Time for voting nears in Local Union election

- Ninety-two IBEW Local 1245 members are candidates in this year's officer elections. Lists of their qualifications appear in this issue on pages 4-10.
- Three dozen members are running for membership positions including Business Manager- Financial Secretary, President, Vice President, Recording Secretary, Treasurer, and four Executive Board seats: Southern, Central, At-Large and Northern.
- Another 56 members are candidates vying for representation on the Government Coordinating Council No. 1.
- Ballots will be mailed first class to all members on May 31, 1983. To be counted in the election, ballots must be received in the designated Election Post Office Box, Number 5008, in Walnut Creek, CA 94596, by 10 a.m. Wednesday, June 22.
- Tallying of the results will proceed promptly and election results are projected to be available by the afternoon of Friday, June 24.
- The Union has adopted a new "Punch Card Voting System" ballot for this election which will speed up electronic tallying at Local Union headquarters under the monitoring of the Local's Election Committee. Equipment will be supplied by Smurfit Diamond Packaging Co., Election Services Department, the firm Local 1245 contracted to coordinate new procedures. A detailed outline of new balloting procedures prepared by the Election Committee is printed on page three of this Utility Reporter, and will also accompany all ballots.
- As in the past the Local's Election Committee, headed up by Chuck Larsen will be in charge of certifying ballots returned by members in the pre-addressed envelopes prior to the official counting.
- Members who for some reason have not received their official ballot by June 8 are asked to either notify their Shop Steward or to call Headquarters at (415) 933-6060 and request a ballot. Ballots are not mailed from Local Union Headquarters, but from the Local's independent election contractor — who then will, in turn, be notified that a member has requested a ballot and will process that request.

Members consider 'FINAL, BEST'
in Sierra Pacific package

By Orl Ouen, Assistant Business Manager

Our members at Sierra Pacific will be voting by mail this month on the company's final offer for 1983 Negotiations. Ballots went out May 13 and were set to be tallied May 31 in Reno. Explanation of the company's one-year offer was set to be explained by members of the Union's Negotiating Committee at May Unit Meetings.

The Union's Committee agreed to submit the company's final and last offer to the membership in a mail ballot; however the Union's Committee told the company that they had not received proper notice of the employee discount. Checklist of proposals on May 4.

Big win for Local 1245 in Nevada discount case

Local 1245 members employed by Sierra Pacific Power won an important legal victory on April 21 when the Nevada Supreme Court decided in the Union's favor on a case filed by the Union challenging the Nevada Public Service Commission's order eliminating the employee discount. The Supreme Court decision came almost a year after Local 1245's attorneys argued the case in Carson City in front of the Public Service Commission over several years ago prohibiting the discount. Local 1245 filed actions in both state and federal court. As a result of the state court law suit, Judge Smart of the First Judicial District in Carson City ordered the discount restored. In his decision, Judge Smart agreed with the IBEW's four arguments: (1) the IBEW and affected employees did not receive proper notice of the hearings on the discount; (2) the evidence at the hearing did not support the elimination of the discount; (3) the Commission is preempted in labor matters by the National Labor Relations Board; and (4) the Commission did not have statutory authority in the area of employee discounts.

The Commission appealed Judge Smart's decision and the matter was set to be heard by the Supreme Court.}

Local Union proudly presents Memorial Scholarship Award

Karl Lohre, 18-year-old graduating senior from Poothill High School, Pleasanton, California was 1983's honored recipient of the Al Sandoval Memorial Competitive Scholarship. Congratulating her here at a recent Advisory Council meeting are, l-r, Business Manager Jim McNaughton, Local President Howard Stiefer, and contest judge Glenn Martin, Editor, California AFL-CIO News. Turn to page 10 to read Kari's award-winning essay on the topic of 'Right to Work'.

ARBITION VICTORY

Local member Clarence Brown regains his job; gets back pay

East Bay Division Gas T&D Fieldman Clarence Brown is back on the job thanks to an arbitration held in December on a grievance filed by Local 1245 at the time of his discharge by PG&E last year. Brown, who was hired in 1974, was fired in March 1982 as a result of an alleged insubordination and abusive language used towards a temporarily upgraded supervisor on a job site in Oakland on March 9, 1982. See PAGE TWO

Business Representative Veeda Stamps, center, extends congratulations to member Clarence Brown, at the recent Advisory Council meeting, while Staff Attorney Tom Dalzell, who presented Brown's case before Arbitrator Harvey Letter, quickly computes some dollar amounts that will be due Brown as part of the Arbitration award which called for reinstatement at PG&E, with back pay, for the Gas T&D Fieldman who was found to have been unjustly fired 14 months ago.

1983 Negotiations open

IBEW Local 1245 and PG&E began 1983 bargaining with exchange of proposals on May 4. Both parties were set for an initial meeting at the bargaining table May 10 in San Francisco. The complete proposal package will be printed for members in the June issue of the Utility Reporter.
Member Clarence Brown regains job; attends Advisory Council; praises Local

From PAGE ONE

Staff Attorney Tom Dalzell, who represented the IBEW in the arbitration, argued that because the temporary Field Foreman provoked an argument with the grievant and himself used profanity and that the discharge was thus an excessive penalty and not for "just cause" as required by the contract.

Arbitrator Harvey Letter issued his decision on April 26, 1983, finding that the discharge was not for just cause. Arbitrator Letter agreed with the Union's argument that the foreman provoked the argument which led to Brown's discharge by his use of "invidious and inflammatory" language in his conversation with the grievant before the argument. The Arbitrator found the foreman's "unsavory reputation as an anti-Black supervisor among Black employees at Oakport" and thus held that his remarks to the grievant "constituted provocation of the grievant."

In light of the grievant's past disciplinary record and the undisputed facts that after being provoked he did engage in a rather heated argument with the foreman, Arbitrator Letter reduced the discharge to a 90-day suspension.

PCB Standard looks close; Sum testifies

The Cal/OSHA PCB standard is hopefully in its final stages before official adoption. At a fourth public hearing held on April 28, 1983, in Sacramento, the Cal/OSHA Standard Board heard testimony on the standard.

Juliann Sum, the Local's Industrial Hygienist also testified at this latest hearing. She previously has presented information at numerous hearings related to this issue. The standard had originally been requested in IBEW Local 1245's petition of April, 1980. Local 1245 and other unions recommended that the Board retain: (1) the presumption clause, whereby any insulating oil is to be treated as if it were PCB fluid unless otherwise tested or certified, (2) the requirement for replacement by employees of contaminated clothing and equipment, and (3) the "copious amounts" of water requirement for eye washing.

Employer representatives, including PG&E, continued to protest the need for the PCB standard and even recommended that the 50 ppm limit be increased.

Adoption or rejection by the Standards Board is expected in a future meeting.

Assistant Business Manager Corb Wheeler, third from left, lets Brown know how pleased he is with his reinstatement at PG&E.

Brown, thus, will be receiving backpay for 11 of the 14 months in which he was off work from the company.

Members Willie McCray, Jose Delgado, and Archie McClain all testified on Brown's behalf. "We just dug in and fought with everything we had," Dalzell said. "And we had great testimony from all the witnesses."

Brown, who learned of the decision on April 29, attended the April 30 meeting of the Advisory Council where he praised the hard work of everybody involved at Local 1245.

Big win for Local 1245 in Nevada discount case

From PAGE ONE

went to the Supreme Court of the State of Nevada. In its decision, the Supreme Court deals exclusively with the notice issue, agreeing that the Commission did not give required notice to the interested parties. However, the Court concluded by affirming Judge Smart's order in every respect, including the other three issues.

Local 1245's Business Representative assigned to Sierra Pacific, John Stralla, was elated. "The Local stuck with the case like a dog on a bone. We fought it for almost six years in the courts and it finally paid off. The members here in Nevada are proud of the job we did."

Business Manager Jack McNally stated that the Nevada Supreme Court decision represents "a milestone in our efforts to protect governmental interference in collective bargaining matters." McNally further pledged the Union's continuing best efforts to protect the discount and free collective bargaining in Nevada and California.

Tom Dalzell, the Local 1245 Staff Attorney who handled the California Public Utilities Commission's hearings on the employee discount in California last summer stressed that, "In light of the Supreme Court's decision I don't think the Nevada Commission would be well-advised to pursue the discount issue any further." However, Dalzell noted that local political pressure might result in a renewed attack on the discount. "If they come after us again, we'll fight them with all our resources. We learned an awful lot in the California PUC hearings last summer and we'll be ready with an even better presentation in Nevada if necessary."
Message from Election Committee
Local Union 1245 IBEW AFL-CIO

The Election of Officers is the most important election our members participate in as it will determine the leadership of our Union for the next three years. It is not only our members' democratic right and privilege but also their responsibility. Let us demonstrate our responsibility by having a 100% membership participation in this year's election.

A new format is being used for ballots being supplied by Smurfit Diamond Packaging Corp., Election Services Department in this year's Local Union Officer Election.

As a result of recommendations from the Local's Advisory Council to provide a more efficient balloting procedure, this year's election will incorporate a new "Punch Card Voting System" and an electronic ballot counter which will help speed up tallying of votes.

Instructions for the new format will accompany all ballots. An additional rundown of the new procedure involved is printed here to help insure your familiarity with the new system.

GENERAL VOTING INSTRUCTIONS FOR PUNCH CARD VOTING

1. To Vote: Vote BOTH SIDES of the ballot card.

2. Remove COMPLETELY the circled cross @ to the right of your choice. Use the following method.
   a. Put card on table top.
   b. With tip of ballpoint pen or pencil press down on the circled cross @ opposite the candidate of your choice.
   c. While still pressing down on the circled cross , slowly raise the card with the other hand until the circled cross is completely detached from the card.

3. Punch out the circled cross @ for only one candidate for each office.

4. Mark your ballot only as instructed by using the punch-out-card voting method.

5. Write-ins or stick-ons are not permitted and will not be counted.

6. Remove and retain the stub end from the ballot card. This stub is your ballot receipt and must be removed to insure secrecy of your ballot.

7. Place the ballot card in the secrecy envelope and seal, insert it in the Business Reply envelope. DO NOT REMOVE THE ADDRESS LABEL.

8. You must deposit your ballot in the mail so that it will be received no later than 10:00 A.M., June 22, 1983 at P.O. Box 5008, Walnut Creek, CA 94596. Ballots arriving in the Post Office Box after this time and date will not be counted.

9. If you have not received your ballot by June 8, 1983, notify your Shop Steward or call Local Union headquarters in Walnut Creek at Area Code (415) 933-6060 and request a ballot.

SPOILED BALLOTS

If you spoil your ballot by punching it in error, return the entire voting kit in a separate envelope at once to: Smurfit Diamond Packaging Corporation, Election Services Department, 5890 Shellmound Street, Emeryville, Calif. 94608. Mail your spoiled ballot immediately or there will not be sufficient time for you to receive and return the new ballot, which must be received no later than 10:00 o'clock a.m., June 22, 1983.
Initiated into Local Union 1245 on March 11, 1960. Is employed by PG&E as a Shop Foreman. I have been a Shop Steward, Unit Manager, and a delegate to the AFL-CIO Conventions since 1974. I am a member of Local Union 1245 since 1960. I was elected as a delegate to the Local 1245 Joint Negotiating Committee in 1974. I have also served as a delegate to the Local 1245 Joint Negotiating Committee in 1975. I am a member of the AFL-CIO Joint Negotiating Committee in 1976. I have been a delegate to the Local 1245 Joint Negotiating Committee since 1977. I am a member of the AFL-CIO Joint Negotiating Committee in 1978. I have been a delegate to the Local 1245 Joint Negotiating Committee since 1979. I am a member of the AFL-CIO Joint Negotiating Committee in 1980. I have been a delegate to the Local 1245 Joint Negotiating Committee since 1981. I am a member of the AFL-CIO Joint Negotiating Committee in 1982. I have been a delegate to the Local 1245 Joint Negotiating Committee since 1983.
VOTE AS YOU PLEASE — BUT PLEASE VOTE!!

VOTE AS YOU PLEASE — BUT PLEASE VOTE!!

VICE PRESIDENT

JAY H. BURTON

Initiated into IBEW Local Union 1245 in May, 1956. Is a member of Unit 3712, Santa Rosa. Is employed by PG&E as a Lineman in Petaluma. Currently serves as Shop Steward, in Electrical T&D Department, North Bay Division since 1975. Delegate and Secretary of the Executive Board, Chairman of the Local Union Advisory Council, since 1977. Since 1979 serves as Chairman of the Executive Board, Chairman of the Local Union Advisory Council. Served as Local Union Vice President, 1979-1979; was Northern Area Executive Board member, 1977-1979; presently serves as Chairman of the Executive Board. Initiated into IBEW Local Union 1245 in November, 1967.

SECRETARY

AL JAMES


TREASURER

L. "D orn" BURKS


CINDY VALLEJO


NORTHERN AREA — EXECUTIVE BOARD

PAUL C. HATHAWAY

Initiated into IBEW Local Union 1245 in July, 1974.

ROBERT SORBI

Initiated into IBEW Local Union 1245 in April, 1977.

DEAN GURKE

SOUTHERN AREA — EXECUTIVE BOARD

JOHNNIE A. BAPTISTA


MICHAEL J. DAVIS


PATRICK DOLAN

Initiated into IBEW Local Union 1245 in November, 1969.

FRANK TEAGUE

Initiated into IBEW Local Union 1245 in July, 1971.

MEMBER-AT-LARGE — EXECUTIVE BOARD

RAYMOND FRIEND


LYMAN MORRISON


SOUTHERN AREA — EXECUTIVE BOARD

JOHNNIE A. BAPTISTA


CANDIDATES FOR THE ADVISORY COUNCIL

SAN JOAQUIN DIVISION

THOMAS GARCIA


GEARY WEAVER

Initiated into IBEW Local Union 1245 in July, 1971.

COAST VALLEYS DIVISION

JOHN DELSMAN

Initiated into IBEW Local Union 1245 in May, 1973. Is a member of Unit 1211, Salinas. Is employed by PG&E as an Instrument Repairman, Morro Bay Power Plant. Served as Recorder, Unit 1514, San Jose General Construction, 1974-1980. Currently serves as Shop Steward, Clovis. Has served on the following committees: General Construction Apprentice Electrician Training Committee, 1977. Other Local Union activities have included: Member of Monterey County Central Labor Council since 1982.

JOE HERRMANN

Initiated into IBEW Local Union 1245 in May, 1963.

DEAN LEES


PIPE LINE OPERATIONS

SAMUEL LEROY ADAMS


RUBEN ARREDONDO

Initiated into IBEW Local Union 1245 in October, 1962. Is a member of Unit 1311, Barstow. Is employed by PG&E as a Senior Compressor Plant Operator. Has served as an Advisory Councilman, 1974-1980, and currently serves as Advisory Councilman for P.L.O. Served as Vice-Chairman, Unit 1311, 1977-1978; Chairman, Unit 1311, 1979-1980. Currently serves as a Shop Steward. Currently serves as the Chairman of the Safety Committee. Other Local Union activities have included: Delegate to California Labor Federation Legislative Conferences, Sacramento, 1980-1981 and 1983.

VERNON COOKE


GARY HUGHES


ROBERT WATTS

Initiated into IBEW Local Union 1245 in July, 1961.

SAN JOSE DIVISION AND CITY OF SANTA CLARA

RICHARD BIDINOST

Initiated into IBEW Local Union 1245 in February, 1972. Is a member of Unit 1511, San Jose. Is employed by PG&E as a Gas Transmission Technician, Edenvale Center. Currently serves as a Shop Steward, Edenvale Service Center, San Jose. Has served on the following committees: Ballot Committee Teller; Union Safety Walk-Around Chairman; Advisory Councilman; Shop Stewards Training Program.
Advisory Council Candidates continued

ALAMEDA/CONTRA COSTA TRANSIT & EAST BAY MUNICIPAL

ROBERT SMITH
Initiated into IBEW Local Union 1245 in September, 1957.

EAST BAY DIVISION & MATERIAL CONTROL

TIMOTHY D. HEALY
Initiated into IBEW Local Union 1245 in March, 1968. Is a member of Unit 2311, Oakland. Is employed by PG&E as a Lineman, Chair of Unit 2314 from 1982 to present. Shop Steward from 1979 to present. Currently serving on the Title 215 Committee. He is a delegate to the Elamed County Central Labor Council.

JERRY HOOPS
Initiated into IBEW Local Union 1245 in January, 1978.

RAY SHEPHERD
Initiated into IBEW Local Union 1245 in December, 1964. Is a member of Unit 2311, Oakland. Is employed by PG&E as a Truck Driver, Oakport. Served as Advisory Council member, East Bay and Material Control, 1976-1978. Currently serves as Chairman, Unit 2311. Currently serves as Shop Steward, Oakport since 1969.

SAN FRANCISCO DIVISION, & GENERAL OFFICE

HERMAN J. REUTHER

SAN FRANCISCO GENERAL OFFICE, CLERICAL

DONALD C. WATTS

GWEN WYNN
Initiated into IBEW Local Union 1245 in April, 1974.

STOCKTON DIVISION, & CITY OF LODI

JIM COE
Initiated into IBEW Local Union 1245 in April, 1952.

GARY MAI
Initiated into IBEW Local Union 1245 in April, 1966.

ROY F. MOORE

PACIFIC GAS TRANSMISSION COMPANY

FRANK R. LOCATI
VOTE AS YOU PLEASE — BUT PLEASE VOTE!... VOTE AS YOU PLEASE — BUT PLEASE VOTE!

SIERRA PACIFIC POWER COMPANY
(Continued)

JAY KILGORE

DE SABLA DIVISION

WARREN “SKIP” HARRIS
Initiated into IBEW Local Union 1245 in July, 1972.

GERALD SANDERS
Initiated into IBEW Local Union 1245 in July, 1974.

MICHAEL VROOMAN, JR.
Initiated into IBEW Local Union 1245 in September, 1967. Is a member of Unit 3412, Quincy. Is employed by PG&E as a Water Systems Subforeman. Currently serves as a Shop Steward, Rodgeria Flat, De Sabla Division. Other Local Union activities have included: three Shop Steward training sessions.

DRUM DIVISION

STANLEY P. JUSTIS
Initiated into IBEW Local Union 1245 in January, 1947. Is a member of Unit 3412, Quincy. Is employed by PG&E as a Troublemaker, Auburn. Serves as Advisory Councilman. Drum Division from 1957 to 1983. Has served as Chairman, Vice-Chairman, Recorder, Unit 3511. Currently serves as Shop Steward, Drum Division Electric T&D, Auburn. Has served on the following committees: Bylaws Advisory Committee by appointment of the President of Local 1245; Grievance Committee, 1958-1983. Other Local Union activities have included: Local Educational Conferences and Shop Steward conferences; Delegate to State Electrical Workers Conference in Sacramento.

COLGATE DIVISION

JACK G. OSBURN
Initiated into IBEW Local Union 1245 in June, 1970. Is a member of Unit 3611, Marysville. Is employed by PG&E as an Electrician. Marysville. Serves as Advisory Councilman (alternate) Colgate Division, 1982. Currently serves as Chairman, Unit 3611. Serves as a Shop Steward, Substation Maintenance Dept. Has served on the following committees: Marysville District Safety Inspection Committee; PG&E Benefit Bath Committee, 1981; Ballot Committee, 1982; General Negotiating Committee, 1982-1983; General Negotiating Committee, 1964-1965; Chairman of Unit Health & Safety Committee; Chairman of Unit Political Activities Committee; Marysville Central Labor Council Bylaws Committee, 1983. Other Local Union activities have included:


SACRAMENTO MUNICIPAL UTILITY DISTRICT

JACK NOBLE
Initiated into IBEW Local Union 1245 in May, 1971.

WILLIAM R. MILLER
Initiated into IBEW Local Union 1245 in April, 1957.

CITIZENS UTILITY COMPANY OF CALIFORNIA

JOSEPH P. BELLE

BILJ COWDEN

DAVID P. MASON
Initiated into IBEW Local Union 1245 in September, 1979. Is a member of Unit 4013, Elk Grove. Is employed by Citizens Utilities, Elk Grove. Has served on the following committees: Safety Committee for two years plus elected Committee Chairman as of March, 1983.

GENERAL CONSTRUCTION

ROBERT A. AUSTIN
Initiated into IBEW Local Union 1245 in May, 1975.

FRED H. PEDERSEN
Initiated into IBEW Local Union 1245 in March, 1968.


GREG VALLEY
Initiated into IBEW Local Union 1245 in November, 1974.

GEORGE ALLAN
Initiated into IBEW Local Union 1245 in June, 1976.

JAMES J. MITCHELL
Initiated into IBEW Local Union 1245 in June, 1967. Is a member of Unit 1501, San Jose. Is employed by PG&E as a Service Representative II, Belmont Customer Services. Serves as Advisory Councilman member. Clerical-at-large. Served as Shop Steward, San Mateo, 1967-1968; Santa Cruz, 1966-1968; Currently serves as a Shop Steward, Belmont. Has served on the following committees: Unit Safety Committee; Unit Executive Committee. Other Local Union activities have included: Santa Clara County Labor Council, Shop Steward’s conferences.

TREE TRIMMER COMPANIES

ROBERT CAHILL
Initiated into IBEW Local Union 1245 in December, 1980. Is a member of Unit 4414, Walnut Creek. Is employed by Davey Tree Surgery Company, as a Top Climmer, Walnut Creek. Currently serves as a Shop Steward, Walnut Creek. Has served on the Davey Tree Ballot Committee.

JOHN RUIZ
Initiated into IBEW Local Union 1245 in November, 1976.

IRRIGATION DISTRICTS

E. DUANE BARTLOW
Initiated into IBEW Local Union 1245 in October, 1968.

NORTH BAY DIVISION

OCEAN
Initiated into IBEW Local Union 1245 in November, 1977. Is employed by PG&E. Currently serves as a Shop Steward. Serves as Unit Recorder, Unit 3712. Served on the Joint Grievance Committee, North Bay, 1977-present. Other Local Union activities have included: Delegate to Sonoma, Lake, and Mendocino Counties Central Labor Council, 1982-present; Summer Institute for Labor Union Women, University of Oregon, 1980; Shop Steward Training Workshops.

See Next Page
Members of the Advisory Council travelled to Concord the last weekend in April for a regular quarterly meeting. Highlight of the first afternoon was the presentation of the Al Sandoval Memorial Competitive Scholarship to winning essayist and graduating senior, Kari Lohre. Business Manager Jack McNally introduced Kari who then read her winning essay. She received a standing ovation from the audience — including her proud parents, Ken and Joyce Lohre. Ken is a former long-time Local 1245 Business Representative as well as Utility Reporter Managing Editor.

Glenn Martin, Editor of the California AFL-CIO News was contest judge and presented Kari with an engraved plaque commemorating the award which carries with it a $2,000 college fund for a four-year program.

Kari Lohre reads her winning essay at Advisory Council meeting.

Proud parents Ken and Joyce Lohre with their daughter.

Contest Judge Glenn Martin, left, presents award as Business Manager Jack McNally, applauds Kari's achievement.

“RIGHT TO WORK — WHAT IT REALLY MEANS.”
By Kari Lohre

Ever since the first labor union was formed, there have been those who support labor unions and their beliefs and those who oppose unions and their beliefs. These two groups have fought many battles on numerous different issues but the “Right to Work” issue is probably the most controversial. In order to define right to work and what it really means we must look at unions and union security, the National Right to Work Committee and right to work laws and the force and purpose behind them.

According to its supporters the “Right to Work” (hereafter referred to as RTW) simply means the right a worker has to not join a union. The National Right to Work Committee was founded in 1955 and raises millions of dollars each year to fight “compulsory unionism.” Union leaders believe that the majority of the money is donated by employers who want to keep down the level of wages and salaries by weakening unions and undermining collective bargaining.

The term RTW can be quite misleading. The Public Interest Opinion Research’s (PIOR) most recent national survey in September 1977 showed that only 13% knew the true definition of the term RTW. RTW laws have nothing to do with creating jobs or protecting basic freedoms. What they do is stop companies from negotiating contracts requiring that, if a majority of its workers vote to join a union, all the firm’s workers must pay their fair share of the cost of union representation. Since unions are required by law to represent all the workers in a workplace, union and non-union members alike, the union believes everyone should be required to share the cost of representation. RTW laws allow some workers to get the benefits of union membership like higher wages, health insurance, etc. without sharing the cost of winning those benefits.

Labor unions have nick-named the campaign the "Right to Work For Less." Numerous studies demonstrate that the wages, benefits and working conditions exceed those wages of places which are non-union. Without unions, individual workers would have little or no bargaining power in negotiations with his or her employer.

The RTW issue has a definite effect on the economy of each state and also the nation as a whole. An increase in production and consumption of goods and services is an indication of economic growth. The United States has the greatest ability to produce an increasing volume of goods in the world, but this will not help economic growth without an increase in consumption. The largest single group of consumers are wage and salary earners whose buying power is in their pay checks.

RTW laws tend to weaken unions and their ability to improve the economic status of their members, and I believe that this is the intent of those who provide the majority of financial support for the National Right to Work Committee. If unions are weakened and destroyed employers are able to keep a greater percentage of the profit for themselves instead of sharing it with the workers in the form of higher wages and benefits and this is what right to work really means.
Attending the recent two day Advisory Council meeting were the following members and alternates. Members: Gary Abrahamson, Ruben Arredondo, Duane E. Bartlow, Jerry Brown, Janice Cannon, Larry Casserly, Jim Coe, Tom Garcia, Stan Justis, Jay Killigore, Christine Lay, Frank Locati, Dick Madden, Bill Miller, Wilfred Nunez, Will Rodrigues, Jim Russell, Tom Smiley, Anne Spencer, Cindy Vallejo, and Robert Wood. Alternates: Stanley Adams, Skip Harris, Herman Reuther, Becky Rosecrans and Wayne Wellman.

Below, Assistant Business Managers:
Sierra Pacific package

From PAGE ONE would recommend a "NO" vote on the offer. The basis of the "NO" vote recommendation is based on the fact that the company's offer does not provide parity with other major Utility settlements this year in Local 1245's service area.

In the past, Sierra Pacific has either maintained parity or was higher by a few cents per hour. Following the sixteenth bargaining session between Local 1245 and Sierra Pacific on April 28 the company submitted what they termed "their best, and final offer" to Local 1245's Negotiating Committee to settle 1983 Negotiations.

Here's what the company's offer consists of:
2. Effective May 1, 1983 — 4.5% wage increase to all employees.
3. Increase shift premium on second shift to 45 cents per hour; third shift to 60 cents per hour.
4. Vacations — Improvements of 4 weeks after 14 years; 5 weeks after 21 years; 6 weeks after 28 years.
5. Premiums for employee life insurance are to be paid totally by the company and premiums for spouse life insurance are to be paid partially by the employee.
6. Both the Orthodontia and Life Insurance improvements were negotiated during the interim. They are effective on May 1, 1983 and therefore the costs for both are tied to the total labor cost of the company's 1983 offer.

Meter Reader Sub-Committee keeps working on issues

Negotiations continue between Local 1245 and PG&E members of the Meter Reader Subcommittee on the 18 issues raised by the Union in its March 4 proposal.

Both sides met on April 28 and 29 in an effort to resolve as many issues as possible before General Bargaining was scheduled to get underway in mid-May.

At the April 29 negotiating session the company submitted its first comprehensive counter-proposal to all 18 issues raised by the Union in March. "There are some issues where we have narrowed our differences considerably," Staff Attorney and Subcommittee Spokesperson Tom Dailer said, "while in other areas we still have work to do." Among the issues where the most progress has been made are standards, re-routing and re-serialization, route assignment, and increasing the number of Head Meter Readers (reclassified in the company proposal as "Senior Meter Readers").

Issues which present the greatest problems include van pooling and job security. On both issues each side appears firm in its position at the present with no easy solution apparent in the near future.

Company representatives told Subcommittee members that although a final decision has not been made it appears likely that the Company will soon be converting system-wide from meter books to hand-held computers similar to those used by San Francisco Meter Readers in a three-month pilot program. Implementation of the "Porta-Processor" program for meter reading raises one major issue as far as the Subcommittee is concerned, and that is the presence of a timing device on the hand-held computer.

The Union feels that such a timing device would constitute an unwarranted invasion of the Meter Reader's privacy and would result in significant stress on the job.