Local 1245 fights back: PUC Staff proposes cut in PG&E wages

Local 1245 Business Manager Jack McNally has vowed that Local 1245 will take whatever steps are necessary to combat the recent suggestion by the Public Staff Division of the Public Utilities Commission that PG&E's current rate application should be cut by more than $200,000 because Local 1245 members are paid too much.

The PUC Staff Report

As part of PG&E's ongoing rate case before the Public Utilities Commission, the Commission's Public Staff Division introduced its findings on the total compensation paid to PG&E employees on April 21, 1986.

On the issue of wages, the Public Staff Division surveyed approximately 140 job classifications and concluded that PG&E's clerical workers are paid 38% more than their counterparts in the private sector and that PG&E's physical workers are paid 10% more than their private sector cohorts. As a result, the Staff has recommended that $203,925,707 be cut from PG&E's rate base for the year 1987 alone.

On the issue of fringe benefits, the Public Staff Division found that the total compensation paid to PG&E workers exceeds that of any other California utility and accordingly recommended that the Savings Fund Plan be eliminated from the rate base.

Local 1245's response: "An injury to one is the concern of all."

Immediately after receiving the Public Staff Division report, Local 1245 went into action. In a frenzied two-week period before filing its own exhibit on the subject of wages with the Public Utilities Commission, Local 1245's staff met with representatives of the Engineers and Scientists of California, as well as the entire membership of the Coalition of California Utility Workers, in an effort to articulate every possible argument against the Public Staff Division report.

Staff Attorney Tom Dalzell, who prepared Local 1245's filing with the Public Utilities Commission, explained the Union's position as follows: "The Commission is trying to penalize us for doing such a good job over the last few years. They point to the fact that the real earnings of our members have risen during the last four years of economic recession, as if that is something that should be penalized. They point at our clerical members who have been organized for 40 years and claim that they should be as poorly paid as non-union clerks in the general work-force."

Business Manager McNally added that Local 1245 is "especially disturbed by the fact that the Commission's staff seems to be focusing on our lowest paid members, who are predominantly female, in their attack on PG&E wages. The attack here is not just on the way we have handled collective bargaining, it is on unionization itself."

Future opposition to the Staff Report

In June, Business Manager McNally will appear before the Public Utilities Commission to testify on the wage issue. Local 1245 will be submitting a full legal brief in the rate case, objecting to the attack on bargaining unit wages and the Savings Fund Plan. If the Commission's decision, which is expected in late December, includes any reduction in bargaining unit wages or benefits, Business Manager McNally has vowed that Local 1245 and the Coalition of California Utility Workers will fight the matter in the courts, up to the United States Supreme Court if necessary. Developments on the rate case will be reported in future issues of this paper.

1986 Local Elections

Source: Public Staff Division Figure 8.

9% 8% 7% 6% 5% 4% 3% 2% 1% 0% -1% -2% -3% -4% -5% -6% 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986

Real growth in average PG&E wage

Source: Public Staff Division Figure 13.

Mike Del Rio, Chairman, 1986 Election Committee.

See PAGE FOUR
Local Union refers PG&E contracting grievances to arbitration

Local Union 1245 has referred over twenty grievances to impartial arbitration after attempts to resolve the issues have been unsuccessful.

Background

Contracting out of work has become very prevalent in all sectors of employment. Federal government, local government, public utilities, and private sector employers have greatly increased such activity.

Contracting is seen by management as a means to avoid hiring additional employees, to save labor costs and improve productivity and efficiency.

Local 1245 is experiencing problems with practically every employer that it has an Agreement with.

Since the advent of increased contracting out of work at PG&E, complaining about the first on January, 1984. Local 1245 has filed over 65 grievances claiming various situations are in violation of the Clerical and Physical Agreements. A few of the grievances have been settled or have already been heard by an arbitrator. The others are currently within the grievance procedure, including those recently submitted to arbitration.

Grievances arbitrated

Two cases involving the Company's use of agency employees to perform bargaining unit work have already been heard at the arbitration level.

The first, Arbitration Case No. 128, focused on the use of clerical agency employees in both the Design Drafting Department in General Office and Energy Conservation Programs in Division Customer Services.

In the arbitration, which was held before Arbitrator Barbara Chevany on October 29, 1985, Local 1245 made two arguments against the Company practice. First, the Union asserted that the Company violated Section 24.5 of the Contract, Use of Agency Employees, by the extended use of agency employees. Secondly, the Union argued that because the Company controls many of the essential terms and conditions of the agency employment, it has violated the recognition clause of the contract by not treating the agency employees as Company employees. A decision on this case is expected at any time.

The second case is Arbitration Case No. 142, which was heard by Arbitrator Adolph Koven on April 22, 1986. The case involves the Company's use of agency employees at Diablo Canyon Power Plant for the last several years to perform work normally performed by General Construction clerical workers. In this case, the Union again argued that PG&E's extensive control over the essential working conditions of the agency employees has made it the true employer of the agency employees and that the Company's failure to treat them as full Company employees has violated the Agreement.

Unresolved issues

In addition to the grievances discussed above, other issues include the failure of PG&E to fill jobs through the bidding procedure, joint employer status, bargaining unit work of a nature that is being contracted out for the first time, and the reduction in the number of employees at certain headquarters.

Local 1245 has cited a number of instances where employees from outside agencies have been utilized for long periods of time, while the Company has not filled bargaining unit positions that could perform the same work. The Union contends that such work is of a permanent nature and should be performed by bargaining unit classifications filled through the bidding procedures.

The joint employer issue involves agency and contract employees being interviewed, screened, hired, paid, and supervised by PG&E rather than by an outside agency. Accordingly, the Union claims such individuals are actually employed by PG&E, and therefore the provisions of the Physical and Clerical Agreements apply to them. Other cases deal with retired employees of PG&E that have been rehired on a "contract" basis.

Some of the contracting grievances involve certain headquarters that have had a reduction in the number of employees in certain classifications while work normally performed by such classifications is being contracted out at that site. While the number of bargaining unit employees in the PG&E system has not been reduced during the time period of contracting, (in fact, the number of employees has actually increased), the Union is challenging those instances where the number of employees has been reduced at various locations.

On-going battle

The Union has been combattng these issues since the emergence of contracting on PG&E and other properties. Activity has occurred at the bargaining table, labor-management meetings, legislative halls, and various locales involving job action. While progress has been achieved, many of the issues are yet to be resolved. The decisions of the grievances referred to arbitration will resolve some of the concerns and issues.
Message from 1986 Election Committee
Local Union 1245
IBEW, AFL-CIO

The election of officers is the most important election our members participate in, as it will determine the leadership of our Union for the next three years. It is not only our members' democratic right and privilege to vote, but it is also their responsibility to have 100 percent membership participation in this year's election. This year's election will be conducted with the punch card voting system and electronic ballot counter, which will expedite the results of balloting.

The instructions on how to use the punch card voting system appear below. The same instructions will be mailed with your ballots. Please follow them carefully.

VOTING INSTRUCTIONS
All members will receive two ballots.
1. A Local Union Officers and Advisory Council Members ballot (see A) and
2. An International Convention Delegate ballot (see B).

A. Voting Instructions for Local Union Officers and Advisory Council Members

1. To Vote: Vote BOTH SIDES of the ballot cards.
2. Remove COMPLETELY the circled cross (+) to the right of your choice. Use the following method.
   a. Put card on table top.
   b. With tip of ballpoint pen or pencil press down on the circled cross (+) opposite the candidate of your choice.
   c. While still pressing down on the circled cross (+), slowly raise the card with the other hand until the circled cross is completely detached from the card.
3. Punch out the circled cross (+) to cast your vote.
   Vote for only one (1) candidate for each office and Advisory Council member.
4. Mark your ballot only as instructed.
5. Write-ins or stick-ons are not permitted and will not be counted.
6. Remove and retain the stub end from the ballot card. This stub is your ballot receipt and must be removed to insure secrecy of your ballot.
7. Place the ballot card in the secrecy envelope and seal, insert it in the Business Reply envelope. DO NOT REMOVE THE ADDRESS LABEL.
8. You must deposit your ballot in the mail so that it will be received no later than 10:00 a.m., June 23, 1986 at the P.O. Box. Ballots arriving in the Post Office Box after this time and date will not be counted.

See page 18 for further voting instructions.
Candidates for election to Local Union 1245 office:

**BUSINESS MANAGER-FINANCIAL SECRETARY / DELEGATE TO INTERNATIONAL CONVENTION**

**DEAN COFER**

Business Manager continued...
CANDIDATE LIST

Vice President continued...

THOMAS R. DORSHER


LELAND "LEE" THOMAS, JR.


RECORDING SECRETARY

STEVE LEE


LITHA M. SAUNDERS

Initiated into IBEW Local Union 1245 in May, 1973. Is a member of Unit 2515, Modesto. Is employed by PG&E as a Service Representative. Has served as Unit Secretary, 1974, 1977; Unit Chairman. 1977-1980; Shop Steward since 1974. Currently a member of the Central Labor Council.

JIM MITCHELL

Initiated into IBEW Local Union 1245 in June, 1967. Is a member of Unit 1513, Santa Cruz. Is employed by PG&E as a Senior Service Representative, Santa Cruz Customer Services. Serves as Advisory Councilman, Clerical-At-Large. Is employed as a Shop Steward, San Mateo, 1967-1968; Santa Cruz, 1969-1980. Currently serves as a Shop Steward in Santa Cruz. Has served on the Unit Safety Committee and Unit Executive Committee. Other Local Union activities have included: Santa Clara County Labor Council; Shop Stewards' Conferences. Also attended Labor courses.

HERMANN REUTHER

CENTRAL AREA — EXECUTIVE BOARD

RON BLAKEMORE

Initiated into IBEW Local Union 1245 in June, 1967. Member of Unit #251, Stockton. Employed by PG&E as a Lineman in Manteca, Stockton Division. Currently serves as Central Area Executive Board member. Served as Vice Chairman of Unit 251 in 1984. Presently a Shop Steward, since 1969. Currently serving on the following committees: Joint Grievance Committee, 1961 to present; Chairman, Energy Workers Center, 1983 to present; Political Education Committee, 1983 to present; Ways & Means Committee, 1983 to present; and Local Union 1245 Journeyman Lineman Testing Committee, 1981 to present. Has served on the Ballot Committee, Wage and Contract Committee, 1973; Local Union PG&E Steward in East Bay Division; Advisory Council member, Unit #251; East Bay Division Joint Grievance Committee. Served on the following committees: Joint Union Tele-Vue Systems Nominating Committee, 1978; Local Union Bay Cablevision Negotiating Committee, 1978; Local Union PG&E Gas Meter Shop Re-rate Committee, 1979; Local Union X-Ray Engineering Negotiating Committee, 1979. Currently serving on the following committees: Joint Grievance Committee, 1979, PG&E Gas Meter Shop Re-rate Committee, 1980; East Bay Division Joint Grievance Committee; Materials Distribution Joint Grievance Committee; Gas Meter Shop Labor-Management meetings; member and Co-sponsor of Local Union Teleprompter Properties Negotiating Committee, 1980. Served as delegate to the Alameda County Central Labor Council; delegate and Executive Board member of the Contra Costa Central Labor Council. Organized and presented the East Bay Shop stewards program. Completed Labor Communications, CCLA, Health & Safety, Labor Law, Labor Negotiation, and Psychology of Union Labor Leaders, courses from Institute of Industrial Relations, University of California Berkeley; Organizing and Communication for Labor Leaders, course from Merritt College; and Collective Bargaining, Labor Economics and Labor History, courses from Los Medanos College. Guest Speaker on behalf of Local Union 1245 at Chabot College, Diablo Valley College, Merritt College and High Schools in the Bay Area, and a certified Union Counselor from Alameda County Central Labor Council.

SHIRLEY A. HENRY

Initiated into IBEW Local Union 1245 in June, 1975. Is a member of Unit #2401 in San Francisco. Employed as an Accounting Clerk - Stano in General Office for PG&E. Presently serving as an Assistant Recording Secretary for Unit 2401 since 1983. Served on Joint Grievance Committee in 1984. Presently serving on Safety Committee, Attended Advisory Council Meeting on behalf of Local Union.

JIM "MAC" McCANLEY


OSHA, Cal/OSHA, EEOC and FEPC. Delegate to the Administrative Law Judge Conference, 1979; delegate to IBEW International Convention, Los Angeles. As a Business Representative was assigned to East Bay Division, Fremont Gas Metro Shop, Material Control Eremayville, CATV and X-Ray Engineering. Served as Co-chair and spokesperson of the following: Local Union Tele-Vue Systems Nominating Committee, 1978; Local Union Bay Cablevision Negotiating Committee, 1978; Local Union PG&E TV Cablevision Negotiating Committee, 1978. Currently serving on the following committees: Local Union PG&E Gas Meter Shop Re-rate Committee, 1979. Local Union X-Ray Engineering Negotiating Committee, 1979; Local Union PG&E Gas Meter Shop Re-rate Committee, 1980; East Bay Division Joint Grievance Committee; Materials Distribution Joint Grievance Committee; Gas Meter Shop Labor-Management meetings; member and Co-sponsor of Local Union Teleprompter Properties Negotiating Committee, 1980. Served as delegate to the Alameda County Central Labor Council; delegate and Executive Board member of the Contra Costa Central Labor Council. Organized and presented the East Bay Shop stewards program. Completed Labor Communications, CCLA, Health & Safety, Labor Law, Labor Negotiation, and Psychology of Union Labor Leaders, courses from Institute of Industrial Relations, University of California Berkeley; Organizing and Communication for Labor Leaders, course from Merritt College; and Collective Bargaining, Labor Economics and Labor History, courses from Los Medanos College. Guest Speaker on behalf of Local Union 1245 at Chabot College, Diablo Valley College, Merritt College and High Schools in the Bay Area, and a certified Union Counselor from Alameda County Central Labor Council.

MYRON "MIKE" STELTER

Initiated into IBEW Local Union 1245 in May, 1962. Is a member of Unit #2315, Modesto. Employed by PG&E as a Gas Serviceman in Modesto. Served as Unit Recorder, Unit #2525. Presently Shop Steward in Modesto. Attended Shop Steward Training Conferences.

NORTHERN AREA — EXECUTIVE BOARD

MARSHA L. BARKER

Initiated into IBEW Local Union 1245 in May 1979.

MIKE F. CRONIN

Initiated into IBEW Local Union 1245 in September, 1974. Is a member of Unit 3212, Redding. Is employed by the City of Redding as a Sanitation Leadman. Shop Steward, 1978 to present.

JAMES BUD GRAY

Initiated into IBEW Local Union 1245 in March 1961.

HARVEY INNESS

Initiated into IBEW Local Union 1245 in September, 1967. Is a member of Unit 3212, Redding. Is employed by PG&E in Red Bluff. Previously served as Chairman of Unit 3211, 1974-1979. Currently serves as Shop Steward in Red Bluff. Has served on the following committees: Election Committee, 1977 and 1980; Ballot Committee, 1978; Negotiating Committee, 1980; PG&E Shasta Division Joint Grievance Committee. Other Local Union activities have included: Delegate to Five County Labor Council; Shop Stewards Training Conferences.

DONALD STRASBURG

Initiated into IBEW Local Union 1245 in July 1975.

KATHY F. TINDALL


SOUTHERN AREA — EXECUTIVE BOARD

MICHAEL DAVIS


MEMBER-AT-LARGE — EXECUTIVE BOARD

RANDY L. ABBOTT


LYMAN E. MORRISON

Initiated into IBEW Local Union 1245 in April 1955. 

CANDIDATES FOR THE ADVISORY COUNCIL

SAN JOAQUIN DIVISION

LARRY BADORINE


SALVADOR PERALES

Initiated into IBEW Local Union 1245 in August 1971.

COAST VALLEYS DIVISION

GREG E. De MARS

Initiated into IBEW Local Union 1245 in June 1981.

MIKE HAENTJENS


“JYPSY” JOE JOHNSON


KENNETH J. TURNER

Initiated into IBEW Local Union 1245 in July 1970.

STEVE WORDEN


CANDIDATE LIST-

PIPE LINE OPERATIONS

LEROY S. ADAMS

Initiated into IBEW Local Union 1245 in July, 1965.

CHARLES L. EBERSOHL

Initiated into IBEW Local Union 1245 in January, 1968. Member of Unit #1311, Hinkley. Employed by PG&E as Relief Senior Compressor Plant Operators. Hinkley. Serves as Unit #1311 Chairman; previously held office of Vice Chairman, 1980-1986. Shop Steward since 1976. Has served as alternate to Advisory Council, PUD.

SAN JOSE DIVISION AND CITY OF SANTA CLARA

DANIEL K. MELANEPhY


ALAMEDA/CONTRA COSTA TRANSIT & EAST BAY MUNICIPAL

STANLEY L. ADAMS


EAST BAY DIVISION & MATERIAL CONTROL

JOHN W. OVERY


MICHAEL L. PHILLIPS


PAULA LEWIS RAMSEY


ALFREDO SALINAS

Initiated into IBEW Local Union 1245 in February, 1974.
**E. B. Division &
Material Control continued . . .**

**MICHAEL SCHECHER**
Initiated into IBEW Local Union 1245 in December, 1960.

**SAN FRANCISCO
DIVISION, &
GENERAL OFFICE**

**R.G. “RUDY” WOODFORD**
Initiated into IBEW Local Union 1245 in January, 1973. Member of Unit #2412. San Francisco. Employed by PG&E, San Francisco, as a Gas Serviceman. Currently serves as Vice Chairman and Social Committee Chairman at Unit #2412. Presently a Shop Steward for San Francisco Gas Service Department.

**STOCKTON DIVISION, & CITY OF LODI**

**GROVER DAY**

**BOBBIE G. NIMMO**
Initiated into IBEW Local Union 1245 in July, 1981.

**PACIFIC GAS TRANSMISSION COMPANY**

**FRANK R. LOCATI**

**HUMBOLDT DIVISION**

**CLARK E. FLEMING**
Initiated into IBEW Local Union 1245 in April, 1955. Chairman of Unit #3111, Willow Creek. Employed by PG&E as a Troubleman, Willow Creek. Currently serving as Advisory Councilman, Humboldt. Shop Steward, Willow Creek, since 1974; served as Shop Steward in Antioch, 1963-1964 and in Walnut Creek, 1964-1974. Has attended Shop Steward Conferences since 1964.

**SHASTA DIVISION**

**LEONARD LIOTTA**

**RUSSELL SHELTON**
Initiated into IBEW Local Union 1245 in December, 1961.

**SIERRA PACIFIC
POWER COMPANY**

**MIKE GRIMM**

**JAY KILLGORE**

**DE SABLA DIVISION**

**WARREN E. HARRIS**
Initiated into IBEW Local Union 1245 in July, 1972.

**DRUM DIVISION**

**STANLEY P. JUSTIS**
Initiated into IBEW Local Union 1245 in January, 1947. Member of Unit #3511, Auburn. Employed by PG&E as a Troubleman, Auburn. Shop Steward, Drum Division, Auburn, since 1954. Local Union offices held include: Policy Committee and Advisory Council member, 1956-1986; Auburn Unit #3511 Chairman (4 terms), Vice Chairman (3 terms) and Recorder (4 terms). Served on Bylaws Review Committee; Drum Division Grievance Committee, 1959-present. Other Local Union activities have included: Local Educational Conferences; Shop Steward Conferences; delegate to State Electrical Workers Conference in Sacramento.

**COLGATE DIVISION**

**AL KNUDSEN**

**DONALD SILVA**
Initiated into IBEW Local Union 1245 in January, 1972.

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See Next Page
CANDIDATE LIST-

SACRAMENTO DIVISION

DARRYL NORRIS

SACRAMENTO MUNICIPAL UTILITY DISTRICT

GLENN HURDLE
Initiated into IBEW Local Union 1245 in July, 1972.

BRIAN A. KNOX

JACKIE L. NOBLE
Initiated into IBEW Local Union 1245 in August, 1971.

MARK D. STIRTZ
Initiated into IBEW Local Union 1245 in November, 1983.

USBR - REGION 2

RICHARD C. PERRY

GENERAL CONSTRUCTION

BARRY HUMPHREY
Initiated into IBEW Local Union 1245 in October, 1971. A member of Unit #3412, Quincy. Employed by PG&E, General Construction, as a Station Mechanic. A Shop Steward since 1980. G.C. Joint Grievance Committee member since 1982, currently serving as Committee Chairman. Has attended Shop Steward Training Conferences.

ALVIN J. WOLF, JR.
Initiated into IBEW Local Union 1245 in March, 1971.

CLERICAL-AT-LARGE

EDWARD ABRIAM
Initiated into IBEW Local Union 1245 in January, 1978.

PAT FRIEND

ROSALIE J. HAYLES
Initiated into IBEW Local Union 1245 in October, 1980.

CHRISTINE LAY
Initiated into IBEW Local Union 1245 in February, 1977.

MAGDALENA MUNOZ
Initiated into IBEW Local Union 1245 in October, 1974.

REBECCA H. ROSECRANS
Initiated into IBEW Local Union 1245 in March, 1980.

DeANNE SWINNEY
Initiated into IBEW Local Union 1245 in December, 1977.

FRED E. WANNAMAKER
Initiated into IBEW Local Union 1245 in August, 1969.

TREE TRIMMER COMPANIES

HARRY B. BECKWITH
Initiated into IBEW Local Union 1245 in April, 1972.

MARVIN S. PARKER
Initiated into IBEW Local Union 1245 in January, 1970.

JIM TRAVIS

SAN FRANCISCO — V.P. & COMPTROLLER’S OFFICE

GWEN WYNN

IRRIGATION DISTRICTS

E. DUANE BARTLOW
ANNE SPENCER
Initiated into IBEW Local Union 1245 in January, 1964. Previous member Local

STANLEY L. ADAMS
See also Alameda/C.C. Transit and East Bay Municipal Advisory Council for resume.

DAVE ALBRECHT
Initiated into IBEW Local Union 1245 in August, 1977. Member of Unit #4016, Palo Cedro. Employed by Citizens Utilities as an Outside Plant Technician at Palo Cedro.

VIDA ANDERSON

LOUIS ANZALDO
Initiated into IBEW Local Union 1245 in July, 1969.

JOE AQUILIO

GINO J. ARAMINI

K. L. BALL, JR.
Initiated into IBEW Local Union 1245 in December, 1973.

MARSHA L. BARKER
See also Northern Area Executive Board for resume.

ALANNA BARON
Initiated into IBEW Local Union 1245 in July, 1969.
CANDIDATE LIST-

International Convention Delegate Candidates Continued...


ERMIA M. BECK
Initiated into IBEW Local Union 1245 in November, 1979.

JOHN A. BECK
See also Citizens Utilities Advisory Council for resume.

RON BLAKEMORE
See also Central Area Executive Board for resume.

MICHAEL W. BRADY

KEN BROWN

MICHAEL W. BURNS
Initiated into IBEW Local Union 1245 in June, 1981.

JAY H. BURTON
See also Vice President for resume.

JOHN T. CALLAHAN III
See also Vice President for resume.

ROBERT "BOB" CALLENDER
See also Vice President for resume.

DORA CARONE

BOB CHOATE

THOMAS C. CONWELL
Initiated into IBEW Local Union 1245 in September, 1964.

HARRY VAN COOK
Initiated into IBEW Local Union 1245 in August, 1967.

BOB COOPER

RONALD S. CORDA
Initiated into IBEW Local Union 1245 in December, 1972.

MARY G. COYLE
Initiated into IBEW Local Union 1245 in July, 1972.

MIKE F. CRONIN
See also Northern Area Executive Board for resume.

DON CUSTER

MICHAEL DAVIS
See also Southern Area Executive Board for resume.

RONALD DAVIS
Initiated into IBEW Local Union 1245 in November, 1983.

JOHAN WILLY DENNINGER
Initiated into IBEW Local Union 1245 in July, 1969.

STELLA DOOLEY
Initiated into IBEW Local Union 1245 in January, 1979.

THOMAS R. DORSHER
See also Vice President for resume.

PETER R. "PETE" DUTTON

**International Convention Delegates Continued . . .**

**ELISTEEN FELLS**

Initiated into IBEW Local Union 1245 in April, 1976.

See also Treasurer for resume.

**RONALD G. FITZSIMMONS**


**CLARK E. FLEMING**

See also Humboldt Advisory Council for resume.

**DOROTHY F. FORTIER**


**SHARON FREEMAN**

Initiated into IBEW Local Union 1245 in April, 1972.

See also Clerical-At-Large Advisory Council for resume.

**BOB GIBBS**

Initiated into IBEW Local Union 1245 in October, 1966. Employed by IBEW Local 1245 as a Field Service Representative for portable electric generators. Has served on the Advisory Council for the Humboldt and North Bay Divisions, PGT, Davey Tree and Group IV Cable TV, previously employed by PG&E as a line man. Served as Shop Steward, Unit #2514, 1972-1980. 

See Next Page
CANDIDATE LIST

International Convention Delegate Candidates Continued . . .


DARYL GILBERT

Initiated into IBEW Local Union 1245 in March, 1970.

JAMES BUD GRAY

See also Northern Area Executive Board for resume.

WAYNE R. GREER


TOM A. GRIMME

Initiated into IBEW Local Union 1245 in September, 1981.

DEAN A. GURKE

Initiated into IBEW Local Union 1245 in October, 1978.

GARY V. HALL


WILLIAM HALL

Initiated into IBEW Local Union 1245 in February, 1975.

MICKEY HARRINGTON


BARBARA HARTKE


JOHN P. HENDRY

Initiated into IBEW Local Union 1245 in March, 1981.

SHIRLEY A. HENRY

See also Central Area Executive Board for resume.

SHIRLEY A. HENRY

Initiated into IBEW Local Union 1245 in March, 1966.

LARRY HOPE

Initiated into IBEW Local Union 1245 in November, 1968.

JAMES H. HORTON

Initiated into IBEW Local Union 1245 in June, 1969. Member of Unit #2412, San Francisco. Employed by PG&E as a Gas Serviceman. Shop Steward in San Francisco.

HENRY J. HOUSE, JR.

Initiated into IBEW Local Union 1245 in September, 1967.

FRANK HUTCHINS

Initiated into IBEW Local Union 1245 in August, 1980.

HARVEY INES

See also Northern Area Executive Board for resume.

DONALD F. JACKSON


MIKE JOHNSON

Initiated into IBEW Local Union 1245 in November, 1966.

BRIAN A. KNOX

See also Sacramento Municipal Utility District Advisory Council for resume.

KAREN L. LAMB

Initiated into IBEW Local Union 1245 in May, 1978.
See also Clerical-At-Large Advisory Council for resume.

See also Recording Secretary for resume.

Initiated into IBEW Local Union 1245 in August, 1977.

See also Pacific Gas Transmission Advisory Council for resume.


Initiated into IBEW Local Union 1245 in March, 1964. Member of Unit #1511, San Jose. Previously employed by Outside Line Construction. Presently employed by PG&E as a Lineman in San Jose. Serves as a Shop Steward. Attended Shop Steward Conferences and Labor Studies classes at San Jose City College.

Initiated into IBEW Local Union 1245 in September, 1962. Member of Unit #2317, Antioch. Employed by Local Union 1245 as an Assistant Business Manager since 1979; was previously employed by PG&E as Gas Serviceman, East Bay Division. Served as Business Representative, 1970-1973, serving members in East Bay Division of PG&E, Pipe Line Operations, Stan Pac, Inc., Concord TV Cable and Bay Cablevision. Was Executive Board member, Central Area, 1974-1976. Served as Business Representative, East Bay Division, 1976-1979. Has served as Chairman of Unit #2316 and as a Shop Steward. Served as member of Wage and Contract Negotiating Committee, 1970, 1980, 1983 and (Ballot) 1984; Spokesperson for 1981 PG&E Benefit Negotiating Committee; East Bay Joint Grievance Committee, PG&E Fact Finding Committee; delegate to and member of Executive Board of the Contra Costa County Central Labor Council; attended courses in Labor Law, Labor Arbitration and Benefits.


Initiated into IBEW Local Union 1245 in March, 1979.

Initiated into IBEW Local Union 1245 in November, 1979.


Initiated into IBEW Local Union 1245 in March, 1973.


See also East Bay and Material Control Advisory Council for resume.

See Next Page
CANDIDATE LIST -

DAVID H. REESE
Initiated into IBEW Local Union 1245 in July, 1956. Employed by Local 1245 as a Business Representative. Served as Shop Steward, Advisory Council member, and Joint Grievance Committee member in Sacramento Division. Was a delegate to the Contra Costa Central Labor Council and a delegate to and an Executive Board member of the Alameda County Central Labor Council from 1968 through July, 1977. Was a member of the CAL/NEV Line Constructors Apprentice Committee and served as Chairman and Secretary. Was a member of the Statewide Apprenticeship Committee for the Electrical Industry. Was a member of the California State Association of Electrical Workers Apprentice Committee and Secretary of the Safety Committee. Served on the Governor's Industrial Safety Conference. Served on the Advisory Committee to the Electrical and Boiler Sections of the California Division of Industrial Safety and on the High and Low Voltage Advisory Committees for the Cal/OSHA Standards Board. Served as a Task Force member of the Advisory Committee of the Occupational Health and Safety Project.

VERONICA PARKER
Initiated into IBEW Local Union 1245 in September, 1967.

J. WAYNE PARKER
Initiated into IBEW Local Union 1245 in January, 1977.

FRED H. PEDERSEN

L. E. PEREGOY
Initiated into IBEW Local Union 1245 in July, 1956. Member of Unit #2314, Fremont/Hayward. Employed by PG&E in Fremont as a G. C. Foreman. Served as Shop Steward for ten years.

LARRY L. PIERCE
Initiated into IBEW Local Union 1245 in February, 1969.

DAVID V. PITTMAN
Initiated into IBEW Local Union 1245 in August, 1978.

FRANK A. QUADROS

David H. Reese
Initiated into IBEW Local Union 1245 in July, 1956. Employed by Local 1245 as a Business Representative. Served as Shop Steward, Advisory Council member, and Joint Grievance Committee member in Sacramento Division. Was a delegate to the Contra Costa Central Labor Council and a delegate to and an Executive Board member of the Alameda County Central Labor Council from 1968 through July, 1977. Was a member of the CAL/NEV Line Constructors Apprentice Committee and served as Chairman and Secretary. Was a member of the Statewide Apprenticeship Committee for the Electrical Industry. Was a member of the California State Association of Electrical Workers Apprentice Committee and Secretary of the Safety Committee. Served on the Governor's Industrial Safety Conference. Served on the Advisory Committee to the Electrical and Boiler Sections of the California Division of Industrial Safety and on the High and Low Voltage Advisory Committees for the Cal/OSHA Standards Board. Served as a Task Force member of the Advisory Committee of the Occupational Health and Safety Project.

HERMANN REUTHER
Initiated into IBEW Local Union 1245 in October, 1980.

DAVID N. REISHUS
Initiated into IBEW Local Union 1245 in February, 1980.

KEN RICHARDS

SHIRLEY ROBERTS
Initiated into IBEW Local Union 1245 in November, 1979.

REBECCA H. ROSECRANS

ROY R. RUNNINGS
Initiated into IBEW Local Union 1245 in September, 1979.

KAREN A. RUSSELL

ARTHUR M. SALDANA

NANCY J. SCHMER
Initiated into IBEW Local Union 1245 in January, 1983.

WILLIAM R. SCHMER, SR.
Initiated into IBEW Local Union 1245 in April, 1981.

CHARLES J. SCHOONOVER
Initiated into IBEW Local Union 1245 in March, 1980.

RUSSELL SHELTON
See also Shasta Advisory Council for resume.

RONALD L. SIMPSON
See also Irrigation District Advisory Council for resume.

WILLIAM C. SMITH

LITHA M. SAUNDERS
See also Recording Secretary for resume.

FRANK SAXSENMEIER

See also Citizens Utilities Advisory Council for resume.
BARRABRA SYMONS  
See also Recording Secretary for resumé.

JIRO J. TAKEUCHI  
Initiated into IBEW Local Union 1245 in September, 1979.

JIM L. TAYLOR  
Initiated into IBEW Local Union 1245 in March, 1960. Member of Unit #3713, Geysers. Employed by PG&E as an Electrician, Geysers. Shop Steward 4 years O.C. Station Department, one year Steam Generation, 4 years Steam Generation Maintenance (Geysers). Completed Shop Steward Accreditation Course.

FRANK L. TEAGUE  

KEITH A. TESTERMAN  

LELAND "LEE" THOMAS, JR.  
See also Vice President for resumé.

KATHY F. TINDALL  
See also Northern Area Executive Board for resumé.

BILL TWOHEY  
Initiated into IBEW Local Union 1245 in May, 1969.

CINDY VALLEJO  
Initiated into IBEW Local Union 1245 in August, 1980. Member of Unit #2401, Modesto. Employed by PG&E as a Service Representative-Typist, Manteca. Currently serves as a Shop Steward in Manteca. Has served on the following committees: Ballot Committee 1984, Division Safety Committee, 1984 Observer and 1984 Chairman. Other Local Union activities include: Delegate to Clerical Conference, 1984, delegate to Women in the Work Force Conference, 1985; Shop Steward Training.

VEODIS STAMPS  

MYRON "MIKE" STETLER  
See also Central Area Executive Board for resumé.

DeANNE SWINNEY  
See also Clerical-At-Large Advisory Council for resumé.

International Convention Delegate Candidates Continued . . .

Has attended training seminars by Maderos Community College and University of California at Berkeley on Labor Studies. Attended Shop Steward Conferences.

IRIS SOBISKI  
Initiated into IBEW Local Union 1245 in June 1955.

ANNE SPENCER  
See also Manufacturing Advisory Council for resumé.

ANNETTE SPENCER  
Initiated into IBEW Local Union 1245 in August, 1980. Member of Unit #2401, Modesto. Employed by PG&E as a Service Representative-Typist, Manteca. Currently serves as a Shop Steward in Manteca. Has served on the following committees: Ballot Committee 1984, Division Safety Committee, 1984 Observer and 1984 Chairman. Other Local Union activities include: Delegate to Clerical Conference, 1984, delegate to Women in the Work Force Conference, 1985; Shop Steward Training.

GENE WALLACE  

FRED E. WANNAMAKER  
See also Clerical-At-Large Advisory Council for resumé.

MACK WILSON  
Initiated into IBEW Local Union 1245 in June 1978.

JOHN M. WITTERS  
Initiated into IBEW Local Union 1245 in December, 1982.


EDUARDO VALLEJO  

See NEXT PAGE
International Convention Delegate Candidates Continued...

**ALVIN J. WOLF, JR.**

See also General Construction Advisory Council for resume.

**STEVE WORDEN**

See also Coast Valleys Advisory Council for resume.

**GWEN WYNNE**

See also San Francisco-VP & Comptroller's Office Advisory Council for resume.

**PERRY ZIMMERMAN**


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Message from 1986 Election Committee

Local Union 1245 IBEW, AFL-CIO

Continued from page 3

**B. Voting Instructions for International Convention Delegates**

**STEP 1**

Make your choices from the Ballot Pamphlet.

**STEP 2**

Locate the corresponding number on the OFFICIAL BALLOT CARD.

**STEP 3**

To vote, poke out the dot on the OFFICIAL BALLOT CARD below that number.

**STEP 4**

Turn card over and remove any loose chips.

**Spoiled ballots**

If you spoil your ballot by punching it in error, return the entire voting kit in a separate envelope at once to: Sequoia Pacific Systems Corporation, Election Services Department, 400 Second Street, San Francisco, CA 94107. Mail your spoiled ballot immediately or there will not be sufficient time for you to receive and return the new ballot, which must be received no later than 10:00 a.m., June 23, 1986.
Update on electronic meter reading at PG&E

On March 26, 1986, Local 1245’s Meter Reader Negotiating Committee, consisting of Staff Attorney Tom Dalzell and Meter Readers Bob Blanc (Napa), Christine Lay (Woodland), and Jerry Takeuchi (San Francisco) met with the Company for its quarterly update on the progress of electronic meter reading. At the meeting, Company representatives informed the Union committee that technological SNAFU’s continue to slow down implementation of electronic meter reading. The Company estimated that a second pilot program would be launched in middle-to-late May.

NEW UNIT MEETING

Unit 1127 Taft

Meeting Place:
Pappa’s Pizza
520 Finley Drive, Taft, CA
Day: Wednesday, June 11, 1986
Time: 5:15 p.m.

Calendar meetings and events

MAY
1 Sierra Pacific Power Company Agreement expires
2 Advisory Council meeting
3 Advisory Council meeting
4 Pin Dinner – East Bay
5 Pin Dinner – North Bay
6 Pin Dinner – San Francisco
7 Antioch Unit Poker Run (on the Delta)
23 Executive Board meeting
30 Pin Dinner – San Jose
30 Election ballots mailed
31 NECA Power Agreement expires
31 NECA Telephone Agreement expires
JUNE
23 Election Ballots received
24 Election Results
27 Executive Board Meeting
30 AC Transit Agreement expires
30 City of Healdsburg Agreement expires
30 Plumas Sierra REC Agreement expires
30 Thermalito I.D. Agreement expires
30 Bella Vista Water District Agreement expires
JULY
1 Paradise Irrigation District Agreement expires
8 Shasta Dam Area P.U.D. Agreement expires
23 PG&E Labor-Management Meeting
25 Executive Board Meeting
31 Group W Cable – Lompoc – Santa Maria – Santa Cruz Agreements expire

Davey Tree members ratify settlement

By a 2 to 1 margin, Davey Tree members voted on April 28, 1986, to accept the results of collective bargaining between the Company and Union Negotiating Committees which concluded on April 7, 1986. Highlights of the new three-year settlement include:

1. A 3.1% across-the-board wage increase, retroactive to January 1, 1986, to all bargaining unit employees on the payroll upon ratification.
2. The establishment of a “Severance Benefit Plan” on January 1, 1987, for each individual member, to be initially funded with twenty percent (2%) of the January 1, 1987 Wage and Benefits Allocations.
3. Improvement in the meals and subsistence expense provisions.
4. Clarification of pre-arranged and emergency overtime.
5. “Immediate family” expanded to include “current mother-in-law and father-in-law.”
6. Established new classification of “Patrolman.”
7. Established a “Review Committee” in current grievance procedure provisions.
8. Wages will be increased by COLA adjustments effective January 1, 1987 and January 1, 1988.

Sierra Pacific bargaining continues

By Orr Owen

On April 24, 1986, Company and Union Negotiating Committees conducted their sixteenth general bargaining session, reaching tentative agreement on provisions covering several out-of-town expense items, shift premiums, meals, new classifications, revisions on current classifications, out-of-town premium, and the establishment of a 401(k) Plan for bargaining unit employees. Remaining issues still on the table include: wages, inequities, vacation allowance, Section 16.7(b), Hospital Plan, Pension Plan, Long-Term Disability Plan and personal days off.

The negotiations committees have scheduled the days of May 6, 8, 12 and 14, 1986 to continue bargaining on the remaining issues on the table. Since both Company and Union opened the agreement for amendment only, the provisions of the current agreement will remain in full force and effect until the parties have concluded bargaining and the results of bargaining have been accepted by Sierra Pacific members.
Union Victory in PG&E San Francisco Headquarters Arbitration

On Tuesday, May 6, Arbitrator John C. Kagel summoned the Company and Union members of the Board of Arbitration in Arbitration Case No. 134 to his office to announce that he had concluded that the Company violated the Contract. Having found that the Company violated the agreement, Arbitrator Kagel sent the case back to the parties in the hope that they will be able to agree upon the appropriate remedy for each of the approximately twenty employees involved in the headquarters assignment in question. If the Company and Union cannot agree on an appropriate remedy, the case will go back to Arbitrator Kagel for his determination.

Local 1245 Business Representative Joe Valentine explained that the Union will be arguing that the Contract is perfectly clear — the Company must pay travel time and expenses during a temporary headquarters assignment such as that involved in this case.

Progress of attempts to resolve the remedy issue will be reported in future issues. Bob Bustamante, the Shop Steward involved in the grievance, is to be commended and thanked for his hard work on the case.

As a result of increasing health problems, veteran Business Representative Wayne Weaver will be forced to leave his long-time assignment on May 1, 1986 and will be processed for long-term disability coverage.

Brother Weaver, a 35-year member of Local 1245, was originally hired by former Business Manager Ron Weakley in 1966 as a Business Representative. He has continued to serve the Union as a member of the Business Manager's staff since that time. Prior to coming on the Local Union’s staff, he was employed by PG&E as a Mechanic Welder at Kettleman Compressor Station, and served as a Shop Steward. Unit Officer and as a member of various negotiating committees.

A dinner to honor Brother Weaver and to express our appreciation for his many long years of dedicated and faithful service will be held on July 19 at Maitia’s Restaurant, 3535 North Union St., Bakersfield. For more information contact John Deisman (805) 763-4898, Russ Foxe (805) 399-6141, or the Local Union, (415) 933-6060.