



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

Write Congress: Don't Tax Fringes!

One week after President Reagan was re-elected on a promise not to raise taxes, his Secretary of the Treasury Donald Regan submitted a plan to raise taxes which he called a "tax simplification plan."

Many of the new taxes proposed by Secretary Regan would hit our members hard. Taxes on property taxes, unemployment compensation benefits, and state income taxes would all hurt working people.

Probably the worst idea in the whole package is the sug-

gestion that fringe medical insurance premiums be taxed. Here's how the Regan tax plan would work:

For a worker with a family, all premium payments above \$175 a month would be taxed. For a member at PG&E with a family, and assuming a 15 percent tax bracket, this means an additional \$315 a year in taxes. Additionally, the member's total taxable income would increase. Combine this with Regan's idea to tax your property, and state income taxes, and you've got a substantial tax increase.

Because President Reagan is a lame duck President who does not have to face reelection in four years, public opinion is not likely to sway him.

Our representatives in Congress, however, still have to answer to the people. Local 1245 urges you to take 10 minutes to write your Senator and Representative in Congress. Tell him or her how you feel about the Reagan Administration's plan to raise taxes. Tell Congress — don't let Reagan tax our fringe benefits!

SEE "Addresses" Back Page

Tindall gets key Nevada CLUW post



Kathy Tindall



Joyce Miller, National President of the Coalition of Labor Union Women has appointed Kathy Tindall, IBEW Local

1245 Executive Board member, as CLUW State Coordinator for the entire state of Nevada.

In accepting the appointment, Tindall becomes a member of the CLUW National Executive Board.

As Nevada coordinator, Tindall is responsible for statewide CLUW recruitment and assisting in forming new chapters throughout the state. She also will preside over an annual State CLUW meeting.

Tindall was singled out for this key appointment in recognition of her many years of union activities, and efforts on behalf of women in unions.

At IBEW Local 1245, we're all very proud of Tindall, and know she'll do a great job for CLUW in Nevada!



Modesto Irrigation District Negotiating Committee members included, L-R, Bill Rich, Ken Raven, Ron Simpson, Leticia Becerra, Jerry Peters, and Roy Johnson. Business Representative Mack Wilson is behind the camera shutter.

New 3-year Modesto Pact

Local 1245 members employed by the Modesto Irrigation District met on November 6 and ratified a new three-year Memorandum of Understanding with the District by the overwhelming margin of 67 in favor of ratification, 6 against.

Business Representative Mack Wilson, who led Local 1245's bargaining committee, reports the following major areas of agreement:

General wage increase: An increase in the first year of 5 percent, with an increase of between 4 percent and 7 percent in the second and third years, depending on the rise in the Consumer Price Index.

Parity study: Every three years the District will conduct a parity wage study with five other utilities and make any necessary adjustments on May 1 of that year.

Impartial arbitration: Impartial local attorneys will be used for final and binding arbitration of grievances.

Medical plans: A new Health Maintenance Organization (HMO) and dental plan will be offered to employees effective January 1.

Other issues: Improved leave of absence for union business language, early retirement for employees hired before 1967, vacation use language, missed-meal provisions for overtime, and rest period improvements were negotiated.

Local 1245's bargaining committee consisted of Jerry Peters, Troubleshooter; Ron Simpson, Dispatcher; Ken Raven, Electric Overhead; Bill Rich, Electric Underground; Roy Johnson, Water Department; and Tish Becerra, Credit Department.

Congratulations and thanks to the bargaining committee for their hard work which paid off in one of the best public sector agreements we've seen this year you did your job well!!

Structure changes for PG&E

As Local 1245's members at PG&E know, the Company will be reorganizing its internal boundaries effective January 1, 1985.

The thirteen existing operating Divisions will be grouped into six regions, each headed by a Regional Manager. The new regions will be as follows: Golden Gate Region (San Francisco Division and Peninsula District of San Jose Division); Sacramento Valley Region (Sacramento, Drum, Colgate, DeSabra and Shasta Divisions); East Bay Region (East Bay Division); San Joaquin Valley Region (San Joaquin and Stockton Divisions); Mission Trail Region (Coast Valleys Division, San Jose Division excluding Peninsula District), and Redwood Region (North Bay and Humboldt Divisions).

On November 9, Business Manager Jack McNally, President Howard Stiefer, Senior Assistant Business Manager Darrel Mitchell, Assistant Business Manager Manny Mederos, and Assistant Business Manager Ron Fitzsimmons met with PG&E representatives to discuss the Company's reorganization plans and the possible impact on the Union and various labor agreements.

The Company presented the format for its reorganization, and several contract areas where the reorganization will have a potential impact, including bidding, demotion procedures, and grievance handling.

Specifics were not discussed, SEE Page Six

Sierra Pacific Lineman injured

On Friday, October 19, 1984, Robert Haynes, Sierra Pacific Lineman, received severe flash burns while repairing an oil switch in an underground vault. The switch had failed two weeks prior. The accident occurred when the elbows disconnected and went to ground. Business Representative John Stralla reports that Brother Haynes is recuperating nicely. The accident is still under investigation by the Local Union.



LIFELINE - HEALTH AND SAFETY

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**IBEW Local 1245
Health and Safety
Committee Member,
Fara Catanzarite, an
Apprentice Climber, with
Asplundh Tree, recently
penned this very
informative article to re-
mind us that it's always
important to stay alert
— our lives depend on it.
Photos below show her at
work, on a break — and
trimming a tree. Photo at
left catches Fara at a
recent Health & Safety
Committee meeting.**

Think safety . . . First time around!

By Fara Catanzarite
Member, Local 1245 Health and Safety Committee

Have you ever taken a short cut in a normal everyday task that has cost you more time and money than if you had done it right in the first place?

This is usually the case: You're late and you've got to get the trash out. So you bound out the door and across the lawn, hooking your left foot under the sprinkler head. As you come crashing to earth, the trash flies across the lawn like shattered glass. There you are with a throbbing knee, torn trousers and your yard looks like the coliseum after a game. We haven't even gotten to the part about repercussions.

Now you'll have to clean up the lawn, change your clothes ... maybe even take a shower and somehow explain your story to the boss.

So far that bag of trash has cost you so much that the next time you'll use the proper method for the job to be completed in the safest, most effective manner.

This is also true in our everyday

tasks at work. We tend to repeat them so often, they become automatic. Without concern for the least of the hazards surrounding us, we move ahead to complete our job, till we end up sprawled on the lawn with our face in last night's tuna casserole.

Is it really necessary to have an accident before we learn to make safety as automatic as any other habit? We work in a highly hazardous occupation, where the risk of severe injury and even death is very possible.

The only way to avoid death or serious injury is to protect yourself — know what you're dealing with and what are the possibilities of an accident. Those who demonstrate a safe working manner demonstrate respect for their own life and the lives of others.

It's a lot easier to teach a new employee the properties of the power lines than to teach him or her how to eat with artificial arms.

... So you were lucky this time,

the boss was in a meeting by the time you arrived late, the pants you tore were those awful seersucker ones that Aunt Eunice sent you last Christmas and your knee is sore but functional. It was a cheap lesson, but maybe you learned something.

No doubt there will be on-the-job accidents where the risk factor is high. We can reduce the risks by using utmost caution and good safety sense.

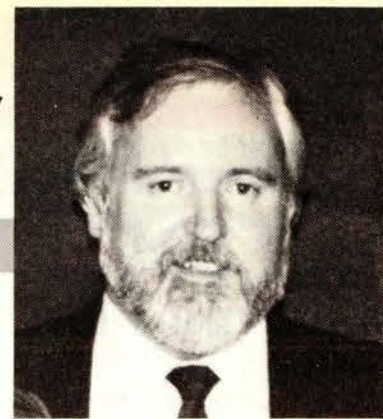
Observe the working area, and pay special attention to the hazards around you. Plan your approach, tell the others on the crew what you intend to do. Have all the equipment you need ready and the working conditions checked before you start the job.

Then proceed making mental notes of the hazards and dangers around you.

Use good safety sense. Our lives depend on it!



POINT OF VIEW



IBEW 1245 Business Manager



1984 — come and gone . . . Happy Holidays To All!

A year that seems to have shot by — and yet there's been so much activity and so many changes during this very busy year.

We've seen Sierra Pacific Power Company restructure its operations by developing smaller companies under one holding company. And as 1985 approaches, Pacific Gas and Electric Company gears up for their major reorganization that will group the existing 13 divisions into six regions beginning January 1.

We've had heavy bargaining this year in both public and private sectors. We recently wrapped up a package in Modesto Irrigation District, and are at the table in Merced Irrigation District, and Sacramento Municipal Utilities District. At PG&E, interim bargaining went on with our Meter Readers and also in benefit areas. It's been a long haul, but we're close to finalizing a new Clerical Job Evaluation system.

We closed out 1983 with a very successful Clerical Workers Conference and went into 1984 planning an Officers' Leadership Conference which was well attended in the summer. And in the fall we conducted a conference for members from Public Agencies.

In areas of Health and Safety we continue to guard the lives of our members by being constantly alert to safeguarding working conditions, and by monitoring important governmental agency actions which affect the health and safety of our members on the job. We've worked hard to keep on top of the latest findings in key areas ranging from indoor air pollution and VDT hazards to PCBs.

Word came through this year that we were successful in protecting the discounts for our PG&E members, and members at Sierra Pacific, and we continue to work to protect the discount for all our members where it is in effect. This has been a major focus for the Local Union as we work to protect what we've gained through our bargaining agreements.

We broke new ground this year, when a Money Purchase Plan Trust was set up for our members at Pacific Tree, and a new Health Plan Trust was developed for CATV members.

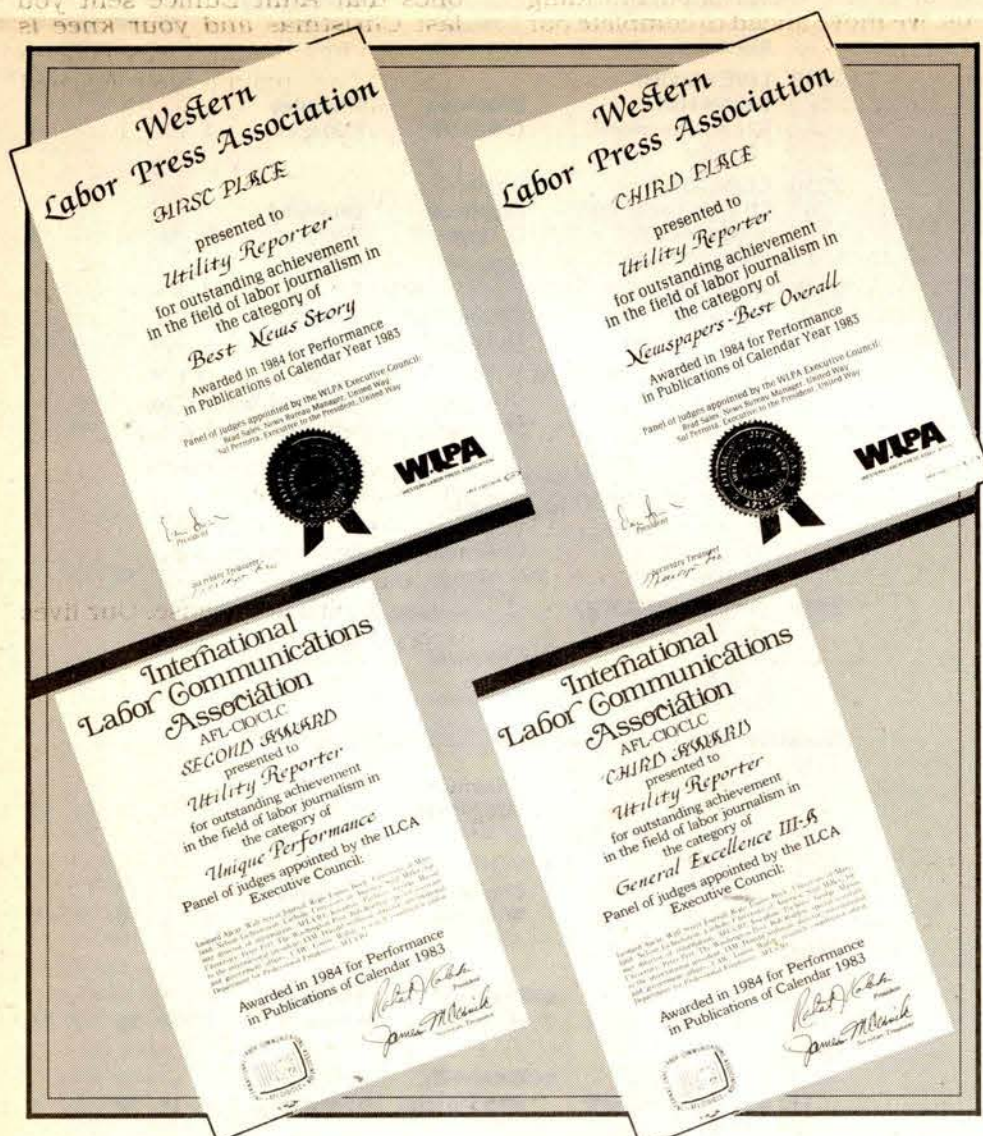
Our members in Outside Line Construction finished a huge project in Southern California with the completion of the Southwest Powerlink — and now many of those members are at work on the Western leg of the Intermountain Power Project from Victorville, California to Delta, Utah.

And to help keep our members well informed we've published a Workers' Compensation Guide, a Health and Dental Benefits update, and a Retirement Guide which will be available in mid-January.

Much of the activity of our Local Union is the kind that gets taken care of in a consistent fashion, that doesn't get lots of notice, but that is crucial to the unity of our membership. It goes on in the daily activities of our Shop Stewards, our Business Representatives, and our Local 1245 support staff — and through the activities of our many dedicated committee members as each person strives to do his or her best on behalf of the Local Union.

As this year draws to a close, I want to thank each of you for the special efforts that you've put forth to help keep our Union strong . . . And I wish you all Happy Holidays.

In Unity — *Jack McHenry*



IBEW Local 1245's Utility Reporter closed out the year with four press awards. From the Western Labor Press Association, the Utility Reporter received first place for a news story which detailed the battle that member Bill Loud waged to overcome Post Traumatic Stress Syndrome. The same article received a second place award from the International Labor Communications Association. The Utility Reporter was awarded third place for Best Overall Local Union newspaper from both the WIPA and ILCA.

IBEW LOCAL 1245 UNIT MEETINGS

PLAN TO
January to

San Joaquin				Jan	Feb	Mar	Apr	May	Jun
1111	FRESNO Cedar Lane Bowl Cedar & Shields	Chairman: S. Perales	Tuesday 5:30 p.m.	8	5	5	2	7	4
1112	BAKERSFIELD Central Labor Council 200 W. Jeffrey	Chairman: Ed Mallory	Thursday 7:30 p.m.	10	14	14	11	9	13
1113	MADERA DiCicco's 516 So. I St.	Chairman: R. Moon	Thursday 7:30 p.m.	3	7	7	4	2	6
1117	WASCO Bob's Place*** 221 "F" St.	Chairman: D. Barraza	Monday 5:00 p.m.	14	11	11	8	13	10
1118	CRANE VALLEY Sierra Sky Ranch Highway 41 Oakhurst, CA 93644	Chairman: R. Newton	Wednesday 7:30 p.m.	2	6	6	3	1	5
1119	BALCH Rec. Hall Balch Camp	Chairman: T. Moore	Tuesday 5:30 p.m.	15	12	12	9	14	11
1120	SELMA El Conquistador Restaurant	Chairman: Tom Thomas	Thursday 5:00 p.m.	10	14	14	11	9	13
1121	COALINGA Power Club Jayne & Merced	Chairman: S. Gillespie	Tuesday 7:30 p.m.	15	12	12	9	14	11
1122	MERCED IRRIGATION DISTRICT Pine Cone Coffee Shop 2000 E. Childs	Chairman: M. Higgins	Thursday 7:30 p.m.	10	14	14	11	9	13
1123	MERCED Pine Cone Coffee Shop 2000 E. Childs	Chairman: D. Mayo	Wednesday 7:30 p.m.	9	13	13	10	8	12
1124	LOS BANOS Wool Growers Inn 609 "H" St.	Chairman: Tom Hunt	Wednesday 5:00 p.m.	16	13	13	17	15	12
Coast Valleys									
1211	SALINAS American Legion Hall 14 W. Laurel Dr.	Chairman: J. Delsman	Tuesday 5:00 p.m.	8	5	5	9	7	4
1212	MONTEREY Two Guys From Italy 2030 Fremont St.	Chairman: G. Carlsen ****	Wednesday 5:00 p.m.	23	20	20	24	22	19
1214	MOSS LANDING *** Moss Landing Marine Lab	Chairman: K. Markoe	Thursday 5:00 p.m.	10	7	7	11	9	6
1215	SAN LUIS OBISPO Motel Inn 2223 Monterey St.	Chairman: G. Outlaw	Wednesday 5:30 p.m.	16	13	13	17	15	12
1216	SANTA MARIA Vandenberg Inn 1316 So. Broadway	Chairman: C. Bartlett	Thursday 8:00 p.m.	17	14	14	18	16	13
1217	PASO ROBLES Paso Robles Inn 11th & Spring St.	Chairman: J. Taylor	Tuesday 5:00 p.m.	15	12	12	16	14	11
1218	MONTEREY PENINSULA TV Two Guys From Italy 2030 Fremont St.	Chairman: P. Gaudoin	Tuesday 7:00 p.m.	22	19	19	23	21	18
1219	HOLLISTER Paine's Restaurant 421 East	Chairman: J. Johnson	Wednesday 5:00 p.m.	9	6	6	10	8	5
1220	DIABLO CANYON San Luis Bay Inn Avila Beach	Chairman: W. Oakley	Monday 5:00 p.m.	14	11	11	15	13	10
Pipe Line									
1311	BARSTOW V.F.W. Club Rm. 25214 W. Main St.	Chairman: V. Cooke	Wednesday 5:00 p.m.	2	6	6	3	1	5
1312	NEEDLES Eagles Club Front St.	Chairman: C. Rowen	Thursday 5:00 p.m.	3	7	7	4	2	6
Santa Clara									
1411	CITY OF SANTA CLARA Fiorello's Pizza 2230 El Camino	Chairman: B. Hazzard	Thursday 5:30 p.m.	10	14	14	11	9	13
San Jose									
1501	SAN JOSE, CLERICAL Fiorello's Pizza 2230 El Camino Santa Clara	Chairman: B. Brill	Tuesday 6:30 p.m.	8	12	12	9	14	11

San Jose, Physical				Jan	Feb	Mar	Apr	May	Jun
1511	Fiorello's Pizza 2230 El Camino Santa Clara	Chairman: R. Fitzpatrick	Tuesday 8:00 p.m.	3	5	5	2	7	4
1512	BELMONT Windy City Pizza 1030 El Camino	Chairman: T. Hughes	Wednesday 5:15 p.m.	9	13	13	10	8	12
1513	SANTA CRUZ The Pizza Co. 1501 41st Ave. Capitola	Chairman: D. Turner	Wednesday 7:00 p.m.	2	6	6	3	1	5
1515	GILROY Watsonville Fed. Savings 801 "I" St.	Chairman: D. Mayberry	Tuesday 7:00 p.m.	15	19	19	16	21	18
4411	DAVEY TREE-LAS VEGAS Local 357 4321 E. Bonanza Las Vegas, NV	Chairman: R. Freeman	Wednesday 7:00 p.m.	16	20	20	17	22	19
4412	DAVEY TREE-APTOS***** (Place to be announced)	Chairman: M. Antonelli	Wednesday (Time to be Scheduled)	16	20	20	17	15	19
4413	DAVEY TREE-NAPA***** (Place to be announced)	Chairman: William Ekas	Thursday (Time to be Scheduled)	17	21	21	18	16	20
4414	DAVEY TREE IBEW Local 1245 3063 Citrus Cir. Walnut Creek	Chairman: G. Doss	Thursday 5:00 p.m.	17	21	21	18	16	20
City of Oakland									
2211	OAKLAND GENERAL The Flanker 45 Hegenberger Loop	Chairman: R. Murphy	Thursday 5:00 p.m.	3	7	7	4	2	6
East Bay									
2311	OAKLAND Edgewater- Hyatt House 455 Hegenberger Rd.	Chairman: J. Graham	Tuesday 7:00 p.m.	8*	5	5	2	7	4
2312	EAST BAY GENERAL CONSTRUCTION Disestablished								
2314	HAYWARD/FREMONT Whiskey Town 5660 Thornton Ave. Newark	Chairman: T. Healy	Wednesday 6:00 p.m.	9	13	13	10	8	12
2315	LIVERMORE Eagles Hall 527 N. Livermore Avenue	Chairman: L. Adams	Thursday 7:00 p.m.	3	7	7	4	2	6
2316	CONCORD I.B.E.W. Local 1245 3063 Citrus Cir. Walnut Creek	Chairman: D. Hoyer	Thursday 7:30 p.m.	10	14	14	11	9	13
2317	ANTIOCH Moose Lodge 4th & H Street	Chairman: M. Hessler	Tuesday 7:00 p.m.	8	12	12	9	14	11
2301	EAST BAY CLERICAL Holiday Inn 1800 Powell St. Emeryville	Chairman: M. Kizzee	Wednesday 6:00 p.m.	9	13	13	10	8	12
San Francisco									
2401	SAN FRANCISCO CLERICAL Sheraton Palace Market & New Montgomery	Vice Chairman: ** G. Wynn	Wednesday 5:30 p.m.	9	13	13	10	8	12
2412	SAN FRANCISCO War Memorial Center 6655 Mission St. Daly City	Chairman: S. Lee	Wednesday 7:30 p.m.	2	6	6	3	1	5
Stockton									
2511	STOCKTON Ed Stewart Post #803 3110 North West Lane	Chairman: ** Roy Moore	Thursday 7:30 p.m.	10	14	14	11	9	13
2513	JACKSON Native Sons Hall Court Street	Chairman: W. Johns	Tuesday 7:30 p.m.	15*	5	5	2	7	4
2514	TRACY Norms Pizza Parlor 2227 Tracy Blvd.	Chairman: R. Kerr	Tuesday 5:00 p.m.	8	12	12	9	14	11
2515	MODESTO Sundial Lodge 808 McHenry, Rm. #138	Chairman: ** Bob Moranti	Wednesday 7:30 p.m.	9	13	13	10	8	12
2516	LODI Carpenters Hall Local 1418 15417 North Lower Sacramento Road	Chairman: G. Mai	Wednesday 7:30 p.m.	2	6	6	3	1	5

* Day/Date Change
** Chairman Change
*** Meeting Place Change

**** Time Change
***** New Unit

Jan Feb Mar Apr May Jun

			Jan	Feb	Mar	Apr	May	Jun	
2518	MODESTO IRRIGATION DISTRICT Sundial Lodge 808 McHenry, Rm. #138	Chairman: D. Pittman	Thursday 7:30 p.m.	3	7	7	4	2	6
2519	SO. SAN JOAQUIN IRRIGATION DISTRICT***** 11011 E. Hwy 120 Manteca	Chairman: Bob Geer	Wednesday 6:00 p.m.	16	20	20	17	15	19
Pacific Gas Transmission									
3021	SANDPOINT 3500 Selles Rd. J & M Ranch	Chairman: W. Miller	Wednesday 5:00 p.m.	23	27	27	24	22	26
3023	WALLA WALLA Jack's Fountain c/o Book Nook Main Street	Chairman: L. Thomas	Wednesday 7:00 p.m.	9	13	13	10	8	12
3024	REDMOND Pietro's Pizza 413 W. Glacier St.	Chairman: T. Touchon	Tuesday 7:00 p.m.	10	12	12	9	7	11
Humboldt									
3111	EUREKA Labor Temple 9th & "E" Streets	Chairman: J. Russell	Tuesday 7:30 p.m.	8	12	12	9	14	11
3112	GARBERVILLE Fireman's Hall Locust Street	Chairman: T. Hensley	Thursday 5:00 p.m.	10	14	14	11	16	13
3113	WILLOW CREEK Willow Inn Hwy. 299 East	Chairman: W. Skoonberg	* Wednesday 5:00 p.m.	23	27	27	24	22	26
Shasta									
3212	REDDING Hospitality House 532 N. Market	Chairman: S. Fox	Tuesday 7:30 p.m.	8	5	5	2	7	4
3213	BURNEY Burney Bowling Alley, Main St.	Chairman: R. Trunnel	Thursday 7:30 p.m.	17	14	14	11	16	13
3216	TRINITY New York Hotel Weaverville	Chairman: A.W. Wells	Tuesday 7:30 p.m.	15	12	12	9	14	11
Nevada									
3311	RENO IBEW Hall 2713 E. 4th Street	Chairman: D. Moler	Wednesday 7:30 p.m.	2	6	6	3	1	5
3312	CARSON CITY Carson Fire Station	Chairman: D. Plank	Monday 6:00 p.m.	14	11	8	8	13	10
3313	YERRINGTON Fire Station	Chairman: J. Collins	Tuesday 6:00 p.m.	7	5	5	2	7	4
3314	SOUTH LAKE TAHOE Moose Lodge	Chairman: S. Poore	Thursday 6:30 p.m.	3	7	7	4	2	6
3315	ELY Mt. Wheeler Fire Dept. Mtg. Hall	Chairman: D. Strausburg	Tuesday 4:15 p.m.	15	19	15	19	17	21
3316	RENO MANUFACTURING Carpenter's Hall 1150 Terminal Way	Chairman: J. Davis	Thursday 4:45 p.m.	10	14	14	11	12	9
3317	WINNEMUCCA Library	Chairman: M. Roper	Tuesday 7:00 p.m.	8	12	12	9	14	11
3318	ELKO Stockmen's Hotel Elko	Chairman: M. Dykstra	Wednesday 7:30 p.m.	16	20	16	20	18	22
3319	HAWTHORNE-TONOPAH Coaldale Junction	Chairman: K. Vanderbundt	Monday 7:00 p.m.	16	20	19	16	21	18
DeSabra									
3412	QUINCY Moons Restaurant Lawrence Street Stone Building	Chairman: N. Adamson	Wednesday 7:00 p.m.	2	6	6	3	8	5
3417	PARADISE Red Lion 6011 Skyway	Chairman: B. Lovett	Thursday 7:30 p.m.	3	7	7	4	9	6
Drum									
3511	AUBURN Moose Lodge Sacramento & High	Chairman: S. Justis	Tuesday 7:00 p.m.	8	12	12	9	14	11
3512	ROSEVILLE Villa Rosa Rest. 1704 Douglas Blvd.	Chairman: D. Wojdac	Wednesday 5:00 p.m.	9	13	13	10	8	12
3513	GRASS VALLEY Nevada County Sportsman Banner Mtn. Trail	Chairman: W. Webber	Wednesday 7:30 p.m.	9	13	13	10	15	12
Colgate									
3611	MARYSVILLE Petrocelli's 1235 Bridge St. Yuba City	Chairman: L. Casserly	Tuesday 6:00 p.m.	1	5	5	2	7	7
			Jan	Feb	Mar	Apr	May	Jun	

				Jan	Feb	Mar	Apr	May	Jun
3613	OROVILLE Eagles Hall 2010 Montgomery St.	Chairman: A. Knudsen	Thursday 6:00 p.m.	3	7	7	4	2	6
North Bay									
3711	MARIN COUNTY Sams 209 Third Street San Rafael	Chairman: L. Wood	Thursday 5:30 p.m.	10	14	14	11	9	13
3712	SANTA ROSA El Rancho Tropicano	Chairman: H. Stiefer	Tuesday 8:00 p.m.	2*	5	5	2	7	4
3713	GEYSERS***** West Side	Chairman: R. Freeland	Tuesday 4:40 p.m.	8	12	12	9	14	11
3714	UKIAH Lu Ann Motel 1340 No. State	Chairman: K. Wilson	Wednesday 7:30 p.m.	16*	6	6	3	8	5
3715	LAKEPORT West America Bank, Main St., Lakeport	Chairman: J. Scott	Tuesday 8:00 p.m.	15*	5	5	2	7	4
3716	NAPA/VALLEJO Showbiz Pizza 235 Larwin Pl.	Chairman: D. Falk	Thursday 7:00 p.m.	3	7	7	4	2	6
3717	FORT BRAGG — POINT ARENA Masonic Temple 428 No. Main Fort Bragg	Chairman: D.C. McDonell	Thursday 5:00 p.m.	17*	7	7	4	9	6
Sacramento									
3811	SACRAMENTO *** Mama Mia's 9657 Folsom	Chairman: D. Norris	Tuesday 6:00 p.m.	8	5	5	2	7	4
3812	VACAVILLE Brigadoon Lodge 1571 E. Monte Vista	Chairman: J. Runswick	Thursday 7:00 p.m.	10	14	14	11	9	13
3813	PLACERVILLE The Hoosegow 2864 Ray Lawyer	Chairman: G. Park	Wednesday 5:00 p.m.	9	13	13	10	8	12
3814	WOODLAND American Legion Hall Post 77 523 Bush Street	Chairman: J. Rutledge	Thursday 5:30 p.m.	3	7	7	4	2	6
3011	SACRAMENTO REGIONAL TRANSIT The Townhouse 1517 21st St. Sacramento	Chairman: R. Ruiz	Wednesday 4:45 p.m.	2	6	6	3	1	5
3911	SACRAMENTO MUNICIPAL UTILITY DISTRICT Dante Club 2330 Fair Oaks Blvd. Sacramento	Chairman: J. Callahan	Wednesday 4:30 p.m.	2	6	6	3	1	5
3912	FRESH POND (SMUD) Moose Lodge Hwy. 50-Frontage Road, Camino	Chairman: E. Anderson	Tuesday 4:30 p.m.	1	5	5	2	7	4
3913	RANCHO SECO Community Center Herald Store Herald	Chairman: B. Knox	Tuesday 4:30 p.m.	8	12	12	9	14	11
3914	HIDDEN VALLEY Hidden Valley Meeting Room	Chairman: G. Higgins	Thursday 4:00 p.m.	10	14	14	11	9	13
Citizens Utilities Company									
4012	SUSANVILLE *** Hotel Mt. Lassen 28 So. Lassen	Chairman: ** D. Darlington	Tuesday 7:30 p.m.	8	12	12	9	7	11
4013	ALTURAS Rancho Steak House Hwy 299E	Chairman: J. Belle	Wednesday 5:30 p.m.	9	13	13	10	8	12
4014	ELK GROVE Pizza Barn 8610 Elk Grove Blvd.	Chairman: V. Wolniewicz	Thursday 5:30 p.m.	17	21	21	18	16	20
4015	BURNEY — C.U.C.C. Sams Pizza Hwy 299E	Chairman: B. Burlison	Thursday 5:30 p.m.	10	14	14	11	9	13
4016	REDDING — C.U.C.C. Shakey's Pizza 2600 Churn Creek Rd.	Chairman: V. A. Dabney	Tuesday 5:30 p.m.	15	19	19	16	14	18
Outside Construction									
4911	OUTSIDE CONSTRUCTION Dante Club 2330 Fair Oaks Sacramento	Chairman: B. Bronson	Saturday 10:00 a.m.	12	9	9	13	11	8
4912	OUTSIDE LINE 170 W. San Jose Claremont	Chairman: ** B. Aldridge	Wednesday 8:00 p.m.	8	13	13	10	8	12
				Jan	Feb	Mar	Apr	May	Jun
General Construction		Public Agencies		Trees					
1514 under San Jose 2312 under East Bay 3815 under Sacramento		1411 City of Santa Clara 2211 City of Oakland 3911 S.M.U.D. 3912 Fresh Pond (S.M.U.D.)		4411 under San Jose					

AROUND THE SYSTEM - PG&E

PG&E reorganization

FROM Page One

but the Company agreed with the Union's assertion that no contractual changes can be made until there is agreement between the parties. Thus, although the Company may redefine its internal boundaries effective January 1, for the purposes of bidding and demotion, old boundaries will stay in effect until there is an agreement between PG&E and Local 1245 to modify the current practice.

Business Manager Jack McNally reports that negotiations will get underway on specific contract provisions affected by the reorganization, and that any change in the bidding procedure from the existing procedure will be submitted to the membership for its approval.

President Howard Stiefer reports that the Local must also consider the effect of the Company's reorganization on Local 1245's internal structure. "The make-up of our Executive Board and Advisory Council is based totally on the current PG&E Division structure. We've got to analyze the effect of the reorganization on our By-laws."

Rerate

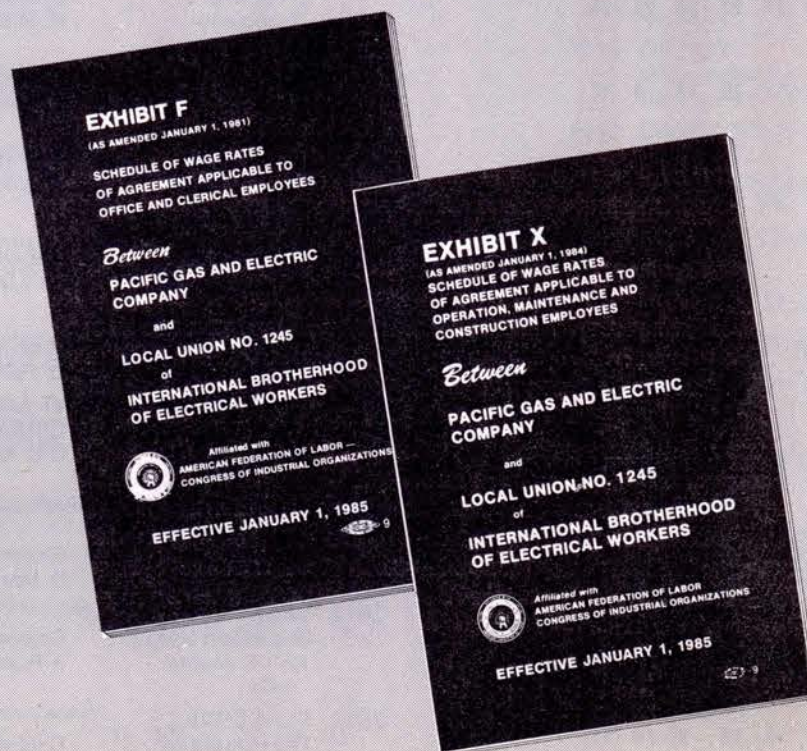
December 13 has been set as the date for the next set of negotiations between the Company and Union to consider possible changes in the rating of the Company's substations. Assistant Business Manager Corb Wheeler, who heads the Union's rerate bargaining committee, reports that the impending reorganization of the Company has had an effect on the rerate negotiations inasmuch as the Company has had to determine internally how the new regions will participate in the process of rating substations. As was reported in the last issue of the Utility Reporter, the Union has proposed that nine substations be upgraded, and the Company has proposed that eight substations be downgraded.

Switching

"The entire issue of switching is heading back to the grievance procedure" reports Assistant Business Manager Ron Fitzsimmons. The Company and Union met on October 23 and the Company followed up with a letter containing a "final offer" on November 7. The parties were unable to reach agreement either on a negotiated Letter of Agreement, or a settlement in the 17 grievances now pending on the subject in the grievance procedure. Briefly put, the Company contends that Electricians, Cable Splicers, and Linemen should perform switching and take or hold a clearance, and be paid at the System Operator No. 3, Cableman, and Troublemaker rates of pay. It is the Union's position that any employee performing switching or holding a clearance should be paid at the Subforeman rate of pay. The issues of training and job assignments were also unresolved.

As a result of the break-down in negotiations, the 17 grievances have been remanded to the Review Committee for possible referral to arbitration.

Exhibits X, F Available



PG&E Wage Rate Books, Exhibit X, and Exhibit F, will be available for members by the end of December. Contact your Shop Steward or Business Representative to request a copy.

New Electric T&D Field Clerk Position

On November 20 the Company and the Union signed a Letter of Agreement creating the classification of Field Clerk - Electric T&D, with a new job definition, wage rate, and lines of progression. The basic duties of the new classification are twofold - to perform field clerical duties for various electric T&D crews and to drive a truck for electric crews. The wage rate is currently \$539.90 a week, and T&D Driver is the next lower classification. The discussions which led to the Letter of Agreement were a result of the Company's experiment in 1983 of using T&D Drivers to perform field clerical work under the direction of Electrical Construction Supervisors.

Clerical Evaluation

Assistant Business Manager Roger Stalcup, who for the last two years has been heading Local 1245's Clerical Job Evaluation bargaining committee, reports that his committee's Herculean task is approaching completion of the critical task of designing a job evaluation system. By Christmas the committee hopes to have completed "Duty Statements" for the 320 clerical employees who participated in interviews or answered questionnaires. Additionally, the committee hopes to have received and reviewed from the consultants a computer analysis which rates jobs based on three or four levels for eight separate factors of job value. With these in hand, the Local's and PG&E's committees hope to have an agreed upon, but untested, job evaluation system.

The next step in the process will be to use the system to evaluate a "substantial number of jobs." As is the case with many sets of ongoing interim negotiations, the impending reorganization of the Company into regions will have an effect on the clerical job evaluation system, although the exact effect is not known.

Early in 1985, the Utility Reporter will carry a feature story reviewing the progress over the last several years of the Clerical Job Evaluation Committee.

Arbitration Updates

Arbitration Case No. 121:

The termination of a probationary Gas T&D Helper in San Rafael will be heard by Arbitrator David Concepcion on January 8, 1985. Both the right of the grievant to challenge his termination in the grievance procedure and the appropriateness of the discharge will be issues decided by Arbitrator Concepcion.

Arbitration Case No. 123:

Briefs were filed with Arbitrator Sam Kagel on Friday, November 30. In its brief, the Union argued that virtually every duty which has been performed by Construction Representatives since the Company created the new management position a year ago is a duty which has historically been performed by bargaining unit members. Staff Attorney Tom Dalzell summarized the Union's position as follows: "The duties of the Construction Representative are not inherently managerial, and in fact are performed by a number of bargaining unit classifications, including Inspector, Fitter, Light Crew Foreman, and Line Subforeman." In its brief to Arbitrator Kagel, the Company argued that the duties of the Construction Representative far exceed those of bargaining unit employees and that the new position is properly exempt from the bargaining unit. A decision is expected in early 1985.

Arbitration Case No. 124:

The hearing date before Arbitrator Burns has been changed to January 31, 1985. This case involves the termination of a Gas Serviceman from Antioch for alleged energy diversion; of special interest is a lie detector test taken by the grievant which exonerates him of guilt in the matter but which was rejected by the Company.

Arbitration Case No. 125:

Arbitrator Sam Kagel will hear this case, which involves the suspension and discharge of a North Bay Lineman for refusing to participate in two PCB spill cleanups, on December 13 & 14 in San Francisco. The next issue of this paper will contain a report on the arbitration hearing.

United States Bureau of Reclamation

Business Representative Pete Dutton reports that the Union and Management have come to a tentative agreement for the 1985 contract which is currently being submitted to the membership for ratification. The major issue on which agreement was reached was wages; the Bureau will apply a general wage increase of 3.5%. In the middle of negotiations the Bureau took the position that many of the Union's bargaining proposals were non-negotiable, and the Union immediately filed a Negotiability Appeal with the Federal Labor Relations Authority to challenge the Bureau's action. The issue of wages over and above the federal wage cap is also unresolved, and will be heard in the grievance procedure and/or before the Federal Labor Relations Authority. The results of the ratification vote as well as developments in the unresolved issues will be reported in future issues of the Utility Reporter.

Sacramento Municipal Utility District

Business Representative Mack Wilson reports that only two major issues stand between the District and Local 1245 — wages and payment of medical insurance premiums. Wilson and his bargaining committee were in meetings with the District as this issue of the Utility Reporter went to press, hoping to conclude negotiations in time for a ratification vote before the end of the year. A complete report on the SMUD negotiations and agreement will be carried in next month's issue.

Paradise Irrigation District

A wage survey of four neighboring irrigation districts is underway at Paradise Irrigation District, according to Business Representative Scott Thomas. The wage survey, mandated by last year's agreement, will form the basis for a wage increase this year.

Shasta Dam Area Public Utility District

Business Representative Rich Hafner reports difficulties in his two meetings so far with representatives of the Shasta Dam Area Public Utility District. To date, the District has demanded a number of take-backs and offered a 4% wage increase for an 18-month agreement. The District's bargaining representative met with the Board of Directors on December 5 and with the Local 1245 bargaining committee on December 6.

Tri-Dam Project

Negotiations will get underway with the Tri-Dam Project for a new Memorandum of Understanding in the first week in January, according to Business Representative Mickey Harrington. The District's proposal has already been received and is being analyzed by Local 1245's bargaining committee.

City of Santa Clara

Local 1245 members at the City of Santa Clara's Electric Department met recently with Business Representative Larry Pierce to discuss the allocation of their 1985 increase in total compensation of 6.2%. Pierce reports that the members have elected to allocate 5.8% of the increase to wages, with the balance of .4% allocated to cover increases in long term disability, medical, dental, and life insurance benefits.

City of Gridley

Business Representative Jack Osburn reports that a grievance involving the bypass of a Local 1245 member for a promotion to the fire department has been resolved to the mutual satisfaction of the parties. The grievant will be given training for the position, reports Osburn. "We were able to work out a settlement which was fair to all parties. There was an honest disagreement as to the meaning of the language in question, but we arrived at a fair settlement. From the amicable and businesslike way in which we were able to resolve this grievance, you would never know that relations between the City and the Union had been as bad as they were just two years ago", said Osburn.

Oroville-Wyandote Irrigation District

Progress is being made in this year's bargaining with the Oroville-Wyandote Irrigation District, according to Business Representative Jack Osburn. Agreement has been reached on several major items, including wages (5 percent general wage increase), buy-back on the F.I.C.A. contribution being made by the District, equity adjustments of up to 10 percent for Water Treatment Operators depending on their certification, pay-off on sick leave, clothing allowance, and rest period. The final results of the bargaining and the ratification results will be reported in the next edition of the Utility Reporter.

Pacific Tree

The Company and Union met on November 14 to exchange bargaining proposals and met again on December 13. Assistant Business Manager Orv Owen, who leads the Union's bargaining committee, reports that the major issues in this year's negotiations will be wages and travel expenses. "As a result of PG&E's reorganization, Pacific Tree has gone to a grid system on travel expenses. We've got to work out a mutually agreeable system with Pacific Tree in light of the new PG&E regional concept." Owen also reports that Pacific's contracts with PG&E have been extended through 1985 in all Divisions.

Citizens Utilities

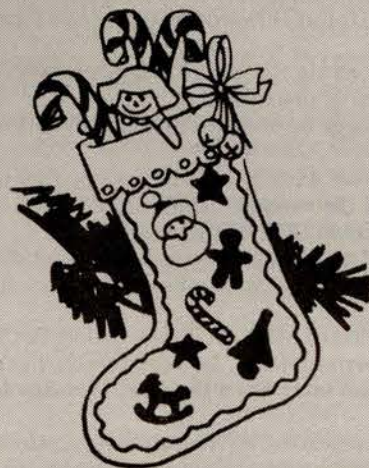
Business Representative Jack Osburn reports that he held the first meeting of the Training and Testing Committee with the Company on November 30. The Committee, which is mandated by last year's negotiations, will first address the issue of training and then will move to testing.

C.P. National

Local 1245 Staff Attorney Tom Dalzell attended California Public Utility Commission hearings which began in South Lake Tahoe on December 5 and San Francisco on December 18 to defend the interests of Local 1245 members in maintaining their current 50% employee discount on C.P. National utilities. To date, the Public Utilities Commission staff has not opposed the 50% discount, which will be considered by the full Commission when it considers the Company's request for a rate increase.

On a different front, Local 1245's Benefits Bargaining Committee, led by Assistant Business Manager Orv Owen, will meet with the Company on December 17 to resume negotiations on retirement, long term disability, and life insurance benefits. Last month, Local 1245's members at C.P. National rejected the Company's offer to improve these benefits.

**FOR
CHRISTMAS
BUY
UNION**



UNION LABEL AND SERVICE TRADES DEPARTMENT, AFL-CIO

CONGRESSIONAL ADDRESSES

Write Congress: Don't Tax Fringes!

SEE Article Page One

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• CALIFORNIA REPRESENTATIVES:

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Howard Berman, District 26, 14600 Roscoe Blvd., Panorama City 91402
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Phillip Burton, District 5, 450 Golden Gate Ave., San Francisco 94102
Eugene Chappie, District 2, 270 E. 4th St., Chico 95926
Tony Coelho, District 15, 415 W. 18th, Merced 95340
William Dannemeyer, District 39, 1235 N. Harbor Blvd., Fullerton 92632
Ronald V. Dellums, District 8, 201 13th St., Room 105, Oakland 94617
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Robert Dornan, District 16, Local address not available at press time.
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Mervyn Dymally, District 31, 322 W. Compton Blvd., Compton 90220
Don Edwards, District 10, 1625 The Alameda, San Jose 95126
Vic Fazio, District 4, 4811 Chippendale Dr., Sacramento 95841
Bobbi Fiedler, District 21, 21053 Devonshire Blvd., Chatsworth 91311
Augustus Hawkins, District 29, 936 W. Manchester Ave., Los Angeles 90044
Duncan Hunter, District 45, 2530 Highland Ave., National City 92050
Robert Lagomarsino, District 19, 5740 Ralston St., Ventura 93003
Tom Lantos, District 11, 520 S. El Camino Real, San Mateo 94402
Richard Lehman, District 18, 1900 Mariposa Mall, Fresno 93721
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Jerry Lewis, District 35, 101 S. 6th, Redlands 92373
Bill Lowery, District 41, 880 Front St., San Diego 92188
Dan Lungren, District 42, 5514 Britton Dr., Long Beach 90815
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Ron Packard, District 43, 1207 Elm Ave., Carlsbad 92008

Leon Panetta, District 16, 380 Alvarado, Monterey 93940

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Edward R. Roybal, District 25, 300 N. Los Angeles St., Los Angeles 90012

Norman Shumway, District 14, 1150 W. Robinhood, Stockton 95207

Fortney (Pete) Stark, District 9, 22300 Foothill Blvd., Hayward 94541

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Esteban (Ed) Torres, District 34, 12440 E. Firestone, #117, Norwalk 90650

Henry A. Waxman, District 24, 8425 West 3rd, Los Angeles 90048

Ed Zschau, District 12, 505 W. Olive, Suite 125, Sunnyvale 94086

• NEVADA REPRESENTATIVES:

Harry Reid, 300 South Las Vegas Blvd., Las Vegas 89109

Barbara Vucanovich, 300 Booth Suite 1139, Reno 89509

• Mail for members of the House may be addressed to House Office Building, Washington, D.C. 20515.

• Mail for Senators may be addressed to U.S. Senate, Washington, D.C. 20510

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 1985 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. Applications may be secured by addressing the Recording Secretary of Local Union 1245, or by using the form printed here.

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

6. All applications shall be accompanied with a written essay, not to exceed five hundred (500) words, on the subject "HOW DOES ORGANIZED LABOR IMPACT THE UNORGANIZED WORK FORCE?"

7. 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.

8. 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.**

9. 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.

10. A suitable trophy or plaque shall be purchased by the Local Union to be presented to the scholarship recipient.

• APPLICATION

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

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 _____

and graduated during the term ending _____, 1985

Parent's signature and Card No.