



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

STRIP SEARCH

Groups join to override Gov's veto

A growing number of supporters are working to override Governor Deukmejian's veto of California AFL-CIO backed legislation to prohibit strip searches and body cavity probes in misdemeanor cases unless police have good reason to believe that the person is trying to hide drugs or weapons.

In a recent editorial on KPIX, Channel 5, San Francisco, station manager Bob George spelled out the following issues:

"Ramona Scott lives here in Hayward. She works for a bank and wants to go to law school. Three years ago something happened to her that she can't forget.

"She was driving alone late one night when a police car stopped her. Police did a routine warrant check and found that she owed a fine because her dog had been picked up without wearing a license.

"The police took Ramona to the Oakland City Jail and put her in a cell. That was bad enough. But then, according to Ramona, two women jailers forced her to strip and searched her.

"She had to go through this humiliating experience for a dog license violation.

She said, "It felt like, I would imagine, a woman who had been raped feels, without the actual sexual contact. Some strangers coming to you and telling you to take off your clothes and to expose yourself to them. It's a humiliating, degrading feeling. I just cannot stress that enough."

"What happened to Ramona isn't unusual. The American Civil Liberties Union has gotten complaints about strip searches from all over the state.

"Assemblywoman Maxine Waters wants to help. She sponsored a bill

SEE Back Page

Lie Detector test refused; members fired; reinstated

On October 5, 1983, Local 1245 members Will Nunez and Pete Constantine were driven by their supervisors at Sacramento Regional Transit District to the offices of White and Associates, a private security outfit, and ordered to submit to lie detector tests. Neither had been accused of any wrong-doing, and each refused. Several days later, both were fired.

An expedited arbitration hearing was held in Sacramento on November 2, 1983, and on November

22, 1983, about six weeks after the two were fired. Arbitrator David A. Concepcion ordered IBEW Local 1245's members put back to work with full backpay.

EXPEDITED ARBITRATION

Staff Attorney Tom Dalzell, who handled the case for Local 1245, explained that such an expedited proceeding was possible for several reasons.

"First, there was almost no factual dispute," said Dalzell. "Virtually

SEE Back Page

IBEW Local 1245 members at PGT ratify new contract in January



Photo: Carol Bedsole

After several meetings, IBEW Local 1245 reached tentative agreement on December 6, 1983 with Pacific Gas Transmission Company on a proposed contract. It was submitted to the members to vote on by mail ballot and was ratified on January 12, 1984 with 39 yes and 7 no votes. The new agreement calls for a 5.5 percent general wage increase retroactive to January 1, 1984 and wage increases for 1985, 1986, and 1987 of 3 percent for each year plus 1 cent per hour for each .3 points rise in the July-to-July Consumer Price Index. It also provides for

continued full health care benefit coverage, improvements in the retirement program and no take-aways. The PGT members are also covered under the recently negotiated benefit agreement between Local Union and PG&E. The Union's Negotiating Committee pictured above excluding Assistant Business Manager Manny Mederos, are left to right, Paul C. Hathaway, Frank Locati, Business Representative Bob Gibbs, Mark A. Latta and Les Banta. — Congratulations on a job well done!

Many issues addressed at clerical conference

There was a large turnout of delegates at the recent IBEW Local 1245 December Clerical Conference.

Business Manager Jack McNally and President Howard Stiefer welcomed the participants at the opening session at the Sheraton Inn in Concord. Then the delegates proceeded to various information workshops which were held during the two-day program.

The overall program was organized by IBEW Local 1245 Recording Secretary Barbara Symons, former Executive Board member Cindy Vallejo, and Business Representative Dorothy Fortier.

Coordinating the workshop on Clerical Job Evaluation, Self-Worth and Technology were Roger Stalcup, Assistant Business Manager, and Tom Dalzell, Staff Attorney.

Business Representatives Dor-

othy Fortier and Pete Dutton were coordinators of the workshop focusing on Understanding the Agreement, and Memorandums of Understanding.

President Howard Stiefer, Recording Secretary Barbara Symons, and Pete Guidry, Labor Studies Coordinator, Center for Labor Research and Education, U.C. Berkeley, presented a program focusing on Local Union Structure, Parliamentary Procedure, and Union Meeting Participation.

Heading up the workshop program on Health and Safety Issues

and Workers' Compensation Rights were Ron Fitzsimmons, Assistant Business Manager; Juliann Sum, Industrial Hygienist, and Ann Miley, Staff Attorney.

Stalcup outlined the history and developments of Clerical Evaluation, and discussed how impending clerical job descriptions at PG&E will be written by consultants with the approval of a Joint Clerical Evaluation Committee.

Stalcup emphasized the need for members to fully detail job evaluation questionnaires, and to be cer-

SEE Page Eight

It's a time for mourning for friends of Tanishia

It's a time of mourning for the family and friends of Tanishia Dudley. Tiny Tanishia passed away on January 3, never receiving the liver



In Memoriam
Tanishia Dudley
September 11, 1982
January 3, 1984

transplant which had been hoped for.

She had been a candidate for a liver transplant, and was waiting for a donor when she developed an infection which proved fatal.

During the past year, family and friends had worked to help raise the thousands of dollars needed for the hoped-for transplant for the crit-

ically ill infant daughter of Outside Lineman Tube Dudley and his wife Cathy.

Union members up and down the West Coast conducted fund raising projects to help provide the funds for medical expenses.

Pat Dutton, wife of Outside Lineman Bobbie Dutton, spearheaded the initial fund raising efforts, and accompanied Cathy and Tanishia on many hospital admissions required for the ailing child last year.

In her short life, Tanishia touched the hearts of thousands who joined together to help fight to keep her alive.

That the battle was lost is sad and tragic. At IBEW Local 1245 our deepest sympathy goes out to Tube and Cathy Dudley and their family.



Happy Birthday, Melba Gregory!

Utility Reporter

JANUARY 1984

VOLUME XXXII NUMBER 1

CIRCULATION: 24,000

(415) 933-6060

Business Manager
& Executive Editor

JACK McNALLY

Managing Editor

CAROL BEDSOLE

President

Howard Stiefer

Executive Board

Nannette Dominguez

Barbara Symons

Michael J. Davis

Ron Blakemore

Kathy F. Tindall

Lyman Morrison

Published monthly at 3063 Citrus Circle, Walnut Creek, California 94598. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, CA 94596.

Second Class postage paid at Walnut Creek and at additional mailing offices. USPS No. 654640, ISSN No. 0190-4965.

POSTMASTER: Please send Form 3579, Change of Address, and all correspondence to Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.



Credits:

Contributing Writers: Tom Dalzell,
Staff Attorney: Juliann Sum,
Industrial Hygienist

IBEW Local 1245 member Melba Gregory recently celebrated a very special red-letter day with a lot of help from her many friends at work at Lynch Communications in Reno, Nevada.

During a well-planned afternoon break on Monday, December 19, the dining room at Lynch was filled with a group eager to break out in song with a familiar chorus of 'Happy Birthday' for Melba, who celebrated her 80th birthday on that day.

IBEW Local 1245's Assistant Business Manager Orv Owen was among those who gathered to extend her the very best of wishes.

Melba was presented a beautiful gold floral pin, and a scrapbook of birthday wishes from those who have known her during her many years at Lynch.

She has been a member of IBEW Local 1245 for 20 years, and was nearly 60 years old when she first went to work at Lynch as an assembler in the early 1960s. Melba now works as a tester.

Prior to her membership in IBEW Melba belonged to the Lumber and Saw Workers Union when she worked in the lumber industry for 17 years. For a while she was also a member of the Teamster's Union.

A native of Middletown, California, Melba remembers her school days there in a one-room school house.

She, and her late husband of 47 years, came to Nevada during the Depression and never left. Melba said when she was a youngster she never thought about working outside her home. She took her first job to help out her family when her husband was confined to a wheelchair. She continued to work and raise three children. Two of her children survived.

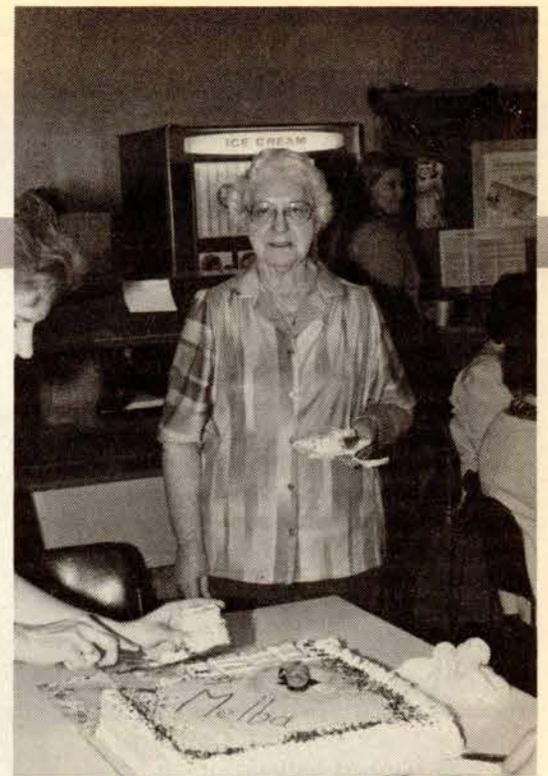
Today her sons are all for their mother working as long as she wants. "I want to keep on working," Melba said, adding, "I don't want to go to seed, and I really believe that working has added years to my life."

Melba is an active person. Her union activities have included keeping track of who might need that special get well card among Local 1245 members. Melba has also aided in preparing material for the bulletin board at Lynch.

Melba cites reading as her major hobby, with a preference for historical works, particularly those relating to Nevada. She also enjoys travelling, and last fall took a trip to Maine and other eastern states and said she found Pennsylvania to be especially beautiful.

Melba clearly remembers her first employment interview at Lynch when she was asked how long she thought she would work.

Her answer then still stands. "Until I'm 90," she promised.



Melba Gregory, a very young 80-year old.



Party time.



Well wisher.



Melba's friends at Lynch wish her a very happy birthday.



Assistant Business Manager Orv Owen signs birthday greeting scrapbook.



Shop Steward Rhonda Drew, left, extends best wishes to her friend.



Partygoers.

Photos: Carol Bedsole

APPOINTMENTS

PACIFIC TREE EXPERT COMPANY
Pacific Tree Wage Negotiations Committee
Douglas Bonham
Michael Higgins

CONFERENCES AND CONVENTIONS

Alcoholism Treatment Alternatives
California Labor Federation

Juliann Sum
Perry Zimmerman

A. Philip Randolph Institute State Convention

Gayle Anderson

Nevada State AFL-CIO Convention

Lee Thomas

Public Sector Pension Plans Conference

Gary Mai
Ed Caruso
Wayne Greer
Gary Hall

SIERRA PACIFIC POWER COMPANY

Sierra Pacific Interim Negotiating Committee on Electric
Transmission Crews

Pat Lantis
Kurt Vanderbundt
Ralph R. Ramacciotti

DAVEY TREE SURGERY COMPANY

Davey Tree 1984 Wage and Benefit Allocation Committee

Norm Langenes
Eugene H. Garcia
Bill Sanders
Billy Jones

Scott Lewis
Ron Freeman
John Carajan

LETTER TO THE EDITOR



Los Angeles County FEDERATION of LABOR, AFL-CIO

2130 WEST NINTH STREET
P.O. BOX 20630
LOS ANGELES, CALIFORNIA 90006
Telephone: (213) 381-5611

WILLIAM R. ROBERTSON
EXECUTIVE
SECRETARY-TREASURER

November 17, 1983

Jack McNally, Business Manager
I.B.E.W. Local No. 1245
P.O. Box 4790
Walnut Creek, Calif. 94596

Dear Jack:

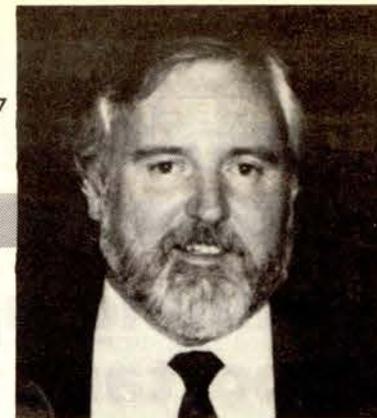
Just a brief note commending you and the staff of Local 1245 for the excellent article regarding arbitration in a recent edition of the Utility Reporter.

I feel that the descriptive analysis of the complex issue of arbitration is a good example of what all of us should be doing in our efforts to communicate with our members. It was written in a clear and effective manner, in simple lay terms, which as a result has explained the process of arbitration.

Sincerely and fraternally,

WILLIAM R. ROBERTSON
Executive Secretary-Treasurer

POINT OF VIEW



IBEW 1245 Business Manager

INNOVATION NEEDED

1984 economic forecast shows uncertain picture

As the new year comes in, the Reagan Administration is painting a rosy picture of recovery from the economic recession this country has been suffering. The Administration has issued a six-year economic forecast that projects growth of the economy, with inflation running at 5 percent by the end of next year, and then declining gradually to 3.5 percent at the end of 1989. They further forecast unemployment dropping to an average of 5.7 percent in 1989.

There are a number of signs that indicate this recovery may very well be short-lived. Unemployment officially is still over 9 percent, which means that there are 9.4 million Americans seeking work. Realistically, when you count those who are working part-time because they cannot find full-time work and those too discouraged to look for work, the number is more like 17 million. Interest rates did decline in late 1982 but began to rise again in 1983, which will cause housing starts and domestic auto sales to level off or decline. Federal deficit spending is considered to be the culprit of high interest rates. However, the huge tax cuts, primarily for corporations and the rich, plus increased military spending do little to cure deficit ills.

Income generated from increased defense production could create upward pressures on prices. Despite the slowly declining Consumer Price Index, there are still rising costs of some essential items. The most glaring are the obscene health care costs.

Deputy Director Henry B. Schechter of the National AFL-CIO stated that, "Extraordinarily large budget deficits to be financed and a large and growing trade deficit hold promise for a combination of continued high levels of real interest rates, unemployment, and business failures, which are a prelude to the next business cycle downturn." He went on to say that the Administration's forecasts were "iffy" and questionable and warned that a new downturn is in prospect unless there is a sharp shift in national economic policies.

This uncertain economy has an effect on all of the employers with whom we deal. The costs of operating, borrowing money for capital, as well as efficiency and productivity are factors that can have a bearing on our jobs. Over the years it seems that companies fall back on layoffs and wage cuts as the easiest method of cutting costs. It seems to me that there should be other innovative methods to deal with these issues rather than attacking the human resources. The security and success of any business is a vital concern to both management and labor, since everyone wants to improve the standard of living, and seek a better way of life.

Management decisions determine the course of the business, and labor performs the work necessary to reach the end of the course. We in labor promote the idea of education and training to become skilled, efficient, and productive in our jobs. Those in management, at times, put themselves on a pedestal and think that only they know how and what is right. Maybe if the parties take some time and listen to each other we can all continue to work toward raising the standard of living, as we seek a better way of life.

In Unity —

Cleaning up indoor air; important for your health

IBEW Local 1245 continues to work with the Berkeley-based Indoor Air Pollution Coalition in promoting improved ventilation in office buildings.

At the first meeting of the Cal/OSHA Ventilation Advisory Committee, Industrial Hygienist Juliann Sum, along with Roberta Hipolito of the Office and Professional Employees Local 29 and Cathy Leonard of Teamsters Local 2707, both of whom are also members of the Indoor Air Pollution Coalition, supported the need for an enforceable ventilation standard.

Currently by law, builders must install adequate ventilation systems for offices, but there are no requirements for adequate operation or maintenance of these systems. As a result, many office employees experience tiredness, dizziness, nausea, eye and respiratory irritation, and other symptoms related to work. Indoor air pollu-

tion, also called "tight building syndrome," is a fairly recent phenomenon which deserves further research with regards to the causes and remedies.

The Cal/OSHA Ventilation Advisory Committee, composed of labor and management representatives and attended by technical consultants, generally agreed that Cal/OSHA should do something about the problem of indoor air pollution and planned to continue meeting at a future date, which will be announced by Cal/OSHA staff.

On December 14, 1983, Sum, Hipolito, Pat Quinlin of the U.C. Labor Occupational Health Program, and social worker Marilyn Leigh testified before the California Energy Commission in Sacramento on the need for requirements for increased ventilation rates in office buildings which are to be constructed in the future.

LOCAL 1245 TESTIFIES

Severe Cal/OSHA cuts by Governor Deukmejian prompts state hearings

Because Governor Deukmejian slashed the annual Cal/OSHA budget by \$5 million, legislative oversight hearings are being held to investigate the resulting problems. At the first major hearing, chaired by Senator Bill Greene and Assemblyman Dick Floyd on December 6, 1983 in San Francisco, Cal/OSHA officials were interviewed as to whether they could continue to protect worker health and safety under the severe cuts. The officials responded yes, but could not explain specifically how. Later in the day, academic health researchers testified. Seven labor representatives, including two from IBEW Local 1245, testified in the evening.

Local 1245 Industrial Hygienist Juliann Sum emphasized problems, with (1) delays in the adoption of occupational health standards, such as PCB's, formaldehyde, wood dust, methyl bromide, and numerous other hazards, (2) delays in ob-

taining legal interpretations from the Cal/OSHA Legal Unit, (3) inadequate inspections in response to complaints (at PG&E Geysers in particular), and (4) Cal/OSHA's proposed "cooperative labor-management self-inspection" program, a form of "voluntary compliance." Staff Attorney Ann Miley testified on (1) problems with inadequate Cal/OSHA legal staffing to defend against appeals of citations, (2) Governor Deukmejian's Regulatory Review Program, which represents an attempt to further undercut regulations, and (3) unfilled appointments to labor seats on Cal/OSHA Boards.

A second day of hearing took place on December 8 in Los Angeles. Senator Greene indicated that these hearings will be scheduled for every 90 days. Although the specific outcomes are not known at this time, it is hoped that legislative action will result from these hearings.

Payment Processing problems probed by IBEW Local 1245

By Juliann Sum, Local 1245 Industrial Hygienist

Negotiations continue on back injury problems and production standards at PG&E's Payment Processing Center, which is located at 62 First St. in San Francisco.

On December 9, 1983, Stanford University Industrial Engineer David Thompson, Ph.D., presented both Union and Company with the first draft of his report concerning the work methods, equipment design, potential health hazards, and how health and safety may be related to production standards and incentive plans. The preliminary findings were that a definite health problem exists, based on the Local

1245 questionnaire survey conducted last spring, similar surveys of other clerical workers, and structural measurements of how the human body fits to the machine currently being used by the payment processing employees.

Dr. Thompson later revised his first draft based on comments from both sides, and met with the Union committee alone on January 4, 1984, to discuss specific employee concerns. It is anticipated that after reviewing this second draft, all parties will meet again in order to work towards a final report.

What current researchers are finding to be possible indoor air pollution hazards.

POLLUTANT	SOURCE	POSSIBLE HEALTH EFFECTS
carbon monoxide	gas stoves, furnaces, autos	headache, nausea, unconsciousness
nitrogen oxides (NOx)	combustion byproduct, gas stoves, heaters	headache, nausea, pulmonary edema
radon (a radioactive gas)	building materials, groundwater, soil	low level effects not known, high level effects include cancer
asbestos	fireproofing, insulation	asbestosis, cancer
formaldehyde	foam insulation, particle board plywood, tobacco smoke	respiratory irritation, sensitization, nausea, headache, suspect carcinogen
hydrocarbons and other organic chemicals	copiers, liquid paper, aerosols, floor and furniture polish	respiratory irritation, nausea, headache, eye irritation
particulates (dust, pollens, bacteria)	tobacco smoke, fibrous materials, combustion products, aerosols	allergic reactions, respiratory irritations, rashes

Thanks to LOPH, U.C. Berkeley

Pacific Gas and Electric Company 1984 Shift and Relief Premiums

To determine your shift and relief premiums multiply 4.5% by the 1984 hourly weighted average for the second shift and multiply by 9% for the third shift. Computation for arriving at the hourly weighted wage rate is indicated below along with steps for figuring premiums. (See sections 110.2 and 110.7 of the Physical Contract, and 11.2 and 11.7 of the Clerical Contract.)

December 31, 1983 Hourly Weighted Average	=	\$ 13.37
5.5% of above	+	.735
1984 Hourly Weighted Average	=	\$14.105

SECOND SHIFT PREMIUM: \$.64 **THIRD SHIFT & SUNDAY PREMIUMS: \$1.27**
 $\$14.105 \times 4.5\% = \$.634$ $\$14.105 \times 9\% = \1.269
 Rounded = \$.64 Rounded = \$1.27

RELIEF PREMIUM: \$15.16
 $8 \times \$1.27 = \$10.16 + \$5 = \15.16

1984 NUCLEAR PREMIUMS

To determine your nuclear premium, multiply the third shift premium (\$1.27) by 1.1, 1.6 or 2, depending on your license.

Nuclear Auxiliary Operator Premium (Third Shift Premium \$1.27 x 1.1)	\$1.40
Reactor Operator License Premium (Third Shift Premium \$1.27 x 1.6)	\$2.03
Senior Reactor Operator License Premium (Third Shift Premium \$1.27 x 2.0)	\$2.54



Jeri Keeler: a 1980's pioneer

Five-year IBEW Local 1245 member, Jeri Keeler is a 1980's pioneer.

The 26-year-old California native, who works out of PG&E's San Rafael Headquarters, recently achieved Journeyman Lineman status, becoming the first woman to earn the classification systemwide.

She apprenticed with Line Department crews in Walnut Creek for 3½ years. Then in late August after putting a bid in, she was assigned to the North Bay Division, which locates her many miles closer to her Petaluma home.

Last year in midsummer the San Rafael Line Department heard a new Lineman was coming — and then word got around that the new Journeyman Lineman was a woman.

Clearly, members in the yard were a little curious about Keeler's impending arrival.

Keeler said she was nervous when she first arrived in San Rafael, just as anyone might be, coming to a new headquarters on a new assignment.

After she was assigned to a crew, Keeler set to work, and is still with her original group nearly six months later.

Line Subforeman Dave Vitorelo said the crew has worked out fine, and that the biggest difference working with a woman on the job is that everyone tends to watch their language a little more.

Keeler's initial assignment at PG&E was on a Line Crew back in 1979 where she worked as a Groundman in Walnut Creek for more than a year prior to beginning her Lineman apprenticeship. She recalls that the move just seemed the direction to take. Keeler said she's always liked being out of doors, and was used

to heavy work because she'd spent a lot of time as a teenager repairing fences to keep her horses enclosed, as well as wading through muddy corrals to feed them. Working with her animals, she feels, helped prepare her for a strenuous and demanding job as a Lineman.

"I wasn't sure I could do it," she said, "But when I got into my second year of apprenticeship I knew I could do it; I liked the work, and the challenge, and I knew I could do a good job, so I stuck with it," she added.

Keeler indicated that it took her a full year to get over being scared. "You just have to get past that point," she said.

Public reaction to seeing a mediumly built, red-haired woman climbing a 40-foot pole has been mixed — ranging from smiling curiosity, to outspoken dismay at why a woman is performing such work — one woman customer even advised her in effect, "to go back to the kitchen."

Keeler also recalls the advice of another woman who years ago encouraged her to, "find a job that pays a man's wages." Although Keeler says that she didn't have that specific financial goal in mind when she started her career, it's turned out that that advice, given her by her own mother is beginning to pay off.

Keeler in no way romanticizes her work. She likes it; finds it taxing as well as exciting, but emphasizes that there's no way to romanticize having to be perched atop a 40-foot pole at 4:30 A.M. in the middle of a dark field on a cold, stormy winter morning, working hour after hour to restore power. She knows. She's been there . . . and it's just plain hard, demanding work.



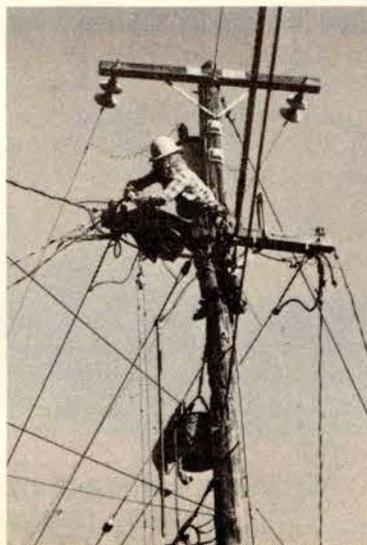
Photos: Carol Bedsole



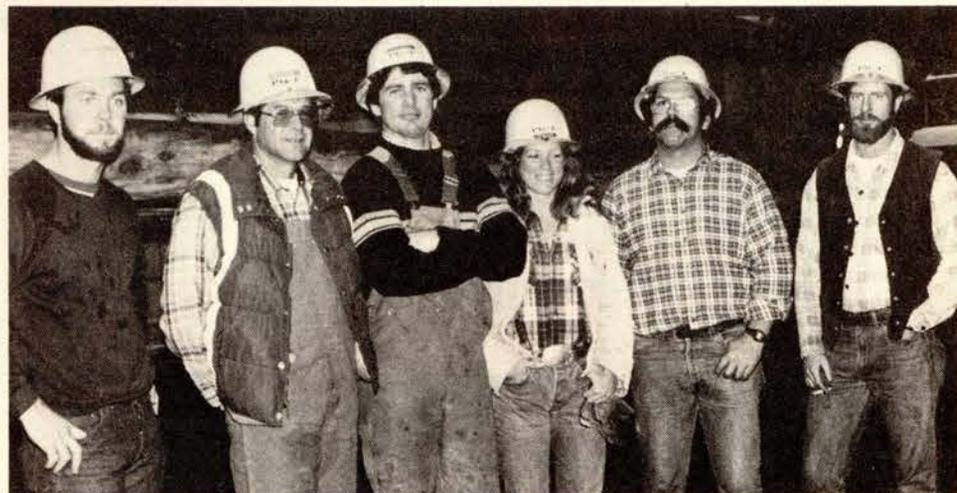
Keeler works with crew as new poles are prepared to be set following storm damage in Marin.



Keeler puts on climbing gear.



Keeler works atop 40-foot pole.



Keeler with crew members, left to right, Marc Chapman, Apprentice Lineman; Mike Rains, Line Subforeman; Brian Perron, Journeyman Lineman; Dave Vitorelo, Line Subforeman; and Brent Turner, Line Subforeman.

IBEW Local 1245 - Y



UTILITY R
OFFICIAL VOICE OF IBEW

January



OUTSIDE LINE

In Memoriam
Nancy A. Avila
May 21, 1932
January 8, 1983

In Memoriam
Roy D. Murray
May 19, 1910
December 9, 1982

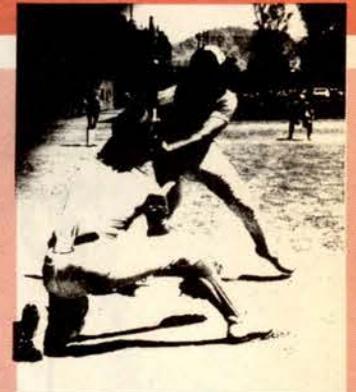
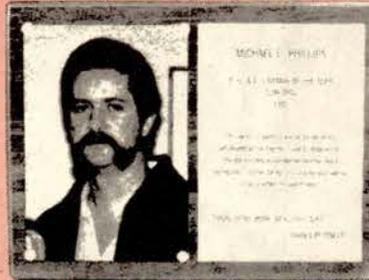
**Members repair gas leak
in downtown
San Francisco**



February

LINEMAN AWARD

'A gift of life'



**Labor groups demand
safe water ordinances**



May

**Local Union proudly presents
Memorial Scholarship Award**

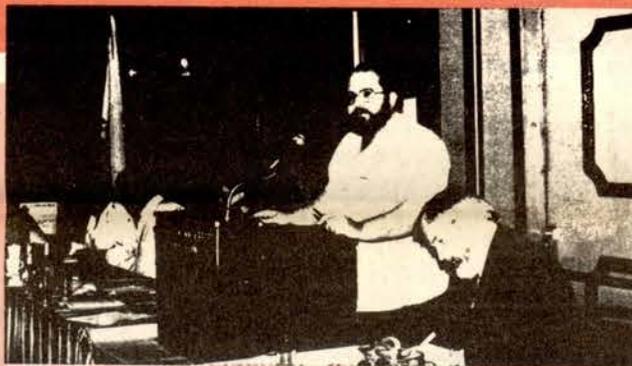


ARBITRATION VICTORY

**Local member Clarence Brown
regains his job; gets back pay**

LOCAL 1245 - PG&E

**1983 Negotiations
open**



President Howard Stiefer opens meeting.

**ADVISORY
COUNCIL**

**Big win for Local 1245
in Nevada discount case**

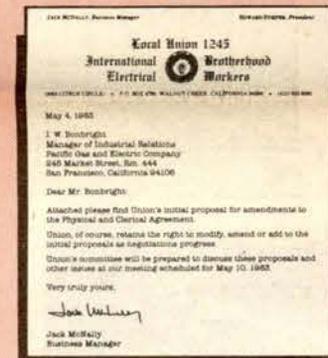
June

**Memorial tribute
for a great friend**

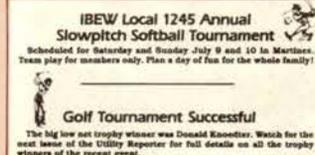
IN MEMORIAM
Norman Amundson
February 14, 1924
May 5, 1983



Last year Business Manager Jack McNally, above, left, was privileged to present Amundson, a former IBEW Local 1245 staff member, with a Commendation Plaque honoring Amundson's constant efforts in working for the betterment of the Local Union.



Ballots mailed; voting begins



Golf Tournament Successful

The big low net trophy winner was Donald Knottner. Watch for the next issue of the Utility Reporter for full details on all the trophy winners of the recent events.

COALINGA MAYOR PRAISES CREW

Quake brings quick aid from Local 1245 members

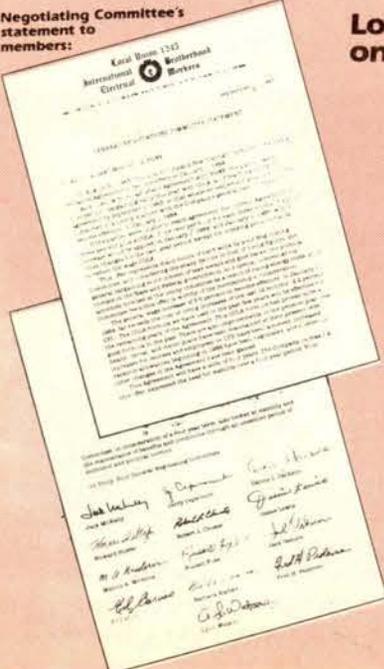
**LOCAL 1245 MEMBERS WORKING TO RAISE
Lineman's infant daughter**

**Business M
President S**



September

**Negotiating Committee's
statement to
members:**



**Local's members at PG&E to vote
on new 4-year contract offer**



IBEW Local 1245's Negotiating Committee members, left, meet with representatives of the Company for a final lengthy session at Local Union headquarters where a tentative agreement was reached on August 30.

OUTSIDE LINE



Tashika, and her mother Cathy. Tashika Dudley, one-year old. Transplant fund growing

October

**Fierce storm downs towers
in San Joaquin Valley area**



**Citizens contract ratified
after lengthy negotiations**



**New Advisory Council
meets in Concord**



Swearing In -

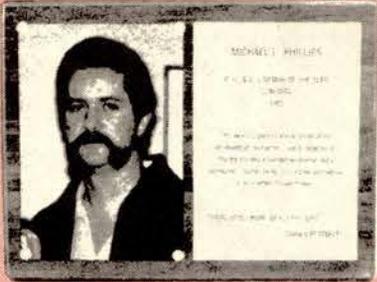
Local 1245 - Year In Review, UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

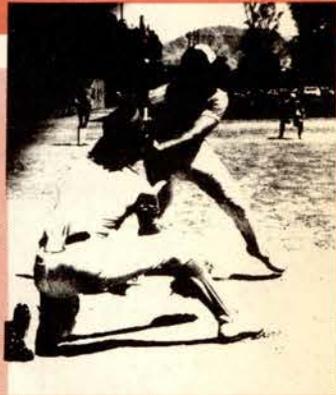
February

LINEMAN AWARD

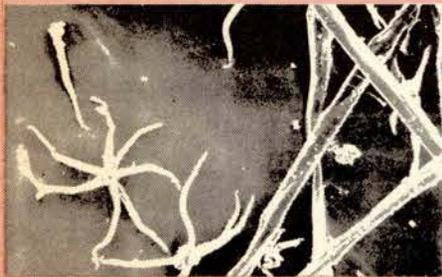
'A gift of life'



Labor groups demand safe water ordinances



Sycamore lab findings indicate no lung problems



LIFELINE - HEALTH AND SAFETY

TAKES TO THE ROAD

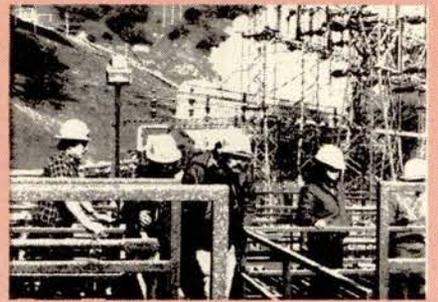
Local 1245's Health and Safety Committee travels to Geysers to survey conditions

March

Florence Burgk named new Office Manager at 1245



Clearer portrait of Federal Worker



Members at a sub-station.

New Ge



PGT men with Staf



June

Memorial tribute for a great friend

IN MEMORIAM
Norman Amundson
February 14, 1924
May 5, 1983



Last year Business Manager Jack McNally, above, left, was privileged to present Amundson, a former IBEW Local 1245 staff member, with a Commendation Plaque honoring Amundson's constant efforts in working for the betterment of the Local Union.



Ballots mailed; voting begins



COALINGA MAYOR PRAISES CREWS Quake brings quick aid from Local 1245 members

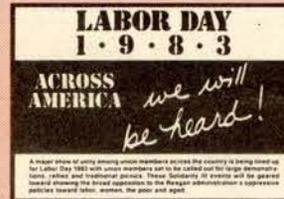


LOCAL 1245 MEMBERS WORKING TO RAISE FUNDS Lineman's infant daughter requires life-saving liver transplant

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



July



Coalinga earthquake tragedy calls out the best in our members



POST-TRAUMATIC STRESS Battle begins after war... Local fights, regains job for Lineman, Vietnam Vet

Court backs Union rights in Gridley

October

storm downs towers Joaquin Valley area



This year the Utility Reporter again won top honors for General Excellence in regional and international labor newspaper competition held by the Western Labor Press Association and the International Labor Press Association.

New Advisory Council meets in Concord



Swearing in...

November-December



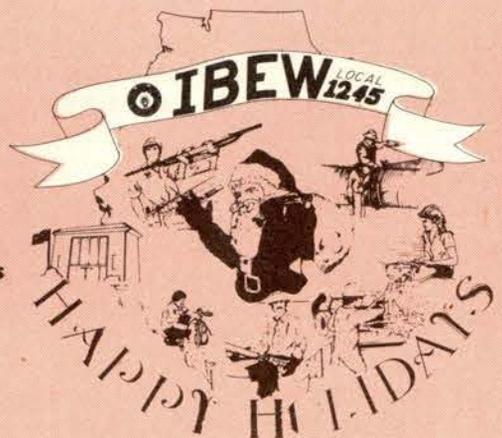
IBEW Local 1245's members at the City of Oakland

ON THE JOB



Arthur E. Olson, most Senior member at Recognition Dinner. Business Manager Jack McNally extends congratulations. Proud honoree.

SENIOR MEMBERS



Holiday artist

citizens contract ratified after lengthy negotiations

Year In Review, 1983

REPORTER

CAL UNION 1245 AFL-CIO

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



March

Pyromore lab findings indicate no lung problems



LIFELINE — HEALTH AND SAFETY

TAKES TO THE ROAD

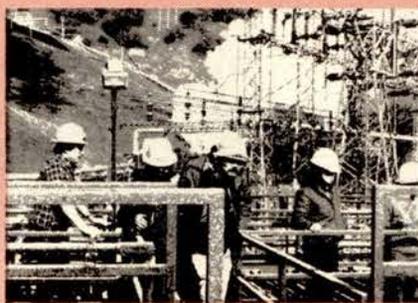
Local 1245's Health and Safety Committee travels to Geysers to survey conditions

Florence Burgk named new Office Manager at 1245



FROM THE CONGRESSIONAL RECORD

Clearer portrait of Federal Worker

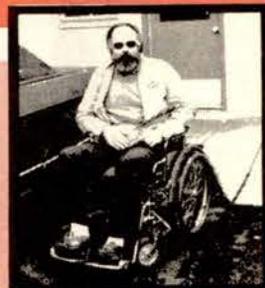


Members at a sub-station.

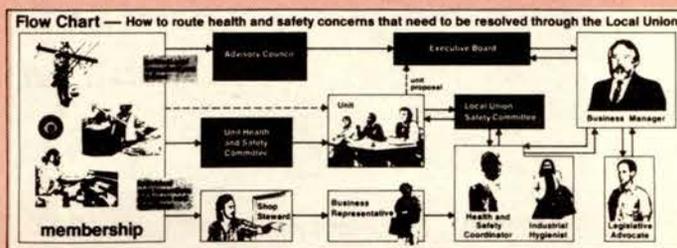
New General Negotiating Committee tackles PG&E issues; May meeting set



FOCUS: SHOP STEWARD BOB KENDALL, PETALUMA



Here's how to route problems related to health and safety



PGT members meet with Staff members



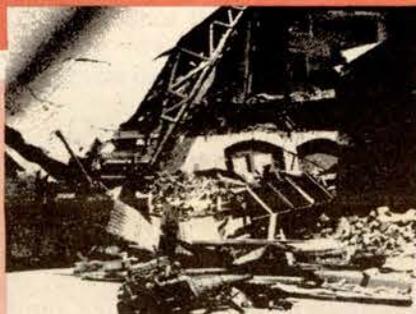
July



...lives life-saving liver transplant



Manager Jack McNally, Liefer, VP Dominguez re-elected



Coalinga earthquake tragedy calls out the best in our members



POST-TRAUMATIC STRESS Battle begins after war... Local fights, regains job for Lineman, Vietnam Vet

Court backs Union rights in Gridley

August



FUN, FOOD, SERIOUS PLAY! Annual Slo Pitch Softball Tournament draws large member turnout in Martinez



Newly elected IBEW Local 1245 officers installed by International VP McCann



Gathering at Local Union headquarters prior to their first Executive Board meeting, the Local's new officers were sworn in by IBEW's North District Vice President, Jack McCann, far right. Pictured above, left to right, are officers and Executive Board members, Howard Slater, President, Cindy Valdez, representing the Central Area, Lynn Morrison, representing the At-Large group, Barbara Symons, Recording Secretary, Nannette Dominguez, Vice President, Mike Davis, representing the Southern Area, Ron Field, Treasurer, and Business Manager Jack McNally. Newly elected Northern Area Executive Board member Kathy Trudell is not pictured.

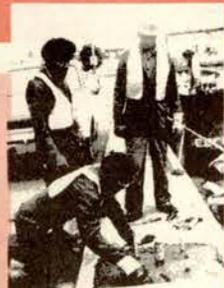
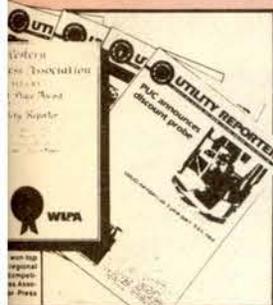


Darrel Mitchell appointed to Senior staff position



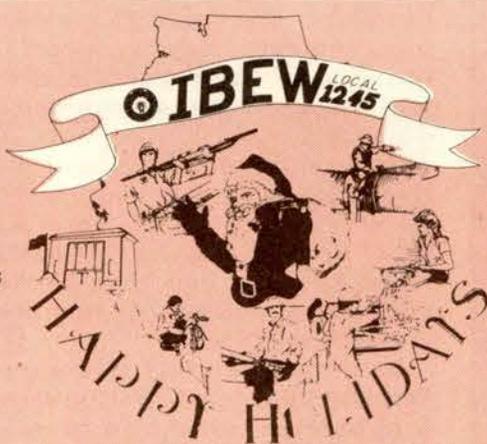
Darrel Mitchell.

November-December



L.R. Lee, Assistant, Electrician Helper, Ron Davis, and Jeff Scott, Electrician, prepare base for new pole.

IBEW Local 1245's members at the City of Oakland ON THE JOB



Holiday artist



Local 1245 members at PG&E approve new contract by 70%



Health and Safety Committee at work



Shop Stewards learn how to best handle stress

JOURNEYMAN

Jeri Keeler, new Lineman



SENIOR MEMBERS

Many issues addressed at Clerical Conference



Business Manager Jack McNally, right, presents featured Conference speaker Kathleen Kinnick, Director of Women's Activities, California State Federation of Labor, AFL-CIO. Kinnick discussed issues surrounding Comparable Worth with the participants.



Photos: Carol Bedsole

Participant raises question during group session at Clerical Conference.

Participants at the recent IBEW Local 1245 Clerical Conference included these members:

Alice Amistani
 Vida Anderson
 Gayle Anderson
 Marsha Barker
 Leticia Becerra
 Sharon Bolton
 Ricardo Breadmont
 Bill Brill
 Patty Brockman
 Willie Burnett
 Bob Castillo
 Jolene Clark
 Donna Clift
 Gretchen Conn
 Pally Cottonham
 Bob Cowger
 Mary Coyle
 Marge Crank
 Arlene Crouch
 Rebecca Dodson
 Art Garza
 Dan Duffy
 Ed Dwyer
 Dianne Enos
 Ken Farley
 Mel Hambrick
 Barbara Hartke
 Shirley Henry
 Larry Hope
 Dick Hoyer
 Robert Hudson
 Susan Johnson
 Linda Kimball
 Margie Kirkhouse
 Jim Kosta
 Glenn Larson
 Karen Leach
 Jacquie Lolmaugh
 Don Manning
 Donna McWilliams

Kathy Meyer
 Jim Mitchell
 Helen Munoz
 Paula Murray
 Terri Niskern
 Denis O'Neill
 Jeanne Osteen
 Carole Pacheco
 Mary Petersen
 Janet Pulcifer
 Mary Jo Rauser
 Norma Ricker
 Zenda Robbins
 Amelia Rocha
 Becky Rosecrans
 Bonnie Semas
 Bill Skoonberg
 Jim Stadler
 Jerry Takeuchi
 Wanda Thomas
 Louis Thompson
 Frank Vaughn
 Ruben Villa
 Don Watts
 Linda Weeks
 Donna Whetstone
 Diane Wood
 Gwen Wynn
 Shirley Thompson
 Debbie Rodstrom
 Bonnie Webb
 Joan Eriksen
 Annette Spencer
 Jack Hill
 Nancy Hanlon
 Karren Taub
 Ray Harper
 Sandy Rankin
 Carri Cereghino
 Deanna Taylor

FROM Page One

tain to include **all** job duties and not to minimize their tasks.

Dalzell stressed the staggering changes technological advances are bringing to the workplace, and how unions will need to negotiate on issues surrounding the effects of these changes on workers.

That the use of computers tends to downgrade clerical jobs was addressed. "It's been shown that when computers come in, they tend to wipe out some of the more interesting jobs, leaving lower-end, more repetitive jobs," Dalzell told the workshop participants.

Technological change brings a new era to the workplace, one that is bringing far greater impact than those that were ushered in with the advent of the steam engine — and Dalzell reported that unions are developing ways to deal with these changes as they are brought into the workplace.

Local 1245 officers Stiefer and Symons discussed the structure of the local union, stressing that a major key to membership participation in our large geographical jurisdiction lies in attending Unit Meetings, and encouraged members to turn out for these monthly meetings where business of the union is discussed.

Secretary Symons pointed out that contrary to what most clerical workers have been told; "There is a lot of decision making in clerical classifications, and that, clerks, and clericals are the glue that hold companies together."

Rounding out this workshop, Pete Guidry pointed out that members have an instrument to make their wishes known — and that instrument is the Unit Meeting which is conducted under parliamentary procedure to formalize an order of business.

Addressing a common complaint about boring Unit Meetings, Guidry said, "Sure, it'll be boring if a



Participants review materials.

member only comes to one meeting with a vested interest."

Citing that unions are probably the most democratic body in the United States, Guidry reminded participants that the membership is the ruling body, with all members having equal rights and responsibilities. He further stressed that in order for the "majority to have its way, the minority must have its say — that the majority must respect the right of the minority expression."

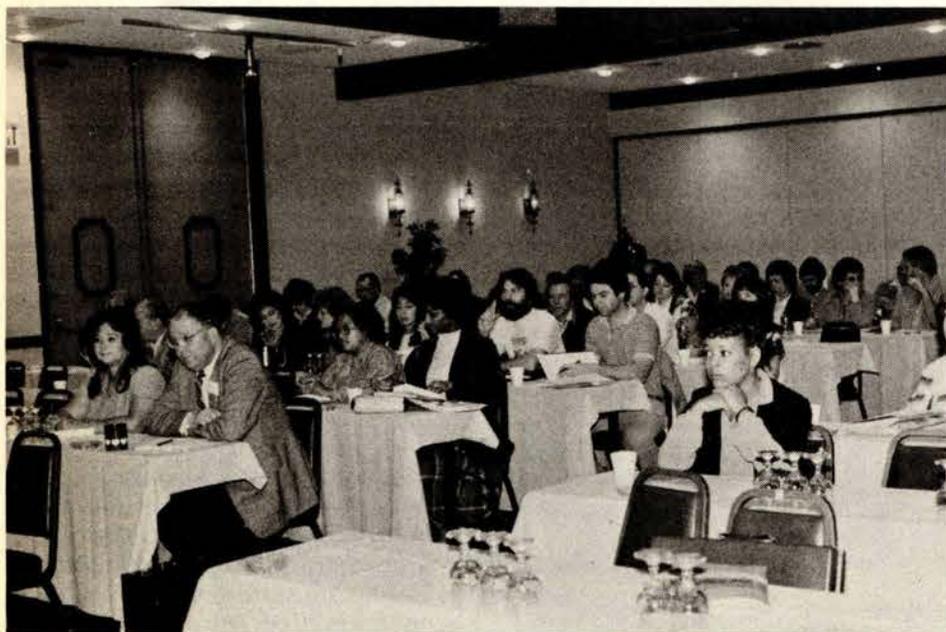
In their workshop discussing Agreements, Fortier and Dutton presented information detailing elements common to all contracts including Recognition Clauses, Terms of Agreement, Union Security Procedures, Union Rights, Employee Status, Holidays, Vacations, Sick Leave, Leaves of Absence, and Grievance Procedures.

Development of contract language from initial Unit Proposals, to secondary committee sorting, and final contract language inclusion, was discussed with workshop participants.

Differences in public and private sector bargaining was also highlighted with Dutton reminding dele-

SEE Page Nine

Kathleen Kinnick talks about Comparable Worth



Clerical Conference group session meeting at Sheraton Inn, Concord.

FROM Page Eight

gates that legislatively protected public sector bargaining has only been in effect for 14 years, since 1969.

Common also to all contracts is a Health and Safety section. Dutton stressed that members are always entitled to a safe work environment.

Fortier and Dutton encouraged participants to be aware of what their contracts provide, and to safeguard those provisions.

The importance of political education, and support of those elected officials who relate to the interests of labor was also discussed with participants.

Coordinators pointed out that while the government in power can't wipe out laws protecting workers, they can withhold funds from programs for agencies that protect workers, as has been the recent case in point with Cal/OSHA where cuts have been dramatic.

Participants learned of the function of central labor councils which were described as a "Union of Unions" which joins in political activity to make gains for working people, county by county, and state by state across the U.S.

Participants were encouraged to contribute to COPE, Labor's Committee on Political Education, which helps fund campaigns which promote the interests of labor.

In the Health and Safety workshop, one of the surprise findings reported during the workshops was that on stress and clerical workers.

Delegates learned from Industrial Hygienist Sum, that a national survey has indicated that clerical workers have the highest level of stress of any working group — even more than air traffic controllers.

Factors identified as high stress elements for clerical workers included:

- Required to do too much in too little time.
- Boredom.
- Hostile customers.
- Favoritism by supervision.



Workshop Coordinators at the recent Clerical Conference, included, left to right, Assistant Business Managers Ron Fitzsimmons, and Roger Stalcup, Staff Attorney Ann Miley, and Industrial Hygienist Juliann Sum.

- Overload during vacation coverage.
- Lack of control over work.
- Low status jobs.

Participants learned that it is important to document stress, particularly since it is a new area of health concern.

Among the many other health related issues discussed were concerns surrounding office automation, VDT's, eye strain, muscular-skeletal problems, back and neck strain, back injury and indoor air pollution.

Assistant Business Manager Fitzsimmons presented workshop participants with a detailed manual prepared with the help of staff from Labor Occupational Health Program, U.C. Berkeley, especially for the participants on Health and Safety which can be used for references on a wide variety of topics.

Questions surrounding Workers Compensation were fielded by Staff Counsel Miley, who reported that a significant number of members in Payment Processing at PG&E have filed claims on work-related musculoskeletal injuries.

Featured speaker Kathleen Kinnick, Director of Women's Activities, California State Federation of Labor, AFL-CIO, pinpointed issues surrounding Comparable Worth for the delegates.

She first told delegates what 'Comparable Worth' is not: "It is not equal pay for equal work; that matter has already been addressed in the Equal Pay Act of 1964."

She told delegates that, "Instead 'Comparable Worth' means correcting the practice of paying less for work that is traditionally done by women."

Comparable Worth would establish wages based on value of the work to the employer, and establish equity for women, who would receive fair wages for their contributions.

Delegates learned that women who work full time in private employment earn 56 cents for every dollar earned by a man, and in public employment, 71 cents.

The ratio remains the same that it was in 1930, and women are fundamentally found to be tied into a narrow scope of jobs which include 10 occupational categories, Kinnick reported.

Kinnick said there has been a dramatic rise in the number of women, heading families which are living in poverty. The feminization of poverty is a major problem in our country. Today one in three families headed by women live in poverty, whereas only one in 18 headed by males do.

Closing the wage gap, and bringing equity to women workers re-

SEE Page Ten



Pictured above are Workshop Coordinators Barbara Symons, IBEW Local 1245 Recording Secretary; President Howard Stiefer, and Pete Guidry, Labor Studies Coordinator, Center for Labor Research and Education, U.C., Berkeley.



Pictured above are Workshop Coordinators, Business Representatives, Dorothy Fortier and Pete Dutton.



Tom Dalzell, Staff Attorney, was another Workshop Coordinator.

Clerical Conference participants at workshops



Kinnick talks about Comparable Worth

FROM Page Nine

mains a difficult challenge, particularly, Kinnick stressed since, corporate America recognizes windfall profits by paying women less. "It's a matter of profit to corporate America," she said.

Steps are being taken to bring equity to women workers.

- Through reclassification of jobs.
- Through filing discrimination cases in the courts.
- Through political action.
- Through union bargaining.
- Through education.

The California State Federation of Labor AFL-CIO has sponsored legislation supporting comparable worth, and testified extensively at public hearings on issues surrounding comparable worth.

Studies into Comparable Worth in California state government have been mandated. Kinnick reported that now the move is on in California to call for the extension of Comparable Worth activities into California State Colleges and Universities, local governments, and also to develop a statewide task force calling for research on Comparable Worth with representatives of labor to be included.

Photos: Carol Bedsole

SEX-BIAS SUIT

Court orders back pay for women in Washington State

In an historic decision that represents a major advance in the battle to improve the economic status of women workers by requiring equal pay for work of comparable value, a federal district court judge in Tacoma, Wash., has ordered the state of Washington to pay an estimated \$838 million in back pay and wage increases to some 15,000 women state employees.

The ruling was issued by U.S. District Judge Jack E. Tanner in a suit filed by the AFL-CIO American Federation of State, County and Municipal Employees and the Washington Federation of State Employees Council 38, an AFSCME affiliate.

Earlier, on September 15, Judge Tanner had found the state guilty of violating Title VII of the Civil Rights Act of 1964, which deals with equal employment opportunity, by paying women in largely female job categories less than men in predominantly male categories.

The union's suit called for a 31 percent immediate increase and back pay to September 1979 for the 15,000 workers, most of whom hold secretarial and clerical jobs.

In his latest ruling in the case on December 1, Judge Tanner said he would appoint a special master to help implement his decision that women state workers should receive immediate wage hikes as well as back pay.

"You've won, don't worry about it," Judge Tanner told union attorneys representing the women workers.

"There has been nothing heard by this court to change its mind about paying them. Without payment there can be no elimination of discrimination," the judge said.

Washington state budget officials estimated that the union's proposal would cost \$195.7 million in pay increases and \$642.4 million in back pay during the remainder of the 1983-84 budget.

When pension costs are included, they said, the total comes to almost \$1 billion.

Judge Tanner said his decision was based on studies commissioned by the state of Washington as far back as 1974 showing that women in predominantly female jobs were being paid 20 to 30 percent less than men in jobs considered to be of equal value.

The study assigned points to various jobs requiring similar knowledge and skills to arrive at a "comparable worth" formula for evaluating them.

Clark Davis, Washington State's Assistant Attorney General, said that the state plans to appeal the decision.

Charging that the ruling represented "massive intervention" into the state's salary structure, Davis contended that it could

"jeopardize the pay scheme of every employer in the country."

But Judge Tanner maintained that the legislature showed "bad faith" by ignoring the results of the earlier studies.

The union had proposed that the pay increases go to workers in job categories in which 70 percent or more of the positions are held by women workers.

Such a distribution of pay raises would mostly benefit lower-paying positions such as clerk typists, secretaries, telephone operators, data entry operators, librarians and lab technicians.

Attorneys representing the state contended that the union's proposal might result in some workers making more than their supervisors and said that it would skew the state's salary formula.

But Winn Newman, an attorney for the union, commented: "The state is very touching with its concern for the taxpayer but not a word has been said for the victims of discrimination."

Over two years ago, California became one of the first states in the nation to enact legislation establishing the concept of comparable worth in setting salaries for jobs in state service dominated by women on the basis of the value of the work performed.

That measure, SB 459 spon-

sored by the California AFL-CIO and carried by State Senator Paul B. Carpenter (D-Cypress) requires the State Department of Personnel Administration to review and analyze existing information, including studies from other jurisdictions, relevant to the setting of salaries for female dominated jobs in state service and to make that information available to parties involved in collective bargaining.

Last year, another California AFL-CIO-sponsored bill, SB 101 carried by Senator Bill Lockyer (D-Hayward) to set up a state policy of reassessing the salaries of such jobs on the basis of the comparability of the value of the work performed won final legislative approval and was signed into law by Governor Deukmejian.

This measure will require trustees of the California State University system to review and analyze information relating to the setting of salaries of female dominated jobs and report their findings each year to the legislature.

It also requires the Board of Regents of the University of California to submit the results of a current study related to the setting of salaries in female-dominated jobs to the legislature on or before April 1, 1984.

BARGAINING REPORT PUBLIC AGENCIES

As this issue of the Utility Reporter went to press, Local 1245 was engaged in meet and confer discussions with six different properties in the public sector.

Business Representative Joe Valentino and Staff Attorney Tom Dalzell, joined by Bargaining Committee members Dennis Gow and Ray Young, were in bargaining with the **Bureau of Electricity of the City of Alameda**. Two major goals of this year's bargaining are the consolidation of 15 years' worth of separate agreements into a single document and a wage increase which will bring the Bureau back into its traditional parity with PG&E.

Representatives from the **Alameda-Contra Costa County Transit District** and IBEW Local 1245 Staff Attorney Tom Dalzell, and Bargaining Committee members Bill Scoggins and George Ferreira, were still in meetings over the terms of what will probably be a three-year Memorandum of Understanding. Although the major union on the property, ATU Local 192, settled with the District last fall and the major provisions of its settlement will in all likelihood apply to the IBEW, Local 1245 is attempting to negotiate a number of improvements for its Electronics Department members which it believes are justified by the Department's tremendous productivity and efficiency.

City of Gridley representatives and Local 1245 representatives, led by Business Representative Gary V. Hall, are still in meetings over a new one-year Memorandum of Understanding. Because Local 1245 was only recently recertified at the City of Gridley, there are a number of tough issues still on the table.

The Board of Directors at the **Glenn-Colusa Irrigation District** recently adopted a small wage increase for 1984 without the concurrence of the IBEW bargaining committee. The possibility of litigation against the District is presently being explored.

Business Representative Scott Thomas and an employee Bargaining Committee has recently begun negotiations with the **City of Chico** after expiration of a three-year Memorandum of Understanding.

Despite an unusually high turnover among general managers, the **Truckee-Donner Public Utility District** and Local 1245 appear to be near agreement on a new Memorandum of Understanding, according to Business Representative Lee Thomas who heads the IBEW bargaining team.

The coming year promises to be a busy year for Local 1245 in the public sector, with almost 20 separate agreements up for renegotiation, including our two largest organized properties in the public sector: the **Sacramento Municipal Utility District** which will be coming off of a three-year agreement; and the **Modesto Irrigation District**.

Year-end settlements included the **City of Oakland**, a 6 percent general wage increase; the Water Department at the **Oroville-Wyanote Irrigation District**, a 5.5 percent general wage increase; **Lindmore Irrigation District**, a 3 percent general wage increase; **Richvale Irrigation District**, 2 percent general wage increase; **Thermalito Irrigation District**, no wage increase but all increases in medical premiums picked up by District; and **Yuba County Water Agency**, 5.5 percent general wage increase.

None too soon to plan for IBEW Local 1245's Annual Slo-Pitch Tourney

With football season barely behind us, it's none too soon to start thinking about . . . "the call of the diamond."

Just a few months down the road, and it'll be time for IBEW Local 1245's Annual Slo-Pitch softball tournament.

Dates for this year's tournament are tentatively being lined up for May, when more facilities are available for play. Tournament Coordinators, Assistant Business Manager Ron Fitzsimmons, and Business Representative Joe Valentino, announced.

As dates are firmed up, application forms will be available for team managers. Tournament play will again be sanctioned by the United States Slo-Pitch Softball Association, with winners being eligible for State Industrial finals.

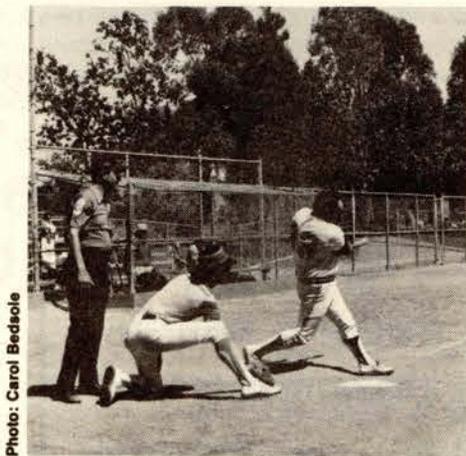


Photo: Carol Bedeale

Last year's A-Division winners of Local 1245's tournament went on to state finals in Palm Springs where they placed a very respectable fourth place. More than 80 teams participated in those playoffs.

Time to prepare for Scholarship Contest;

AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP

● The purpose of the scholarship contest is to provide a grant in aid to students for scholarships to colleges and junior colleges, thereby making financial assistance toward the attainment of a higher education.

1. The grant will be as follows:

\$500.00 per year, up to four (4) years, as long as a C (2.0) average is maintained and the parent maintains their membership in good standing in Local Union 1245.

2. In order to be a candidate in this contest, you must be a daughter or son, natural, legally adopted or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in the year of the contest. A copy of your diploma or a letter from your high school stating that you will graduate in (the year of the contest) must be attached to your scholarship application.

3. The Scholarship Grant will be made only to that candidate who intends to enroll in any college certified by their State Department of Education and accredited by the Local Accrediting Association.

Applications may be secured by addressing the Recording Secretary of Local Union 1245 or by calling the Union Office or by using the form printed in the Utility Reporter.

4. Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.

5. All applications shall be accompanied with a written essay, not to exceed five hundred (500) words, on the subject "COMPARABLE WORTH — LABOR ISSUE FOR THE 1980S."

6. Essays should be submitted on 8-1/2" x 11" paper, on one side, preferably typed and double spaced with applicant's written signature at the conclusion of the essay.

7. Applications and essays must be mailed to I.B.E.W., Local Union 1245, P.O. Box 4790, Walnut Creek, California 94596, by registered or certified mail only, and be **postmarked no later than the first Monday in March of each year.**

8. Each year the scholarship shall be presented at the Advisory Council meeting in May; the contest Judge and a guest, and the recipient and parents shall be invited, at Local Union expense.

9. A suitable trophy or plaque shall be purchased by the Local Union, at a cost not to exceed \$75.00, to be presented to the scholarship recipient.

APPLICATION FOR THE AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP

Sponsored by
**LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO**

DATE _____

I hereby make application to enter the Competitive Scholarship Contest sponsored by Local Union 1245, I.B.E.W., AFL-CIO:

NAME _____
(Last) (First) (Init.)

ADDRESS _____
(Street) (City) (State) (Zip #)

Date of Birth _____ Home Tel. _____

NAME OF PARENT _____

COMPANY _____

WORK LOCATION _____

I GRADUATED OR WILL GRADUATE FROM _____

HIGH SCHOOL IN _____

WHICH IS LOCATED AT _____

I EXPECT TO ATTEND _____ COLLEGE OR SCHOOL

LOCATION _____

(Candidate's Signature)

This is to certify that the above named candidate is currently enrolled as a student at

_____ and has or will be
(School name)

graduating in _____
(Month and year)

Official's signature and position

This is to certify that I am a member in good standing of Local Union 1245, I.B.E.W. and the Candidate, whose name is signed to this application is my _____, 19____
and graduated during the term ending _____, 19____

Parent's signature and Card No.

Lie detector test refused; members fired, reinstated

From PAGE ONE

ally the entire argument was based on undisputed facts. We argued legal issues extensively and spent very little time in the hearing itself, less than two hours as a matter of fact."

"Secondly," continued Dalzell, "The District was as anxious as we were, I think, to get a decision fast. Looking back I think they must have been a little unsure of their actions, but in any event they didn't want the whole proceeding to last any longer than it had to."

Most of the steps of the grievance procedure were waived, as were several of the normal formalities involved in an arbitration, such as waiting for transcripts before submitting briefs. "It was with the cooperation of the District, Arbitrator Concepcion, and the court reporter that we were able to get a decision so fast," said Dalzell.

ARBITRATOR CONCEPCION'S RULING

While California law specifically prohibits private sector employers from discharging employees who refuse to take lie detector tests, the prohibition does not extend to public sector employees such as those employed by the Sacramento Regional Transit District.

The Union's argument was based on the reasonableness of the District's demand, the constitutionality of the District's demand, and past practice. Arbitrator Concepcion agreed with the IBEW on almost every issue. He noted that neither Nunez nor Constantine had been charged with wrong-doing and that they did not refuse to cooperate with the District in other aspects of its investigation, that there were serious constitutional problems involving the right of employees not to



Member Will Nunez, left, Shop Steward at Sacramento Regional Transit District, discusses recent arbitration with Staff Attorney Tom Dalzell.

incriminate themselves, and that on several occasions in the past, employees who had refused to take lie detector tests had not been disciplined.

"Arbitrator Concepcion's decision was a great victory not just for

the two members involved," concluded Dalzell. "It was a victory for every member at Sacramento Regional Transit, every Local 1245 public sector member, and for that matter every public sector employee in California."

'Strip search' veto override sought

that says someone arrested for a minor charge can't be strip searched unless the police have good reason to think that the person is carrying drugs or weapons. The Waters bill passed the legislature but Governor Deukmejian vetoed it.

"Well, we think the legislature should override that veto. If you agree, write to me at Channel 5 and I'll see that Assemblywoman Waters

gets your letter. Remember, what happened to Ramona could happen to you or to someone you love."

The California AFL-CIO is participating in a coalition known as Californians Against Strip Search (CASS), which has set up a hotline in Sacramento to generate support from anyone who would like to help in the veto override effort.

The hotline number is (916) 44-STRIP and the coalition would par-

ticularly like to hear from any strip search victims who would like to help in the battle to get the legislature to override the veto.

The vote to override the veto is expected to be taken early in February. IBEW Local 1245 has contacted legislators calling for an override of the veto. Members are also encouraged to voice their opinions to their legislators. The legislature reconvened in January.

Golf Tourney coordinators raise funds

Golf enthusiasts at IBEW Local 1245 have been busy conducting ticket sales for a raffle to raise money for the bevy of prizes awarded to winners of the Local's Annual Golf Tournament.

This year's tournament is set for Saturday, September 15, at the San Ramon National Golf Club.

Members who are selling tickets are reminded to return tickets, and raffle money or checks to Lou Anzaldo, golf tournament coordinator, at 35524 Clermont Dr., Newark, CA 94560 pronto. Checks should be made out to Anzaldo. Target date for return is February 2. Drawing for the portable TV will be held at Local Union Headquarters on Thursday, February 9.

Wells Contract ratified

Local 1245 members employed by Wells Rural Electric Company have ratified the December 16, 1983 bargaining table settlement reached by Local 1245 and Wells REC Negotiating Committees.

Highlights of the new three-year agreement include improvement in contract provisions covering: working in a higher classification; mileage expenses; overtime; meals and

out of town expenses; hospital-medical coverage. The new three-year agreement also provides for wage increases to be effective on 1/1/84, 1/1/85 and 1/1/86.

Union's Negotiating Committee, consisting of Roy F. McWilliams, Bruce Widmer and Business Representative Lee Thomas, are to be congratulated on a job well done.

Ron Blakemore appointed to Union's Executive Board



Ron Blakemore, new Executive Board Member.

Ron Blakemore, an 18-year member of IBEW Local 1245

was recently appointed to the Local Union's Executive Board.

Blakemore will serve as a representative from the Central Area, replacing Cindy Vallejo, who recently submitted her resignation.

Blakemore, an Antioch resident, is a Lineman at PG&E in Manteca, Stockton Division.

An active union member, he is a Shop Steward, and a member of the Stockton Division Joint Grievance Committee, and recently served on the Local's Election and Ballot committees.

Member dies in truck accident

IBEW Local 1245 member Donald Matheson, 40, was killed on December 13, 1983 in a traffic accident in PG&E's North Bay Division.

A Light Truck Driver for PG&E, Matheson was driving on U.S. 101 three miles North of Redwood Valley on a regular nighttime delivery run when a Southbound lumber truck went out of control. The truck's trailer flipped over, spilling its load of lumber on Matheson's passing pickup.

Matheson had worked for PG&E

In Memoriam

Donald D. Matheson

December 10, 1943

December 13, 1983

for 18 years and had been a member of Local 1245 since January 1980.

His death was the only work-related fatality for Local 1245 members in 1983.



Photo: Carol Bedsole