

# UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

## Negotiations continue with PG&E

IBEW Local 1245 is still in negotiations with PG&E.

To date the Local's Negotiating Committee has met 14 times with the Company in an effort to bring improvements to our existing contract which went into effect January 1, 1983, after a large ratification vote in December 1982.

Our existing contract brought a 7% wage increase and percentage increase improvements in the retirement bands.

Money was the major issue addressed in our last 1982-1983 negotiations and there were no take aways.

In current negotiations the Committee has been addressing benefit issues. Assistant Business Manager Manny Mederos, Committee spokesman, pointed out that, "Bargaining is at its customary slow pace in its initial phase and is certainly expected to pick up next month as we approach a September 1, 1983 bargaining deadline."

For a negotiation's update members may call toll free 800-227-5607 and receive a recorded message which indicates Committee progress.

## Business Manager Jack McNally re-elected along with President Stiefer, VP Dominguez

Business Manager Jack McNally was re-elected to a new term of office by a decisive margin in the recent Local Union officer election.

Also re-elected by a large margin was President Howard Stiefer.

In a tight race for Vice President, Nannette Dominguez edged out three other candidates and maintained her office for a second consecutive term.

Barbara Symons was elected Recording Secretary, and Ron Field elected to the office of Treasurer.

Elected to the Local Union's Executive Board were: Michael Davis, Southern Area; Cindy Vallejo, Central Area; Kathy Tindall, Northern Area; and Lyman Morrison, to the At-Large office.

Balloting was just shy of the 7,400 mark, with a total number of 7,357 votes cast from throughout the jurisdiction.

For the first time in Local Union history a new electronic counting machine was used to tally the votes. Previously it took days to process the ballots, this year it took only minutes.

The tension surrounding the outcome of the election didn't last



Photo: Carol Bedsole

Following election Business Manager Jack McNally, center, receives hearty congratulations from supporter, Don Jackson, Cable Splicer, Concord, along with Assistant Business Manager Ron Fitzsimmons, left.

long after the secrecy voting envelopes were sorted and opened by the Union's Election Committee on Thursday, June 23, the day following the deadline for official ballot receipt in Walnut Creek.

In under 10 minutes, the ballots were electronically processed and the actual count took less than one minute. At 12:25 Chuck Larsen, Judge of the Election Committee, See PAGE SIX

## LOCAL 1245 MEMBERS WORKING TO RAISE FUNDS

### Lineman's infant daughter requires life-saving liver transplant

The trials that parents face when they have critically ill children in need of liver transplants has been predominant in the news over the last few months. It is a tragic story — with parents having to reach out over national television to alert the medical community to their need for a donor.

Right in our own jurisdiction we now have a member, Tube Dudley, an Outside Lineman, who is facing a doubly hard battle to try and save the life of his nine-month-old daughter, Tanishia, who requires a liver transplant.



Tanishia Dudley, infant daughter of Tube and Cathy Dudley.

Besides needing to find a donor, Tube needs to raise a huge amount of money to pay for medical costs since his insurance will not cover a liver transplant for his severely ill child because the surgery is classified as experimental.

The little child suffers from a rare disease which has caused her liver to grow far in excess of its normal range, and is now about the size of the liver in an 11-year-old child. Her mother, Cathy, says that Tanishia's liver is cutting off circulation to other vital organs as it continues to expand.

Tanishia has been seen by specialists in California's university hospitals in Davis and Los Angeles, and they have indicated that a liver transplant is essential in an attempt to sustain her life.

Surgery can run between \$125,000 to \$200,000. With the help of Patricia Dutton, wife of Outside Lineman Bobbie Dutton, a fund-raising effort is underway to help the Dudley family in its fight to save the life of their youngest child. They have three other children, ages 2 to 11 years.

So far various fund-raising efforts in the Palmdale area, where the family resides has brought in \$1,000 — less than a tenth of what is needed for surgery.

Donations are being sought from IBEW Local 1245 members, and already Unit 4911, Outside Construction, has donated \$75, while extending challenges to all other units to match their donation.

With Executive Board approval, the Local has agreed to match all funds donated by Units to the

Tanishia Dudley Medical Trust Fund. Dig deep — this little one needs our help.

All donations are welcome and should be sent to: Tanishia Dudley Medical Trust Fund, in care of Patricia Dutton, 38633 Glenbush, Palmdale, CA 93550.

## Progress looks encouraging in Sierra negotiations

On July 12, 1983 Sierra Pacific Power Company and IBEW Local 1245 representatives met in Reno to review the current status of 1983 negotiations.

During this meeting the representatives discussed openly and candidly their respective positions relative to reaching a bargaining table settlement for 1983 negotiations.

The parties were in accord that the current bargaining differences between the Company and the Union are not insurmountable in being able to reach a satisfactory conclusion to this year's negotiations, and further recommended that the Negotiating Committees return to the bargaining table.

Indications point to both parties being desirous of reaching a settlement.

As a result, Company and the Union Negotiating Committees scheduled July 27, 28, and 29, 1983 for further bargaining on amendments to the current Agreement.

Local 1245 Negotiating Committee, consisting of Pat Lantis, Kurt Vanderbundt, Michael Burns, Zenobia Donahue, George Ostrander, Gino Aramini, Louis Johnson, and spokesperson Business Representative John Stralla, have met with the Company three times subsequent to the last ratification vote in May.

The Union's Committee will keep members fully advised of further developments as they occur by issuing special bulletins and through Unit meetings.





# LIFELINE

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**Kathy F. Tindall**

**Lyman Morrison**

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**WIPA**



### CREDITS

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## Sycamore findings reported

Some final recommendations for workers exposed to the dust and fibers from sycamore trees have been offered to us by Jon Rosenberg, M.D., of the Hazard Evaluation System and Information Service, State of California.

Dr. Rosenberg earlier determined, from a sample of dust and fibers provided by Local 1245 members employed by the City of Redding, that the dust and fibers are too large to flow readily into the lungs during inhalation. Therefore, direct injury to the lungs has been ruled out as a possible problem. (See Utility Reporter, March 1983.)

However, certain wood dusts have a known potential for causing cancer of the sinuses and nasal passages. Therefore, some slight possibility exists that sinonasal disease may be a health risk associated with exposures to sycamore dust and fibers.

### Recommendations for members exposed to sycamore dust and fibers:

1) If you experience nasal irritation from the particles, you should ask your physician to perform an examination which permits visualization of the nasal passages.

2) If the above examination reveals abnormalities, or if you are experiencing nasal obstruction, nasal discharge, or swelling around the eyes, you should be referred to an otolaryngologist (a physician who specializes in the ear, nose, and throat).

3) You should also be referred to an otolaryngologist if you are experiencing toothache, loosening of the teeth, or swelling suggestive of dental abscess and your dentist cannot detect a dental problem.

Local 1245 is observing PG&E's testing of certain chemicals which may pose a health hazard to gas servicemen who are required to use the latest brand of meter paint, Debco.

At press time, Union was requesting that Company test all chemical products before use in the field. However, with the Debco paint, PG&E had instead chosen to continue field use. Company headquarters did indicate that appropriate respirators and gloves would be provided to employees, pending Company's test results of the paint.

### WORK SMART! STOP RUMORS!

## Truth told in 'supposed' contact lens hazard

Brother Bob Wettenburger, Ukiah, recently sent Business Manager Jack McNally a safety bulletin that a friend in another Union had given him regarding contact lens hazards for welders. IBEW Local 1245 has researched information surrounding rumors that are circulating regarding this matter. Here Olga Estrella, IBEW Local 1245 Safety Committee member addresses the issue at hand.

*By Olga M. Estrella, Local Union Safety Committee Member*

The American Hardboard Association has published information by Mississippi Electrical Contractors Association concerning two employees exposed to electric arc flashes. It was reported that both employees were wearing contact lenses. Both employees, when removing the contacts from their eyes, removed the cornea of the eye along with the contacts!

The IBEW International Office published the following article in the IBEW Journal June 1983.

From coast to coast your International Union has been getting copies of a "Safety Alert" claiming that two instances have occurred of contact lenses bonding to the cornea of the eye after an electrical or a welding flash. The story says these cases resulted in permanent blindness!

A very thorough check has shown that neither of these incidents actually occurred. A check of leading authorities has shown that they all agree that such an occurrence could not occur as described! An ophthalmic surgeon has gone on record as saying, "It is extremely likely that the contact lens, whether it be made of glass, plastic, or soft lens, would reduce the penetration of ultraviolet light, if not eliminate it completely, so that a person wearing contact lenses might be regarded as more protected than one not doing so. I certainly do not regard this as a serious problem and

would not dream of suggesting that anyone should stop wearing his contact lenses if he were likely to have an arc welding flash. Now, on balance, I would be rather in favor of them."

Certainly, industrial eye protection should also be worn. Contact lenses, like regular street eyeglasses, do not provide industrial eye protection. If anyone has questions concerning their contact lenses they should contact the doctor who prescribed them.

We can all learn a lesson from the problems caused nationwide by this rumor. Whenever future notices come out, check their authenticity before passing them on. Your International Safety Department would appreciate being advised whenever such notices appear.



## Local 1245 requests chemical test for products



Gas Servicemen Howard Harbick and Rich Bidinost, who is also a Shop Steward, and Business Representative Bill Twohey meet at PG&E's Service Center in Edenvale to discuss the Debco paint.

Photo: Juliann Sum



# Hidden hazards of job stress reported by Brother Casserly

By Larry Casserly, Former Advisory Council Member

On Saturday, April 9, 1983, Local 1245 granted me the opportunity to attend a conference on Occupational Stress led by Dr. Michael Lerner and the staff of the Institute for Labor and Mental Health.

Along with the doctor of psychotherapy and his staff, there were about 20 California Legislators present to hear the testimony of workers throughout the State of California. Workers described their problems on their jobs and the effects on their personal lives, families, and friends, as a result of stress brought on by their employment.

From what I heard and from what Dr. Lerner brought up, I'd be willing to bet that job stress is among leading causes of death throughout the United States. It must be taken into consideration that stress continues to contribute to accidents that occur in our industrialized society. What causes accidents to happen? By this I do not mean an accident itself, but what frame of mind is an employee in when an accident finally occurs?

Certainly a worker will not deliberately thrust his or her hand or arm into moving machinery.

You can bet that the stress of a boss riding a worker over some inconsequential matter or an employee rushing to complete additional assignments can lead to stress resulting in accidents which can cause disability or death.

Today American industry is attempting to increase productivity to compete with foreign countries, while at the same time they are decreasing their staffs. Logically there is an increased workload on those remaining employed. Those fearful of losing their jobs are taking all types of shortcuts to speed up production. They can well be ignoring Safety Rules established through the Labor Movement's efforts, out of fear of job loss. In a period of recession, the mental attitude of workers changes from confidence in themselves in doing a good job to one of survival.

Industry takes the stand that if you can't handle the job — take the fire — that there are 20 people waiting for employment that will take your place, and in a non-union shop there doesn't have to be a reason for your dismissal.

This is a great union busting psychology being used today by much of America's management:

Pressure the employees, cause dissension among the members, and you're on your way to a non-union shop, lower wages, and increased profits for the company. In a union-represented company, you usually find the pressure being applied to any union activist or Shop Steward. If they enforce their contract with the backing of the employees, and the company is unable to get them released or fired, often they will be offered a non-union position in Supervision.

What effects are the various occupational stresses having on you? Think about it: Why can't you sleep? Why are you so fast to release pent up anger at your family, your wife or husband, or your children? Why do you have high blood pressure? Why do you often drink to excess — is it to forget?

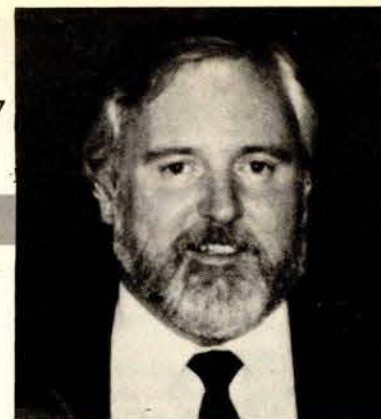
The testimony I heard was difficult to believe — that one human can treat another in such a cruel manner. People broke down during their testimony and had to be helped through it by others.

Everyone is entitled to human respect and human dignity, but after hearing the various testimonies, it seems to be very lacking in American industry. Companies should take sincere interest in their employees, thus helping themselves through company loyalty, low rate of absenteeism, low turnover, and people happy working for them. Some of America's more forward looking industries are doing this. Their workers are asked to solve problems, because they are on the line with the problems and know best how to solve them.

## POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



### CALL FOR LABOR UNITY

## Local's new officers, members face anti-union challenges

● The elections of Local 1245 officers and Advisory Council members are now completed. The campaigns were active and vigorous, which demonstrated the interest and participation by many of our members. The new officers are ready to take on the challenges and decision-making chores that go with the positions.

Our Local Union is large and represents many different classifications of members within a collection of different employers through which a common thread runs. This makes us large, and with unity, makes us strong.

With today's political and economic climate there is a growing element that is fighting hard to weaken and eventually destroy unions. They use subtle advertising campaigns depicting unions in a bad light. They use union-busting tactics to tear unions apart, both internally and financially. They are crippling laws, which unions fought hard and long to achieve, by underfunding the agencies and rewriting the regulations that administer the laws. All of this is happening and is a real threat to organized labor.

Our challenge today is to beat back these anti-worker, anti-union elements and attitudes.

The strength of a worker lies in unity with other workers. Our Union is as strong as our members. We must be united to be strong.

As your Business Manager, I appreciate your support and the confidence you have shown in our election, and I call for unity from our entire membership so that we can stand together to take on the future challenges.

Thanks also goes out to the members of the election Committee who did a great job in initially reviewing the candidates' biographical material, and in their work during the tabulation of the ballots at Local Union headquarters.

● I'm happy to report that Senior Assistant Business Manager Larry Foss is recuperating from a successful triple bypass heart operation. He went into surgery on July 7, and was looking forward to going home very soon after his operation. Many Local 1245 members have visited Larry at the hospital to cheer him up. Here at the office he's missed, and we all wish him a speedy recovery!

## used by members at PG&E



Harbick applies the paint with a brush while air samples in his breathing zone are being collected for laboratory analysis.

In Unity — Jack McNally



# IBEW LOCAL 1245 UNIT MEETINGS

Unit meeting schedules for the second half of 1983 went out to Shop Stewards for posting at job sites in June. Here is a full list of the remaining meeting dates and most of newly elected Unit Chairmen. Election results are pending in Units marked with asterisks.

				Jul	Aug	Sep	Oct	Nov	Dec
<b>San Joaquin</b>									
1111	FRESNO								
	Cedar Lane Bowl	Chairman:	<b>Tuesday</b>						
	Cedar & Shields	Sal Perales	5:30 p.m.	5	2	6	4	1	6
1112	BAKERSFIELD								
	Central Labor	Chairman:	<b>Thursday</b>						
	Council	Ed Mallory	7:30 p.m.	14	11	15	13	10	8
	200 W. Jeffrey								
1113	MADERA								
	DiCicco's	Chairman:	<b>Thursday</b>						
	516 So. I Street	Ronald Moon	7:30 p.m.	7	4	8	6	3	8
1117	WASCO								
	Veteran's Cafe	Chairman:	<b>Monday</b>						
	Poso & 4th Street	*T. Caterlin	5:00 p.m.	11	8	12	10	7	12
1118	CRANE VALLEY								
	Sierra Sky Ranch	Chairman:	<b>Wednesday</b>						
	Highway 41	Ron Newton	7:30 p.m.	6	3	7	5	2	7
	Oakhurst, CA 93644								
1119	BALCH								
	Rec. Hall	Chairman:	<b>Tuesday</b>						
		Tom Moore	5:30 p.m.	12	9	13	11	8	13
1120	SELMA								
	El Conquistador	Chairman:	<b>Thursday</b>						
	Restaurant	Tom Thomas	5:00 p.m.	14	11	8	13	10	8
1121	COALINGA								
	Power Club	Chairman:	<b>Tuesday</b>						
	Jayne & Merced	*S. Gillespie	7:30 p.m.	12	9	13	11	8	13
1122	MERCED IRRIGATION DISTRICT								
	Pine Cone	Chairman:	<b>Thursday</b>						
	Coffee Shop	Mike Higgins	7:30 p.m.	14	11	8	13	10	8
	2000 E. Childs								
1123	MERCED								
	Teamsters Hall	Chairman:	<b>Thursday</b>						
	740 West 19th St.	D. Mayo	7:30 p.m.	14	11	15	13	10	15
1124	LOS BANOS								
	** Wool Growers	Chairman:	<b>Wednesday</b>						
	609 H Street	*Tom Hunt	7:30 p.m.	13	17	14	12	16	14
<b>Coast Valleys</b>									
1211	SALINAS								
	American Legion	Chairman:	<b>Tuesday</b>						
	Hall	J. Delsman	5:15 p.m.	5	9	6	4	8	6
	14 W. Laurel Dr.								
1212	MONTEREY								
	Two Guys From	Chairman:	<b>Wednesday</b>						
	Italy	G. Carlsen	5:15 p.m.	20	24	21	19	30	21
	2030 Fremont St.								
1213	KING CITY								
	Pozzi's Stampede	Chairman:	<b>Thursday</b>						
	207 Broadway	*Rich Manley	5:00 p.m.						
1214	MOSS LANDING								
	Odd Fellow Hall	Chairman:	<b>Thursday</b>						
	17-A East Beach	Kevin	5:00 p.m.	7	11	8	6	10	8
	Watsonville	Markoe							
1215	SAN LUIS OBISPO								
	Motel Inn	Chairman:	<b>Wednesday</b>						
	2223 Monterey St.	Gary Outlaw	7:00 p.m.	13	17	14	12	16	14
1216	SANTA MARIA								
	Vanderberg Inn	Chairman:	<b>Thursday</b>						
	1316 So. Broadway	*D. Woods	8:00 p.m.	14	18	15	13	17	15
1217	PASO ROBLES								
	Paso Robles Inn	Chairman:	<b>Tuesday</b>						
	11 & Spring St.	*T. Tweedie	7:00 p.m.	12	16	13	11	15	13
**1218	MONTEREY PENINSULA TV								
	Two Guys From		<b>Tuesday</b>						
	Italy		5:15 p.m.	19	23	20	18	22	20
	2030 Fremont St.								
1219	HOLLISTER								
	Paine's	Chairman:	<b>Wednesday</b>						
	Restaurant	John	5:00 p.m.	6	10	7	5	9	7
	421 East	Johnson							
1220	DIABLO CANYON								
	San Luis Bay Inn	Chairman:	<b>Monday</b>						
	Avila Beach	Walter	5:00 p.m.	11	15	12	10	14	12
		Oakley							
<b>Pipe Lin</b>									
1311	BARSTOW								
	V.F.W. Club Rm.	Chairman:	<b>Wednesday</b>						
	25214 W. Main St.	Vernon	5:00 p.m.	6	3	7	5	2	7
		Cooke							
**1312	NEEDLES								
	Eagles Club	Chairman:	<b>Thursday</b>						
	Front St.	C. Rowen	5:00 p.m.	7	4	8	6	3	1
<b>Santa Clara</b>									
1411	CITY OF SANTA CLARA								
	Fiorillo's Pizza	Chairman:	<b>Thursday</b>						
	2230 El Camino	Robert	5:30 p.m.	14	11	8	13	10	8
		Blankenship							
<b>San Jose</b>									
1501	SAN JOSE CLERICAL								
	Clover Hall	Chairman:	<b>Tuesday</b>						
	99 N. Bascom	Bill Brill	6:30 p.m.	12	9	13	11	8	13

				Jul	Aug	Sep	Oct	Nov	Dec
1511	SAN JOSE								
	Clover Hall	Chairman:	<b>Tuesday</b>						
	99 N. Bascom	*Reynold	8:00 p.m.	5	2	6	4	1	6
		Fitzpatrick							
1512	BELMONT								
	Windy City Pizza	Chairman:	<b>Wednesday</b>						
	1030 El Camino	Tom Hughes	5:15 p.m.	13	10	14	12	9	14
1513	SANTA CRUZ								
	Arion Hall	Chairman:	<b>Tuesday</b>						
	230 Plymouth St.	Don Skinner	8:00 p.m.	12	9	13	11	8	13
1515	GILROY								
	Watsonville Fed.	Chairman:	<b>Thursday</b>						
	Savings 801 I St.	D. Mayberry	7:00 p.m.	7	4	1	6	3	1
4411	DAVEY TREE-LAS VEGAS								
	Shakey's Pizza	Chairman:	<b>Thursday</b>						
	4245 E. Boulder Hwy.	R. Freeman	7:00 p.m.	7	4	1	6	3	1
4412	DAVEY TREE-SAN JOSE								
	Clover Hall	Chairman:	<b>Tuesday</b>						
	99 N. Bascom	Don Firth	7:00 p.m.	19	16	20	18	15	20
4414	DAVEY TREE								
	3063 Citrus Cir.	Chairman:	<b>Thursday</b>						
	Walnut Creek	Greg	5:00 p.m.	21	18	15	20	17	15
		McKinnon							
<b>City of Oakland</b>									
2211	OAKLAND GENERAL								
	** The Flanker	Chairman:	<b>Thursday</b>						
	45 Hegenberger	Ralph Murphy	5:00 p.m.	14	11	8	13	10	8
	Loop								
<b>East Bay</b>									
2311	OAKLAND								
	Edgewater-	Chairman:	<b>Tuesday</b>						
	Hyatt House	Joe Graham	7:00 p.m.	5	2	6	4	1	6
	Hegenberger Rd.								
2312	EAST BAY GENERAL CONSTRUCTION								
	Edgewater-	Chairman:	<b>Wednesday</b>						
	Hyatt House	*A. Washington	6:00 p.m.	6	3	7	5	2	7
	455 Hegenberger Rd.								
2314	HAYWARD								
	Whiskey Town	Chairman:	<b>Wednesday</b>						
	5660 Thornton Ave.	Tim Healy	6:00 p.m.	13	10	14	12	9	14
	Newark								
2315	LIVERMORE								
	Eagles Hall	Chairman:	<b>Thursday</b>						
	527 N. Livermore	Samuel	7:00 p.m.	7	4	1	6	3	1
	Avenue	Leroy Adams							
2316	CONCORD								
	I.B.E.W. Local 1245	Chairman:	<b>Thursday</b>						
	3063 Citrus Circle	Richard	7:30 p.m.	14	11	8	13	10	8
	Walnut Creek	Hoyer							
2317	ANTIOCH								
	Fiberboard Club	Chairman:	<b>Tuesday</b>						
	2nd & L Street	Marvin	7:00 p.m.	12	9	13	11	8	13
		Hessler							
2301	EAST BAY CLERICAL								
	Holiday Inn	Chairman:	<b>Wednesday</b>						
	1800 Powell Street	Marie Kizzee	6:00 p.m.	13	10	14	12	9	14
	Emeryville								
<b>San Francisco</b>									
2401	SAN FRANCISCO CLERICAL								
	Sheraton Palace	Chairman:	<b>Wednesday</b>						
	Hotel	Dan Duffy	5:30 p.m.	13	10	14	12	9	14
	Market & New								
	Montgomery								
2412	SAN FRANCISCO								
	War Memorial	Chairman:	<b>Wednesday</b>						
	Center	Steve Lee	7:30 p.m.	6	3	7	5	2	7
	6655 Mission St.								
	Daly City								
<b>Stockton</b>									
2511	STOCKTON								
	Freeport Plaza	Chairman:	<b>Thursday</b>						
	2707 East Fremont	*Paul Gomez	7:30 p.m.	14	11	8	13	10	8
2512	ANGELS CAMP								
	Veterans Hall	Chairman:	<b>Thursday</b>						
	Main Street	*Harold Foley	5:00 p.m.	7	4	1	6	3	1
2513	JACKSON								
	Native Sons Hall	Chairman:	<b>Tuesday</b>						
	Court Street	Wayne Johns	7:30 p.m.	*8	2	6	4	1	6
2514	TRACY								
	Norms Pizza	Chairman:	<b>Wednesday</b>						
	Parlor	Robert Kerr	5:00 p.m.	13	10	14	12	9	14
	2227 Tracy Blvd.								
2515	MODESTO								
	Sundial Lodge	Chairman:	<b>Wednesday</b>						
	808 McHenry, Rm.	Bob Morante	7:30 p.m.	13	10	*9	12	9	14
	#138								
2516	LODI								
	Carpenters Hall	Chairman:	<b>Wednesday</b>						
	Local 1418	Gary Mai	7:30 p.m.	20	17	21	19	16	21
	15417 North Lower								
	Sacramento Road								



# July — December 1983

## IBEW LOCAL 1245 UNIT MEETINGS

			Jul	Aug	Sep	Oct	Nov	Dec
2517 SONORA Elks Lodge	Chairman: J. Robinson	Thursday 7:30 p.m.	21	18	15	20	17	15
2518 MODESTO IRRIGATION DISTRICT Sundial Lodge 808 McHenry, Rm. #138	Chairman: David Pittman	Tuesday 7:30 p.m.	12	9	13	11	8	13
<b>Pacific Gas Transmission</b>								
3021 SANDPOINT	Chairman: *W. Miller	Wednesday 5:00 p.m.	27	24	28	26	23	28
3023 WALLA WALLA Touchet Fire Station	Chairman: *Larry Thomas	Wednesday 7:00 p.m.	13	10	14	12	9	14
3024 REDMOND Grizzly Bear Pizza 413 W. Glacier St.	Chairman: *Odie Walters	Thursday 7:00 p.m.	14	11	8	13	10	8
<b>Humboldt</b>								
3111 EUREKA Labor Temple 9th & E Streets	Chairman: Jim Russell	Tuesday 7:30 p.m.	12	9	13	11	8	13
3112 GARBERVILLE Fireman's Hall Locust Street	Chairman: *Allen Weber	Thursday 5:00 p.m.	14	18	15	13	10	15
3113 WILLOW CREEK Willow Inn Hwy. 299 East	Chairman: *C. Fleming	Thursday 5:00 p.m.	21	25	22	20	24	22
<b>Shasta</b>								
3212 REDDING Hospitality House 532 N. Market	Chairman: Sherman Fox	Tuesday 7:30 p.m.	5	2	6	4	1	6
3213 BURNEY Veterans Memorial Hall	Chairman: *W. Rodriguez	Thursday 7:30 p.m.	14	11	15	13	10	15
3216 TRINITY New York Hotel Weaverville	Chairman: A. Wells	Tuesday 7:30 p.m.	12	9	13	11	8	13
<b>Nevada</b>								
3311 RENO IBEW Hall 2713 E. 4th Street	Chairman: Don Moler	Wednesday 7:30 p.m.	6	3	7	5	2	7
3312 CARSON CITY Carson Fire Station	Chairman: Darrel Plank	Monday 6:00 p.m.	11	8	12	10	7	12
3313 YERRINGTON Catholic Center	Chairman: Jim Collins	Tuesday 6:30 p.m.	5	2	7	4	1	6
3314 SOUTH LAKE TAHOE Moose Lodge	Chairman: *Ralph Kostka	Thursday 6:30 p.m.	7	4	1	6	3	1
3315 ELY Mt. Wheeler Fire Dept. Mtg. Hall	Chairman: D. Strausburg	Tuesday 4:15 p.m.	19	16	13	18	15	13
3316 RENO MANUFACTURING Carpenter's Hall 1150 Terminal Way	Chairman: Janice Davis	Thursday 4:45 p.m.	14	11	8	13	10	8
3317 WINNEMUCCA Nixon Hall	Chairman: *Mike Roper	Tuesday 7:00 p.m.	12	9	13	11	8	13
3318 ELKO Stockmen's Hotel Elko	Chairman: M. Dykstra	Wednesday 7:30 p.m.	20	17	21	19	16	14
<b>DeSabra</b>								
3411 CHICO Retail Clerks Hall 1st & Sheridan	Chairman: *Tom Conwell, Jr.	Tuesday 7:30 p.m.	19	16	20	18	15	20
3412 QUINCY Moons Restaurant Lawrence Street Stone Building	Chairman: Mike Vrooman	Wednesday 7:00 p.m.	6	3	7	5	2	7
3417 PARADISE Forbes Garage 5570 Vista Way	Chairman: B. Lovett	Thursday 7:30 p.m.	7	4	8	6	3	8
<b>Drum</b>								
3511 AUBURN Moose Lodge Sacramento & High	Chairman: Ted Smith	Tuesday 7:00 p.m.	12	9	13	11	8	13
3512 ROSEVILLE * Villa Rosa Rest. 1704 Douglas Bl.	Chairman: *George Fritz	Monday 5:00 p.m.	*11	8	5	3	7	5
3513 GRASS VALLEY Nevada County Sportsman Banner Mtn. Trail	Chairman: Willis Webber	Tuesday 7:00 p.m.	5	9	6	4	8	6

			Jul	Aug	Sep	Oct	Nov	Dec
<b>Colgate</b>								
3611 MARYSVILLE Petrocelli's 1235 Bridge St. Yuba City	Chairman: Jack Osburn	Tuesday 6:00 p.m.	5	2	6	4	1	6
3613 OROVILLE Eagles Hall 2010 Montgomery St.	Chairman: *Al Knudsen	Thursday 6:00 p.m.	7	4	1	6	3	1
<b>North Bay</b>								
3711 MARIN COUNTY Sams 209 Third Street San Rafael	Chairman: R. Madden	Thursday 5:30 p.m.	14	11	8	13	10	8
3712 SANTA ROSA El Rancho Tropicano	Chairman: Howard Stiefer	Tuesday 8:00 p.m.	5	2	6	4	1	6
3714 UKIAH Ukiah Grange South State St.	Chairman: Ken Wilson	Wednesday 7:30 p.m.	6	3	7	5	2	7
3715 LAKEPORT Bank of Lake County Main St., Lakeport	Chairman: John Scott	Tuesday 8:00 p.m.	5	2	6	4	2	6
3717 FORT BRAGG — POINT ARENA Masonic Temple 428 No. Main Fort Bragg	Chairman: D. McDonell	Thursday 5:00 p.m.	7	4	1	6	3	1
<b>Sacramento</b>								
3811 SACRAMENTO Local Union Ofc. 1414 21st St.	Chairman: D. Norris	Tuesday 6:00 p.m.	5	2	6	4	1	6
3812 VACAVILLE Brigadoon Lodge 1571 E. Monte Vista	Chairman: J. Runswick	Thursday 7:00 p.m.	14	11	8	13	10	8
3813 PLACERVILLE The Hoosgow 2864 Ray Lawyer	Chairman: G. Park	Wednesday 5:00 p.m.	13	10	14	12	9	14
3814 WOODLAND American Legion Hall Post 77 523 Bush Street	Chairman: J. Rutledge	Thursday 5:30 p.m.	7	4	1	6	3	1
3011 SACRAMENTO REGIONAL TRANSIT IBEW Office 1414 21st Street	Chairman: Robert Ruiz	Wednesday 4:30 p.m.	6	10	7	5	9	7
3911 SACRAMENTO MUNICIPAL UTILITY DISTRICT Dante Club 2330 Fair Oaks Bl. Sacramento	Chairman: John Callahan	Wednesday 4:15 p.m.	1	6	3	7	5	2
3912 FRESH POND (SMUD) Moose Lodge Hwy. 50-Frontage Road, Camino	Chairman: Ed Anderson	Tuesday * 4:30 p.m.	7	5	2	6	4	1
3913 RANCHO SECO Community Center Herald Store Herald, Ca.	Chairman: E. Underwood	Tuesday 4:15 p.m.	14	12	9	13	11	8
<b>Citizens Utilities Company</b>								
4012 SUSANVILLE Grand Cafe Main Street	Chairman: Howard Edwards	Tuesday 7:30 p.m.	12	9	13	11	8	13
4013 ALTURAS Rancho Steak House Hwy 299E	Chairman: Joe Belle	Wednesday 5:30 p.m.	13	10	14	12	9	14
4014 ELK GROVE Pizza Barn 8610 Elk Grove Blvd.	Chairman: Vince Wolniewicz	Wednesday 5:30 p.m.	20	17	21	19	16	21
4015 BURNEY — C.U.C.C. Sams Pizza Hwy 299E	Chairman: David Monath	Thursday 5:30 p.m.	14	11	15	13	10	15
<b>Outside Construction</b>								
4911 OUTSIDE CONSTRUCTION 1414 21st Street Suite B Sacramento	Chairman: Tom Heyl	Saturday 10:00 a.m.	9	13	10	8	12	10
4912 OUTSIDE LINE 170 W. San Jose Claremont Basement	Chairman: C. Peterson	Wednesday 8:00 p.m.	13	10	14	12	9	14

### \*Time Change

\*\*Meeting Place Changed

\*\*\*Meeting Day Changed

†New Unit

††Unit reestablished

### General Construction

1514 under San Jose  
2312 under East Bay  
3815 under Sacramento

### Public Agencies

1411 City of Santa Clara  
2211 City of Oakland  
3911 S.M.U.D.  
3912 Fresh Pond (S.M.U.D.)

### Trees

4411 under San Jose



# 1983 OFFICER ELECTIONS IBEW LOCAL 1245

## Local ballots tallied by new electronic counter

### BUSINESS MANAGER — FINANCIAL SECRETARY

	Vote	%
Jim 'Mac' McCauley	2497	34.5%
<b>Jack McNally</b>	<b>4237</b>	<b>58.5%</b>
Tony Morgado	499	6.8%

### PRESIDENT

	Vote	%
Bill Peitz	2494	37.7%
<b>Howard Stiefer</b>	<b>4111</b>	<b>62.2%</b>

### VICE PRESIDENT

	Vote	%
Jay H. Burton	1943	29.2%
<b>Nannette R. Domingues</b>	<b>2035</b>	<b>30.6%</b>
Ernest Jones	762	11.4%
Leland Thomas, Jr.	1898	28.5%

### RECORDING SECRETARY

	Vote	%
Al James	494	7.5%
Ken Meyer	597	9.1%
Ken Myers	457	6.9%
Myron B. Stetler	489	7.4%
<b>Barbara Symons</b>	<b>4020</b>	<b>61.4%</b>
Alvin J. Wolfe, Jr.	481	7.3%

### TREASURER

	Vote	%
L. Dorm Burks	529	8.2%
<b>Ron Field</b>	<b>1982</b>	<b>30.9%</b>
Ed Mallory	1483	23.1%
Joe Robinson	930	14.5%
Jerry 'T.J.' Smith	994	15.5%
Robert Sorbi	493	7.6%

### EXECUTIVE BOARD SOUTHERN AREA

	Vote	%
Johnnie A. Baptista	296	20.7%
<b>Michael J. Davis</b>	<b>481</b>	<b>33.7%</b>
Patrick Dolan	366	25.6%
Frank Teague	284	19.9%

### EXECUTIVE BOARD CENTRAL AREA

	Vote	%
Dean Gurke	258	12.5%
Pat Nickeson	358	17.3%
Svend Petersen	368	17.8%
<b>Cindy Vallejo</b>	<b>1076</b>	<b>52.2%</b>

### EXECUTIVE BOARD NORTHERN AREA

	Vote	%
Paul C. Hathaway	237	11.1%
Richard R. Madden	420	19.7%
Jimmy Russell	397	18.6%
Al Simontacchi	211	9.9%
<b>Kathy F. Tindall</b>	<b>858</b>	<b>40.4%</b>

### EXECUTIVE BOARD AT-LARGE

	Vote	%
Raymond Friend	329	48.0%
<b>Lyman Morrison</b>	<b>355</b>	<b>51.9%</b>

### ADVISORY COUNCIL, SAN JOAQUIN

	Vote	%
<b>Tom Garcia</b>	<b>188</b>	<b>54.3%</b>
Geary Weaver	158	45.6%

### ADVISORY COUNCIL, COAST VALLEYS

	Vote	%
<b>John Delsman</b>	<b>166</b>	<b>41.7%</b>
Dean Lees	111	27.8%
Joe Herrmann	121	30.4%

### ADVISORY COUNCIL, SACRAMENTO REG. TRANSIT

	Vote	%
<b>Wilfred Nunez</b>	<b>27</b>	<b>100.0%</b>

### ADVISORY COUNCIL, PACIFIC GAS TRANSMISSION

	Vote	%
<b>Frank R. Locati</b>	<b>30</b>	<b>100.0%</b>

### ADVISORY COUNCIL, HUMBOLDT

	Vote	%
Clara Bolton	18	23.0%
<b>Clark Fleming</b>	<b>60</b>	<b>76.9%</b>

### ADVISORY COUNCIL, SHASTA

	Vote	%
Harvey L. Iness	70	33.8%
<b>Will J. Rodriguez</b>	<b>81</b>	<b>39.1%</b>
John Trunell	56	27.0%

### ADVISORY COUNCIL, SIERRA PACIFIC POWER CO.

	Vote	%
James Bessey	113	37.9%
Dora Carone	67	22.4%
<b>Jay Killgore</b>	<b>118</b>	<b>39.5%</b>

### ADVISORY COUNCIL, MANUFACTURING

	Vote	%
<b>Anne Spencer</b>	<b>83</b>	<b>100.0%</b>

### ADVISORY COUNCIL, DE SABLA

	Vote	%
<b>Warren 'Skip' Harris</b>	<b>68</b>	<b>50.0%</b>
Gerald Sanders	51	37.5%
Mike Vrooman, Jr.	17	12.5%

### ADVISORY COUNCIL, DRUM

	Vote	%
<b>Stanley P. Justis</b>	<b>70</b>	<b>100.0%</b>

### ADVISORY COUNCIL, PIPE LINE OPERATIONS

	Vote	%
<b>Samuel LeRoy Adams</b>	<b>32</b>	<b>29.9%</b>
Ruben Arrendondo	26	24.2%
Vernon Cooke	25	23.3%
Gary Hughes	21	19.6%
Robert Watts	3	2.8%

### ADVISORY COUNCIL, SAN JOSE — SANTA CLARA

	Vote	%
<b>Richard Bidinost</b>	<b>308</b>	<b>100.0%</b>

### ADVISORY COUNCIL, A.C. TRANSIT — E. BAY MUNI

	Vote	%
<b>Robert Smith</b>	<b>11</b>	<b>100.0%</b>

### ADVISORY COUNCIL, E. BAY & MATERIAL CNTRL

	Vote	%
Tim Healy	309	43.2%
Jerry Hoops	94	13.1%
<b>Raymond Shepherd</b>	<b>312</b>	<b>43.6%</b>

### ADVISORY COUNCIL, SAN FRAN. & GEN. OFFICE

	Vote	%
<b>Herman J. Reuther</b>	<b>254</b>	<b>61.9%</b>
William C. Smith	156	38.0%

### ADVISORY COUNCIL, STOCKTON & LODI

	Vote	%
<b>Jim Coe</b>	<b>158</b>	<b>56.4%</b>
Gary Mai	63	22.5%
Roy F. Moore	59	21.0%

### ADVISORY COUNCIL, COLGATE

	Vote	%
<b>Jack G. Osburn</b>	<b>82</b>	<b>100.0%</b>

### ADVISORY COUNCIL, NORTH BAY

	Vote	%
Ocean	111	32.1%
<b>Lawrence B. Wood</b>	<b>234</b>	<b>67.8%</b>

### ADVISORY COUNCIL, SACRAMENTO

	Vote	%
<b>Mark Abercrombie</b>	<b>165</b>	<b>100.0%</b>

### ADVISORY COUNCIL, SACRAMENTO MUN. UTIL. DIST.

	Vote	%
Jack Noble	54	30.0%
<b>Tom Smiley</b>	<b>126</b>	<b>70.0%</b>

### ADVISORY COUNCIL, U.S.B.R. — REGION 2

	Vote	%
<b>William R. Miller</b>	<b>101</b>	<b>100.0%</b>

### ADVISORY COUNCIL, CITIZENS UTILITY OF CAL.

	Vote	%
Joseph P. Belle	50	41.3%
Bill Cowden	7	5.7%
<b>Dave Mason</b>	<b>64</b>	<b>52.8%</b>

### ADVISORY COUNCIL, GENERAL CONSTRUCTION

	Vote	%
Robert A. Austin	146	30.2%
<b>Fred H. Pedersen</b>	<b>208</b>	<b>43.0%</b>
Greg Valley	129	26.7%

### ADVISORY COUNCIL, TREE TRIMMER COMPANIES

	Vote	%
<b>Robert Cahill</b>	<b>40</b>	<b>59.7%</b>
John Ruiz	27	40.2%

### ADVISORY COUNCIL, CLERICAL-AT-LARGE

	Vote	%
George Allan	276	42.1%
<b>James J. Mitchell</b>	<b>379</b>	<b>57.8%</b>

### ADVISORY COUNCIL, SAN FRANCISCO GEN. OFFICE

	Vote	%
Donald C. Watts	159	42.9%
<b>Gwen Wynn</b>	<b>211</b>	<b>57.0%</b>

### ADVISORY COUNCIL, IRRIGATION DISTRICTS

	Vote	%
<b>E. Duane Bartlow</b>	<b>78</b>	<b>100.0%</b>

### GOVERNMENT COORDINATING COUNCIL #1

	Vote	%
<b>Henry B. Lucas</b>	<b>15</b>	<b>100.0%</b>

### EXECUTIVE BOARD TURNOUT

Southern Area	1663
Ballots cast	
Central Area	2294
Ballots cast	
Northern Area	2394
Ballots cast	
At-Large	778
Ballots cast	
Membership Turnout	
Total Ballots cast	7357



Last ballots picked up at post office.



Election Committee members sort ballots prior to



Counting continues.



Various responses from crowd as Judge reads e



Business Manager Jack McNally receives congratulations.

## Business Manager Jack McNally, President Stiefer, VP Do

From PAGE ONE

read aloud the results to the several dozen members who'd come to Local Union headquarters to hear first-hand the election results.

In those few minutes a course of continuity for IBEW Local 1245 had been set.

Business Manager McNally and President Stiefer were quick to extend thanks to all the members and

the staff for their strong support — and stated that having met the challenges of the election they were eager to get on with the business at hand — and continue to work to best serve the interests of the membership.

Elected to the Advisory Council were: Tom Garcia, San Joaquin; John Delsman, Coast Valleys;

Samuel LeRoy Adams, Pipe Line Operations; Richard Bidinost, San Jose & City of Santa Clara; Robert Smith; AC Transit/East Bay Municipalities; Raymond Shepherd, East Bay & Material Control; Herman J. Reuther, San Francisco and General Office; Jim Coe, Stockton and City of Lodi; Wilfred Nunez, Sacramento Regional Transit;

Frank R. Locati, Pacific Gas Transmission; Clark Fleming, Humboldt; Will J. Rodriguez, Shasta.

Jay Killgore, Sierra Pacific Power Company; Anne Spencer, Manufacturing; Warren "Skip" Harris, De Sabla; Stanley P. Justis, Drum; Jack G. Osburn, Colgate; Lawrence B. Wood, North Bay; Mark Abercrombie, Sacramento; Tom Smiley,

Sacra  
trict;  
Regio  
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Cleric  
Franc  
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Elec



## counter

UNCIL,  
n  
Vote %  
82 100.0%

UNCIL,  
111 32.1%  
Wood 234 67.8%

UNCIL,  
bie 165 100.0%

UNCIL,  
MUN. UTIL. DIST.  
54 30.0%  
126 70.0%

UNCIL,  
GION 2  
er 101 100.0%

UNCIL,  
ITY OF CAL.  
50 41.3%  
7 5.7%  
64 52.8%

UNCIL,  
NSTRUCTION  
in 146 30.2%  
sen 208 43.0%  
129 26.7%

UNCIL,  
R COMPANIES  
40 59.7%  
27 40.2%

UNCIL,  
LARGE  
276 42.1%  
hell 379 57.8%

UNCIL,  
CO GEN. OFFICE  
ts 159 42.9%  
211 57.0%

UNCIL,  
RICTS  
ow 78 100.0%

COORDINATING  
s 15 100.0%

BOARD TURNOUT  
1663  
2294  
2394  
778  
urnout  
ast 7357



Last ballots picked up at post office.



Election Committee receives instructions for processing ballots.



Envelopes



Election Committee members sort ballots prior to the counting.

Ballots processed by electronic



Counting continues.



Counting procedure explained.



Crowd anxiously awaits results.



Various responses from crowd as Judge reads election results.



Crowd thins as winners are announced.



Business Manager Jack McNally receives congratulations.



Senior Assistant Business Manager Larry Foss hears election results.



Pleased winner, President Stiefer



President Howard Stiefer,

## , President Stiefer, VP Dominguez re-elected

Roy Adams, Pipe Line  
Richard Bidinost, San  
of Santa Clara; Robert  
Transit/East Bay Muni-  
Raymond Shepherd,  
Material Control; Her-  
her, San Francisco and  
ce; Jim Coe, Stockton  
Lodi; Wilfred Nunez,  
o Regional Transit;

Frank R. Locati, Pacific Gas Trans-  
mission; Clark Fleming, Humboldt;  
Will J. Rodriguez, Shasta.

Jay Killgore, Sierra Pacific Power  
Company; Anne Spencer, Manu-  
facturing; Warren "Skip" Harris,  
De Sabla; Stanley P. Justis, Drum;  
Jack G. Osburn, Colgate; Lawrence  
B. Wood, North Bay; Mark Aber-  
crombie, Sacramento; Tom Smiley,

Sacramento Municipal Utility Dis-  
trict; William R. Miller, U.S.B.R. —  
Region 2; Dave Mason, Citizens  
Utilities; Fred H. Pedersen, General  
Construction; Robert Cahill, Tree  
Trimmers; James J. Mitchell,  
Clerical-At-Large; Gwen Wynn, San  
Francisco VP&C; E. Duane Bartlow,  
Irrigation Districts.

Elected to the Government Coordi-

inating Council was Henry Lucas.

Printed above are the balloting  
statistics which include total votes  
cast for each candidate, and the  
percentage that they received.

Photos: Carol Bedsole





Election Committee receives instructions for processing ballots.



Envelopes opened.



Election Judge Chuck Larsen surveys electronic equipment.



the counting.



Ballots processed by electronic counter.



Display screen reveals statistics.



Counting procedure explained.



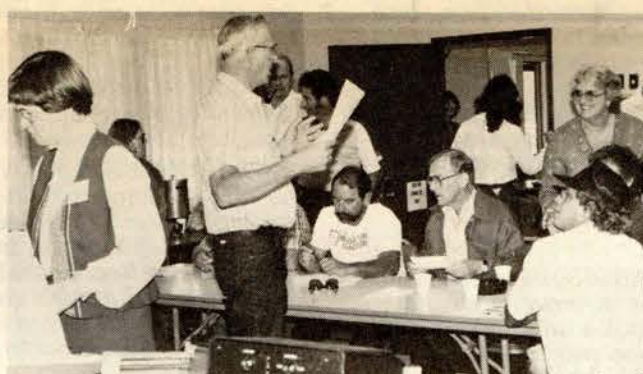
Crowd anxiously awaits results.



Judge Larsen announces winners.



ction results.



Crowd thins as winners are announced.



Members review ballot readout.



Senior Assistant Business Manager Larry Foss hears election results.

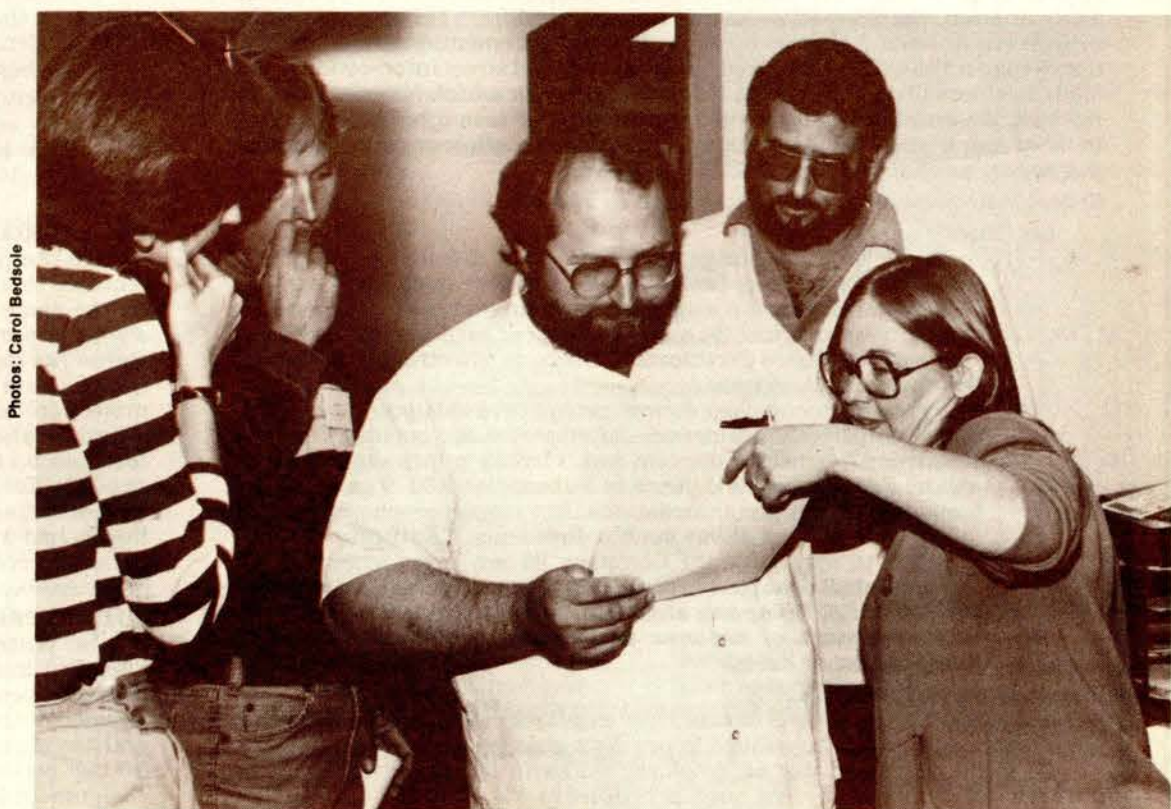


Pleased winner, President Stiefer

## Minguez re-elected

into Municipal Utility Dis-  
William R. Miller, U.S.B.R. —  
2; Dave Mason, Citizens  
Fred H. Pedersen, General  
ction; Robert Cahill, Tree  
rs; James J. Mitchell,  
At-Large; Gwen Wynn, San  
o VP&C; E. Duane Bartlow,  
n Districts.  
d to the Government Coor-

minating Council was Henry Lucas.  
Printed above are the balloting  
statistics which include total votes  
cast for each candidate, and the  
percentage that they received.



President Howard Stiefer, center, surveys electronic readout of election results.



# PG&E COMPANY PROPOSALS

## General Construction Department

Company's Original Proposals June 13, 1983

### 301.2 RESIDENCE AREAS AND JOB HEADQUARTERS

Expense allowances provided for in Sections 301.4 and 301.9 shall be paid, or free board and lodging provided for in Section 301.5 shall be allowed, to an employee only when the job headquarters or point of assembly to which the employee has been transferred or reemployed is outside the boundary of the employee's Residence Area, except as provided in Subsection 301.4 [(b)] (c).

**For the purposes of locating Residence Areas and job headquarters, a grid is superimposed over a map or maps mutually agreed to by Company and Union. Such grid is composed of squares, each of which covers 100 square miles on the agreed to map(s). Each grid square is identified by a combination alpha-numeric symbol; such symbol is determined by Alpha designations placed along the grid's vertical axis and numeric designations placed along the grid's horizontal axis. Grid square A1 is at the grid's upper left corner, grid square A2 is immediately to the right of square A1, square B1 is immediately below square A1, and so forth.**

- [(a)] Delete
- [(b)] Delete
- [(c)] Delete

### 301.3 Residence and Residence Area Definition

**Since it is the intent of the parties to offset some of the expenses incurred by employees when commuting from home to the job on a daily basis or when simultaneously maintaining both a temporary and permanent home, an employee's Residence and Residence Area shall be determined and used to establish eligibility for expense allowances in accordance with the following:**

(a) An employee's Residence is defined as the principal place of abode in the Company system in which the employee normally resides [; and, if the employee has temporary living accommodations at assigned job locations or commutes to such locations, continues to maintain this abode as a permanent home location] **on a regular basis and from which the employee commutes daily to work locations, or one to which the employee returns to live on most weekends while on work assignments at more distant job locations. A bona fide Residence is one in which the employee has a continuing obligation to commit substantial financial resources to the rent, lease or purchase of such Residence.** An employee establishes a Residence by filing a Residence Certificate.

(b) **An employee's Residence Area is that grid square which contains the city hall of the city or town in which the employee's Residence is located, provided that such city or town is recorded as having a permanent population in a source mutually agreeable to Company and Union, and provided further that such city or town is located within Company's service area. If the employee's Residence is not located in a city or town which meets such requirements, his Residence Area will be the grid square which contains the city hall of the city or town nearest his Residence which does meet such requirements. If a city or town meets the foregoing requirements but does not have a city hall, the principal street intersection of the main business district of such city or town will be considered the "city hall" for these purposes.**

Redesignate present (b) as (c) and amend as follows:

(c) An employee who is newly hired, rehired more than 30 days after layoff due to lack of work or rehired after any other type of termination must designate a RESIDENCE as defined in Subsection 301.3 (a). However, this employee shall not be eligible for per diem expenses as provided in Section 301.4 until the employee is transferred to a job location [more than 25 road miles from the city hall of the city or town in which the employee was hired or rehired. If the hiring or rehiring location is not established within the limits of a city or town, the 25 road miles will be measured from the city hall of the nearest city or town. If there is no city hall in the aforementioned city or town, the 25 road miles will be measured from the principal street intersection of the main business district.] **outside the grid square in which he was hired or rehired. An employee who is rehired 30 days or less after layoff due to lack of work shall be considered, for expense allowance entitlement purposes, as though he had not been laid off.**

Redesignate present (c) as (d) and amend as follows:

#### (d) Change of residence

- (1) An employee may change his Residence as defined in Subsection 301.3(a) at any time; however, the employee may have only one Residence at a time. An employee who changes his Residence under this Subsection must file a new Residence Certificate immediately. The new Residence Certificate will become effective on the date of the change of Residence.
- (2) Since the payment of per diem expenses is based upon the location of the employee's Residence, the employee is vouching that his Residence Certificate does, in fact, identify a [principal place of abode] **Residence (as defined in Subsection 301.3 (a)) and not temporary living accommodations. Any employee who knowingly falsifies or delays filing such a Residence Certificate shall be required to reimburse the Company for any overpayment of per diem and shall be subject to disciplinary action, including discharge. Additionally, Company shall not be held accountable for any underpayment of expense allowances resulting from such falsification or delay.**

### 301.4 EXPENSE ALLOWANCE

Subject to the provisions of this Title, employees who provide their own board and lodging shall be entitled to per diem expense allowance as follows:

(a) Each scheduled day an employee works in the basic workweek or is prevented from performing such scheduled work by inclement weather conditions covered in Title 303; each day an employee reports for prearranged

or emergency work on a non-workday; holidays which fall on a workday in the basic workweek provided such an employee works on the adjacent workday or such day is also observed as a holiday pursuant to the provisions of Title 103. (Delete balance of (a) )

(b) **The amount of per diem expense allowance due an employee shall be determined by the following procedure:**

- (1) **Identify the grid square containing the employee's job headquarters and the grid square which comprises his Residence Area.**
- (2) **Moving vertically and/or horizontally only, identify the number of grid squares between the employee's Residence Area grid square and the grid square containing his job headquarters (excluding the Residence Area square, but including the grid square containing the headquarters).**
- (3) **If the number of grid squares thus identified is:**
  - zero or 1, the employee's per diem rate will be \$ 0.00
  - 2, the employee's per diem rate will be \$ 2.00
  - 3, the employee's per diem rate will be \$ 5.00
  - 4, the employee's per diem rate will be \$ 8.50
  - 5, the employee's per diem rate will be \$13.00
  - 6, the employee's per diem rate will be \$21.00
  - more than 6, the employee's per diem rate will be \$30.50

Redesignate present (b) as (c).

Redesignate present (c) as (d) and amend as follows:

(d) [If an employee currently is not receiving per diem expenses, he or she cannot by changing his or her Residence qualify for per diem expenses until transferred to a job location outside the employee's new Residence Area.] **An employee cannot qualify for per diem expense allowances and/or increase his per diem by moving his Residence further from his job headquarters. Such employee's per diem status and/or rate of per diem shall remain unchanged until his next following transfer.**

Redesignate present (d) as (e) and amend as follows:

(e) The continuity of the consecutive workweek periods referred to in Subsection [(b)] (c) shall not be broken by the special assignment of an employee under Section 301.9, but such workweek periods shall be extended by a period of time equal to the period of time of such special assignment.

Redesignate present (e) as (f) and amend as follows:

(f) When an employee, who maintains a temporary residence while on a job that is outside his Residence Area, [or the employee who is receiving expenses under Subsection 301.4(b)] is unable to work due to illness, he/she shall be allowed per diem expense for up to five workdays during any single period of illness. Employees who have temporary residences will qualify for this allowance by providing evidence that this residence was maintained during the period of illness.

### 301.5 COMPANY PROVIDED FACILITIES

[If employees in lieu of providing their own board and lodging under Section 301.4] **Employees may elect to use Company-provided camp and boarding facilities in lieu of providing their own board and lodging pursuant to Section 301.4 or Subsections 301.9 (a) or (b), in which case Company shall provide such employees board and lodging for the duration of the periods they work at locations where [such] board and lodging facilities are made available. Such camp and boardinghouse facilities shall be of reasonable quality.**

### 301.6 IN LIEU OF EXPENSES

An employee may receive expense allowance under Section 301.4 or 301.9, or the employee may elect to use the Company-provided board and lodging referred to in Section 301.5; however, the employee will not be allowed to receive benefits under [both] **more than one section(s)** at the same time.

### [301.7 MOVING EXPENSES] Delete

[If an employee is moved from one camp to another on a single station or hydro project Company shall reimburse him for traveling expense and for other expenses incurred therein in transporting his household goods.]

### 301.8 PROJECTS

An employee who is hired for a single project and who is required to [move] **transfer** from one job [location] **headquarters** to another on the same project, shall not be deemed to qualify for **per diem** expense allowances provided for in Section 301.4 unless 1) he attained regular [\*] status **(as defined in Subsection 106.5(b) of this Agreement)** prior to such transfer and [the distance between the employee's hiring location on the project and any of his future job locations on such project exceeds 75 road miles] 2) **the number of grid squares between the employee's hiring location on the project and any of his job headquarters on such project exceeds five, (excluding the grid square containing the hiring location, but including the grid square containing the job headquarters), or unless he has had a prior transfer between Company jobs or projects in his present period of continuous Service with Company.**

[\*See Subsection 106.5(b) of this Agreement]

### 301.9 SPECIAL ASSIGNMENT

(a) When the Manager in charge orders that an employee be temporarily detached from the employee's established headquarters and assigned to a temporary, emergency, or special job at another location outside the employee's Residence Area [where board and lodging are not provided by the Company,] with the expectation that he or she shall return to such headquarters within a 30-day period, or orders that an employee be sent on a special temporary assignment to a location outside the employee's Residence Area [where board and lodging are not provided by the Company,] while en route between jobs,



the employee shall be eligible to elect either option (a) or (b) below.

(a) Such employee shall be reimbursed for actual board and lodging expenses incurred therein for a period not to exceed 30 consecutive days. Reimbursement for actual expenses shall be made after the employee submits an Expense Account accompanied by receipts for lodging and receipts and justification for any meals which exceed \$4.00 for breakfast, \$5.00 for lunch, and \$10.00 for dinner. All expenses are expected to be reasonable and appropriate for the geographical location in which the temporary assignment is located. If such assignment continues beyond such 30-day period, it shall not thereafter retain its temporary character but shall be deemed to be a transfer to a new headquarters, in which event the employee shall be entitled to a per diem allowance under the provisions of Section 301.4. **If such temporary emergency, or special job location is at a headquarters or point of assembly at which Company-provided board and lodging is available, the employee shall not be eligible to select the provisions of this option (a) but shall be eligible to select the provisions of option (b) below. (Exception - see (d) below.)**

(b) While on special temporary assignment at one location an employee may elect to receive for the period on special assignment, a per diem allowance equal to the amount such employee is eligible to receive under Subsection 301.4 [(a)] (b) in lieu of reimbursement for actual expenses provided for in this section for: (1) each scheduled day he or she works in his or her basic workweek or is prevented from performing such scheduled work during inclement weather conditions covered in Title 303; (2) each day he or she reports for work on a non-work day and; (3) holidays which fall on a work day in his or her basic workweek, provided that the employee works on an adjacent work day or such day is also observed as a "holiday" pursuant to the provisions of Title 103.

(c) Notwithstanding any of the foregoing, a series of short assignments (30 days or less each) by an employee in the Station Communications, Instrumentation, or Protection Group or Gas Instrumentation and Control Group or the Field Mechanical Services Group Lubrication crews or any other group(s) hereafter agreed to by Company and Union shall be considered a special temporary assignment for the duration of such series of assignments. In no event shall the employee be paid expenses at two locations concurrently. Such series of assignments will not constitute [a] changes in headquarters for the purposes of Section 301.1.

(d) Any continuous period of attendance at a Company training class(es) which has been agreed to between Company and Union shall be considered a special temporary assignment for the duration of such assignment and shall qualify for expenses as provided in Subsections 301.9(a), (b) and (c) above, except, however, while on such training assignment an employee may be required to utilize board and lodging which is provided by Company, in lieu of receiving per diem or full expenses. Such board and lodging shall be of reasonable quality. Such assignment will not constitute a change in headquarters for the purposes of Section 301.1. Travel to such classes shall be provided in Section 301.11.

#### 301.10 ILLNESS WHILE IN CAMP

Notwithstanding the foregoing sections of this Title, an employee shall not be entitled to an expense allowance for any day he or she is absent from duty by reason of illness, or other personal reason except as provided for in Subsection 301.4 [(e)] (f). Camp and boarding house facilities shall, however, be available at no cost for not more than five days during a period of illness of an employee who has qualified for free board and lodging under Section 301.5.

#### 301.13 TRANSFER — GENERAL CONSTRUCTION SERVICE [AND PROCESSING] CENTERS

An employee holding a General Construction Service [or Processing] Center classification shall not be subject to transfer to other job locations as are field employees and shall not be entitled to a per diem allowance or other expense allowance while at the Center. If, however, such an employee transfers to the field the employee shall file a Residence Certificate, as provided in Section 301.3, on or before the date of such transfer; any per diem expenses due the employee will be based on such Residence Certificate. (Note: Company is willing to consider some monetary relief for Service Center employees who accept a transfer under the provisions of Title 306.)

#### [301.15 TRANSFERS (FIELD EMPLOYEES)] DELETE

If a field employee is transferred to a General Construction Service or Processing Center, the following conditions will apply:

(a) If the employee requested such transfer and is accepted as regularly assigned to the Center, the employee shall not be entitled to an expense allowance at the Center.

(b) If transferred to a Center other than at the employee's own request and for temporary assignment at that location, full expense provisions of this Title for field employees shall apply. If after being at the Center for a time, such an employee is offered and accepts a regular assignment to a General Construction Service or Processing Center classification and rate, the employee then shall become ineligible for further expense allowance at the Center.]

#### 301.16 HARDSHIP TRANSFERS

Notwithstanding anything contained herein, Company by agreement with Union may transfer any employee who requests such a transfer for substantial reason. Such transferred employee shall not be entitled to travel time or reimbursement of transportation expense, but shall be entitled to per diem expenses as provided for in Section 301.4. If such an employee has not yet become eligible for per diem expenses as provided in Subsection 301.3[(b)] (c) at the time of such transfer, the city or town to which the employee is transferred shall be considered the employee's hiring or rehiring location for the purposes of Subsection 301.3[(b)] (c).

#### 302.2 BASIC WORKWEEK

The basic workweek shall be from Monday through Friday. **However, a different basic workweek of five consecutive work days may be established for employees assigned to work which cannot be conveniently and practicably performed during a basic workweek of Monday through Friday, provided that the Union is informed of such basic workweek change prior to the date such change is effective. Notwithstanding the provisions of Title 308 to the contrary, a change in the basic workweek in accordance with the foregoing shall not require the payment of overtime compensation. The number of employees required to work a basic workweek other than Monday through Friday shall be kept to a minimum.**

#### 302.3 THREE WEEK LIMIT

Delete present language and substitute the following:

**Except when a hazard to life or property exists, an employee will not**

**be required to perform work on more than 21 consecutive days without having two consecutive days off work.**

#### Conditions and Limitations:

(a) **Not included in the 21 consecutive day accumulation are days on which an employee works one hour or less when such work time is part of a shift which overlaps two calendar days.**

(b) **If an employee is off work for one full day before he works eight consecutive days, such day off work shall constitute a break in the 21 day accumulation.**

(c) **If an employee is off work for one day after he works eight or more consecutive days, such day off work shall not constitute a break in the 21 day accumulation; however, neither shall such day be included in the 21 day accumulation.**

(d) **If an employee performs work on 21 consecutive days and either or each of the next two days is a work day, the employee nevertheless will be granted both days off work; additionally, he will be paid at his regular straight rate of pay for each such work day.**

(e) **If an employee voluntarily works on a day on which he is entitled to be off work under this Section 302.3, he shall be paid his regular straight time or overtime wages, as appropriate; however, such day nevertheless shall be considered a day off work for the purposes of this section.**

(f) **"Work," "worked," and "works," as used in this Section 302.3, mean assigned job duties the employee actually performs and for which he is paid. They do not include travel time, meal time, sick leave, vacation and other time during which the employee does not actually perform assigned job duties.**

#### 302.7 OVERTIME — HOURS CHANGE

Delete present language and substitute the following:

(a) **Notwithstanding the provisions of Section 302.5 and Title 308, Company may change the regular hours of work of an employee and not pay him overtime compensation when:**

- (1) Such hours are changed by no more than four hours, or
- (2) The change is necessary because of a request or direction of public authority, provided, however, that before any such change is effected Company shall inform Union, or
- (3) The affected employees are in Service Center classifications (as defined in Exhibit X of this Agreement), or
- (4) Such hours are changed by agreement between Company and Union.

(b) **Further notwithstanding the provisions of Section 302.5 and Title 308, Company may otherwise change the regular work hours of an employee, in which case Company shall pay the employee overtime compensation for the time he works outside of regular work hours, (as defined in Section 302.5), but only during the first 3 work days (first 2 work days commencing 1/1/85) following such change. Vacation, sick and personal time off work shall not extend or break such three day period (two day period effective 1/1/85), and no overtime compensation is due an employee during the time (s) he is off work for these reasons. Also, no overtime compensation is due an employee during the time (s) he is absent from work due to holidays occurring in such three day period (two day period effective 1/1/85); however, the three day period (two day period effective 1/1/85) shall be extended by the number of holidays occurring in such period.**

**Unless Company and Union mutually agree otherwise, a further change of work hours, following a work hour change provided for above in this Section, shall result in the payment of overtime to the employee for the hours he works outside of regular work hours and outside those hours from which he was just changed, but only during the first 3 work days (first 2 work days effective 1/1/85) following such further change.**

#### 302.11 NON CAMP CONDITIONS

A location reasonably convenient to board and lodging as referred to in Sections 302.9 and 302.10 hereof shall mean any location within the city limits of an incorporated city where board and lodging are available; or, in an unincorporated area, a location where the board and lodging are within [15] 25 road-miles of the headquarters or assembly point and provided further that such board and lodging are within 2 road-miles of each other, and which is accessible by automobile. Where the headquarters is in an unincorporated area, such board and lodging may be either in an unincorporated area or in an unincorporated city.

#### [303.4 EXPENSES] DELETE

[When a regular employee is directed by the foreman or supervisor in charge not to report for work on any day in the employee's basic workweek because of inclement weather, or other similar cause beyond the employee's control, the employee shall be paid the sum of \$9.00 or, if the employee lives at a Company-operated or Company-designated boardinghouse or camp, the employee shall not be charged for board and lodging on such day, provided, however, that this 301.9 hereof except such employees who are receiving the per diem expense allowance at the rate of \$4.50 a day shall be paid an additional \$4.50 and those receiving \$8.00 a day shall each be paid an additional sum of \$1.00, for each workday on which they are prevented from performing scheduled work by inclement weather conditions. (Amended 1/1/80)].

#### 305.4 TEMPORARY UPGRADES

Delete present language and substitute the following:

**When it is necessary to effect a temporary upgrade Company shall, when practicable, give preferential consideration to the employee who has the greatest Service among those who:**

- are qualified for the upgrade, and
- have at least 2 years of Service, and
- are working at the assembly point where the upgrade is needed, and
- are working in the work group (crew, section, etc.) and shift where the upgrade is needed, and
- are in the classification next lower, in the normal line of progression, to the classification to which the upgrade is being made.

**Notwithstanding the foregoing, when it is necessary to effect a temporary upgrade into a classification which requires the employee to**  
See NEXT PAGE



exercise supervisory duties, Company may award such upgrade to any of the five qualified employees with the most Service among those who:

- are interested in such upgrade, and
- have at least 2 years of Service, and
- are working at the assembly point where the upgrade is needed, and
- are working in the work group (crew, section, etc.) and shift where the upgrade is needed, and
- are in the classification next lower, in the normal line of progression, to the classification to which the upgrade is being made.

Further notwithstanding the foregoing, Company shall have the right to select for temporary upgrade a qualified employee who is working outside the assembly point or shift where the upgrade is needed, provided that such employee has greater Service than the employee who otherwise would have been awarded the upgrade. Also, Company may bypass for temporary upgrade any employee who is under active counseling for work related problems.

Temporary upgrades normally are limited to 40 consecutive work-days, but may extend beyond 40 workdays when an employee is upgraded to replace one or more employees who are absent from work.

#### **305.5 PROMOTION (2 OR MORE YEARS SERVICE)**

Delete present language and substitute the following:

The provisions of this Section 305.5 are applicable to employees who have two or more years of Service at the time a promotion is to be effected.

To be eligible for promotion to a higher classification, an employee must be fully qualified to perform the duties of such classification, at the time the promotion is to be made, and must be employed in the Area in which the promotion is to be made.

As used herein, the term "Area" means the applicable Promotion-Demotion Geographic Area as set forth in Exhibit II, General Construction Promotion-Demotion Geographic Areas, which is attached and made a part hereof. Company may change the boundaries of such Areas at any time, provided that: 1) Company notifies Union in writing of such change prior to the effective date of the change, and 2) such change is not effected during a period of demotion or lay off. (Note: Such change may be made during a period of demotion or lay off if Union agrees thereto in writing.) Except for Service Centers (which may be designated as self-contained Promotion-Demotion Geographic Areas), no Area shall be less than one PG and E Division.

(a) The employee selected for promotion shall be the "eligible" employee (as determined by the foregoing) with the greatest Service among 1) those employees who were demoted due to lack of work from the classification to which the promotion is to be made or from a higher classification in the same line of progression, and 2) those employees who were placed on Long Term Disability from the classification to which the promotion is to be made or from a higher classification in the same line of progression. (Ref. Section 306.9).

NOTE: An employee who has declined a promotion offered pursuant to this Subsection 305.5 (a), or who is demoted for reasons other than lack of work, shall not be considered for promotion under the provisions of this Subsection, unless such employee subsequently is again demoted due to lack of work, in which case he shall be considered for promotion under the provisions of this Subsection only to the highest classification from which he was so demoted.

(b) If there is no "eligible" employee among the employees identified in Subsection (a) above, the employee selected for promotion shall be the "eligible" employee with the greatest Service among those employees who are receiving the top rate of pay of the classification next lower, in the normal line of progression, to the classification to which the promotion is to be made.

(c) Notwithstanding Subsections (a) and (b) above, a promotion into a classification which requires the employee to exercise supervisory duties may be awarded to any of the 10 "eligible" employees with the most Service among those employees who are interested in such promotion.

(d) Further notwithstanding Subsections (a) and (b) above, Company may bypass for promotion any employee who is under active counseling for work related problems.

#### **306.1 EMPLOYEES (2 OR MORE YEARS OF SERVICE)**

The provisions of this Title 306 which are applicable to regular employees with two years or more of Service in cases of displacement, demotion or layoff due to lack of work or the return of an employee from leave of absence for Union business or military service, but not to layoffs due to inclement weather, lack of material and similar causes, shall be applied in such manner as to give effect to the following:

(a) Provided that an employee is fully qualified to perform the duties of the classification to which such employee is to be demoted or transferred, Service, as defined in Section 106.3, shall be the determining factor in the application of this Title.

(b) An employee may not elect to displace another employee with equal or greater Service. An employee may not displace an employee in a classification having a wage rate higher than that of such employee's classification except where such classification is considered to be the same in accordance with a Line of Progression as provided for in Title 600.

(c) Where referred to in this Title, the Promotion-Demotion Geographic Area shall be as listed in Exhibit II, General Construction Promotion-Demotion Geographic Area. Such Promotion-Demotion Geographic Areas will not be changed during the period of an actual demotion or layoff, except upon letter of agreement between Company and Union (Amended 1/1/80).

(d) Company shall designate the employees to be displaced under the provisions of this Title.

(e) When it becomes necessary to move an employee because of lack of work, Company shall give him as much notice as practicable.

**306.3** Delete present language and substitute the following:

#### **306.3 BUMPING (2 OR MORE YEARS OF SERVICE)**

(a) An employee who has 2 or more years of Service and who is to be demoted pursuant to Section 306.2 may, in lieu thereof, elect to displace an employee who 1) has less Service than the displacing employee, 2) is in the displacing employee's current classification and 3) is in the same General Construction Department.

(b) If an employee with two or more years of Service cannot effect a displacement provided for in Subsection (a) above and cannot effect a demotion to the next lower classification in the reverse order of the normal line of progression pursuant to Section 306.2, he may elect to displace an employee who 1) has less Service than the displacing employee and 2) is in the next successively lower classification in the reverse order of the normal line of progression in the same General Construction Department.

**306.4** Delete present language and substitute the following:

#### **306.4 BUMPING (5 OR MORE YEARS OF SERVICE)**

An employee with five or more years of Service who cannot effect a demotion pursuant to Section 306.2 and who cannot effect a displacement provided for in Section 306.3, may elect to displace an employee who 1) has less Service than the displacing employee and 2) is in the displacing employee's current classification in a different department of General Construction. If such displacement is not possible, the employee may elect to displace an employee who has less Service than the displacing employee and who is in the next lower or successively lower classification in the reverse order of the normal line of progression.

**306.5** Delete present language and substitute the following:

#### **306.5 BUMPING (4 OR MORE YEARS OF SERVICE)**

(a) An employee with four or more years of Service who cannot effect a demotion pursuant to Section 306.2, and who cannot effect a displacement provided for in Section 306.3 or 306.4, may elect to displace an employee who 1) has less Service than the displacing employee and 2) is in the beginner's classification in a different line of progression in the same General Construction Department.

(b) An employee with four or more years of Service who cannot effect a demotion pursuant to Section 306.2, and who cannot effect a displacement provided for in Section 306.3 or 306.4 or Subsection 306.5 (a), may elect to displace an employee who 1) has less Service than the displacing employee and 2) is in a beginner's classification in a different department of General Construction.

**306.6** [Bumping (across lines of progression)]

#### **FILLING A BEGINNER'S VACANCY IN DIVISION**

An employee [who has] with five or more years of Service [and] who cannot effect a demotion pursuant to Section 306.2 and who cannot effect a displacement [under] provided for in Section [306.2] 306.3, 306.4 or 306.5, may elect to fill a vacancy in a beginner's classification in the same normal line of progression (as set forth in Title 600 and Exhibit VIII and Exhibit A of the Agreement applying to Office and Clerical Employees).

(a) In the application of this Section, an employee must be able to meet the same qualification requirements that Division employees must meet.

(b) An employee who enters a beginner's classification under the provisions of this Section shall not have any rights under Section 206.9, but shall have accelerated rights to return to his or her former classification and department of General Construction or to a successively lower classification in the normal line of progression to such classification.

(c) A placement under the provisions of this Section shall count as a transfer under the provisions of Subsection 205.5 (b) or Subsection 19.5 (b), as appropriate.

#### **306.7 LAYOFFS**

(a) If there is no job to which Company can demote an employee under Section 306.2, or if the employee does not effect a displacement under any of the provisions of this Title, the employee will be laid off.

(b) When it becomes necessary for Company to lay off [or move employees] an employee because of lack of work, Company shall give [employees involved] him as much notice as practicable, but in no event [in case of layoff] shall a regular employee be given less than five working days' notice, and [if the] an employee who has five [years] or more years of [continuous service] Service [such employee] shall be given not less than ten working days' notice.

#### **306.9 ACCELERATED PROMOTION — TRANSFER**

For the purpose of enabling employees who have been demoted and/or transferred under the provisions of this Title, or to enable employees who have been or are on Long Term Disability status to return to their former classification(s) and lines of progression on an accelerated basis, Company will give preferential consideration, pursuant to Title 305, to employees who formerly worked in such job classification(s) and lines of progression in accordance with the following:

(a) Where written notice has been provided to Company by an employee who has been transferred to other lines of progression under the provisions of Title 306, Company shall return such employee to a beginner's classification, which the Company intends to fill, in the employee's original or intermediate line (s) of progression to which the employee has indicated he will return.

An employee who declines to return to the beginner's classification in the line of progression for which he has indicated willingness to return will forfeit any further preferential rights to return to such line of progression. Such employee will retain preferential rights to those lines of progression he has not declined.

In considering notices received from two or more employees under the provisions of this Subsection (a), Company shall give preferential consideration to the notice made by the employee who has the greatest Service.

(b) When appropriate medical recommendations indicate that an employee on Long Term Disability can return to active employment, the employee will be given preferential consideration to return to the last classification he held prior to going on LTD or to a lower classification he is capable of filling in his former department or another department of General Construction.

(c) An employee will be given preferential consideration for promotion within his present G.C. Department to return to the highest classification he held immediately prior to demotion under this Title.

#### **306.14 REHIRE**

(a) A regular employee who is eligible for rehire and who has been laid off for lack of work for a period not in excess of one year and who had two or more years of Service at the time of layoff shall be entitled to preferential rehire [in the reverse order of layoff] on the basis of Company Service, providing that the laid-off employee, each calendar month following layoff, keeps the Company informed of the current mailing address and telephone number for contact

See NEXT PAGE



and the Promotion-Demotion Geographical Area(s) for which reemployment will be accepted. **The employee will be notified of the proper method for informing the Company.**

(b) When a vacancy exists in a beginner's job in the line of progression in [the] a department of General Construction **in which the employee formerly worked, and from which [an employee] he was transferred or laid off under the provisions of this Title,** Company shall provide notice of openings for reemployment as follows:

[(a)] (1) By calling the last telephone number furnished by the laid-off employee and offering reemployment. If contacted by telephone, such employee must advise Company whether or not such employment will be accepted within 24 hours and the employee must be available for work within 5 workdays.

[(b)] (2) If the laid-off employee cannot be reached by telephone, Company shall send notice of openings for reemployment to the last mailing address as furnished by such employee. Within [five] **three** working days after such notice is [mailed, such] **received at such mailing address, the** laid-off employee must advise Company by telephone whether or not [such] **the** reemployment **offer** [shall] **will** be accepted, and the employee must be available for work within 24 hours after **so** advising Company, [that such reemployment will be accepted].

[(c)] (3) To expedite rehiring, more than one employee may be notified of an opening, but priority shall be given to employees [in the reverse order of layoff] **with the greatest Service.**

[(d)] (4) Company shall not be required to contact laid-off employees when the opening for reemployment is outside the Promotion-Demotion Geographic Area(s) **and department(s)** in which such employee has indicated a desire to accept reemployment.

[(e)] (5) If Company cannot contact the laid-off employee by telephone and if no reply is received by Company within [five] **three** working days after notice is [mailed] **received at his mailing address,** or if the laid-off employee does not accept reemployment, such employee will be considered terminated, with no further reemployment rights under this Section, and the next employee on the laid-off list may be notified of the opening.

### 308.8 PREARRANGED OVERTIME

When, at the request of the supervisor in charge, an employee reports for prearranged work (1) on work days outside of his regular work hours, he shall be paid overtime compensation for actual work time and travel time in connection therewith, provided, however, that if such employee continues to work into or beyond his regular work hours he shall be paid overtime compensation only for travel time from his living quarters and for actual work time up to regular work hours unless the provisions of Section 308.14 are applicable; (2)

on non-work days outside of his regular work hours, he shall be paid overtime compensation for actual work time and travel time in connection therewith, provided, however, that if such employee continues to work into or beyond regular work hours, travel time only from his living quarters shall be paid for; and (3) on non-work days during regular work hours he shall be paid overtime compensation only for actual work time. For the purpose of this Section prearranged work [shall be deemed to be] **is defined as overtime** work for which advance notice [has been] **is** given [by the end of his preceding work period] **before the employee is released from duty** on [a] **the** [work] day **immediately preceding the day on which the overtime work is scheduled.**

### 308.11 MINIMUM PAY — CANCELLATION

If an employee [is instructed by], **upon instructions from** his supervisor, [to] reports for prearranged work on a non-work day, or on a holiday which he is entitled to take off with pay, and such work is cancelled, he shall be paid overtime compensation for a minimum of 2 hours, inclusive of any travel time as provided in Section 308.8. [if he is not given notice of the cancellation of such work by the end of his preceding work period on a work day.]

### 308.15 [3 WEEK LIMIT] DELETE

[Except where a hazard to life or property exists, employees will not be required to work more than 3 consecutive weeks without having 2 consecutive days off.]

Exhibit X Establish the following classifications:

		Hired after 12/31/82	Hired before 1/1/83
0245 Routine Field Clerk	Start	\$417.35	\$446.60
	End 6 months	446.50	461.60
	End 1 year	478.45	478.45
	End 18 months	490.15	490.15
	End 2 years	500.50	500.50
	End 30 months	511.15	511.15
0246 First Field Clerk	Start	\$522.85	
	End 6 months	533.50	
	End 1 year	545.00	
	End 18 months	556.65	
	End 2 years	568.85	

In order to enter the Routine Field Clerk classification, an employee must pass Company's pre-employment test for clerical classifications, and must be able to type a net 25 words per minute.

Progression from Routine Field Clerk to First Field Clerk to occur after an employee completes six months at the top Routine Field Clerk rate of pay.

## APPOINTMENTS

### PACIFIC GAS AND ELECTRIC COMPANY

#### General Construction Negotiations Subcommittee

Jan Cannon Randy Abbott Marv Rubendall  
Floyd Farmer Fred Pedersen

### SONIC CABLE TV

#### 1983 Negotiating Committee

Dale Rogers Erik Johnson Scott Lawson

### GROUP W CABLE

Ukiah, Willits, Ft. Bragg Negotiating Committee  
Robert W. Reid Robert DeVito Donna Whetstone

### C.P. NATIONAL — LASSEN

#### Ballot Committee

Richard Carr Wanda J. Nickeson

### MT. WHEELER POWER, INC.

#### 1983 Negotiating Committee

Jan Reger Robert Swetich

### CONFERENCES AND CONVENTIONS

#### Women in the Work Force

Ocean Marie Kizzie  
Sam Tamimi Bill Twohey  
Dorothy Fortier Barbara Symons  
Paula Ramsey Nannette Dominguez  
Otisteen Youngblood

## Member helps Polish Unionists

Brother Dick Harmon, Alta, California wants to alert our membership to a way support can be given to Polish Unionists who are struggling for the very life of their Labor Movement.

He is personally contributing to a program to help support efforts to support Solidarity by contributing to the CATO Institute to help finance the publishing and distribution in Poland of a Polish-language book, "Solidarity with Liberty."

Goal of distributing the book is to help develop "ideas and principles that underlie a free society."

It costs \$2.00 to print and distribute each book which consists of a series of essays on political liberty, economics, socialism and capitalism.

Contributions may be made on behalf of the project to CATO Institute, 224 Second St., S.E., Washington, D.C. 20003.

During the past year IBEW Local 1245 has contributed funds through the AFL-CIO to help with general printing and distribution costs of Solidarity material in Poland.

## OUTSIDE LINE

By Jerry Robinson

Congratulations goes out to the Outside Line Negotiating Committee.

Despite all the various takeaways that are flooding the industry nationwide, including significant wage cuts, reduction of double-time to time-and-a-half, and lessened

benefits packages, Local 1245's Negotiating Committee did not end up with any takeaways.

The Committee was able to obtain improvements of 75 cents per hour on our pension, and a 35 cents per hour increase on LINECO effective

# LABOR DAY

# 1 • 9 • 8 • 3

## ACROSS AMERICA

*we will be heard!*

A major show of unity among union members across the country is being lined up for Labor Day 1983 with union members set to be called out for large demonstrations, rallies and traditional picnics. These Solidarity III events will be geared toward showing the broad opposition to the Reagan administration's oppressive policies toward labor, women, the poor and aged.

January 1, 1984, along with a modified CIR.

The Committee urges Outside Line members to start now in considering new proposals for next year.

Thanks also goes out to all our members who are so generously

helping Lineman Tube Dudley who needs to raise funds for his infant daughter who needs a liver transplant. Most of our members have donated a day's pay to the fund. See page one of this issue for full details on how to contribute to helping the little girl, Tanishia.



# A day for family fun in annual 'Day on Delta'

By Bob Martin, Antioch

A sunny day and good weather greeted the 200-plus people who attended the Antioch Unit 2317's annual boating poker run in May.

Participants boated to B & W Boat Harbor, Tower Park Marina, Moore's River Boat and Spindrift Marina to get a qualifying card. They then returned to Brannan Island State Recreation Area where 5 cards were chosen. The winners were divided into 3 categories.

Winners in the children's group included: 1st Place William Tallent, 2nd Place Justin Arnold, 3rd Place Tiffany Marquez, 4th Place Chris Trumbull, and 5th Place Robbie Ferreira.

Winners in the women's group

included: 1st Place Connie Coralles, 2nd Place Donna McGibbon, 3rd Place Susan Brooks, 4th Place Donna Prowse, 5th Place Cindy Medina and 6th Place LaVera Peterson.

In the men's group winners were: 1st Place Jerry Ebersole, 2nd Place Richard Tonetti, 3rd Place Steve Kroll, 4th Place Jim Whitmire, 5th Place Ed Medina, and 6th Place Dale Jones.

A picnic of hot dogs and beans was furnished after the poker run where prizes from the ramp raffle were given away. Merchants donating prizes were: Lee's Jewelers, Terry's Touch of Gold, Fashion Conspiracy, Proud Woman Health Spa,



Members boated to various docks on the Delta to pick up cards to complete a poker hand.

Hair Gallery, La Buena Suerte, Barney's Hickory Pit, 19th Hole, Tedco Aviation, Custom Hair Design, Lone Tree Liquors, Aquatic Marine, Chicken Lil and Neighbor Market.

The organizers of the poker run were: Jim Poindexter, Bob Martin, Jerry Good, Ed Caruso, Ed Medina, Business Representative Sam

Tamimi, Fred Henderson, Mr. and Mrs. Charley Payne, Jim Duncan, Gary Surfus, Cindy Vallejo, and Margie McCauley.

Congratulations are extended to all the winners and thanks are given to all those who helped and participated.

## Local 1245's first golf tournament draws large turnout

A large group of members turned out for the Local's first annual Golf Tournament recently held at Tilden Park, Berkeley.

Business Manager Jack McNally participated in the Tournament and presented trophies to the winners.

Event coordinators, Ed Miles and Lou Anzaldo report that there were several dozen foursomes on the course competing for a bevy of trophies.

Winning the perpetual trophy for

low net of 66 was Donald Knoedler. Low gross was won by Mack Wilson with 82.

Other low net winners included Oscar Martinez, 67; Tyke Anderson and Ray Cervantes, 68; Al Pointkouski, 70, and Pete Dutton 71.

Taking honors for Hole-In-One were: Doug Scott, Jim Merritt and Roland Guiles. Rating in the Long-Drive competition were Darrell Striving, Ed Miles and Don Case, each taking first through third places respectively.



Viewing fairway.



Handsome trophies.



Foursomes ready to set out for a day of serious golfing.



Low gross.



Business Manager McNally, left, presents trophy.

## Slo-Pitch softball winners



Concord Cable TV Terminators won the Local's annual Slo-Pitch softball tournament held recently in Martinez. Full coverage of the event and participants will be featured next month in the Utility Reporter.

### WATCH FOR:

Upcoming issue of the Utility Reporter will include:

- Members working in Coalinga after the earthquake which leveled the town's downtown area.

- A comprehensive article by staff attorney Tom Dalzell on the background surrounding the recent precedent-setting arbitration decision which called for the reinstatement of IBEW 1245 member Bill Loud, a Lineman employed by PG&E in Watsonville. A Vietnam war veteran, Loud is working on overcoming Post Traumatic Stress Disorder, (PTSD).



Solid chip shot.