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 takeaways.

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.

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.

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 fail 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 life 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 other Units to the Local has agreed to match all donations, and further recommended extending challenges to all other Units to match their donation.

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

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.

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.
Sycamore findings reported

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.

Truth told in 'supposed' contact lens hazard

By Olga M. Estrella, Local Union Safety Committee Member

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.

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 ophthalmologist if you are experiencing ophthalmic exam notices.

Local 1245 requests chemical test for products

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.

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 arc 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.

Gas Servicemen Howard Harbick and Rich Bidinosti, 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.
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 account that poor conditions at work can 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.

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!

In Unity — Jack McNally
## IBEW Local 1245 Unit Meetings

### San Joaquin

<table>
<thead>
<tr>
<th>Unit</th>
<th>Location</th>
<th>Chairman</th>
<th>Date</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>1111</td>
<td>Fresno</td>
<td>Sal Perales</td>
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<tr>
<td>1112</td>
<td>Bakersfield</td>
<td>Ed Mallory</td>
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<tr>
<td>1113</td>
<td>Madera</td>
<td>Ronald Moon</td>
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<tr>
<td>1117</td>
<td>Wasco</td>
<td>T. Caterlin</td>
<td>Tuesday</td>
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<tr>
<td>1116</td>
<td>Crane Valley</td>
<td>Ron Newson</td>
<td>Wednesday</td>
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<tr>
<td>1119</td>
<td>Balch</td>
<td>Tom Moore</td>
<td>Tuesday</td>
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<tr>
<td>1120</td>
<td>Selma</td>
<td>Tom Thomas</td>
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<td>1121</td>
<td>Coalinga</td>
<td>Mike Higgins</td>
<td>Thursday</td>
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<tr>
<td>1123</td>
<td>Madera</td>
<td>Steve Lee</td>
<td>Thursday</td>
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<tr>
<td>1124</td>
<td>Los Banos</td>
<td>Tom Hunt</td>
<td>Wednesday</td>
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### Coast Valleys

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<tr>
<td>1211</td>
<td>Salinas</td>
<td>Jack Delman</td>
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<td>Monterey</td>
<td>G. Carlsten</td>
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<td>King City</td>
<td>Rich Manley</td>
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<td>Moss Landing</td>
<td>Kevin Marks</td>
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<td>San Luis Obispo</td>
<td>Gary Outlaw</td>
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<td>1216</td>
<td>Santa Maria</td>
<td>G. Woods</td>
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<td>Paso Robles</td>
<td>T. Tweddle</td>
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<td>Hollister</td>
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<td>Diablo Canyon</td>
<td>Walter Oakley</td>
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### Pismo and Santa Clara

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<td>Barstow</td>
<td>Vern Ham</td>
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<td>Needles</td>
<td>John Blankenship</td>
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<td>1411</td>
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<td>Robert Blankenship</td>
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<td>1501</td>
<td>San Jose Clerical</td>
<td>Gary Mai</td>
<td>Wednesday</td>
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### Stockton

<table>
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<td>Stockton</td>
<td>Paul Gomez</td>
<td>Thursday</td>
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<td>2112</td>
<td>Angels Camp</td>
<td>Harold Foley</td>
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<td>2113</td>
<td>Jackson</td>
<td>Wayne Johns</td>
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<td>Tracy</td>
<td>Robert Kerr</td>
<td>Thursday</td>
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<tr>
<td>2115</td>
<td>Modesto</td>
<td>Bob Morante</td>
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### San Francisco

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<td>San Francisco Clerical</td>
<td>Dan Duffy</td>
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<td>2412</td>
<td>San Francisco</td>
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### City of Oakland

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<td>Oakland General</td>
<td>Ralph Murphy</td>
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### East Bay

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<td>Joe Graham</td>
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<td>East Bay General Construction</td>
<td>A. Washington</td>
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<td>Hayward</td>
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<td>Livermore</td>
<td>Marie Kozee</td>
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<td>Concord</td>
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<td>Antioch</td>
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### San Francisco

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### Stockton

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<td>Paul Gomez</td>
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### IBEW Local 1245 Unit Meetings

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<tr>
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<td>Sonora</td>
<td>Elks Lodge</td>
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<td>MODESTO IRRIGATION DISTRICT</td>
<td>Sunday Lodge</td>
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<td>3021</td>
<td>Sandpoint</td>
<td>Pacific Gas Transmission</td>
<td>Wednesday</td>
<td>* W. Miller 5:00 p.m.</td>
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<tr>
<td>3023</td>
<td>Walla Walla</td>
<td>Touchet Fire Station</td>
<td>Wednesday</td>
<td>* Jerry Thomas 7:00 p.m.</td>
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<td>3024</td>
<td>Redmond</td>
<td>Grizzly Bear Pizza</td>
<td>Thursday</td>
<td>* Odie Walters 7:00 p.m.</td>
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<tr>
<td>3112</td>
<td>Eureka</td>
<td>Labor Temple</td>
<td>Tuesday</td>
<td>9th &amp; E Streets</td>
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<tr>
<td>3113</td>
<td>Willow Creek</td>
<td>Willow Inn</td>
<td>Thursday</td>
<td>Hwy 299 East, * C. Fleming 5:00 p.m.</td>
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<tr>
<td>3212</td>
<td>Redding</td>
<td>Hospitality House</td>
<td>Tuesday</td>
<td>532 Main Street</td>
</tr>
<tr>
<td>3213</td>
<td>Burney</td>
<td>Veterans Memorial Hall</td>
<td>Tuesday</td>
<td>* W. Rodriguez 7:30 p.m.</td>
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<td>3216</td>
<td>Trinity</td>
<td>New York Hotel</td>
<td>Thursday</td>
<td>A. Wells 7:30 p.m.</td>
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<td>Reno</td>
<td>IBEW Hall</td>
<td>Wednesday</td>
<td>2714 E. 4th Street</td>
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<td>Carson City</td>
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<td>Darrel Plank 6:00 p.m.</td>
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<td>Yreka</td>
<td>Catholic Center</td>
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<td>Jim Collins 6:30 p.m.</td>
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<td>South Lake Tahoe</td>
<td>Moose Lodge</td>
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<td>* Ralph Kostka 6:30 p.m.</td>
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<tr>
<td>3315</td>
<td>Elko</td>
<td>Mt. Wheeler Fire Dept. Mtg. Hall</td>
<td>Tuesday</td>
<td>D. Strasburg 4:15 p.m.</td>
</tr>
<tr>
<td>3316</td>
<td>Reno Manufacturing</td>
<td>Carpenter’s Hall</td>
<td>Tuesday</td>
<td>Janice Davis 4:45 p.m.</td>
</tr>
<tr>
<td>3317</td>
<td>Winnemucca</td>
<td>Nixon Hall</td>
<td>Thursday</td>
<td>* Mike Roper 7:00 p.m.</td>
</tr>
<tr>
<td>3318</td>
<td>Elko</td>
<td>Stockman's Hotel</td>
<td>Thursday</td>
<td>M. Dykstra 7:00 p.m.</td>
</tr>
<tr>
<td>3319</td>
<td>De Sable</td>
<td>IBEW Hall</td>
<td>Wednesday</td>
<td>1st &amp; Sheridan Jr.</td>
</tr>
<tr>
<td>3411</td>
<td>Chico</td>
<td>Retal Clerks Hall</td>
<td>Tuesday</td>
<td>* Tom Connell 7:30 p.m.</td>
</tr>
<tr>
<td>3412</td>
<td>Quincy</td>
<td>Mormon Restaurant</td>
<td>Wednesday</td>
<td>Lawrence Stree 7:00 p.m.</td>
</tr>
<tr>
<td>3417</td>
<td>Paradise</td>
<td>Forbes Garage</td>
<td>Thursday</td>
<td>5570 Vista Way</td>
</tr>
<tr>
<td>3511</td>
<td>Auburn</td>
<td>Moose Lodge</td>
<td>Tuesday</td>
<td>7:30 p.m.</td>
</tr>
<tr>
<td>3512</td>
<td>Roseville</td>
<td>* Vita Rosa Rod.</td>
<td>Monday</td>
<td>1704 Douglas Bl.</td>
</tr>
<tr>
<td>3513</td>
<td>Grass Valley</td>
<td>NV County Sportman</td>
<td>Tuesday</td>
<td>Willid Webber 7:00 p.m.</td>
</tr>
</tbody>
</table>

### Notes

- **Time Change**: Meeting Place Changed
- **New Unit**: Meeting Day Changed
- **Unit Reestablished**: 

### General Construction

**Public Agencies**

- 1514 under San Jose: City of San Jose
- 2512 under East Bay: City of Oakland
- 3816 under Sacramento: 3912 Fresh Pond (SMU.D.)

### North Bay

- 3711 Marin County
- 3712 Santa Rosa
- 3714 Ukiah
- 3715 Lakeport
- 3717 Fort Bragg

### Humboldt

- 3111 Eureka
- 3112 Garberville
- 3113 Willow Creek

### Shasta

- 3212 Redding
- 3213 Burney
- 3216 Trinity

### Nevada

- 3311 Reno
- 3312 Carson City
- 3313 Yreka
- 3314 South Lake Tahoe
- 3315 Elko
- 3316 Reno Manufacturing

### Colgate

- 3611 Marysville
- 3613 Oroville

### North Bay

- 3711 Marin County
- 3712 Santa Rosa
- 3714 Ukiah
- 3715 Lakeport
- 3717 Fort Bragg

### Sacramento

- 3811 Sacramento
- 3812 Vacaville
- 3813 Placerville
- 3814 Woodland

### Citizan's Utilities Company

- 4012 Susanville
- 4013 Alturas
- 4014 Elk Grove
- 4015 Burney

### Outside Construction

- 4911 Outside Construction
- 4912 Outside Line

### Drum

<table>
<thead>
<tr>
<th>Unit</th>
<th>Location</th>
<th>Chairman</th>
<th>Meeting Date</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>3511</td>
<td>Auburn</td>
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<td>Tuesday</td>
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</tr>
</tbody>
</table>

### General Construction

**Public Agencies**

- 1514 under San Jose: City of San Jose
- 2512 under East Bay: City of Oakland
- 3816 under Sacramento: 3912 Fresh Pond (SMU.D.)

### IBEW Local 1245 Utility Reporter/July 1983
Local ballots tallied by new electronic counter

BUSINESS MANAGER - FINANCIAL SECRETARY Vote %
Jim Mac McCaulley 2407 34.5%
Jack McNally 4237 58.5%
Tony Morgado 499 6.8%
PRESIDENT
Bill Perel 2404 37.7%
Howard Stiefer 4111 62.2%
VICE PRESIDENT
Jay H. Burton 1943 29.2%
Nannette R. Dominguez 2035 30.8%
Ernest Jones 762 11.4%
Leland Thomas, Jr. 1898 28.5%
RECORDING SECRETARY
Al James 494 7.5%
Ken Meyer 597 9.1%
Ken Myers 457 6.9%
Myron B. Stiefer 489 7.4%
Barbara Symons 4020 61.4%
Alvin J. Wolfe, Jr. 481 7.3%
TREASURER
L. Dorm Burks 529 8.2%
Ron Field 1982 30.9%
Ed Mallory 1453 23.1%
Joe Robinson 930 14.5%
Jerry T. Smith 994 15.5%
Robert Sobrihi 493 7.6%
EXECUTIVE BOARD
SOUTHERN AREA
Johnnie A. Baptista 296 20.7%
Michael J. Davis 481 33.7%
Patrick Dolan 366 25.6%
Frank Teague 284 19.9%
EXECUTIVE BOARD CENTRAL AREA
Dean Gurke 258 12.5%
Pat Nickeson 358 17.3%
Swend Peterson 368 19.8%
Cindy Vallejo 1076 52.2%
EXECUTIVE BOARD NORTHERN AREA
Paul C. Hethaway 237 11.1%
Richard A. Madden 420 19.7%
Jimmy Russel 397 18.6%
Al Simontichi 211 9.5%
Kathy P. Tindall 858 40.4%
EXECUTIVE BOARD AT-LARGE
Raymond Friend 329 48.0%
Lyman Morrison 355 51.9%
EXECUTIVE COUNCIL, SAN JOAQUIN
Tom Garcia 188 54.3%
Geary Weaver 158 45.6%
EXECUTIVE COUNCIL, COAST VALLEYS
John Delsman 156 41.7%
Dean Lees 111 27.8%
Joe Hermann 121 30.4%

ADVISORY COUNCIL, SACRAMENTO REG. TRANSIT Vote %
Walter Nunez 27 100.0%
FRANK LOCATI 30 100.0%
HUMBOLDT
Cliff Bolton 16 23.0%
Clark Fleming 60 76.9%
SHAFTA
Harvey L. Ineas 70 33.8%
Will J. Rodriguez 81 39.1%
John Truynel 56 27.0%
ADVISORY COUNCIL, SAN FRANCISCO MANUFACTURING
Anne Spencer 83 100.0%
DE SABA
Warren 'Skip' Harris 68 50.0%
Gerald Sanders 51 37.5%
Mike Vrooman, Jr. 17 12.5%
ADVISORY COUNCIL, DRUM
Stanley P. Justin 70 100.0%
ADVISORY COUNCIL, PIPE LINE OPERATIONS
Samuel LeRoy Adams 32 29.9%
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
Richard Bidinost 308 100.0%
AL C. TRANSIT - E. BAY MUNI
Robert Smith 11 100.0%
ADVISORY COUNCIL, E. BAY & MATERIAL CONTROL
Tim Healy 309 43.2%
Jerry Hoops 94 13.1%
Raymond Shepherd 312 43.6%
ADVISORY COUNCIL, SAN FRAN. & GEN. OFFICE
Herman J. Reuther 254 61.9%
William C. Smith 156 38.0%
ADVISORY COUNCIL, STOCKTON & LODI
Jim Coe 158 56.4%
Gary Mail 63 22.9%
Roy F. Moore 59 21.0%
ADVISORY COUNCIL, COLGATE
Jack G. Osburn 82 100.0%
ADVISORY COUNCIL, NORTH BAY
Ocean 111 32.1%
Lawrence B. Wood 234 73.7%
ADVISORY COUNCIL, SACRAMENTO
Mark Abercrombie 165 100.0%
ADVISORY COUNCIL, SACRAMENTO MUN. UTIL. DIST.
Jack Noble 54 30.0%
Tom Smiley 128 70.0%
U.S.B.R. - REGION 2
William R. Miller 101 100.0%
ADVISORY COUNCIL, SAN FRANCISCO UTILITIES OF CAL.
Joseph P. Balle 50 41.3%
Bill Cowden 7 5.7%
Dave Mason 54 52.8%
ADVISORY COUNCIL, GENERAL CONSTRUCTION
Robert A. Austin 148 30.2%
Fred H. Pedersen 208 43.0%
Greg Valley 129 26.7%
ADVISORY COUNCIL, TREE TRIMMER COMPANIES
Robert Cahill 40 59.7%
John Ruiz 27 40.2%
ADVISORY COUNCIL, CLERICAL-AT-LARGE
George Allan 276 42.1%
James J. Mitchell 379 57.8%
ADVISORY COUNCIL, SAN FRANCISCO GEN. OFFICE
Donald C. Watts 159 42.9%
Gwen Wynn 211 57.0%
ADVISORY COUNCIL, IRRIGATION DISTRICTS
E. Duane Barlow 78 100.0%
GOVERNMENT COORDINATING COUNCIL #1
Henry B. Lucas 15 100.0%
EXECUTIVE BOARD TURNOUT
Southern Area
Ballots cast 1663
Central Area
Ballots cast 2294
Northern Area
Ballots cast 2394
At-Large
Ballots cast 778
Membership Turnout
Total Ballots cast 7357

Business Manager Jack McNally receives congratulations.

From PAGE ONE
read aloud the results to the several dozen members who'd come to Local 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, East Bay & Material Control; Lawrence B. Wood, North Bay; Mark Abercrombie, Sacramento; Tom Smiley, SACRA- District; 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, East Bay & Material Control; Lawrence B. Wood, North Bay; Mark Abercrombie, Sacramento; Tom Smiley, SACRA- District; 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, East Bay & Material Control; Lawrence B. Wood, North Bay; Mark Abercrombie, SACRA- District; 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, SACRA- District; 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 GEN. OFFICE

San Francisco and General Office; Jim Coe, Stockton and City of Lodi; Wilfred Nunez, SAN FRANCISCO GEN. OFFICE

San Francisco and General Office; Jim Coe, Stockton and City of Lodi; Wilfred Nunez, SACRAMENTO MUN. UTIL. DIST.

San Francisco and General Office; Jim Coe, Stockton and City of Lodi; Wilfred Nunez, SACRAMENTO MUN. UTIL. DIST.

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San Francisco and General Office; Jim Coe, Stockton and City of Lodi; Wilfred Nunez, SACRAMENTO MUN. UTIL. DIST.

San Francisco and General Office; Jim Coe, Stockton and City of Lodi; Wilfred Nunez, SACRAMENTO MUN. UTIL. DIST.
Last ballots picked up at post office.

Election Committee receives instructions for processing ballots.

Envelopes

1

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

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 Sable; Stanley P. Justis, Drum; Jack G. Osburn, Colgate; Lawrence B. Wood, North Bay; Mark Abercrombie, Sacramento; Tom Smiley, Sacramento Municipal Utility District; 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 Barlow, Irrigation Districts.

Elected to the Government Coordinating 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,
niguez re-elected

into Municipal Utility Dis-
ting 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.
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 when he has been transferred or re-employed outside the boundary of the employee's Residence Area, except as provided in Subsection 301.4.

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 a grid is composed of squares, each of which covers 100 square miles on the agreed 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 axes and numeric designations placed along the grid's horizontal axes. Grid squares are numbered consecutively from the grid square located left of the referred to map to the right of square A1, square B1 is immediately below square A1, and so forth.

(1) Delete
(2) Delete
(3) Delete

301.3 Residence and Residence Area Definition

Since the balance of (a) is not

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 contractual job headquarters, continues about which are maintained by the employee at his residence. An employee's Residence Area is the grid square which contains the city hall of the city or town in which the employee normally resides; and, if the employee has temporary living accommodations at assigned job locations or contractual job headquarters, contains the grid square which contains the city hall of the city or town nearest his home location.

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

(c) An employee who is hired for a single project and who is rehired after 30 days or less after layoff due to lack of work or rehired after any other type of termination must be assigned a Residence Area as defined in Subsection 301.3.1 which employee does not have a grid square which contains the city hall of the city or town nearest his home location. An employee who is hired for a single project and who is rehired after 30 days or less after layoff due to lack of work, rehired after any other type of termination, or an employee who knowingly falsifies or delays filing such Residence Certificate shall be required to reimburse the Company for any overpayment of per diem expense allowance due to assignment to a location outside the employee's Residence Area.

301.4 EXPENSE ALLOWANCE

Subject to the provisions of this Title, employees who provide their own board and lodging are entitled to per diem 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 rearranged or emergency work on a non-workday, holidays which fall on a workday in the basic workweek provided such an employee works on (or 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 those grid squares the grid square containing the headquarters).

(3) If the number of grid squares is not specified to:

- 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 $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 status to that of receiving per diem expenses until transferred to a job location outside the employee's new Residence Area. Each employee cannot qualify for per diem expenses until his or her Residence has been changed to such a Residence which is located outside the employee's new Residence Area. Such employee's per diem status and/or rate of per diem shall remain unchanged until his next formal transfer.

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

(e) The residence of an employee shall be considered the "city hall" for purposes of determining the employee's Residence and Residence Area.

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

(f) An employee, who establishes a Residence by filing a Residence Certificate, may elect to use Company-provided facilities. Employees may elect to use Company-provided 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 period they work at locations where such board and lodging are made available. Such camp and boardinghouse facilities shall be of reasonable quality.

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 period they work at locations where such board and lodging are made available. Employees who elect to receive benefits under [both more than one sections] 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 travel expense and for other expenses incurred therein in transporting his household goods.

301.9 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 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 100 road miles.

[Delete Subsection 106.5 (f) 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 in the course of his employment, up to a period exceeding 30 consecutive days. Reimbursement for actual expenses shall be made after the employee submits an Expense Account accompanied by receipts for lodging and meals and justifies the same with a description of the expenditure for his board and lodging, indicating the cost of breakfast, dinner, and $1.00 for breakfast, and $8.00 for dinner. All expenses are expected to be reasonable and appropriate for the geographical location in which the temporary assignment is being performed. Such expense account shall be submitted within 30 days of the date of such expense account. However, 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 expense allowance at the rate of $4.50 a day if a company-operated or company-designated boarding house or camp, the per diem expense allowance at the rate of $4.80 a day if not a company-operated or company-designated boarding house or camp, the per diem expense allowance at a location where the board and lodging are either in an area such as in the case of temporary assignment, a per diem allowance at the rate of $4.50 a day shall be paid an employee to incur meal costs at the rate of $2.00 for each additional meal beyond the allowed amounts, provided that the 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.

(b) If a job 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.

(c) No overtime compensation is due an employee during the time (s) he or she reports for non-work day and/or 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.

302.1 ILLNESS WHILE IN CAMP

If a regular employee is directed by the foreman or supervisor in charge not to report to 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 $8.00 or, if the employee lives at a Company-operated or Company-designated boarding house or camp, the employee shall not be charged for board and lodging on such day, provided, however, that this Section 302.19 hereof except such employees who are receiving the per diem expense allowance at the rate of 84.50 a day shall be paid an additional sum of $4.50 and those employees who are not receiving the per diem expense allowance at the rate of $4.50 a day shall receive an additional sum of $1.00. For each workday on which they are prevented from performing scheduled work due to inclement weather conditions. Amended

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:

Not included in the aggregate three 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.

If an employee is off work for one full day before he works eight or more consecutive days, such day off work shall constitute a break in the three day accumulation.

If an employee is off work for one full day after he works eight or more consecutive days, such day off work shall not constitute a break in the three day accumulation.

302.4 EXPENSES

Delete present language and substitute the following:

(a) Notwithstanding the provisions of Section 302.5 and Title 308, Company may change the regular work hours 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 made at the request or direction of public authority.

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

(f) "Work," "worked," and "works," as used in this Section 302.3, mean assigned job duties the employee actually performs 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 work hours 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 made at the request or direction of public authority.

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

(f) "Work," "worked," and "works," as used in this Section 302.3, mean assigned job duties the employee actually performs 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.

302.8 TEMPORARY UPGRADES

Delete present language and substitute the following:

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

- are qualified for the upgrade, and
- have at least 2 years of the same classification; and
- are working at the assembly point 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 an employee to
exercise supervisory duties, Company may award such upgrade to any of the employees who meet the following: are entitled to promotion among those who:
- are interested in such upgrade, and
- have at least two years of Service, and
- can perform, at the assembly point 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 an employee who is working outside the geographic area, in the same capacity, if a qualified employee 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 promotion any employee who is under active counseling for work related problems.

Temporary upgrades normally are limited to 40 consecutive workdays when an employee is upgraded to replace one or more employees who are absent from work.

305.3 PROMOTION (2 OR MORE YEARS SERVICE)
Delete present language and substitute the following:

The provisions of this Section 305.3 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. Any classification or area of such Area during which the employee was employed, and for which such change may result, during a period of demotion or layoff (If Union agrees thereto in writing).

Except for Services which may be designated in accordance with the provisions of Title 306 (Promotion-Demotion Geographic Areas), no Area shall be less than one PG and E Division.

(b) If the employee selected for promotion shall be the "eligible" employee (as determined by the foregoing) with the greatest Service among those employees who were demoted due to lack of work, from the classification to which the employee is to be promoted, or from a classification in the same line of progression, and (2) those employees who were placed on Long Term Disability from the classification to which the employee is to be promoted, 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 Section shall be considered as an "eligible" employee for purposes of reemployment within the geographic area if a vacancy exists due to lack of work or for reasons other than lack of work, shall be considered for promotion under the provisions of this Section to the classification or line of progression to which such employee was upgraded.

(c) Notwithstanding Subsections (a) and (b) above, the employee selected for promotion shall be the "eligible" employee with the greatest Service among those employees who are receiving the 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.

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

306.1 EMPLOYEES (2 OR MORE YEARS SERVICE)

(a) The provisions of this Section 306.1 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:

(1) 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.

(2) An employee may not elect to displace another employee with equal or greater Service, whether the employee is not eligible by virtue of 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 provided for in Title 305.

(c) Where referred to in this Title, the Promotion-Demotion Geographic Area shall be as listed in Exhibit II, General Construction Promotion-Demotion Geographic Areas. Such Promotion-Demotion Geographic Areas shall 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 may demote the employee 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 notify him as practicable.

306.3 BUMPING (2 OR MORE YEARS SERVICE)

(a) An employee with two or more years of Service and who is to be demoted pursuant to Section 306.2 may elect not to be bumped. If so elected, the employee will be promoted to the same classification and in the same General Construction Department.

(b) If an employee with two or more years of Service 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 employee who 1) has less Service than the displacing employee, 2) in the same classification and in the same line of progression, to the reverse order of the normal line of progression in the same General Construction Department.

306.4 BUMPING (2 OR MORE YEARS SERVICE)

(a) An employee with two 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 employee who 1) has less Service than the displacing employee, and 2) in the same classification and in the same line of progression, to the reverse order of the normal line of progression in the same General Construction Department.

(b) An employee with two 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 employee who 1) has less Service than the displacing employee, and 2) in the classification next lower, in the normal line of progression.

306.5 BUMPING (4 OR MORE YEARS 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, or Section 306.5 (a), may elect to displace employee who 1) has less Service than the displacing employee, and 2) in the classification next lower, in the normal line of progression.

(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 Section 306.5 (b), may elect to displace employee who 1) has less Service than the displacing employee, and 2) in a classification below the classification in which the displacing employee is employed.

306.6 Bumping (across lines of progression)

FILLING A BEGINNER'S VACANCY IN DIVISION
An employee who has been demoted due to lack of work (and) who cannot effect a demotion pursuant to Section 306.2 and who cannot effect a displacement (under) for provided for in Section 306.3 or 306.4, may elect to displace the employee who has been transferred to other lines of progression under the provisions of this Section to the classification to which the upgrade is being made.

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

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. If the employee becomes eligible for Company to lay off (or move employees) - an employee of less Service (and) Company shall give employees involved (as much notice as practicable).

(b) When it becomes necessary for Company to lay off (or move employees) - an employee of less Service (and) Company shall give employees involved (as much notice as practicable) but in no event (in case of layoff) shall a employee be laid off (or move employees).

306.8 ACCELERATED PROMOTION

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 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 (a) 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 he has indicated he will return will forfeit any further preferential rights to return to such line of progression. Such employee will retain any preferential rights to those lines of progression he has not declined.

In considering notice received from two or more employees under the provisions of this Section, or to enable employees who have been transferred to other lines of progression under the provisions of this Section, Company shall return such employee to a beginner's classification, which the Company intends to fill, in the employee's original or intermediate line (a) of progression to which the employee has indicated he will return.

(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 or department to which he had been assigned, but must be able to meet the same qualification requirements that Division employees must meet.

(c) An employee who enters a beginner's classification under the provisions of this Section shall not have any rights under Section 306.9, 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.

(d) A placement under the provisions of this Section shall count as a transfer under the provisions of Subsection 306.5 (b) or Subsection 19.5 (b), as appropriate.

306.9 ACCELERATED PROMOTION

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 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 (a) 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 he has indicated he will return will forfeit any further preferential rights to return to such line of progression. Such employee will retain any preferential rights to those lines of progression he has not declined.

In considering notice received from two or more employees under the provisions of this Section, or to enable employees who have been transferred to other lines of progression under the provisions of this Section, Company shall return such employee to a beginner's classification, which the Company intends to fill, in the employee's original or intermediate line (a) of progression to which the employee has indicated he will return.

(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 or department to which he had been assigned, but must be able to meet the same qualification requirements that Division employees must meet.

(c) An employee who enters a beginner's classification under the provisions of this Section shall not have any rights under Section 306.9, 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.
and the Promotion-Demotion Geographical Areas for which reemployment will be accepted. The employee will be notified of the proper method for informing the Company.

When a vacancy exists in a worker’s job the line of progression in the department of General Construction in which the employee formerly worked, and from which employee he was transferred or laid off under the provisions of this Title, Company shall provide notice of openings for reemployment as follows:

(a) 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 24 hours after so advising Company, by telephone whether or not such the reemployment offer shall be accepted, and the employee must be available for work within 24 hours after so advising Company, by telephone whether or not such the reemployment offer shall be accepted.

(c) 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) Company shall not be required to contact laid-off employees when the reemployment is outside the Promotion-Demotion Geographical Areas and department(s) in which such employee has indicated a desire to accept reemployment.

(e) 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, such employee must receive a mailing address, [and] shall be accepted, and the employee must be available for work within 24 hours after so advising Company, by telephone whether or not [the] such reemployment offer shall be accepted.

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 actual work time. For the purpose of this section, prearranged work shall be deemed to be 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 the supervisor, on reports for prearranged work on a non-work day, or on a holiday during 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.

308.13 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:

<table>
<thead>
<tr>
<th>Permanent classification</th>
<th>Hired after</th>
<th>Hired before</th>
</tr>
</thead>
<tbody>
<tr>
<td>0245 Routine Field Clerk</td>
<td>8417.35</td>
<td>5446.60</td>
</tr>
<tr>
<td>0246 First Field Clerk</td>
<td>6522.85</td>
<td>5533.50</td>
</tr>
</tbody>
</table>

In order to enter the Routine Field Clerk classification, an employee must pass Company’s pre-employment tests for clerical classifications, and must be able to type at 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.

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 of 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."

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

It costs $9.00 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.

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:

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, Tanisha.

LABOR DAY 1983

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, Tanisha.

IBEW 1245 UTILITY REPORTER/JULY 1983 11
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 McGeibon, 3rd Place Susan Brooks, 4th Place Donna Prowse, 5th Place Cindy Medina and 6th Place La Vera 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, 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 Surtus, Cindy Vallesco, and Margie McCauley.

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