Production Occupational Group.
6. Revise Electric Occupational Group.
7. Add Bidding Note 16 to Assistant System Operator.
8. The Company will study and, after discussion with the Union, may install revised testing requirements in the Power Production Department.

# 'A gift of life'

Line Department members at PG&E's Concord Yard recently honored Brother Mike Phillips as "Lineman of the Year" in recognition of Mike presenting his father Donald with "The Gift of Life." Mike recently donated one of his kidneys to his ailing father. Mike has been a member of IBEW Local 1245 for 12 years and his father was an IBEW member for 20 years prior to entering supervision at PG&E 10 years ago. Business Manager Jack McNally participated in the presentation bringing greetings from the Local. Reprinted here is an edited version of an article that reporter Pamela Then wrote about the Phillips family in the Antioch Ledger.

It was a Christmas gift beyond compare — a gift of life.

Mike Phillips, 34, from Antioch returned home from the hospital early in December after having donated one of his kidneys to his dad, who, for the past year, had had total kidney failure.

His father, Donald Phillips, 56, also from Antioch, stayed at the University of California at San Francisco's Moffitt Hospital — where the kidney transplant took place.

"It went absolutely perfect . . ." said Mike.

He said he and his father met with medical specialists for the past year for blood transfusions, tests and counseling. Doctors at the San Francisco hospital chose Mike as the donor over his brother and aunt because his blood type and tissue makeup were most compatible with his father's.

The transplant had been scheduled to take place several months earlier, but when Mike's son, Casey, was born with a defect, requiring several brain operations immediately after his birth, the transplant operation was postponed. When Casey's condition stabilized, Mike decided it was time for the kidney transplant.

"Words can't express how I feel," said his mother, Betty. "I have to give Mike an awful lot of credit. He never wavered one bit."

His father, understandably, is even more impressed. "You better believe I'm proud. That's quite a sacrifice. He's young, and you never know what could happen in the future," the elder Phillips said

over the telephone from his hospital room.

But Mike seems very modest about the surgery. "When it's your own father, the decision becomes a lot easier," he said.

His father's main concern, Mike said, was that Mike might develop complications from the operation, and not be able to return to work and provide for his wife, Sherri, and their two young children.

But Mike returned to work six weeks after the transplant.

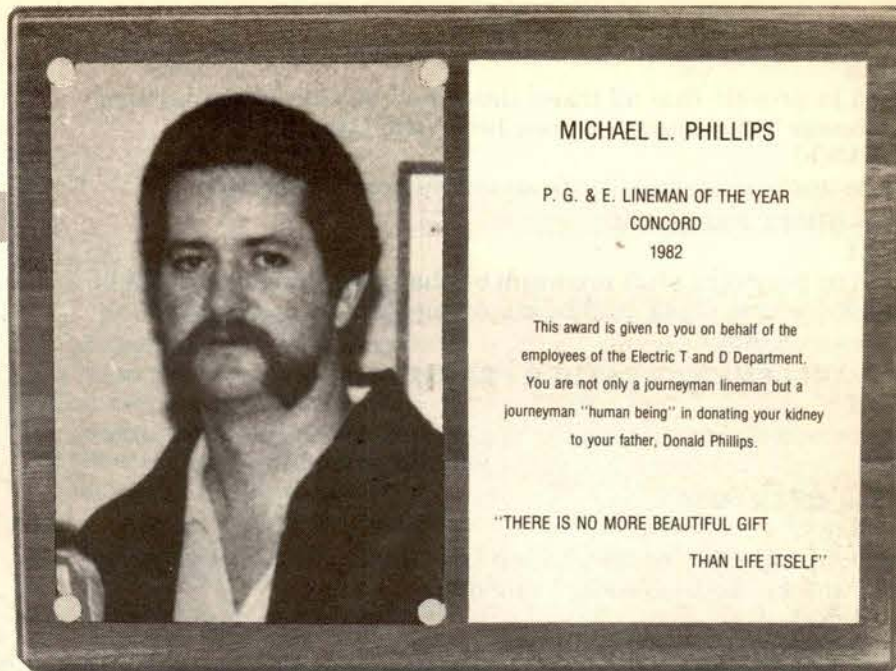
The elder Phillips said he feels "100 percent" better. He's relieved that he'll no longer be tied to a



Business Manager Jack McNally, left, congratulates Mike.



Prior to the presentation, Business Manager McNally meets with member at Concord headquarters.



"Lineman of the Year" plaque awarded Mike Phillips.

dialysis machine.

Before the operation, Phillips required dialysis three times a week for at least four hours at a stretch to cleanse his kidneys of impurities.

"Dialysis wasn't agreeing with him," Mike said. "He felt nauseated all the time. He was never getting better. Now, he will be able to return to just about a nor-

mal life, like he never had kidney disease."

Mike's father recuperated in the same hospital room where two other kidney transplant patients stayed — the two men had received the kidneys of South Korean fighter Euke Koo Kim, who died in November after a boxing match for the World Boxing Lightweight Championship.



Group celebrating the presentation include, l-r, Howard Stiefer, Local 1245 President; Donald and Betty Phillips, Mike's parents; Sherri Phillips, next to her husband, and Business Manager McNally.



Before the ceremonies got underway, Howard Stiefer, Local President, far right, meets with members.



Group of members at PG&E Concord headquarters who were on hand for the award presentation.

## Senior members honored at recent Sacramento area recognition dinner



Photo: Carol Bedsole

IBEW Local 1245's Vice President Nannette Dominguez and Business Representatives Gary Hall, Gene Wallace, Perry Zimmerman and Business Representative on Temporary Assignment, Ken

Meyers were at recent recognition dinner honoring Senior Members whose loyalty and support has helped to make the Union strong.

**39 YEARS**  
Vernon Rominger

**35 YEARS**  
William Sparks  
George Jones  
Loren Banks  
Robert Calcaszia  
George Roe  
Mel Salerno  
Edward Orzalli

**30 YEARS**  
Lem Bedsole  
Morris Wilson  
Frank Jaco  
Irv Schlauch  
John Damsen

**25 YEARS**  
Bill Miller  
Dave Weathers  
Al Pangburn  
Tony Scalora

**20 YEARS**  
William Perini  
Juergen Hilmer  
Wilfred Nunez  
Bob Lundy  
Donald Davis

## Shasta members honored

There was a large turnout for the holiday festivities where Senior Members in the Shasta area were honored by Local 1245 for their long years of service. Business Representatives Rich Hafner and Gene Wallace report that more than 60 members and their guests participated in the recognition dinner which was held on the shores of Lake Shasta at the Bay Bridge Inn.

**40 YEARS**  
Russell E. Cline

**35 YEARS**  
James D. Butler  
Orrin Heacock  
G. M. Kivley  
R. C. McKray  
J. R. Moore  
John F. Muzio  
W. R. Vaughn  
D. J. Wakefield  
Harold Withrow  
B. R. Yochum

**30 YEARS**  
R. C. Allen  
Artis D. Benton  
W. F. Christopher  
John A. Eide

**W. A. Hemphill**  
J. D. Hollis  
James Keener, Jr.  
E. H. Saunders  
E. F. Sybert

**25 YEARS**  
J. D. Cook, Jr.  
Virgil G. Durrett  
R. E. Hill  
S. B. Sacson  
C. D. Whitten

**20 YEARS**  
E. J. Cicka  
Herbert R. Hoge  
C. P. Portuges  
Ed Schoonover  
Leland C. Stagmier  
A. T. Walker, Jr.  
A. P. Wyant



Senior members



Photos: Rich Hafner



A good time was had by all



# USBR members ratify new one-year contract

Local 1245 members employed by the United States Bureau of Reclamation recently overwhelmingly ratified a new one-year agreement with the Bureau after ratification meetings were held from Delano to Redding and numerous points in between.

The agreement was the result of intensive bargaining efforts led by Business Representative Peter Dutton and Bargaining Committee members Tim Mullenberg, Dan Wyand, Bill Chambers, Larry Mather, Marshal Duarte, and Al Wright. Major provisions of the agreement included a 4 percent general wage increase effective the first pay period in 1983 and protection for an employee's wages when the employee is being displaced by a reduction in force. The

4 percent wage increase is the maximum permitted under President Reagan's freeze on federal employee wages for the 1982-1983 fiscal year.

Local 1245 has recently turned its attention to two issues of vital concern to Union members employed in the federal sector — contracting out work (a favorite tactic of the Reagan Administration whose anti-federal-employee attitudes are no secret) and Administration attacks on federal employees' benefits. Local 1245, acting on its own and in conjunction with our International and other AFL-CIO affiliates, is investigating the possible legal and political responses to Reagan's anti-labor policies in these two crucial areas.



Staff at recent meeting included, l-r, Business Representatives Rich Hafner and Pete Dutton and Business Manager Jack McNally. Attorney Tom Dalzell also participated.

USBR Shop Stewards in attendance at the conference where contract proposals were first discussed included:

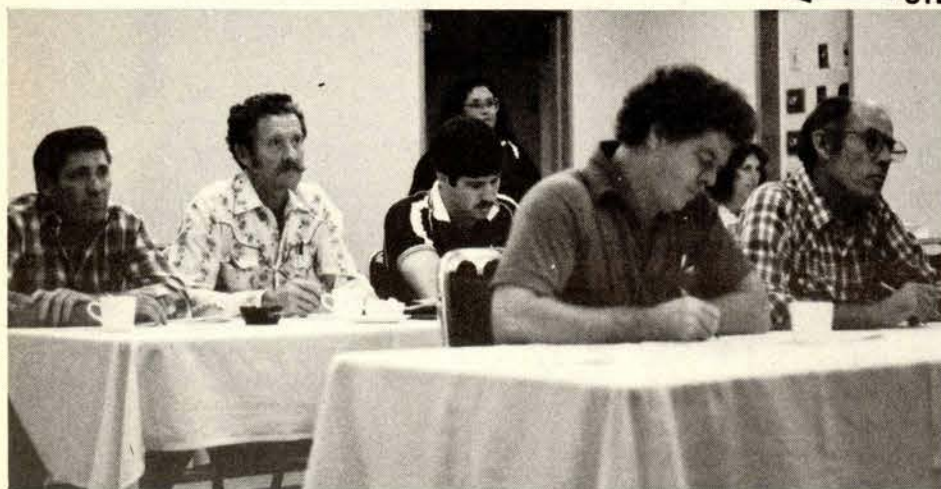
Bill Chambers  
Don Day  
George Downes  
Jim Giles  
Rick Knehans  
Christine Lay

John Lineback  
Les Mahan  
Larry Mather  
Arnold Missildine  
Jim Mullenberg  
Rick Pender

Gene Pori  
Don Sanders  
Dan Wyand



STEWARDS



Photos: Pete Dutton

## Local 1245 Golf Tourney slated on May 7

IBEW Local 1245 will sponsor its first Golf Tournament this year on Saturday, May 7 at Tilden Park Golf Course, Berkeley.

Tee times are set to begin at 6:30 a.m. There are a large number of avid players in our membership, and anyone interested in participating is requested to contact the Local.

• Food, fun, prizes, perpetual trophy •

DON'T MISS OUT! GET YOUR NAME AND MONEY IN NOW!

DEADLINE IS APRIL 7, 1983

There will be 100 starting times

Carts not included with \$20 fee per person. If you wish a cart, check below.  
(Foursomes are not necessary)

1. Name _____	Cart ( )
Address _____	
2. Name _____	Cart ( )
Address _____	
3. Name _____	Cart ( )
Address _____	
4. Name _____	Cart ( )
Address _____	

Starting times will be mailed back to you

Make checks payable to: LOCAL 1245 GOLF TOURNAMENT

MAIL TO: LOCAL 1245 GOLF TOURNAMENT, P.O. Box 4790, Walnut Creek, CA 94596

## Proposal Time

Proposals for 1984 PG&E Contract Negotiations were taken at February Unit Meetings, and can be made also at all March 1983 Unit Meetings. The contract will be open for wages, benefits and working conditions.

## Reno Unit holds festive annual seasonal party



Shop Steward Pat Lantis, right, and Sierra Pacific Power Company President Joe Gremban.



Cook, Al Lamberti, left, with partygoer, Robert Conaster.



Cooks, Al Lamberti, left, and Frank Davis.

## OUTSIDE LINE

By Jerry Robinson

It grieves me to report the passing of Brother Bo Singleton. Brother Singleton was cutting wood in Oregon on January 8 when he suffered a brain hemorrhage. He was admitted to a hospital in Medford, Oregon, where he passed away on January 19. Brother Bo was a 30-year member of IBEW and he had been very active in unionism. While a member of Local Union 952, he held the position of Business Representative. Brother Bo was a member of Local Union 659 in Medford, Oregon. As an IBEW Local 1245

member Brother Bo was very active in Union affairs.

It makes me very proud to be a brother of this Local. The members raised approximately \$2,000 for Brother Bo's wife, Virginia.

The work picture is looking up. Commonwealth Electric is planning to start their section of the San Diego Gas and Electric's 500 Kv line around the middle of February to first of March depending on when the steel arrives.

The second section hasn't been awarded yet. Southern California

Edison has a re-conductoring job coming up in the mountains and the work in the north is picking up a little. There are three substations to start in March and April plus a 115 Kv oil static in Alameda.

It's negotiating time again! The next four meetings will be very important. The Negotiating Committee will need your support. The members are Curt Peterson, Tube Dudley, Tom Heyl and Bill Paynter. The committee hopes to have negotiations concluded by the end of our Agreement May 31, 1983.

## Benefits go up for Workers Comp

The ringing in of the new year on January 1 also heralded the effective date of legislation enacted last year providing the greatest increase in benefits for California workers in the 68-year history of the state's workers compensation program.

The legislation, sponsored by the California AFL-CIO, boosts benefits by an unprecedented \$652 million for workers suffering job-related disabilities.

The two-step measure carried by Assemblyman Bruce Young (D-Downey) was one of the major goals of the California Labor Federation's 1982 legislative program in light of the erosion of benefits by inflation and employer-backed amendments that had weakened the program in past years.

Its enactment means that workers suffering temporary or permanent total disability will receive benefits ranging from \$84 to \$196 a week this year instead of the former range of \$49 to \$176. On January 1, 1984 the weekly benefits for such disabilities will rise to a range of \$112 to \$224.

For workers suffering permanent partial disabilities, the current benefit range of \$30 to \$70 was increased to \$50 to \$130 this year and will rise to a range of \$70 to \$140 a week on January 1, 1984.

Death benefits payable to families of two or more were increased to \$85,000 on January 1 and are scheduled to rise to \$95,000 on January 1, 1984.

The new law also eliminates the present \$10,000 maximum ceiling on awards to workers in cases involving "serious and willful misconduct" by employers.

## Local to start recruitment of retirees for active club; founding plans begin



Retirement Committee Chair Bill Peitz, left and members Red Henneberry and Don Cross, right.

Local 1245 is in the midst of kicking off a drive to recruit former members into a new Retirement Club.

Spearheading the efforts, under the guidance of Business Manager Jack McNally is the Local's seven-member Retirement Committee which includes Bill Peitz, Chairman; former Business Manager Ron Weakley, former Assistant

Business Manager John Wilder, and retirees Red Henneberry, Don Cross and Barbara Symons.

Over the past few meetings of the group, the committee has drafted bylaws and has been looking into establishing a wide range of benefits for IBEW retirees.

Some of the proposed benefits slated to be offered include free legal advice, blood bank participation,



Other Committee members included, left, John Wilder and Ron Weakley.

credit union eligibility, an insurance death benefit and the opportunity to participate in a variety of social activities.

Plans to schedule a founding meeting are underway and final details will be announced in next month's Utility Reporter.

# PAC Tree ratification

From PAGE ONE

members. Company agrees that they will consider participating in this Trust Agreement once it has been established in behalf of their bargaining unit employees covered by this Agreement to at least the extent of their current contributions toward employee Health and Life Insurance premiums.

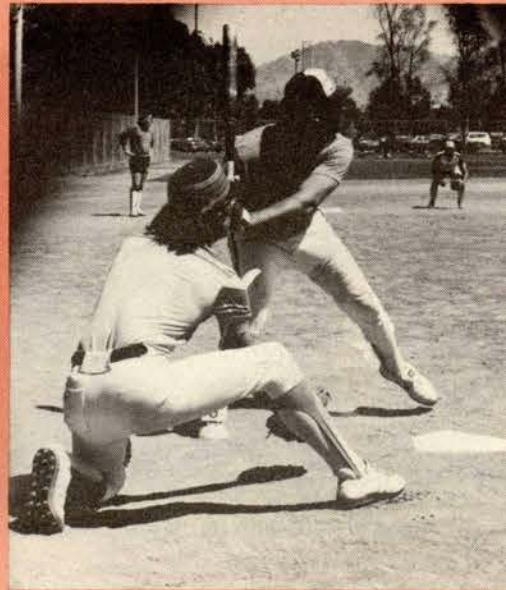
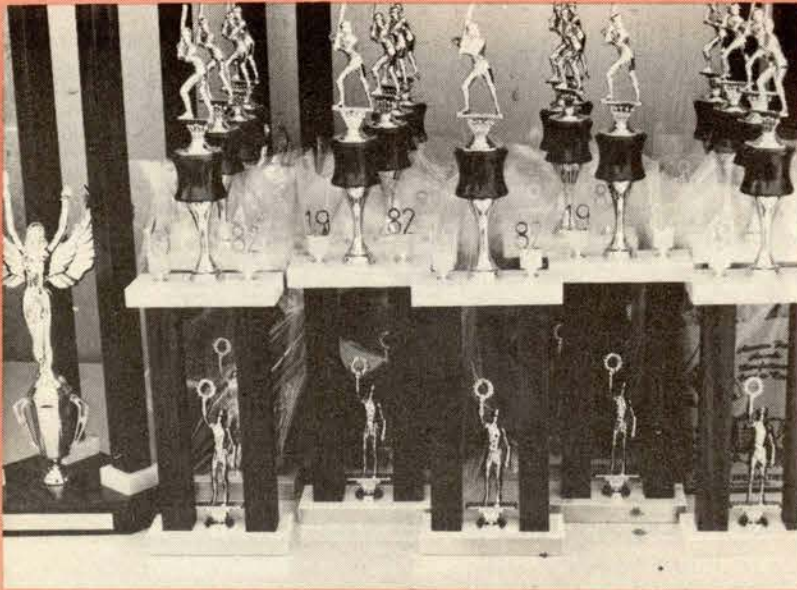
IV. Pursuant to the provisions of Section 13.1, Company will notify Union two weeks in advance of safety inspections by Company's Safety Engineer in order for Union Business Representatives to participate in these safety inspections.

V. During the term of this Agreement, Company and Union agree to meet and discuss the possible adoption of a "Positive Employee Reinforcement Program" which would provide additional monetary benefits to employees who demonstrate excellent attendance records, accident-free job performances, and equipment and tool care records.

The collective bargaining process for this agreement commenced on December 29, 1981 and was finally concluded by ratification by Pacific Tree members on January 29, 1983. These negotiations experienced 13 Unfair Labor Practice charges filed by Local 1245 with the National Labor Relations Board, intervention of the Federal Mediation and Conciliation Services, delays and frustrations by both Local 1245 Pacific Tree members and their families and negotiating committee members.

I would like to take this opportunity to express the sincere appreciation of Local 1245 negotiating committee to all Pacific Tree members and their families for their steadfast support, understanding, cooperation and "keeping the faith" during these difficult negotiations and my special personal thanks to negotiating committee members Doug Bonham, Sebastian Vargas, Richard Waistell, Harry Beckwith, Bill Colbert, Larry Wenz, Mickey Harrington, Perry Zimmerman, Scott Thomas, Ed Fortier, and Rich Hafner for a difficult job well done.

## Softball tourney...just around corner



Spring is just around the corner, and signs of softball are already in the air. Plans are firming up for this year's annual Slowpitch Softball Tournament set for Saturday and Sunday, June 25 and 26 in Martinez... so mark your calendar! Coordinators assigned by Business Manager Jack McNally are Assistant Business Manager Ron Fitzsimmons and Business Representative Joe Valentino. Members are encouraged to contact the Local, or existing team managers to indicate interest in mixed-team play, or an entire women's division. Participation will be limited to members and their immediate families.

## New contract ratified by PGT members

From PAGE ONE

are located primarily in Washington, Oregon and Idaho.

"Now we certainly expect far fewer problems with grievances being filed at the job sites by our Stewards there", Frank Lacoti, Negotiating Committee member, and Grievance Committee Chairman said following the balloting.

Other key provisions ratified by the members include:

- Some protection for probationary employees called for jury duty.
- Protection for Mechanic-Welders in the event they fail in welding requirements.
- Application of out-of-district premium to travel time to and from temporary assignments.
- Deletion of requirement to pay

Company any monies received while on jury duty.

- Protection for employees with at least 10 years service who are disabled and subsequently placed in a lower paying job.
- Spring Holiday converted to a Floating Holiday.
- Additional vacation entitlement for employees with greater service time.
- Bonus vacation provided every five years of service.
- Moving allowance increased to \$1200.
- Addition of new classification and job definition "Technical Facility Overseer, Temp", and the rate of pay for said classification.

PGT also agreed to extend the

provisions of the Benefit Agreement and Health and Dental Agreement as bargained with PG&E to the employees of PGT. Basically, this will provide for a continuation of the existing plans for the next three years with no additional cost to the membership. Company also agreed to extend a PAYSOP Plan and a 401 (K) Deferred Compensation Plan to PGT.

It's projected that new bargaining will get underway in the early fall.

The Local's Negotiating team, under the direction of Business Manager Jack McNally was headed up by Assistant Business Manager Manny Mederos, and Business Representative Bob Gibbs, and included members: Les Banta, Doug Davis, Ed Johnson, and Locati.

## Nominations for Local 1245 officers open in March

From PAGE ONE

the Local's Business Manager-Financial Secretary.

Local 1245 members employed in varying Southern, Central, Northern and At-large areas which are spelled out in the bylaws, shall participate in their specified areas in nominating and electing the various area executive board members, and Advisory Council representatives.

By virtue of the offices, Business Manager-Financial Secretary and President shall be delegates to the IBEW International Convention.

Qualifications of and procedures for nominating candidates are provided in Local 1245 bylaws. Listed here are selected sections of

Article III:

Sec. 5. Members elected or appointed to office in the Local Union must be able and available to attend all regular and special meetings and to conduct the affairs of their office without compensation or expenses other than provided for in Article X herein. Assistant Business Manager(s) and/or Business Representatives shall not be eligible to hold any elective Unit or Local Union office. They shall, however, be eligible to run as delegates to the International Convention.

Sec. 6. (a) Nomination of Local Union officers shall be made under new business at the first meeting of the Units in March 1983 and every three years thereafter. Election of officers shall be conducted in ac-

cordance with Article XVIII of the IBEW Constitution and in the manner as further provided for in this Article.

Sec. 11. To qualify as a candidate for Local Union office or Advisory Council Member, a member must have at least two years' continuous good standing in the Local Union immediately prior to March 1st in any election year, and provided his dues for the month of January in any election year shall have been tendered.

Sec. 12. In order to be a candidate for any Local Union office, Advisory Council member, or delegate to the International Convention, a member must be present at the Unit Meeting where he is nominated, or notify the Local Union Recording

Secretary in writing on or before March 1, of election year, that he will run for a specific Local Union office if nominated.

Sec. 13. A member shall not accept nomination for more than one office of the Local Union unless combined under these bylaws. If a member is nominated for more than one office, he must notify the Judge of the Election promptly in writing not later than April 15 for which office he will be a candidate and decline all other nominations for Local Union Offices.

Candidates nominated for the Advisory Council or other Local Union offices may also be nominated as delegates to the International Convention.