



## UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

# 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.

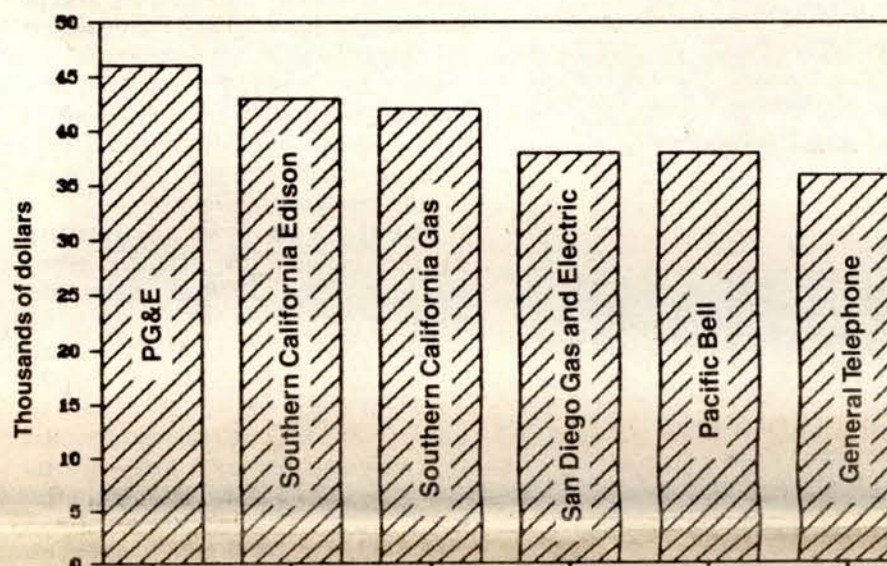
### Local 1245's response: "An injury to one is the concern of all."

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 to 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 Jack 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

### Average total compensation: California Utilities



Source: Public Staff Division Figure 8.

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."

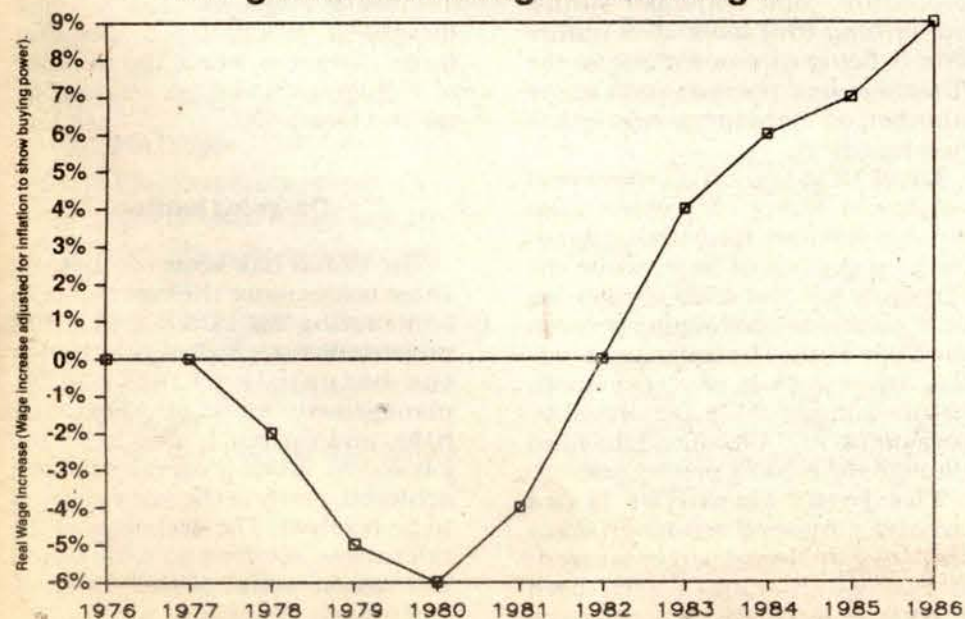
### Future opposition to the Staff Report

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.

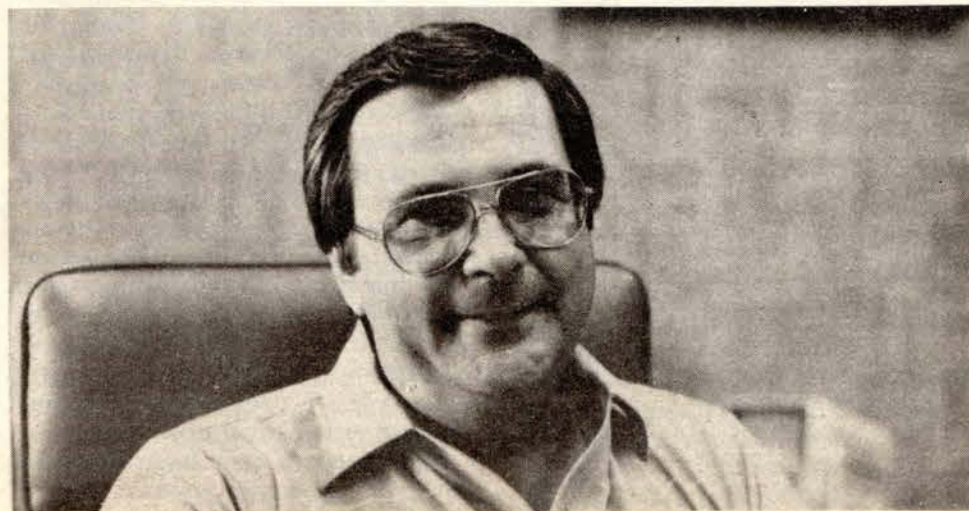
Developments on the rate case will be reported in future issues of this paper.

### Real growth in average PG&E wage



Source: Public Staff Division Figure 13.

## 1986 Local Elections



Mike Del Rio, Chairman, 1986 Election Committee.

See PAGE FOUR





## Utility Reporter

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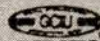
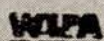
Treasurer  
**Ron Field**

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Contributing writers: Darrel Mitchell, Senior  
Assistant Business Manager; Orville Owen,  
Assistant Business Manager; Tom Dalzell,  
Staff Attorney.

# 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, commencing about the first of 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 Chvany** 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



General Construction Shop Stewards Lynda Holloway and Debra Peterson journeyed to San Francisco in April to participate in Arbitration Case No. 142, challenging the company's use of agency employees to perform bargaining unit work of General Construction clerical employees at Diablo Canyon.

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 should 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.

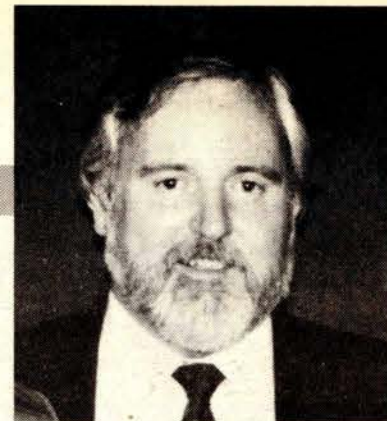
## On-going battle

The Union has been combatting 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.



By Jack McNally

IBEW 1245 Business Manager



## 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.

## Vote as you please, but please vote!

**In the midst of all the ongoing, day-to-day operations of the Local Union, the Election Committee is geared up for Local Union Officer Elections which will take place by mail ballot in June.**

**This year not only do we have Officers, Executive Board and Advisory Council seats up for election, but also the members will select delegates to participate in the 33rd IBEW Convention to be held September 15, 1986, in Ontario, Canada. There are 142 candidates running to fill the 15 authorized delegate positions.**

**Our 21,000-plus eligible voters throughout the entire jurisdiction will have the opportunity to exercise their guaranteed voting rights as members. They will also assume the responsibility that goes along with that membership — the responsibility to make their voices heard when they cast their secret mail ballots.**

**Ballots will be mailed out first class on May 30 and must be returned by mail. The cut-off date for valid receipt at the election post office box in Walnut Creek is June 23, 1986, at 10 a.m. Election tallying will begin as soon as the Election Committee has verified eligibility of returned ballot envelopes.**

**This year, as was done three years ago, electronic counting equipment will be used which will greatly speed up getting the results. In the past, with a large number of candidates for office and delegates, the tallying process would take a week or more; with electronics, it will be a matter of days.**

**Members who have not received a ballot by June 5 should immediately contact Local Union headquarters and request a ballot.**

**The strength of IBEW Local 1245's leadership is felt far and wide, because, as the second largest Local in the Brotherhood, our progressive actions for the past 45 years have helped set patterns for the entire utility industry.**

**Leading a Local Union of this size and magnitude is a demanding and rewarding responsibility. It is my hope that when you cast your ballot in this election next month, you will weigh the best interests of the Local, as you see them, and then in your best judgement — vote as you please — but please VOTE!**

*Jack McNally*

In Unity —



# CANDIDATE LIST FOR LOCAL UNION ELECTION



Photo: Kua Patten

All the biographies on the following pages have been checked for accuracy by the Election Committee composed of rank and file members of Local 1245. Serving on the committee are Mike Del Rio, chairman, Rod Trunnell, Marie Kizzee, Bob Vieira, Ronda Drew, William Uphoff, Art Garza, Jack Prosser, Bob Bustamante, Ben Valenzuela, Tom Jacobson, Dan Fernandez, Ray Harper and Art Calleros.

## Candidates for election to Local Union 1245 office:

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

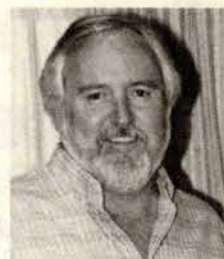
#### DEAN COFER



Initiated into IBEW Local Union 1245 in December, 1963. Was first employed by Local Union 1245 on September 1, 1966 as an Organizer. On January 1, 1967 was hired by the Local Union as Business Representative. Elected Business Manager/Financial Secretary on June 16, 1977, and served in this position until June of 1980. As a Business Representative, serviced Local Union members employed by De Sabla Division, Citizens Utilities, C P National (Lassen Division), State TV Cable, Paradise Irrigation District, Pacific Tree Export, General Construction, Sacramento and Colgate Divisions, Oroville-Wyandotte Irrigation District, Richvale Irrigation District, and Yuba County Water Agency. While a Business Representative, was responsible for organizing Yuba County Water Agency, City of Gridley, State TV Cable, and Thermalito Irrigation District. As Business Manager/Financial Secretary, directed the daily operations of the Local Union including supervision of staff and clerical personnel, and overall supervision and responsibility for all negotiations with the employers under contract with the Local Union. Supervised and had responsibility over all Local Union bargaining committees. As Business Manager, was the Executive Editor of Utility Reporter and Shop Steward Newsletter. Negotiating experience with Local Union includes: Member PG&E Wage and Contract Negotiating Committee, 1966; Chairman of GC Data Processing Centers Negotiating Committee, 1967-68; member of Pacific Tree Negotiating Committee, 1971; Advisor to 1971 Special Negotiating Committee for GC Lines of Progression; member of Substation Interim Bargaining Committee, 1972-73. Served as Union spokesperson for negotiating committees at OWID, RID, Yuba County

Water Agency, TID, State TV Cable, CP National, Citizens Utilities, and PG&E. Has served in the following positions: member and Executive Committee member of Unit #3515, Davis, 1963-1964; GC Shop Steward, 1963-1966; member and Chairman of the GC Department Grievance Committee, 1963-66; delegate, First Vice President, and Chairman of the Law and Legislation Committee; Executive Board member of the Butte and Glenn Counties Central Labor Council; delegate and Executive Board member of Sacramento Labor Council; delegate to Contra Costa and Alameda Central Labor Councils; Labor Representative, Butte County Personnel Appeals Commission, 1969-77; member of Resolutions Committee for 12th Convention of California Labor Federation, 1978; member of Resolutions Committee for IBEW International Convention, Atlantic City, 1978; Vice President of California Labor Federation; Executive Board member, California Labor Federation Committee on Political Education (COPE); member of California Labor Federation standing committee on Occupational Health and Safety. From 1977-1980, served as follows: Executive Board member and Vice President of California State Association of Electrical Workers; member of Board of Directors for California Council for Environmental and Economic Balance; Executive Board member of Industrial Relations Institute at U.C., Berkeley; member of Industrial Relations Research Association; Advisory Board member for California Occupational Health Centers; Advisory Committee member, Health Hazards Repository and Hazardous Chemicals Alert System, State of California. Has attended conferences as a delegate of the Local Union at Asilomar and Oakland; Local Union Clerical Conference, 1967; Unit Officer Training Conferences at Konocti in 1967, Claremont in 1971, Concord in 1974, and Oakland in 1977; Wage Price Control Seminar at U.C. Berkeley, 1971-1978; Northern California Electrical Workers Conferences, 1966, 1968, 1970, 1977-1980; State AFL/CIO Conferences on Public Employment Collective Bargaining, 1973-1975; IBEW Utility Conferences, 1976-1980; California Labor Federation's Biennial Convention, 1978; annual Pre-Primary Endorsing Conventions, 1977-80; annual State Federation Legislative Conferences, 1977-80; and IBEW International Convention, 1978. Educational activity on behalf of Local Union includes: Completed Morris Hurley Management and Industrial Relations Program, 1968; Shoring School, Sacramento, 1974; completed courses in Collective Bargaining, AFL/CIO Labor Studies Program, 1973; IBEW Basic Laws & Policies Training, 1977; U.C. Berkeley courses in Psychology of Leadership, Collective Bargaining in the Public Sector, and Communications, 1978. Attended Labor Occupational Health and Safety Program, 1979. Served as witness and/or panel member in arbitration hearings. Guest lecturer before the San Mateo County AFL/CIO Organizing Committee, 1978, Modesto AFL/CIO Organizing Committee 1979, Santa Clara County AFL/CIO Organizing Committee, 1980, College of Pacific and Merritt College Industrial Relations classes. Guest speaker, 1978 Wage and Price Control Conference, University of California Berkeley. Guest speaker at 1980 Federal OSHA Compliance Officers Convention. Served as witness in NRC and CPUC hearings.

### JACK McNALLY



Initiated into IBEW Local Union 1245 in October, 1960. Was employed as Lineman and Line Subforeman for PG&E in the San Joaquin Division. Served as Business Representative and as an Assistant Business Manager from 1968 to 1978. Was elected as Business Manager/Financial Secretary in 1980 and 1983 and is responsible for the daily operations of the Local Union, including supervision of staff and clerical personnel. While employed by PG&E, served as a Shop Steward and Unit Vice-Chairman of Unit 1123, Merced. In 1965, served as a member of the Local Union Job Protection Committee for the Line Department. Served as Advisory Council member for San Joaquin Division from 1965 to 1968 and was delegate to the Merced-Mariposa County Central Labor Council. As a Business Representative, was assigned to General Construction and later to East Bay Division. Also served as Director of Research and Education. Served as a delegate to the Alameda County Central Labor Council and is currently a delegate. Also served as a delegate and Executive Board member of Contra Costa County Central Labor Council and its representative on the Board of Directors of HEALS, Health Maintenance Organization (HMO) in Berkeley. Was a member of the 1972 and 1976 PG&E General Negotiating Committee and member and spokesperson of the 1973-1974 PG&E Pension and Benefit Negotiating Committee. Was a member and spokesperson of the 1974 Health and Dental Negotiating Committee and served as member and spokesperson on Pension and Benefits in 1977 PG&E General Negotiations. Served on Pacific Gas Transmission (PGT) Negotiating Committee in 1972, 1974, 1976, 1977 and on the PGT Grievance Review Committee. Served as spokesperson for City of Berkeley Negotiating Committee in the 1972 strike settlement. Also served as spokesperson for Central California Communications Corporation Negotiating Committee in the 1974 strike settlement. As Business Manager, had responsibility for and directed 1980-1981 PG&E Pension, Health and Dental Negotiations and the 1982 and 1984 PG&E General Negotiations. In addition, as Business Manager, had overall supervision and responsibility for all negotiations with 64 employers under contract with the Local Union. Currently serves as Vice President of California Labor Federation AFL-CIO; Executive Board member of the California Labor Federation Committee on Political Education (COPE); Chairperson of California Labor Federation standing committee on Occupational Health and Safety; member of California Labor Federation standing committee on Women in the Work Force. Served as Vice President and 1984 President of the California State Association of Electrical Workers; organized the Coalition of California Utility Workers (CCUW) and currently serves as Chairperson of the Coalition. Is a member of the Board of Directors for the California Council for Environmental and Economic Balance; and a member of the Executive Committee for the Institute of Industrial Relations, and a member of the Advisory Committee for the Center for Labor Research and Education at the University of California, Berkeley. Attended Unit officers' training conferences in 1969 and in 1971. Planned and conducted the Unit officers' training conference at Concord in 1974 and the clerical conference at Concord in 1975. Attended IBEW Utility Conferences, 1981 through 1986 and the IBEW Progress Meetings in 1981 through 1985. Attended the 1982 and 1984 Inter-Union Gas Conferences and the 1981, 1983, and 1984 Nevada State Federation of Labor Conventions. Attended Labor Management Public Affairs Conferences in 1980 through 1985, and all California State Association of Electrical Workers meetings since 1980. Attended and was elected Vice President at the California Labor Federation's Biennial Convention in 1980, 1982, and 1984, and attended all the legislative conferences since 1981. Elected and attended as a delegate the 1982 IBEW Convention, where he also served on the Resolutions Committee. Attended the 1983 Symposium on Regulatory Issues sponsored by the California Public Utilities Commission. Attended courses through the AFL-CIO Labor Studies Center at the University of California, Berkeley: Labor Law, Labor Arbitration, Collective Bargaining Techniques, Negotiated Fringe Benefits, and Pension and Insurance for Labor Trustees. Attended Labor Management School on Unfair Labor Practices for Unions and Employers, University of San Francisco. A member of the International Foundation of Employee Benefit Plans and has attended the International Foundation conferences. Served as a Trustee on the California-Nevada Joint Training Trust and is currently serving as trustee on the Local Union 1245 Pension Plan. A standing delegate of the IBEW Government Coordinating Council Number 1, and serves as a member of the Steering Committee to the Inter-Union Gas Conference. Also a member of the Coalition of Labor Union Women (CLUW), and is currently serving as a member of the Executive Steer-

See Next Page



## Business Manager continued . . .

ing Committee of the Statewide Coalition for the Superconducting Super Collider. Has testified and developed arguments presented before the California Public Utilities Commission, defending the right of free collective bargaining.

## PRESIDENT

### GARY W. ABRAHAMSON



Initiated into IBEW Local Union 1245 in August, 1966. Is employed by PG&E in Oakland as an Engineering Estimator. Is a member of Unit 2311, Oakland. Served as IBEW Shop Steward in East Bay Division for 13 years. Served for 9 years on the Local Union Advisory Council representing East Bay Division, Materials Distribution and X-Ray Engineering. Served on the Grievance Review Committee for 4 years. Served as Recorder for Unit 2311 for 11 years. Member of the PG&E General Negotiating Committee, 1977. Member of the PG&E Health and Dental Negotiating Committee, 1979. Member of the PG&E General Negotiating Committee, 1980. Member of the PG&E Pension and Savings Fund Plan Negotiating Committee, 1981. Member and Judge of 1977 Election Committee. Attended the Unit Officers Leadership Conferences in 1970, 1974, 1977, and 1980. Attended the Inter-Union Gas Workers Conferences in 1972, 1978 and 1980. Attended Labor Law at University of California at Berkeley; Labor Economics and Labor History at Los Medanos College in Antioch; and Labor Negotiations, Labor Psychology, Labor Communications, Grievance Handling, and Collective Bargaining at Merritt College in Oakland.

### W. H. "BILL" PEITZ



Initiated into IBEW Local Union 1245 in July, 1949. Member of Unit 2514, Tracy. Retired employee of U.S.B.R. Was employed as a Communication and Instrumentation Foreman. Served as Executive Board member, Northern Area, 1978-1983. Served as Chairman, Unit 2514, 1965-1968; Recorder, Unit 2514, 1964-1965, and 1974-1977; member of Unit 2514 Executive Committee, 1971-1974. Served as Shop Steward, at PG&E 1949-1956; at U.S.B.R. 1956-1981, eight to ten of the latter years serving as Chief Shop Steward at the Tracy Pumping Plant. Served on the following committees: Ways and Means Committee, 1978-1979; Communications Committee, 1978-1979; Chairman of Political Education Committee, 1979-1980; Chairman of Advisory Council Advisory Committee, 1979-1980; Wage and Benefit, 1981-1983; Chairman of the Retirement Committee, 1982-1983; Joint Apprenticeship Committee, U.S.B.R., 1962-1967; Labor-Management Committee, U.S.B.R., 1964-1967; Negotiating Committee, U.S.B.R., 1957-1977. Other Local Union activities included: delegate to Central Labor Council, San Joaquin-Calaveras, since 1978; delegate to U.S.B.R.-IBEW Government Operations Conference, 1975; Special Conference Photographer for IBEW Journal for above conference; delegate to IBEW Workshop on Civil Service Reform Act, 1979; delegate to State Electrical Workers Association Conferences, 1979-1981; delegate to California State Federation of Labor Legislative Conference, 1979, 1980 and 1982; member of Credentials Committee and delegate to AFL-CIO Pre-Primary convention, 1980; delegate to AFL-CIO COPE Convention, 1980; member of Credentials Committee and delegate to California State Federation of Labor Convention, 1980; delegate to Ninth District Progress Meetings, 1979-1981; delegate to Nevada State AFL-CIO Conference, 1980; delegate to Utilities Conference, 1982; delegate to California State Federation of Labor Conference on Aging, 1981; delegate to AFL-CIO Regional Conference, 1983; completed Shop Steward Training Program, 1979; attended Shop Stewards Conferences, 1971-1979; attended Unit Officers Conferences, 1971-1975; received IBEW Life Saving Award 1971.

## HOWARD STIEFER



Initiated into IBEW Local 1245 in November, 1967. Member of Unit 3712, Santa Rosa. Employed by PG&E as a Troublemaker in Santa Rosa. Currently serving as IBEW Local 1245 President and Chairman of the Executive Board, Chairman of the Local Union Advisory Council. Served as Local Union Vice President, 1978-1979; was Northern Area Executive Board member, 1977-1978. Has served as Chairman of Unit 3712-Santa Rosa, and Executive Committee member of Unit 3712, Santa Rosa, since 1977. Shop Steward, in North Bay Division, since 1975. Delegate and Co-Chairman of Local Union 1245's delegation to the 1982 IBEW International Convention; delegate to IBEW Ninth District Progress meetings, 1977, 1979, 1981-1984; delegate to IBEW Annual Regional Utility Conferences, 1979, 1981-1983, 1985-1986; delegate to Inter-Union Gas Conferences, 1978, 1982 and 1984; delegate to California State Association of Electrical Workers meetings, 1977-1979, 1981-1984; delegate to the California State Federation of Labor AFL-CIO Convention, 1978, 1982 and 1984; delegate to Nevada State Federation of Labor AFL-CIO 23rd Convention, 1979; delegate to the Nevada State Federation of Labor AFL-CIO Pre-COPE Convention, 1981; delegate to California State Federation of Labor AFL-CIO Pre-Primary COPE Convention, 1978 and 1982; delegate to California State Federation of Labor AFL-CIO Joint Legislature Conference 1979, 1982, 1984-1986; delegate to the AFL-CIO Regional Conference, 1982; member of Labor-Management Public Affairs Committee (LAMPAC) 1981-1986; delegate to the Joint Executive Conference of Northern California Electrical Workers, 1976-1979, 1981-1984; attended the International Foundation of Employee Benefit Plans, Communications Institute, 1979; Washington, D.C. Legislative Update 1979, 1984, and 1986; Pension Trustees Institute 1979; Legislative Update 1981; Pension Trustees Institute, 1981; 28th, 29th, and 30th Annual Administrators Educational Program, 1982-1984; certificate of completion for each institute; attended Shop Stewards' Training since 1975; University of California Certificate of Completion from Center for Labor Research and Education; Institute of Industrial Relations for Psychology of Leadership, 1978; Labor Law Certificate from University of California Labor Research Center, 1978; PG&E General Negotiating Committee, 1977; assigned to work on PG&E Pension Plan language March and April, 1978; temporary Union Business Representative, 1977-1979 and 1983; member of the Local Union Wage and Benefit Committee 1977-1978. Chairman, of the Local Union Wage and Benefit Committee 1981-1986. Chairman of the Local Union Political Education Committee 1978-1979; member of the 1983 PG&E General Negotiation Committee; member of the Geysers Access Negotiation Committee 1982 and 1983; member of the International Foundation of Employee Benefit Plans, 1978, 1979, and 1981-1986; member of Board of Directors of IBEW Local Union 1245 Energy Workers Center Inc. 1977-1979 and President 1981-1986; Ex-officio member of the following committees: Local Union Political Education Committee since 1981; Local Union Ways and Means Committee since 1981; Local Union Safety Committee since 1981; all negotiating committees since 1981; serving as President of Local Union 1245 since 1981; is responsible for and has appointed all Local Union committees. Has appointed all delegates to Central Labor Councils; has appointed all delegates to conventions and conferences; Chairman and Hearing Officer for Local Union 1245 Trial Board; member of the PG&E Joint Labor-Management Committee since 1981; has served on Ballot Committees since 1979; received IBEW Life Saving Award 1974; served as host and as an instructor for the 1983 Local Union Clerical Conference; served as host for 1984 Local Union Leadership Conference and as instructor in Unit Chairman workshop and as instructor in Parliamentary Procedure workshop.

## VICE PRESIDENT

### JAY H. BURTON

Initiated into IBEW Local Union 1245 in May, 1956. Member of Unit #2412, San Francisco. Employed as a Fitter by PG&E, San Francisco. Central Area Executive Board member, 1979-1983; Advisory council member, San Francisco Division and General Office, 1971-1977 and 1978-1979; Recorder, Unit 2412 since 1973; Executive Committee of Unit #2412 since 1973. Shop Steward in San Francisco since 1970. Chairman of the San Francisco Joint Grievance Committee, and a member since 1970. Has served on the following committees: Advisory Committee to Advisory Council, 1979-1980; Chairman of Local Union 1245's Safety Committee, 1979-1980; Ways and Means Committee, 1979-1983; Local Union 1245 Political Education Committee, 1980-1983; Local Union 1245 Wage and Benefit Committee, 1979-1980; Board of Directors of IBEW Local Union 1245 Energy Workers Center, Inc., 1979-1983; PG&E Contract Revision Committee. Other Local Union activities have included: Delegate to the San Francisco Central Labor Council since 1979; attended Local Union 1245 Conference, 1966; Local Union 1245 Officers Leadership Conference, 1971, 1974, 1977, 1980; delegate to Health and Safety Conference, 1980; delegate to Golden West Safety Conference, 1980; delegate to Inter-Union Gas Conference, 1979; delegate to California State Federation AFL-CIO Legislative Conference, 1980; attended Labor and Education Health Project (LOHP) Training Course, 1980; attended AFL-CIO State Federation Political Action Conference, 1981; delegate to IBEW Utility Conference, 1981-1982; delegate to IBEW 9th District Progress meeting, 1980, 1982 and 1983; attended the Nevada AFL-CIO State Convention, 1980; Member of Credentials Committee and delegate to the California AFL-CIO State Federation of Labor Pre-Primary Convention, 1982, plus served as a Credentials Committee worker for the same Pre-Primary Convention.

### JOHN T. CALLAHAN III



Initiated into IBEW Local Union 1245 in December, 1975. Is a member of Unit 3911 in Sacramento. Is employed as a Troublemaker for Sacramento Municipal Utility District (SMUD). Is presently Local Union 1245 Vice President, since March, 1985. Presently Chairman of Unit 3911, since June, 1983 and has been a Shop Steward for Local Union 1245 since June, 1978. Served on Local Union Election Committee in 1983, and on SMUD Negotiating Committee from 1982-1984.

### ROBERT "BOB" CALLENDER

Initiated into IBEW Local Union 1245 in January, 1968. Is a member of Unit 3411 in Chico and is a Lineman for PG&E De Sabla Division. Has been a Shop Steward in De Sabla Division since 1985, and previously served as a Shop Steward from 1978 to 1985 for General Construction. Has served on the following committees while with General Construction: Joint Grievance Committee, Apprenticeship Negotiating Committee, and served on Advisory Council from 1984 to 1986.

# VOTE!

See Next Page



# CANDIDATE LIST-

Vice President continued . . .

## THOMAS R. DORSHER



Initiated into IBEW Local Union 1245 in December, 1982. Is a member of Unit 2317 in Antioch. Is employed by PG&E as a Rigger at Contra Costa Power Plant. Has been a Shop Steward at Contra Costa Power Plant since 1983. Currently serves on the MMRW Apprenticeship Committee. Other activities on behalf of the Local Union have included: Shop Steward Training sessions, Labor-Management meetings, and IBEW Safety Audits.

## THOMAS R. GARCIA

Initiated into IBEW Local Union 1245 in October, 1967. Member of Unit 1111, Fresno. Is employed by PG&E in Clovis as a Lineman. Currently serves as San Joaquin Advisory Councilman and Chairman of Unit 1111. Has served as Shop Steward: San Jose, 1970-1974; Corcoran, 1974-1978; Fresno, 1978-1983; Clovis 1983-1986. Has served on the following committees: Carney Pine Poles, 1980-1983; Switching Committee, 1980-1986; Transmission Patrolman Committee, 1986, and Unit 1111 Safety Committee. Also served as delegate to Fresno Central Labor Council, 1983-1984.

## LELAND "LEE" THOMAS, JR.

Initiated into IBEW Local Union 1245 in May, 1950. Member of Unit #3212, Redding. Employed as a Construction Foreman for Reger Electric, which is affiliated with Local Union 1245's Outside Line Construction Group. Was employed by PG&E as a Sub-Foreman in Redding, until retirement in October, 1982. Was Local Union President, 1962-1967, and 1974; Vice President, 1974; Executive Board member, Southern Area, 1962; Chairman, Unit #1511, 1953-55 and Vice Chairman, 1955-1960; Advisory Council member, San Jose Division, Shop Steward, San Jose Division. Member of the following committees: San Jose Division Joint Grievance Committee, 1953-1955; Unit Safety Committee and Ways and Means Committee; Local Union Job Protection Committee, 1959; Overhead-Underground Committee, 1962; Local Union Safety Advisory Committee; Local Union Safety Committee, Chairman; California State Electrical Association Apprenticeship Committee; Local Union Master Apprenticeship Committee. Delegate to IBEW International Constitutional Convention in 1966, 1970, 1974, 1978 and 1982; California Conference on Underground Systems, 1968; Governor's Traffic Safety Conference, 1968; Governor's Industrial Safety Conference, 1968; delegate to California Federation of Labor AFL-CIO Convention in 1962, 1964, 1966 and 1968; National AFL-CIO Convention in 1963 and 1965; International Labor Press Association Convention, 1963. Appeared as witness on behalf of Local Union 1245 before the California Public Utility Commission, opposing vertical construction of distribution voltage systems on PG&E properties. Guest speaker representing Local Union 1245 at University of Stanford in 1963 and 1964 (Sloan Foundation). Attended California AFL-CIO Summer School at University of California at Berkeley, 1967; completed the 150-hour Hurley Management and Industrial Program; participated in Local Union Leadership Seminar at Konocti; co-chaired 1969 United Fund appeal in San Jose Division on behalf of Local Union 1245 (Joint PG&E and Local Union 1245); attended Local Union Conferences, 1958-1974. Served as Business Representative in the area of Safety and Training, 1967-1968. Served as Business Representative again in 1969. Have twice represented Local Union 1245 as delegate to Council on Religion and International Affairs Conference; attended Inter-Union Gas Conference, 1973; represented Local 1245 in LAMPAC Conferences. Labor Representative to the Shasta County Community Action Agency, 1977; delegate to the Five Counties Central Labor Council and Advisory Councilman, Shasta Division of PG&E. Hired by Local Union 1245 IBEW as Safety and Training Representative, 1980; returned to PG&E, 1981; rehired by Local Union 1245 IBEW as Business Representative, 1983, Lynch Manufacturing, R.E.A. Companies; Nevada State Electrical Association President, 1984-1985.

## RECORDING SECRETARY

### STEVE LEE

Initiated into IBEW Local Union 1245 in May 1975. Member of Unit #2412, San Francisco. Employed as a Troublemaker by PG&E, San Francisco. Served as Shop Steward in San Francisco Division, 1976-1983; Advisory Council, 1979 and 1980; Unit Vice Chairman, #2412, 1978; Unit Chairman since 1979; Unit Executive Committee since 1978; Unit Health and Safety Committee since 1979. Served on the following committees: Local Union Health and Safety Committee, 1978-1983; San Francisco Joint Grievance Committee, 1977-1983; Local Union Safety Inspection Committee, 1977-1982; Ballot Committee, 1977. Other activities on behalf of the Local Union include: Delegate to San Francisco Central Labor Council, 1979-1983; delegate to Golden West Safety Conference, 1980. Attended Local Union Officers Leadership Conference, 1980; Labor and Occupational Health Project Training Course; Institute for Labor and Mental Health Stress Training; Shop Steward Conferences, 1977-1980.

## 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.

## BARBARA SYMONS



Initiated into IBEW Local Union 1245 in June, 1968. Is employed by PG&E in San Rafael as an Operating Clerk-Typist. Is a member of Unit #3712, Santa Rosa. Has served on Advisory Council, Clerical-at-large, 1977-1979. Currently serves as Southern Area Executive Board member, from October, 1979 to June 1983. Served as Recorder, Unit 1501, 1973-1974 and as Unit Chairman, Unit 1501, 1975-1983. A Shop Steward at Cupertino Service Center (San Jose Division), April 1973 to July 1976; Edenvale Service Center (San Jose Division), July 1976 to September 1985; and San Rafael Office (North Bay Division), September 1985 to present. Served on Executive Committee, Local Unit #1501; Safety Chairman Local Unit #1501; Clerical Negotiations Subcommittee, 1979; Ad Hoc Negotiating Committee 1975; Ad Hoc Clerical Hours Negotiating Committee, 1974; Advisory Committee to Advisory Council, May 1979 to May 1980; Grievance Committee (San Jose Division), November 1975 to September 1985; Grievance Committee Chairman (San Jose), July 1979 to September 1985. Other Local Union activities have included: Delegate to Central Labor Council, Santa Clara County, 1979 to 1985; delegate to Women in the Work Force Conference, 1977, 1978, 1980, 1982; delegate to Utility Conference 1980, 1982, and 1984; delegate to Citizens for Adequate Energy, 1980; delegate to Legislative Conference, AFL-CIO, 1980-1985; Secretary to Santa Clara County CLUW, 1980; Member, CLUW: Ninth District Progress Meeting, 1980-1982, 1984, and 1985; AFL-CIO annual Labor Women's Studies, 1981, 1982, 1984, 1985; delegate to the I.O. Convention, 1982; California State Federation of Labor

AFL-CIO Pre-Primary COPE Convention, 1986; Shop Stewards' Training, since 1973; Unit Officers' Training; Workshop on Stress and Mental Health; delegate to Consumers Federation, and delegate to California CLUW Annual Workshop Training.

## TREASURER

### RON FIELD



Initiated into IBEW Local Union 1245 in January, 1977. Employed by PG&E as a Gas Serviceman, Belmont. Treasurer IBEW Local Union 1245 since 1983. Chairman of Unit #1512, 1985-1986. Shop Steward since 1978. Served on the following committees: San Francisco Division Joint Grievance Committee, 1985-1986; Gas Serviceman's Audit Committee, 1984-1985; Gas Serviceman's Subcommittee, 1986.

## LEE HARING

Initiated into IBEW Local Union 1245 in January 1975.

## 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. Served as Shop Steward, San Mateo, 1967-1968; Santa Cruz, 1968-1980. 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.

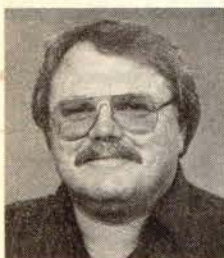
## HERMANN REUTHER

Initiated into IBEW Local Union 1245 in July 1957. Is a member of Unit 2401, San Francisco. Is employed by PG&E as Division Operator, San Francisco. Shop Steward, 1970 to present, in San Francisco electric Department. Has served on the following committees: Substation Committee, 1972, 1975 and 1976; Substation Rate Committee, 1980-1985. Other Local Union activities have included: Advisory Council member, 1983 to present; Shop Steward Training sessions from 1970 to present; Labor-Management School, University of San Francisco. Certificate in Labor-Management Relations.



## CENTRAL AREA — EXECUTIVE BOARD

### RON BLAKEMORE



Initiated into IBEW Local Union 1245 in June, 1967. Member of Unit #2511, 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 2511 in 1984. Presently a Shop Steward, since 1968. Currently serving on the following committees: Joint Grievance Committee, 1981 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, 1980 and 1983; and Unit Safety Committee, 1971, 1973, 1975 and 1979. Other activities on behalf of the Local Union: delegate to Regional Utility Conference, 1984 through 1986; delegate to IBEW Ninth District Progress Meeting, 1984-1985; delegate to California State Federation of Labor AFL-CIO Legislative Conference, 1984-1985; delegate to California State Federation of Labor AFL-CIO Pre-Primary Convention 1984-1986; and delegate to State Federation AFL-CIO Women in the Work Force Conference 1985.

### 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 - Steno 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" McCAULEY



Initiated into IBEW Local Union 1245 in March, 1960. Member of Unit #2311, Oakland, East Bay Division. Employed by PG&E, Oakland, as a Light Crew Foreman. Served as Shop Steward in East Bay Division; Advisory Council member, East Bay Division, 1974-1977; Executive Committee member of East Bay Unit #2311, 1970-1977; and was a member of East Bay Division Joint Grievance Committee. Served on Local Union Ballot Committee, 1972; Local Union PG&E Wage and Contract Committee, 1973; Local Union PG&E Wage Committees, 1974-1975. Attended the Unit Officer Training Conference, 1971, 1974 and 1977; Long Island Fact Finding Meeting, New York, 1973; Clerical Conference, 1974; Inter-Union Gas Conferences, 1975, 1977-1979; and California AFL-CIO Legislative Conferences, 1978-1979; IBEW Utility Conferences, IBEW Progress Meetings; seminars and conferences dealing with Health and Safety in the workplace.

OSHA, Cal/OSHA, EEOC and FEPC. Delegate to the Administrative Law Judge Conference, 1979; delegate to 1982 IBEW International Convention, Los Angeles. As a Business Representative was assigned to East Bay Division, Fremont Gas Meter Shop, Material Control Emeryville, CATV and X-Ray Engineering. Served as member and spokesperson of the following: Local Union Tele-Vue Systems Negotiating Committee, 1978; Local Union Bay Cablevision Negotiating Committee, 1978; Local Union Concord TV Cable Negotiating Committee, 1978; PG&E Gas Meter Shop Re-rate Committee, 1979; Local Union X-Ray Engineering Negotiating Committee, 1979; PG&E Gas Department Negotiating Committee, 1980; East Bay Division Joint Grievance Committee; Materials Distribution Joint Grievance Committee; Gas Meter Shop Labor-Management meetings; member and Co-spokesperson 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 County Central Labor Council. Organized and presented the East Bay Shop Stewards program. Completed Labor Communications, COLA, 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" STETLER

Initiated into IBEW Local Union 1245 in May, 1962. Is a member of Unit #2515, 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 INESS

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 Union 3211, 1974-1979. Currently serves as Shop Steward, Red Bluff. Has served on the following committees: Election Committee, 1977 and 1980; Ballot Committees, 1976-1982; 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 STRAUSBURG

Initiated into IBEW Local Union 1245 in July 1975.

## KATHY F. TINDALL



Initiated into IBEW Local Union 1245 in August, 1973. Is a member of Unit 3311, Reno. Is employed by Sierra Pacific Power Company as a Warehouseman in Reno, Nevada. Currently serves as Northern Area Executive Board member for Local Union 1245. Served as Local Union Recording Secretary 1977-1983; Executive Board Member, 1976-1977. Served as alternate Advisory Council member, Sierra Pacific Power Company in 1976. Was chairman of Unit 3311 Christmas Party Committee, 1979. Was a Shop Steward at Sierra Pacific Power company. Past member of the Local Union Communications Committee; past Secretary of the Local Union Administrative Committee and is currently a member of the Local Union Political Education Committee of the Executive Board. Served on the 1974 Sierra Pacific Power Company Ballot Committee and was a member of the Sierra Pacific Negotiating Committee 1975-1976. Is Secretary and a member of the Local Union Advisory Council. Delegate to the IBEW Regional Utility Conference 1980, 1981, 1982, and 1984; and delegate to California Federation Women in Work Force Conference 1981; delegate to California State Legislative Conference in 1977; delegate to the Ninth District Progress Meeting in 1977, 1980, 1983, 1984; delegate to Women in the Work Force Conference in 1977, 1978, 1980, 1983, 1984; attended the Local Union Leadership Conferences in 1977 and 1980; Served on the 1978 Planning Committee for Women in the Economy Conference; was a delegate to the IBEW International Convention 1978 and 1982; delegate to Nevada State AFL-CIO Convention 1977 through 1982, 1984, and 1985; served as Chairman of the Union Label Committee of Nevada AFL-CIO Convention in 1978 and 1979; served as Chairman of COPE Committee of Nevada State AFL-CIO Convention 1980, 1981, 1982, 1984, and 1985; delegate to California Electrical Association 1981; delegate to COPE Convention 1979 California AFL-CIO; 1982 COPE Committee Chairman of Nevada AFL-CIO 1981 COPE Candidate Endorsement Convention; delegate to IBEW 1980 Regional COPE Conference; delegate to the Western Regional Labor Summer Institute for Union Women, 1984; Coalition of Labor Union Women Conference delegate, 1/85-10/85; attended and received a Certificate of Merit from the Rocky Mountain Labor School 1985; Northern Nevada Central Labor Council coordinator for the 1985 Fourth Annual Nevada State AFL-CIO Occupational Safety & Health Conference; 1983-present appointed to be National Executive Board member of the Coalition of Labor Union Women representing Nevada as State Vice-President; Labor appointed member to represent Labor on the Reno Commission for the Status of Women, 1980 to present; Instructor for October, 1985 Labor Workshop at the Truckee Meadows Community College Conference on Women, Work and Wages — The Issue of the 80's, promoting economic equality for women. Is a delegate to the Northern Nevada Central Labor Council and is a member of that body's Committee of Political Education, and Trustee for the Northern Nevada Central Labor Council in February, 1983 and February, 1985 for a two-year term.

## SOUTHERN AREA — EXECUTIVE BOARD

### MICHAEL DAVIS



Initiated into IBEW Local Union 1245 in June, 1967. Is a member of Unit 1501, San Jose. Is employed by PG&E as a System Operator #1, Edenville. Has served on the Unit Health & Safety Committee, 1975-1977. Currently serves as Shop Steward. Has served on the following committees: Local Union Lineman Testing Committee, 1977-1980. Other

See Next Page



# CANDIDATE LIST-

## Southern Area Executive Board Continued . . .

Local Union activities have included: Santa Clara County Central Labor Council, 1977; Ninth District IBEW Convention, 1979, 1983-1985; Ninth District Utility Conference 1984-1985; attended University of California Labor Studies Program, 1980; attended San Jose City College Labor Studies Program, 1976; Business Representative, IBEW Local 1245, 1977-1980.

### DAN MITCHELL



Initiated into IBEW Local Union 1245 in June, 1975. Member of Unit #1220, Diablo Canyon. Employed as an Electrician for PG&E, San Luis Obispo. Temporary assignment as Local Union 1245 Business Representative, North San Joaquin Division, September through December, 1983. Served as Advisory Council member for Coast Valleys Division, 1981-1983. Unit Recorder for Unit #1220, 1980-1983. Shop Steward for Coast Valleys Division, 1977-1983; San Joaquin Division, 1983-1984, and Coast Valleys Division, 1984-Present. Served on Safety Inspection Committee, Coast Valleys, 1977-1978. Activities on behalf of Local Union: Shop Steward Certificate Training program, 1980; Leadership Conference, 1980; "Principles of Instruction for Union Trainers" course, Center for Labor Research and Education, University of California, Berkeley, 1983.

### BILLY A. WEILAGE

Initiated into IBEW Local Union 1245 in August 1980.

## MEMBER-AT-LARGE — EXECUTIVE BOARD

### RANDY L. ABBOTT

Initiated into IBEW Local Union 1245 in December 1977.

### LYMAN E. MORRISON

Initiated into IBEW Local Union 1245 in April 1955.

## CANDIDATES FOR THE ADVISORY COUNCIL

### SAN JOAQUIN DIVISION

### LARRY BADORINE

Initiated into IBEW Local Union 1245 in November, 1970. Employed by PG&E as a Lineman, Merced. A member of Unit #1123, Merced. A Shop Steward since 1982. Currently serves on the Executive Committee of Unit #1123.

### 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

Initiated into IBEW Local Union 1245 in April, 1978. Employed as an Electrician by PG&E, Diablo Canyon. Member of Unit #1220, Avila Beach, and holds office of Recorder. Shop Steward since 1981. Served on the following committees: Diablo Canyon Negotiating, 1984; Diablo Canyon Swing Shift Maintenance, 1985; Diablo Canyon Labor-Management, 1983-1986. Has attended Shop Stewards conferences and Unit Officers' training sessions.

### "JYPSY" JOE JOHNSON

Initiated into IBEW Local Union 1245 in January 1971. Member of Unit #1217, Paso Robles. Is employed by PG&E as a Lineman in Paso Robles. Currently a Shop Steward. Has attended Shop Steward Training Sessions.

### KENNETH J. TURNER

Initiated into IBEW Local Union 1245 in July 1970.

### STEVE WORDEN



Initiated into IBEW Local Union 1245 in January, 1979. Member of Unit #1221, Solvang. Employed as a Lineman by PG&E, Santa Ynez Service Center. Unit Recorder, Solvang Unit #1221 since 1985; Santa Maria Recorder, Unit #1216, 1984. Shop Steward, Solvang, since 1983. Served on Local 1245 Safety Inspection Committee, 1985. Attended Shop Stewards Conferences in San Luis and King City, and Unit Officers Training Conference, 1984.

## 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 Operator, 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, PLO.

## SAN JOSE DIVISION AND CITY OF SANTA CLARA

### DANIEL K. MELANEPHY

Initiated into IBEW Local Union 1245 in December, 1970. Employed by PG&E as a Gas Serviceman, De Anza. Member of Unit #1511, San Jose. Presently Unit Recorder, since 1978, and Shop Steward, De Anza, since 1976. Served on the Advisory Council, 1978; Ballot Committee, 1983; Joint Grievance Committee, 1985; Chairman, Labor-Management Committee, 1986; Santa Clara County Central Labor Council; temporary Business Representative, San Joaquin.

## ALAMEDA/CONTRA COSTA TRANSIT & EAST BAY MUNICIPAL

### STANLEY L. ADAMS

Initiated into IBEW Local Union 1245 in June, 1981. Is a member of Unit #2901 in Oakland. Is employed by the City of Oakland as an Electrician. Presently an Advisory Council member for Alameda/C.C. Transit and East Bay Municipalities. Served on the Safety Review Committee, Unit #2901, 1985.

## EAST BAY DIVISION & MATERIAL CONTROL

### JOHN W. OVERY



Initiated into IBEW Local Union 1245 in January, 1973. Member of Unit #2317, Antioch. Employed by PG&E as a Traveling Certified Welder, Contra Costa Power Plant. Shop Steward since 1979. Has served on Machinists, Mechanics, Riggers and Welders Committee since 1982, Steam Labor-Management Committee and IBEW Safety Audits Team. Attended Shop Steward Conferences.

### MICHAEL L. PHILLIPS

Initiated into IBEW Local Union 1245 in July, 1972. Member of Unit #2316, Walnut Creek. Employed by PG&E, Concord, as a Lineman. Recorder for Unit #2316 since 1983. Shop Steward since 1979. Currently serves as a member of the East Bay Joint Grievance Committee and member of the Contra Costa County Central Labor Council.

### PAULA LEWIS RAMSEY

Initiated into IBEW Local Union 1245 in November, 1978. Member of Unit #2311, Oakland. Employed by PG&E as a Helper in the Gas Dept., Oakport. Presently holds the following offices: East Bay and Material Control Advisory Councilman since 1985; Unit #2311 Recorder since 1983; Shop Steward since 1985. Member of Unit Health and Safety Committee. Delegate to the Women in Work Force Conference, 1983; delegate to Summer Institute for Labor Union Women, 1985; and attended Shop Steward Training Conferences, 1985-86.

### 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, 1980.

## 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

Initiated into IBEW Local Union 1245 in January, 1971. Member of Unit #2514, Tracy. Employed by PG&E as a Lineman in Tracy. Serves on Advisory Council, Stockton Division and City of Lodi. Currently Unit Recorder, Unit #2514, Tracy. A Shop Steward since 1983. Served on Stockton Division, Delta District, Joint Safety Committee, 1984-1985.

## BOBBIE G. NIMMO

Initiated into IBEW Local Union 1245 in July, 1981.

## PACIFIC GAS TRANSMISSION COMPANY

## FRANK R. LOCATI



Initiated into IBEW Local Union 1245 in May, 1962. Member of Unit #3023, Walla Walla, WA. Employed by PGT as a Mechanic. Shop Steward since 1962. Advisory Council member, 1971-1974, 1978-Present. A PGT Ballot Committee member since 1977; Unit Recorder, #3023, 1962-1965; PGT/Union Negotiating Committee since 1966; PGT/Union Grievance Committee Chairman since 1971. Attended Shop Stewards Conference, 1979.

## HUMBOLDT DIVISION

## CLARK E. FLEMING



Initiated into IBEW Local Union 1245 in April, 1955. Chairman of Unit #3113, Willow Creek. Employed by PG&E as a Troublemaker, 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.

## JIMMY S. RUSSELL

Initiated into IBEW Local Union 1245 in December, 1961.

## SHASTA DIVISION

## LEONARD LIOTTA

Initiated into IBEW Local Union 1245 in August, 1980. Member of Unit #3213, Burney. Employed by PG&E as a Roving Operator at Pit #5 Powerhouse. Shop Steward since 1984. Has served on the Roving Operator Interim Negotiating Committee and Substation Re-rate Negotiating Committee since 1984. Attended Shop Steward Conferences since 1984.

## WILL RODRIGUEZ

Initiated into IBEW Local Union 1245 in April, 1970. Employed by PG&E as an Electrician at Burney, Shasta Division. Member of Unit #3213, Burney. Served on Advisory Council, Shasta Division, 1980-1985. Chairman of Unit #3213, 1977-1983. Shop Steward, Burney, 1974-1985. Served on the following committees: Medical Negotiations, 1978; Joint Grievance, Shasta Division, 1977-1981. Has attended Shop Steward Conference, 1979.

## RUSSELL SHELTON



Initiated into IBEW Local Union 1245 in December, 1978. Member of Unit #3212, Redding. Employed as a Lineman by PG&E at Redding, Shasta Division. Shop Steward since 1979.

## JOHN TRUNNELL

Initiated into IBEW Local Union 1245 in June, 1965. Member of Unit #3212, Redding. Employed as a Lineman for City of Redding. Serving on Advisory Council, Shasta Division, since August, 1985. Recorder, Unit #3212, since 1983; Recorder, San Francisco, 1968-1969; Recorder, Santa Rosa, 1973-1974; Unit Chairman, Santa Rosa, 1974-1977; Recorder, Ukiah, 1977-1979. Shop Steward, Redding, since 1984; Shop Steward, Santa Rosa, 1970-1975 and in Willits from 1975-1977. Activities on Union's behalf include Konocti Unit Officers Conference, 1968, and Oakland Unit Officers Conference, 1974.

## SIERRA PACIFIC POWER COMPANY

## MIKE GRIMM

Initiated into IBEW Local Union 1245 in August, 1979. A member of Unit #3301, Reno. Employed by Sierra Pacific Power as a Lineman. A Shop Steward, March 1984 to present. Has attended Shop Stewards' Training sessions.

## JAY KILLGORE

Initiated into IBEW Local Union 1245 in July, 1963. Member of Unit #3311, Reno, NV. Employed as Meterman by Sierra Pacific Power, Reno. Member of Advisory Council since 1974. Unit Recorder, #3311, 1966-1968, 1970-present. A Shop Steward for Gas Service Center, 1966-1980. Currently serves as Shop Steward, Electric Meter Shop, since 1980. Member of 1971 General Negotiations Committee and interim negotiations. Other activities on Union's behalf included: member of Northern Nevada CLC; Nevada State AFL-CIO Convention; Inter-Union Gas Conference, San Francisco and San Diego; and Shop Steward Conferences.

## DE SABLE 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 Troublemaker, 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, 1958-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

Initiated into IBEW Local Union 1245 in August, 1966. Member of Unit #3613, Oroville. Employed by PG&E as a Fieldman, Oroville. Chairman of Unit #3613 since 1982. Shop Steward since 1967.

## DONALD SILVA

Initiated into IBEW Local Union 1245 in January, 1972.

See Next Page



# CANDIDATE LIST-

## SACRAMENTO DIVISION

### DARRYL NORRIS

Initiated into IBEW Local Union 1245 in August, 1970. Member of Unit #3811, Sacramento. Employed by PG&E, Sacramento, as a Serviceman. Chairman of Unit #3811 since 1982. A Shop Steward since 1979. Serves on the Sacramento Division Joint Grievance Committee, since 1984.

## SACRAMENTO MUNICIPAL UTILITY DISTRICT

### GLENN HURDLE

Initiated into IBEW Local Union 1245 in July, 1972.

### BRIAN A. KNOX

Initiated into IBEW Local Union 1245 in January, 1980. Member of Unit #3913, Rancho Seco. Employed by S.M.U.D. as an Electrician, Rancho Seco. Unit Chairman since 1984. Shop Steward since 1982; Chief Steward since 1984. Member of IBEW Negotiating Committee, 1984; member Unit Safety Committee and Joint Safety Committee. Attended Shop Steward Training Seminars and Unit Officers Training.

### 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

Initiated into IBEW Local Union 1245 in August, 1973. Member of Unit #2514, Tracy. Employed by U.S.B.R. as a Lineman, Elvert. Presently Advisory Councilman, U.S.B.R. Region 2, since 1984. Served as Recorder and Executive Committee member for Unit #2514, 1977-1983; Local Union 1245 Election Committee, 1983.

## 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



Initiated into IBEW Local Union 1245 in December, 1979. Employed by PG&E as a Customer Service Representative in Concord. Is a member of Unit #2316 in Concord. Shop Steward since May, 1985. Served as a delegate at the Fourth Annual Western Regional Summer Institute for Union Women, July 1985; and California Labor Federation Women in the Work Force Conference, October 1985. Has attended Shop Steward Training sessions.

### 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

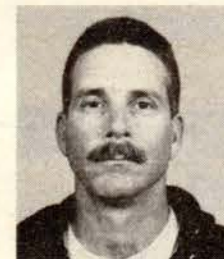
### HARRY B. BECKWITH

Initiated into IBEW Local Union 1245 in April, 1972.

### MARVIN S. PARKER

Initiated into IBEW Local Union 1245 in January, 1970.

### JIM TRAVIS



Initiated into IBEW Local Union 1245 in January, 1981. Member of Unit #3212, Redding. Employed by Asplundh Tree Expert Company, Shasta Division at Anderson Headquarters. Shop Steward since 1985. Attended Shop Steward Conference, Chico, 1985.

## SAN FRANCISCO - V.P. & COMPTROLLER'S OFFICE

### GWEN WYNN



Initiated into IBEW Local Union 1245 in April, 1974. Member of Unit #2401, San Francisco. Employed by PG&E as an Accounting Clerk, San Francisco. Served as Chairperson, Unit #2401, 1983. Shop Steward, San Francisco General Office, since 1980. Served on Comptrollers Department Labor-Management Committee, 1980; Job Evaluation Committee. Attended Shop Steward Conferences, San Francisco General Office Clerical, East Bay and San Francisco Divisions, 1982. Delegate to Western Regional Institute for Union Women, since 1982.

## IRRIGATION DISTRICTS

### E. DUANE BARTLOW



Initiated into IBEW Local Union 1245 in October, 1968. Member of Unit #1122, Merced. Employed by Merced Irrigation, Lake McClure/McSwain, as a Park Ranger. Served on Advisory Council; Irrigation Districts, since 1971. A Shop Steward in M.I.D., 1970-1979. Has served as Recorder, Unit #1122. Served on the Unit Safety Committee and Unit Negotiating Committee, Parks Dept. MOU. Attended Shop Steward Conferences and Unit Officers Training Conferences.



Irrigation Districts continued . . .

## **RONALD L. SIMPSON**

Initiated into IBEW Local Union 1245 in August, 1978.

## **CATV — OPERATING COMPANIES**

## **TERRY LINEBARGER**

Initiated into IBEW Local Union 1245 in July, 1947.

## **KENNY M. MURRAY**

Initiated into IBEW Local Union 1245 in July, 1979.

## **NORTH BAY DIVISION**

## **L. B. WOOD**

Initiated into IBEW Local Union 1245 in September, 1971. Member of Unit #3711, San Rafael. Employed by PG&E, San Rafael, as a Lineman. Currently serves on Advisory Council, North Bay, and holds office of Chairman of Unit #3711. Served as Vice Chairman, Unit #3711, 1977-1980, and Shop Steward in Vallejo, 1977-1983. Currently a Shop Steward in San Rafael, since 1983. Served on the following committees: Positive Discipline, 1984-1986; North Bay Labor-Management, 1983-1986; Marin Labor-Management, 1986, Union Safety, 1977-1978, and 1981-1983; Ballot Committee, 1983. Other activities on behalf of the Local include Shop Steward Training, Leadership Training in 1983, and Delegate to Sonoma, Mendocino, Lake County Central Labor Council.

## **SACRAMENTO REGIONAL TRANSIT**

## **DAVID SKOG**

Initiated into IBEW Local Union 1245 in November, 1973.

## **MANUFACTURING**

## **ANNE SPENCER**

Initiated into IBEW in January, 1964. Previous member Local 401 and 2247. Initiated into Local 1245 in 1980. Member of Unit #3316, Reno, NV. Employed by Lynch Communications, Reno, Nevada. Chairman of Unit #3316, 1978; Unit Chairman Local 401, 1964; Past President and Business Representative IBEW Local 2247, 1972; Past Secretary-Treasurer-Executive Board member Local 2247, 1966-1972. Shop Steward since 1976. Advisory Council Member since 1982. Delegate to National Manufacturing Conference, 1982. Attended Officer Training Conference IBEW Local 1245; Shop Steward Training 1976-1986; delegate to 9th District Manufacturing Conference; delegate to AFL-CIO Convention Local 2247 and Local 1245; member Northern Nevada Central Labor Council; Negotiating Committee member.

## **GOVERNMENT COORDINATING COUNCIL**

## **RICHARD M. HAFNER**

Initiated into IBEW Local Union 1245 in June, 1969. Member of Unit #3212, Redding. Employed by Local 1245 as a Business Representative. Local Union offices held: Chairman, Unit #3212, Redding, 1969-1977; Shop Steward, Redding, 1969-1977.

## **OUTSIDE CONSTRUC- CONSTRUCTION**

## **BILL BRANSON**

Initiated into IBEW Local Union 1245 in August, 1968. Member of Unit #4911, Sacramento. Employed as a Journeyman Lineman, Outside Line Construction. Currently serves on Advisory Council, Outside Line. Has served as Unit Vice Chairman and Chairman, Unit #4911, 1983. Shop Steward on Outside Line jobs, 1967-1973. Served on Outside line Negotiating Committee, 1972.

## **CITIZENS UTILITIES**

## **JOHN A. BECK**

Initiated into IBEW Local Union 1245 in May, 1981.

## **DAVID P. MASON**

Initiated into IBEW Local Union 1245 in September, 1979.

## **AUTHUR M. SALDANA**

Initiated into IBEW Local Union 1245 in December, 1979. Member of Unit #4016, Redding. Employed by Citizens Utilities, Redding, as a Service Technician. Shop Steward of 2 years with Citizens Utilities, Redding. Member of Citizens Utilities Union and Management Relations Committee.

## **THOR O. SKOGAN**

Initiated into IBEW Local Union 1245 in September, 1979.

## **INTERNATIONAL CONVENTION DELEGATE CANDIDATES**

Candidates for International Convention delegates who are also Union Office candidates are listed in this section by names, but their resumes and photographs are not repeated. Please refer to the Union Office Section for that information.

## **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**

Initiated into IBEW Local Union 1245 in June, 1980. Member of Unit #1501, San Jose. Employed as an Operating Clerk for PG&E, San Jose. Local Unit offices held: Co-Chairman 1981-1985; Secretary, 1985-present. Served as a Shop Steward, San Jose, 1981; Chairman for Unit #1501, Pickle Family Circus, 1985. Other Local Union activities include: Shop Steward Conferences, 1981-1986; AFL-CIO Labor Women Studies, August 1983; Clerical Conference, January 1984; Grievance handling, San Jose City College.

## **LOUIS ANZALDO**

Initiated into IBEW Local Union 1245 in July, 1969.

## **JOE AQUILIO**



Initiated into IBEW Local Union 1245 in February, 1974. A member of Unit #4014, Elk Grove. Employed by Citizens Utility as a Cable Splicer. Held Local Unit office of Vice Chairman, Unit #4014, 1980-1983. A Shop Steward since 1978; Chief District Steward since 1983. Presently the Chairman of the Local Union Health and Safety Committee, and a committee member since 1978; Negotiating Committee, 1983; Interim Negotiating Committee 1983-1986; Testing and Training Committee, 1983-1986. Other Local Union activities include: Labor Occupational Health Program Training, 1978; delegate to National Safety Council Conference, 1980; delegate to IBEW Telephone Conference, 1985; delegate to Contra Costa Safety Council Conference, 1985.

## **GINO J. ARAMINI**

Initiated into IBEW Local Union 1245 in March, 1974. Member of Unit #3311, Reno. Employed by Sierra Pacific Power, Reno, as a Control Foreman. Shop Steward since 1976. Has served on the following committees: Union Negotiations, 1980-1982 and 1986; Local Union 1245 Health and Safety Committee, 1983-1986; Unit #3311 Ballot Committee, 1978-1979. Delegate to Nevada State IBEW Convention, 1980. Attended the Contra Costa/Alameda Safety and Health Conference, 1985, and Shop Steward Conferences, 1981, 1982 and 1985.

## **K. L. BALL, JR.**

Initiated into IBEW Local Union 1245 in December, 1973.

## **MARSHAL BARKER**

See also Northern Area Executive Board for resume.

## **ALANNA BARON**



Initiated into IBEW Local Union 1245 in July, 1969. Member

See Next Page



# CANDIDATE LIST-

## International Convention Delegate Candidates Continued . . .

of Unit #3713 in Cobb. Employed as a Routine Plant Clerk by PG&E, East Geysers Power Plant. Served as Treasurer, Unit #3413, and Recorder, Unit #2314. Has served as a Shop Steward since 1971 and attended Shop Steward Conferences. Served on Fire and Safety Committee in 1983. Currently serving at Labor-Management meetings, since 1985. Attended Women in the Work force Convention.

### ERMA 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



Initiated into IBEW Local Union 1245 in December, 1964. Member of Unit #3511, Auburn. Employed as an Equipment Mechanic by PG&E, Auburn. Shop Steward since 1976. Recorder of Unit #3511 since 1982. Has attended Leadership Training conferences, 1982-1985, and Shop Steward Conferences. Was Unit Recorder of G.C. Davis Unit, 1967 and 1968.

### KEN BROWN

Initiated into IBEW Local Union 1245 in July, 1974. A member of Unit #4016, Palo Cedro. Employed by Citizens utilities as a Lineman, Palo Cedro. Presently a Shop Steward.

### 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



Initiated into IBEW Local Union 1245 in November, 1978. Member of Unit #3318, Elko, Nevada. Employed by C.P. National as a Telephone Operator in Elko. Recorder, Unit #3318, since 1978. Shop Steward since 1980. Has served on Unit Ballot Committee, and Local Union Negotiating Committee, 1980-1981, 1983-1986. Attended Shop Stewards Conferences, 1980-1984, and 1986; Labor Leaders Conference in 1980 and 1984; Rocky Mountain Labor School at University of Nevada, 1985. Delegate to Nevada State AFL-CIO Convention, 1982-83 and 1985. Delegate to Nevada OSHA Conference, 1985.

### BOB CHOATE



Initiated into IBEW Local Union 1245 in July, 1965. Employed by Local 1245 as a Business Representative, serving members in East Bay Division of PG&E, Pipe Line Operations, Unitech Testing Laboratory, Davey Tree and City of Berkeley. Member of the following committees: East Bay Joint Grievance, Gas Meter Shop Labor-Management, Pipe Line Operations Labor-Management, Pipe Line Joint Grievance, City of Berkeley Public Services, Chairman of Bargaining Committee for City of Berkeley and City of Oakland. Served on the following: PG&E General Negotiating Committee, 1983-1985; PG&E On-Call Committee, 1981; PG&E Review Committee, 1981-1984. Delegate to the following: Nevada State AFL-CIO Convention, 1984; Nevada State AFL-CIO Leadership Conference, 1985; California Legislative Conference, 1985; Public Employees Retirement Committee, 1985; Nevada State AFL-CIO COPE Convention, 1986. Representative to the Cal/OSHA Regulations Committee (AB 1111), 1985; Advisor for CPUC G.O. 95 & 128 Committee; Representative of "Shift Pilot Program" for Pipe Line Operations. Attended University of California for Labor Research and Education, 1984; Labor Law Certificate from University of California Research Center, 1985. East Bay Shop Steward Training Conference Representative; Representative to the Classification and Wage Rate Committee for Pipe Line Operations; delegate to California State Public Sector Conference, 1985.

### 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

Initiated into IBEW Local Union 1245 in November, 1973.

### 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

Initiated into IBEW Local Union 1245 in July, 1964. Employed by PG&E as a Communication Technician, Stockton Division. A Shop Steward, Stockton Division, since 1965. Currently relieving Business Representative for Local 1245, Stockton Division. Local Unit offices held: Vice Chairman, Unit #2511, 1969-1971; Unit Chairman 1971-1974. Executive Board member 1974-1977. Delegate to San Joaquin Calaveras Central Labor Council 1970-1978; an alternate Advisory Council member for Stockton Division, 1968-1969; Shop Steward Training Conference, 1979.

### MICHAEL DAVIS

See also Southern Area Executive Board for resume.

### RONALD DAVIS

Initiated into IBEW Local Union 1245 in August, 1981. Member of Unit #2211, Oakland. Employed as an Electrician by the City of Oakland. Served on the City of Oakland Negotiating Committee, 1984.

### JOHAN WILLY DENNINGER

Initiated into IBEW Local Union 1245 in November, 1983.

### STELLA DOOLEY

Initiated into IBEW Local Union 1245 in July, 1969.

### THOMAS R. DORSHER

See also Vice President for resume.

### PETER R. "PETE" DUTTON



Initiated into IBEW Local Union 1245 in May, 1961. Member of Unit #2518, Modesto. Employed by Local 1245 as a Business Representative since 1967. Shop Steward, East Bay, 1966-1967. Recorder, Unit #2361, 1966; Chairman, Unit #2361, 1966-1967. Spokesman of the following negotiating committees: Concord TV Cable, TeleVue Communications, Oakdale Irrigation District, Turlock I.D., TRI-DAM Project, Merced I.D., Orange Cove I.D., City of Gridley, U. S. Bureau of Reclamation, Bella Vista Water District, PG&E Grievance (East Bay and Stockton Divisions). Member of PGE Steam Negotiating Committee. Delegate to the following Central Labor Councils: Alameda, Contra Costa, Merced/Mariposa, San Joaquin/Calaveras, Stanislaus/Tuolumne and Sacramento/Yolo Counties. Central Labor Council Trustee for: Stanislaus/



## International Convention Delegate Candidates Continued . . .

Tuolumne and Sacramento/Yolo Counties. Central Labor Council Executive Board Member for Stanislaus/Tuolumne, Merced/Mariposa and Contra Costa Counties. Stanislaus/Tuolumne Central Labor Council President. Delegate to the following: California State Federation of Labor Convention; IBEW Utility Workers conference, Denver, Colorado; State Electrical Workers Conference; IBEW Gas Workers Conference. Attended the following Union sponsored educational programs and seminars: Communications, Labor Law, Contract Costing, Leadership, Grievance Handling and Arbitration, Negotiating Skills and Techniques, Unemployment Insurance Benefits. Attended the Hurley School of Labor/Management, U.C. Berkeley. Instructor for Local 1245 Clerical Conference, 1983.

## ELISTEEN FELS

Initiated into IBEW Local Union 1245 in April, 1976.

## RON FIELD

See also Treasurer for resume.

## RONALD G. FITZSIMMONS



Initiated into IBEW Local Union 1245 in August, 1969. Member of Unit #2412, San Francisco. Was employed by IBEW Local 1245 as the Health, Safety and Training Business Representative in Walnut Creek. Currently employed by IBEW Local 1245 as Assistant Business Manager. Served as Local Union President 1978-1981; Chairman of the Executive Board 1978-1981; Local Union Vice President, 1977-1978. Was the Chairman of Unit #2412, San Francisco, and has served on the Executive Committee from 1971 to 1981. Previously a Shop Steward in San Francisco, 1971-1981. Spokesperson for the following committees: Communication Technician, Instrument Technician, Electrical Technician; Station Welder G.C., Gas Welder G.C., Underground Lineman, G.C. Apprentice Lineman, G.C. Station Mechanic, G.C. Painters; Water Department, Pipe Line Operations; Machinist, Mechanic, Welder, Rigger Apprenticeship Committees; Fieldman Training Program; Radiation and Process Monitors; Switching; Local Union 1245 and PG&E Joint Apprenticeship; City of Santa Clara and Local Union 1245 Joint Apprenticeship; GC Gas Technicians; Gas Serviceman; Gas Serviceman sub-committee; Accounts Receivable Production Standards; Underground Installer; CP National Training Development; Construction Representative Bargaining, Geysers Commute; Control Technicians; Gas Meter Shop; PG&E and SMUD Drug Policy Negotiating; Material Training; GC Hydro Mechanics; PLO Terminal Operator; San Francisco PCB Transformer Removal, and PLO Compressor Operators. Served on the following committees: California Nevada Joint Apprenticeship; Safety, State Association of Electrical Workers; Chairman, Local Union 1245 Safety; National Safety Council Health Committee; Northern California Occupational Health Center (State); LOHP; HESIS Advisory; University of California Statewide Advisory; Outside Construction Safety; Accident Investigation; Hinckles-McCoy Organizing; G.O. 95 Standards; Cal/OSHA Advisory Committees, High Voltage, Low Voltage, and Guarding Rollover Protection. Other Local Union activities have included: A. Local 1245 Representative on the following Cal/OSHA Advisory Committees: 1) Review all Cal/OSHA Regulations adopted before 1980 (AB 1111); 2) Telecommunications; 3) Confined Spaces; 4) Environmental Cabs; 5) General Advisory. B. Involved in the following Cal/OSHA Advisory Committees: 1) PCB's; 2) MSDS's; 3) Airborne Contaminants; 4) Attend monthly meetings on California State Standards Board, for the adoption of all new standards. C. Federal OSHA: 1) Noise Standards; 2) Voluntary Compliance Standards. D. Environmental Protection Agency Regulations and Standards. E. Directs Local Union 1245 Industrial Hygienist in Safety Department.

partment. Petitioned for the following Cal/OSHA standards: Indoor air pollution, whole body vibration and segmental, reproductive hazards, fibrous glass, isocyanates carcinogens, cold stress, and high voltage safety orders for portable electric generators protection. Developed Lifeline Safety Manual; developed Outside Construction Safety Manual; held Outside Construction Safety Conference; developed legislation for portable electric generators (AB 3222); Union spokesperson on all Cal/OSHA Employer Appeal Citations; National Safety Council member, 1983-1985; BNA Industrial Relations Bargaining Seminar, 1984-1986; Inter-Union Gas Conference, 1983; Drug and Alcohol Abuse Seminar, 1985-1986; Local Union Softball Coordinator, 1983-1986; Clerical Conference facilitator; delegate to IBEW International Convention, attended 1982; Local 1245 Leadership Conference, 1980; Meter Reader Conference Committee; 17th Annual Contra Costa Alameda Safety and Health Conference; California State Electrical Workers Association meetings, 1982-1986; IBEW Utility Conference, 1986; AFL-CIO Conference on Occupational Safety and Health, 1984; National Safety Council, Labor Division, 1982-1986; attended 1974 Leadership Conference; delegate to San Francisco Central Labor Council, 1976-1979; delegate to Alameda Central Labor Council since 1979; delegate and Co-Chairman of Local Union 1245's delegation to the 1978 IBEW International Convention; IBEW Utility Conference, 1977-1980; IBEW Ninth District Progress Meeting, 1977-1979 and 1981; Inter-Union Gas Conference, 1978; California State Federation of Labor AFL-CIO Convention, 1978; California State Electrical Association, 1977-1980; Labor Management Public Affairs Committee (LAMPAC), 1978-1980; Joint Executive Conference of No. California Electrical Workers, 1977-1980; California State Federation of Labor Legislative Conference, 1978-1979; International Foundation of Employee Benefit Plans for new Trustees, Advanced Trustees and Administrators Educational Program, 1980; Shop Stewards' Conferences since 1971; IBEW Leadership Training, 1977; University of California Certificate of Completion from Center for Labor Research and Education; Institute of Industrial Relations for Psychology of Leadership, 1978; Labor Law Certificate from University of California Labor Research Center, 1978; California State Federation of Labor AFL-CIO Pre-Primary Convention, 1980; Ad Hoc Committee for Cable Subforeman and Cable Splicer, 1974-1975; PG&E Wage Negotiations Committee, 1976; PG&E General Negotiating Committee, 1977; member of the San Francisco Division Joint Grievance Committee, 1972-1978; Chairman of the Advisory Council, 1978; member of Local Union Wage and Benefit Committee, 1978; member of Local Union Ways and Means Committee, 1977-1978; member of Local Union Political Education Committee and Chairman, 1977-1978; Ex Officio member of Local Union Ways and Means, Political Education Committee and Safety Committee, 1978; member of the International Foundation of Employee Benefit Plans, 1979; Trustee to Local Union Pension Plan, 1979; member and Chairman of the Lines of Progression Negotiating Committee, 1977; member of the Board of Directors of IBEW Local Union 1245 Energy Workers Center, Inc., 1977-78 and its President, 1978; member of PG&E Health and Safety Committee since 1978; member of the PG&E Joint Labor Management Committee since 1978; Ballot Committee, 1977-1980.

## CLARK E. FLEMING

See also Humboldt Advisory Council for resume.

## DOROTHY F. FORTIER



Initiated into IBEW Local Union 1245 in May, 1975. Member of Unit #2401, San Francisco. Employed by IBEW Local 1245 as a Business Representative, serving General Office Physical and Clerical members in San Francisco. Has served on the following committees: Receivables Accounting Productivity Enhancement Committee, 1983-1984; Receivables Accounting Production Standards Negotiating Committee, 1983-1985; Receivables Accounting Job Rotation Committee, 1985-1986; Engineering Services Department Interim Negotiating Committee, Reprographics Section, 1981-1984; Computer Operations Dept. Interim Negotiating Committee, Production Services Section, 1981-1982; Computer Operations Dept. Interim Negotiating Committee, Data Recording Section, 1981-1982; Customer Services Dept. Interim Negotiating Committee, Sr. Service Representative Training Program, 1982; Spokesperson-City of Healdsburg Negotiat-

ing Committee, 1980; Union Representative, General Office to Joint Grievance Committee, 1980 to present; Union Representative, San Francisco Division Joint Grievance Committee, 1980-1985; Union Representative, Computer Operations Dept. Labor-Management Committee, 1980 to present; Union Representative, North Bay Division Joint Grievance Committee, 1979-1980. Other Local Union activities have included: Delegate, International Convention, 1978 and 1982; Delegate, Coalition of Labor Union Women Convention, 1982 and 1984; Delegate, Women in Work Force Conference, 1979-1985; Workshop Co-Leader on Collective Bargaining at 1980 Women in the Work Force Conference; Workshop Co-leader on Bargaining Through Impasse at 1981 Women in the Work Force Conference; Child Care Panel Discussion Leader at 1985 Women in the Work Force Conference; Delegate, Labor Occupational Health Program Conference, September, 1981; Delegate, A. Philip Randolph Institute Recognition Dinner, April, 1981; Delegate, A. Philip Randolph Institute State Conference, 1985-1986; Delegate, A. Philip Randolph Institute National Conference, 1985; Delegate, Western Regional Summer Institute for Union Women, 1982-1985; Workshop Instructor, Basic Grievance Handling at Western Regional Summer Institute for Union Women, 1984-1985; member, Western Regional Summer Institute for Union Women, Planning Committee, 1984; Delegate, Unemployment and Disability Insurance Seminar, 1979 and 1984; Delegate, Grievance Handling and Arbitration Seminar sponsored by U.C. at Berkeley, 1985; Delegate, Labor Law Seminar sponsored by U.C., Berkeley, 1984; Delegate, IBEW Utility Conference, 1983; Delegate, IBEW Clerical Conference Planning Committee, 1983; Instructor, Grievance Handling Workshop at IBEW Clerical Conference, 1983; Delegate, Time Management Seminar sponsored by U.C., Berkeley, 1982; Delegate, Duty of Fair Representation Conference, 1980; Delegate, Leadership Conference, 1980; Delegate, Energy Conservation Conference, 1980; completed AFL-CIO Community Services Union Counseling Course, 1979; Delegate, Western Labor Press Convention, 1979; Delegate, Cal/OSHA Conference, 1979; Delegate, Alameda County Central Labor Council, 1978 to present; member, Alameda Central Labor Council Executive Board, 1985 to present; member, Union Label Committee, ACCLC, 1979-1980; Delegate, Sonoma County Central Labor Council, 1979-1980, and Executive Board member of SCCLC, 1980; Delegate, Marin County Central Labor Council, 1979-1980; Delegate, Napa/Solano County Central Labor Council, 1979-1980; Delegate, International Labor Press Association Convention, 1977; Secretary of Labor's Conference for Labor Editors, 1978; member, National Coalition of Labor Union Women, 1978 to present; member, Alameda County Chapter of the Coalition of Labor Union Women, 1978 to present; Member, International Labor Press Assoc., 1977-1979; member, Industrial Relations Research Assoc., 1977-1982; member, Contra Costa County Chapter of the A. Philip Randolph Institute, 1982 to present. Participated in Making the Workplace Safe: A Conference for Working Women, jointly sponsored by California Labor Federation and the Center for Labor Research and Education, 1978; Conference on Occupational Health and Safety in the Workplace, sponsored by the California State Dept. of Occupational Health and Safety, 1977. Attended Design Workshop for Union Editors, 1978; Communications Workshop and Collective Bargaining in the Public Sector, 1978. Worked as managing editor of the Utility Reporter, and Shop Stewards Newsletter, 1977-1979; Business Representative, North Bay Division and City of Healdsburg, 1978-1980; Business Representative, serving San Francisco Division Clerical members from August, 1980 to 1985.

## SHARON FREEMAN

Initiated into IBEW Local Union 1245 in August, 1977.

## HAROLD FRIEMARK

Initiated into IBEW Local Union 1245 in April, 1972.

## PAT FRIEND

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

## BOB GIBBS

Initiated into IBEW Local Union 1245 in October, 1966. Employed by Local 1245 as a Business Representative serving Humboldt and North Bay Divisions, PGT, Davey Tree and Group W Cable TV; previously employed by PG&E as a line-man. Served as Recorder, Unit #2314, 1974-1976 and Shop

See Next Page



# CANDIDATE LIST-

## International Convention Delegate Candidates Continued . . .

Steward in Fremont, 1972-1976. Served on East Bay Joint Grievance Committee, 1974-1976; PG&E Ballot Committee, 1975. Other activities on behalf of the Local include Secretary/Treasurer, Humboldt-Del Norte Central Labor Council; presently Secretary/Treasurer, Humboldt-Del Norte Labor Temple Association. Completed workshops in Collective Bargaining, Psychology of Union Leadership, COLAS. Delegate to State Federation Legislative Conferences and Inter-Union Gas Conference.

### 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



Initiated into IBEW Local Union 1245 in April, 1966. Member of Unit #3811, Sacramento. Employed by Local Union 1245 as a Business Representative since 1980. Previously a Shop Steward at Oakport Gas Service Department. Served on the Walk Around Safety Committee, 1978, and Gas Serviceman Committee in 1979. Delegate to the following: Santa Clara Central Labor Council; Alameda Central Labor Council; IBEW Ninth District Progress Meeting; Inter-Union Gas Conference. Attended labor-related courses at U. C. Berkeley.

### 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

Initiated into IBEW Local Union 1245 in July, 1960. Was employed by PG&E in San Jose in 1960. Employed by Local Union 1245 as a Business Representative in 1978, serving members in Stockton Division, San Jose Division, and San Joaquin Division of PG&E, Pacific Tree Expert Company, Davey Tree, PG&E General Construction, Sacramento Regional Transit, City of Roseville, City of Gridley, City of Chico, Town of Paradise, Paradise Irrigation District, Glenn-Colusa ID, Oroville-Wyandotte ID, Richvale ID, Citizens Utilities Company of California, Nevada ID, and the United States Bureau of Reclamation. As a Business Representative, was responsible for organizing the Town of Paradise, and re-organized the Glenn-Colusa Irrigation District and City of Gridley. Negotiating experience with the Local Union includes duties as bargaining spokesman for Sacramento Regional Transit, City of Roseville, City of Gridley, City of Chico, Town of Paradise, Paradise ID, Glenn-Colusa ID, Richvale ID, and Nevada ID. Served as a member of bargaining committees for USBR, Davey Tree, CUCC, PG&E Water Department negotiations. Served as Unit Chairman and Unit Recorder of Unit #3613, Oroville. Served as Shop Steward, and alternate to the Advisory Council, Colgate Division. Attended conferences as a delegate of the Local Union, as follows: Unit Officer Training Conferences at Konocti in 1969, Claremont

in 1971, Concord in 1974, and Oakland in 1977; Wage-Price Control Seminar at U.C., Berkeley, 1978; Northern California Electrical Workers Conference, 1978-1979; Annual State Federation Legislative Conference, 1977-1978. A delegate to Central Labor Councils, including: Stockton CLC, Merced-Mariposa CLC, Fresno-Madera CLC, Sacramento CLC, and Butte-Glenn CLC. A delegate and member, Public Employees Council of Sacramento County; member, Private Industry Council of Yolo-Sutter Counties; member, Private Industry Council Consortium of Placer, El Dorado, Nevada, and Alpine Counties. Educational activities on behalf of the Local Union include courses from U.C., Berkeley: Psychology of Leadership, Collective Bargaining in the Public Sector, Communications, Labor Occupational Health and Safety, Training of Union Trainers, Consumer Price Index, Labor Arbitration, and Collective Bargaining Techniques.

### WILLIAM HALL

Initiated into IBEW Local Union 1245 in February, 1975.

### MICKEY HARRINGTON



Initiated into IBEW Local Union 1245 in March, 1960. Member of Unit #2513, Jackson. Employed by Local Union 1245 as a Business Representative, representing members in the Stockton area since 1978. Served as Representative to the General Construction membership, 1968-1971. Served as Executive Board Member-at-Large, 1968; Local Union Recording Secretary, 1971-1974; Local Unit Executive Committee, 1966-1968; Vice Chairman of Unit, 1971-1974, Chairman, 1974-1976, and Recorder, 1977-1978. Shop Steward in General Construction, 1962-1968 and 1971-1978. Member of the following committees: Local Union Ballot, 1966; Local Union Election Committee, 1966; General Construction Grievance, 1966-1971; G.C. Line of Progression, 1970-1973; G.C. Equipment, 1970-1973; member of Local Union Ways and Means, 1968, Secretary 1970-1972 and Chairman 1972-1974. Served as Secretary of the Local Union Policy and Resolution Committee, 1971-1974; Secretary to the Staff Benefit Committee, 1971-1974. Spokesman for the following negotiating committees: Tri-Dam, 1984; City of Lodi-Utility, 1984; City of Lodi-Maintenance and Operation, 1985; City of Lodi General Services, 1985; South San Joaquin Irrigation District. Delegate to the following: IBEW Convention, 1974, 1978, 1982; San Joaquin/Calaveras Central Labor Council; California Labor Federation Convention, 1968, 1972, 1982, 1984; National AFL-CIO Convention, 1985; Nevada State AFL-CIO Convention, 1972; California State Association of Electrical Workers, 1972, 1978; 9th District Progress Meeting, 1968, 1970, 1980; IBEW Utility Conference, 1973, 1985; Inter-Union Gas Conference, 1974; California State COPE Pre-Primary Convention, 1972, 1982, 1984, 1986; California State Legislative Conference, 1982, 1984, 1986; Public Employees Council of California, 1968, 1972; California Labor Council on Political Education, 1968, 1972. Attended the following: Konocti Leadership Conference, 1969; Leadership Conference, 1971, 1974, 1977, 1980; Morris Hurley Management and Industrial Program. Attended University of California classes on the following: Public-Private Sector Negotiations, Communications, Cost of Living Adjustments, Labor and the Law, Bargaining Techniques, Interest Arbitration, Training of Union Leaders, Psychology of Leadership Workshop.

### BARBARA HARTKE

Initiated into IBEW Local Union 1245 in October, 1978. Member of Unit #1501, San Jose. Employed by PG&E as a Customer Service Rep. Shop Steward, San Jose, since May 1982. Held Local Unit office of Recorder, Unit #1501, 1984. Served on the 1984 General Negotiating Committee and 1985 Benefit Negotiating Committee.

### JOHN P. HENDRY

Initiated into IBEW Local Union 1245 in March, 1981.

### SHIRLEY A. HENRY

See also Central Area Executive Board for resume.

### DARREL T. HEYL

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, 1968. 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 INESS

See also Northern Area Executive Board for resume.

### DONALD F. JACKSON

Initiated into IBEW Local Union 1245 in November, 1971. Member of Unit #2316, Concord. Employed by PG&E as a Cable Splicer in Concord. Shop Steward since 1981. Vice Chairman, Unit #2316, 1978-1980. Member, AD HOC Switching and Clearance Committee, 1979-1980.

### MIKE JOHNSON

Initiated into IBEW Local Union 1245 in November, 1966.

### BRIAN A. KNOX

See also Sacramento Municipal Utility District Advisory Council for resumé.

### KAREN L. LAMB

Initiated into IBEW Local Union 1245 in May, 1978.



**International Convention Delegate  
Candidates Continued . . .**

**CHRISTINE LAY**

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

**STEVE LEE**

See also Recording Secretary for resumé.

**JACQUES LEVESQUE**

Initiated into IBEW Local Union 1245 in August, 1977.

**FRANK R. LOCATI**

See also Pacific Gas Transmission Advisory Council for resumé.

**KEN LUTZOW**

Initiated into IBEW Local Union 1245 in May, 1982. Member of Unit #3317, Winnemucca. Employed by Sierra Pacific as a Welder Mechanic, Valmy, Nevada. Shop Steward since 1983.

**GARY MAI**

Initiated into IBEW Local Union 1245 in April, 1968. Employed by IBEW Local 1245 as a Business Representative assigned to Sacramento Municipal Utility District, Sacramento Regional Transit District and City of Roseville; previously employed by the City of Lodi. Unit Chairman of Unit #2516, City of Lodi, 1982-1985; Shop Steward, City of Lodi, 1970-1985. Served on the following committees: City of Lodi Negotiating Committee, 1973, 1974, 1976, 1978, 1981 and 1984; Local Union Election Committee, 1974, 1977 and 1980. Delegate to the following: Sacramento Central Labor Council; Sacramento Area Public Employees Council; IBEW Ninth District Progress Meeting, 1985; California Federation of Labor, Legislative Conference, 1985. Attended Grievance Arbitration class at University of California, 1985.

**KEVIN T. MARKOE**

Initiated into IBEW Local Union 1245 in March, 1980. Member of Unit #1214, Moss Landing. Employed by PG&E as an Electrician at Moss Landing Power Plant. Recorder, Unit #1214, 1980-1984; Chairman, Unit #1214, since 1984.

**ROBERT MARTIN**



Initiated into IBEW Local Union 1245 in November, 1973. Member of Unit #2317, Antioch. Employed by PG&E as a Control Technician at Pittsburg Power Plant. Shop Steward since 1982. Member of the following committees: East Bay Joint Grievance, 1982-1984; current member Eastern Region Steam Generation Labor Management and Steam Generation Safety. Unit Recorder since 1979. Executive Board Member, Trustee and Delegate for the Contra Costa Central Labor Council.

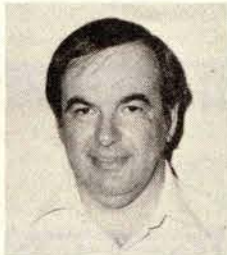
**JIM "MAC" McCAULEY**

See also Central Area Executive Board for resumé.

**ROBERT "MARK" McLEAN**

Initiated into IBEW Local Union 1245 in March, 1984. 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.

**MANNY A. MEDEROS**



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 (Benefits) 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 Benefit updates.

**DANIEL K. MELANEPHY**

See also San Jose - City of Santa Clara Advisory Council for resumé.

**EDWARD L. MILES**

Initiated into IBEW Local Union 1245 in August, 1971.

**DAVID A. MILLS**

Initiated into IBEW Local Union 1245 in December, 1972.

**JIM MITCHELL**

See also Treasurer for resumé.

**LYMAN E. MORRISON**

See also Member-at-Large Executive Board for resumé.

**MAGDALENA MUNOZ**

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

**BUD MURPHY**

Initiated into IBEW Local Union 1245 in July, 1981. Member of Unit #1220, Avila Beach. Employed by PG&E as a Traveling Rigger at Diablo Canyon. Co-Chairman of Unit #1220, 1985-86. Shop Steward, Diablo Canyon, since 1981. Served on the Steam Generation Traveling Crew Committee, 1985, and Diablo Swing Shift Committee, 1986. Attended Shop Steward Conferences, 1982-1983.

**ART MURRAY**



Initiated into IBEW Local Union 1245 in April, 1970. Member of Unit #3812, Vacaville. Employed by IBEW Local 1245 since February, 1985, as a Business Representative serving Bay and Diablo Districts of PG&E and Davey Tree. Vacation relief Representative for Stockton Division, August and September, 1984. Was employed by PG&E as Lineman. Shop Steward, 1970-1985. Served as Chairman of Unit #3812, 1975-1980. Has served on the Sacramento Division Joint Grievance Committee, 1979-1985; Solano District Safety Committee, 3 terms; Solano District Productivity Enhancement Committee, 1983-1985; member of East Bay Division Joint Grievance Committee since February, 1985 and IBEW Local 1245 Lineman Examining Committee since June, 1985. Delegate to Alameda Central Labor Council and IBEW Ninth District Progress Meeting. Completed U. C. Berkeley, Labor Institute course on Arbitration and Training, 1985.

**KENNY M. MURRAY**

Initiated into IBEW Local Union 1245 in March, 1979.

**LOUISE G. MUSIC**

Initiated into IBEW Local Union 1245 in November, 1979.

**ED MYALL**

Initiated into IBEW Local Union 1245 in January, 1974. Member of Unit #2211, Oakland. Employed by City of Oakland as an Electrician. Served on Advisory Council 1980-1983. Vice Chairman of Unit #2211 since 1985 and held office of Recording Secretary 1984-1985. Has Served on City of Oakland Negotiating Committee, 1982-1984. Attended Shop Steward Conference, Sacramento, 1985.

**MICHAEL OLAETA**

Initiated into IBEW Local Union 1245 in March, 1973.

**JACK OSBURN**

Initiated into IBEW Local Union 1245 in June, 1970. Member of Unit #3611, Marysville. Employed by Local 1245 as a Business Representative. Previously employed by PG&E. Shop Steward, 1978. Member of Advisory Council, 1983, and PG&E General Bargaining Committee, 1982, 1983. Delegate to Marysville Central Labor Council, and Telephone Conference, 1985, 1986. Unit Chairman, 1979-1983.

**JOHN W. OVERY**

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

*See Next Page*



# CANDIDATE LIST-

## International Convention Delegate Candidates Continued . . .

### J. WAYNE PARKER

Initiated into IBEW Local Union 1245 in September, 1967.

### VERONICA PARKER

Initiated into IBEW Local Union 1245 in January, 1977.

### FRED H. PEDERSEN

Initiated into IBEW Local Union 1245 in March, 1968. Employed by PG&E General Construction as a Working Foreman B. Served on Advisory Council, General Construction, 1983-1985. Shop Steward, General Construction, since 1972. Served on Review Committee since 1984. Served on the following committees: Ballot Committee, 1979; General Construction Negotiations, 1983; General Negotiations 1983; G. C. Tool List Committee, 1983-1986. Attended Shop Stewards Conference.

### L. E. PEREGOY



Initiated into IBEW Local Union 1245 in July, 1958. 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

Initiated into IBEW Local Union 1245 in August, 1952. Member of Unit #2412, San Francisco. Employed by Local Union 1245 as a Business Representative and Assistant Business Manager for 23 years. Served as a Shop Steward in San Francisco Division, 1953-1957. Served as a member of the San Francisco Division Joint Grievance Committee, 1954-1957. Member, Union Wage & Contract Negotiating Committee with PG&E, 1953, 1954, 1956 and 1957. Served on Gas Department Job Definition Committee, 1955. Was a delegate to San Francisco Labor Council in 1970 and 1981. Was a delegate to the Inter-Union Gas Conference, 1978; delegate to International Conventions, 1970, 1974, 1978, and 1982. Attended IBEW Ninth District Institute for Instructors, Industrial Atomic Energy, Uses, Hazards and Controls. Has attended seminars at the University of California Institute of Industrial Relations in Collective Bargaining, Private Industry, Collective Bargaining Public Agencies, Labor Law, Communications, and Pension Bargaining. Participated in Local 1245 Leadership Conference, 1974 and 1977.

### 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 Apprenticeship 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 Apprenticeship 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, University of California at Berkeley.

### DAVID N. REISHUS

Initiated into IBEW Local Union 1245 in October, 1980.

### HERMANN REUTHER

See also Treasurer for resumé.

### KEN RICHARDS

Initiated into IBEW Local Union 1245 in January, 1973. Member of Unit #1211, Salinas. Employed by PG&E as a Lineman at Salinas. Served as Shop Steward in Coast Valleys since 1980. Served on Local Union Safety Committee, 1985-86 and Labor-Management Committee, 1985-1986. Has attended Shop Steward Conferences in Santa Cruz and Salinas.

### CHERRI ROBERSON

Initiated into IBEW Local Union 1245 in February, 1980. Member of Unit #3318, Elko, NV. Employed by C.P. National as a Traffic Clerk in Elko, NV. Shop Steward since May, 1985. Served on Elko Unit Ballot Committee twice. Attended Shop Steward Conferences, 1983 and 1986, and OSHA Safety Conference, 1985.

### SHIRLEY J. ROBERTS

Initiated into IBEW Local Union 1245 in November, 1979.

### REBECCA H. ROSECRANS

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

### ROY R. RUNNINGS

Initiated into IBEW Local Union 1245 in September, 1979.

### KAREN A. RUSSELL

Initiated into IBEW Local Union 1245 in April, 1979. Member of Unit #1501, Cupertino. Employed by PG&E as a Customer Service Representative in Cupertino, San Jose Division. Currently a Shop Steward in Cupertino. Delegate to California Federation of Labor, Women in the Work Force Conference.

### ARTHUR M. SALDANA

See also Citizens Utilities Advisory Council for resume.

### LITHA M. SAUNDERS

See also Recording Secretary for resumé.

### FRANK SAXSENMEIER



Initiated into IBEW Local Union 1245 in November, 1959. Member of Unit #2311, Oakland. Employed by IBEW Local 1245 as a Business Representative serving East Bay Division, Central District of PG&E, Emeryville Materials Facility PG&E, A.C. Transit District, City of Oakland Electric Department, and Alameda Bureau of Electricity. Served on the following committees: Union's Alternate, San Francisco Joint Grievance Committee, 1977-1978; San Francisco Division Safety Committee, 1976-1977; PG&E Wage Negotiating Committee, 1977; Union Representative, North Bay Joint Grievance Committee, 1978-1979; Union Representative, San Francisco Joint Grievance Committee, 1979-1983; currently Union member of East Bay Joint Grievance Committee. Other Local Union activities include Past Shop Steward, San Francisco Division PG&E; Past Vice Chairman, Unit #2412; delegate to State Federation of Labor AFL-CIO Convention, 1977; delegate to the following Central Labor Councils since 1977: Marin, Mendocino/Sonoma/Lake, Napa/Solano; Alameda. Previously employed by PG&E as a Gas Serviceman; Business Representative, North Bay Division/City of Healdsburg, 1978-1979; Business Representative, San Francisco/Western Cable TV, 1979-1983.

### 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 resumé.

### RONALD L. SIMPSON

See also Irrigation District Advisory Council for resumé.

### WILLIAM C. SMITH



Initiated into IBEW Local Union 1245 in December, 1968. Member of Unit #2314, Fremont/Hayward. Employed by PG&E as a Senior Meter/Regulator Mechanic in Fremont. Unit Recorder since June, 1983. Chairman of Unit Entertainment and Fund Raising Committee. Shop Steward since 1969. Labor-Management Committee member since 1976.



### 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 #2515, 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 have included: Delegate to Clerical Conference, 1984; delegate to Women in the Work Force Conference, 1985; Shop Steward Training.

### VEODIS STAMPS



Initiated into IBEW Local Union 1245 in June 1962. Member of Unit 2311, Oakland. Employed by the Bureau of Electricity, City of Alameda, as a Contract Lineman. Previously served as an IBEW Local 1245 Business Representative during four administrations. Shop Steward, City of Oakland, 1969-1971. Advisory Council member, AC Transit and East Bay Municipalities, 1969-1971. Spokesman for the following Negotiating committees: City of Berkeley, AC Transit, Bay Cable Vision and City of Alameda, 1973-1983. Member of the following committees: City of Oakland Negotiating, 1969-1971; East Bay Joint Grievance, 1971-1983; IBEW Minority Caucus; A. Phillip Randolph Institute-Contra Costa Chapter. Delegate, Contra Costa County Central Labor Council, 1977-1983; Delegate and Board Member, Alameda Central Labor Council, 1972-1983; attended Ninth District Progress Meetings, AFL-CIO Legislative Conferences, A. Phillip Randolph Institute National Conferences.

### MYRON "MIKE" STETLER

See also Central Area Executive Board for resumé.

### DeANNE SWINNEY

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

### BARBARA 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 G.C. Station Department, one year Steam Generation, 4 years Steam Generation Maintenance (Geysers). Completed Shop Steward Accreditation Course.

### FRANK L. TEAGUE

Initiated into IBEW Local Union 1245 in July, 1971. Member of Unit #1217, Paso Robles. Employed as a Lineman by PG&E, Paso Robles. Served as Vice Chairman and Chairman, Unit #1217, and Shop Steward in Morro Bay, San Luis Obispo, and Paso Robles. Has served on Joint Grievance Committee, Coast Valleys Division. Attended Shop Steward Conferences.

### GEORGE R. TEETERS

Initiated into IBEW Local Union 1245 in December, 1977.

### KEITH A. TESTERMAN

Initiated into IBEW Local Union 1245 in January, 1975. Member of Unit #1217, Paso Robles. Employed by PG&E as a Lineman, San Luis Obispo. Shop Steward, San Luis Obispo. Member of General Construction Master Apprentice Program and General Construction Joint Grievance Committee.

### 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, 1973. Member of Unit #2401, San Francisco. Employed as an Accounting Clerk by PG&E, General Office. Advisory Council member, General Office, 1980-1983. Executive Board member, Central Area, 1983. Was a Unit Recorder, Unit #2401, 1978-1980 and Shop Steward, General Office, 1977-1981. Served as a member, Local Union Medical/Dental Benefit Bargaining Committee, 1978; member, Local Union

General Bargaining Committee, 1979; and member, Local Union Clerical Lines of Progression Committee, 1981. Activities on behalf of the Local Union included delegate to: Women in the Work Force, 1977; IBEW International Convention, 1982; and IBEW Ninth District Utility Conference, 1983.

### EDUARDO VALLEJO



Initiated into IBEW Local Union 1245 in August, 1967. Member of Unit #2401, San Francisco. Employed by PG&E, San Francisco, as a Senior Accounting Clerk. Was Local Union 1245 Business Representative, 1977-1980; Local Union Executive Board Recording Secretary, 1976-1977; Local Union Advisory Council member, 1974-1976; Unit #2401 Chairman, 1974-1976; Unit #2401 Recorder, 1971-1974; Shop Steward, 1967-1977. Served on PG&E General Negotiations Committee representing Local 1245, 1973-1976, 1979-1980; Clerical Job Grading Grievance Committee, 1973-1979; Clerical Hours Clarification Committee, 1975; Clerical Lines of Progression Committee, 1968-1971; Computer Operations Restructuring, Reclassification, Training, 1979; Data Recording Flextime, Restructuring, Reclassification, 1978-1979; and General Office Flextime Hours, 1977-1979. Delegate to San Francisco Labor Council, 1977-1980. Workshop Instructor, Women in the Work Force Conference, AFL-CIO, 1979. Delegate to IBEW Ninth District Progress Meeting, 1976 and 1978; California Labor Federation AFL-CIO Pre-Primary Conference, 1978. Education experience includes courses at University of California Labor Research and Education: Labor Law, Collective Bargaining, Psychology of Union Leadership, Arbitration, Communications, OSHA in the Work Place, and COLA Bargaining.

### GENE WALLACE

Initiated into IBEW Local Union 1245 in October, 1970. Member of Unit #3713, Geysers Cobb Mountain. Employed by Local 1245 as a General Construction Business Representative since 1980. Previously employed by PG&E as a Hydro Station Mechanic, Moss Landing. Shop Steward, 1970-1980. Member of the following committees: G.C. Negotiation Sub, 1976-1977; G.C. Joint Grievance; Ballot; G.C. Negotiation, 1979, 1980; General, 1979, 1980. Attended Shop Steward Training Program, 1979; Leadership Conference, U.C. Berkeley, 1980; U.C. Berkeley Courses, Training of Union Trainers, 1981; and How to Cost a Union Agreement and Real Wages with Demands for Concessions, 1983.

### 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.

See NEXT PAGE



# CANDIDATE LIST-

## International Convention Delegate Candidates Continued . . .

### ALVIN J. WOLF, JR.

See also General Construction Advisory Council for resumé.

### STEVE WORDEN

See also Coast Valleys Advisory Council for resumé.

### GWEN WYNN

See also San Francisco-V.P. & Comptroller's Office Advisory Council for resumé.

### PERRY ZIMMERMAN



Initiated into IBEW Local Union 1245 in December, 1964. Employed by IBEW Local 1245 as a Business Representative, North Bay Division, serving PG&E and Davey Tree members. Previously Business Representative serving Sacramento Division PG&E, Citizens Utilities, Sacramento Regional Transit, and OWID Richvale. Served as Shop Steward, 1975-1981, and Advisory Council member, 1980-1981.

## APPOINTMENTS

### PACIFIC GAS AND ELECTRIC COMPANY

#### San Joaquin Division Joint Grievance Committee

Larry Badorine

### OUTSIDE LINE

#### Outside Line Ballot Committee

Darrell A. Kuhn, Jr.  
Loran Bailey

### CENTRAL LABOR COUNCILS

#### San Joaquin - Calaveras Central Labor Council

Don Custer

### CONFERENCES AND CONVENTIONS

#### California Labor Federation COPE Convention

Jack McNally  
Tom Dalzell  
Barbara Symons  
Ron Blakemore

#### California Labor Federation 3-Day Legislative Conference

Jack McNally  
Howard Stiefer  
Barbara Symons  
Ron Blakemore  
John Callahan  
Tom Dalzell  
Jack Osburn  
Ruben Arredondo

## 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.

| Official Ballot |    |    |    |     |     |     |     |     |     |     |     |
|-----------------|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1               | 27 | 53 | 79 | 105 | 131 | 157 | 183 | 209 | 235 | 261 | 287 |
| 2               | 28 | 54 | 80 | 106 | 132 | 158 | 184 | 210 | 236 | 262 | 288 |
| 3               | 29 | 55 | 81 | 107 | 133 | 159 | 185 | 211 | 237 | 263 | 289 |
| 4               | 30 | 56 | 82 | 108 | 134 | 160 | 186 | 212 | 238 | 264 | 290 |
| 5               | 31 | 57 | 83 | 109 | 135 | 161 | 187 | 213 | 239 | 265 | 291 |

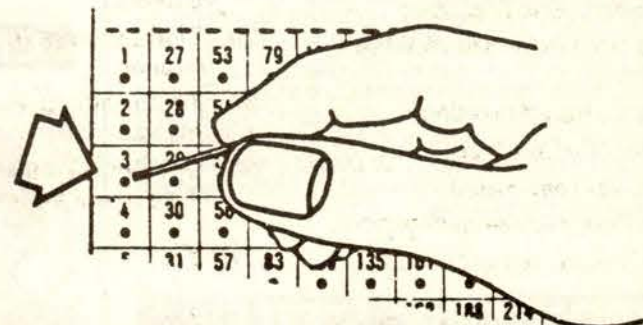
#### STEP 2

Locate the corresponding number on the OFFICIAL BALLOT CARD.

| SAMPLE    |                   |
|-----------|-------------------|
| President |                   |
| 1         | GEORGE WASHINGTON |
| 2         | THOMAS JEFFERSON  |
| 3         | ABRAHAM LINCOLN   |

#### 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,

this one in the Richmond office. If all goes well in Richmond, by August the Company hopes to expand use of the electronic meter reading devices throughout the Golden Gate Region and then to East Bay in September. Then each region will begin electronic meter reading in one additional office in each region in October or November.

Other issues discussed at the meeting included half-day vacation for San Francisco Meter Readers, inclement weather, rain gear, communication systems, and taxation of DMA reimbursements. The next meeting of the Committee is scheduled for August 5.

### 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
- 3 Advisory Council meeting
- 4 Advisory Council meeting
- 9 Pin Dinner - East Bay
- 10 Pin Dinner - North Bay
- 16 Pin Dinner - San Francisco
- 17 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
- 31 Group-W Cable - Ukiah, Willits & Ft. Bragg Agreement expires
- 31 Western TV Cable Agreement expires
- 31 L.U. 1245 Softball Tournament

### JUNE

- 1 L.U. 1245 Softball Tournament
- 14 L.U. 1245 Golf Scramble

### 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

**Arbitration Case No. 128** involves the use of agency employees to replace bargaining unit employees and to perform work identical to that performed by bargaining unit employees. Arbitrator Barbara Chvany heard the case on October 24, 1985; briefs were filed on February 13, 1986.

**Arbitration Case No. 132** involves the discharge of a Stockton Division Meter Reader for alleged improper actions towards a female customer in a dress shop during work hours. Arbitrator Wollett's recent decision in the case will be reported in next month's issue.

**Arbitration Case No. 134** involves the transfer of overhead T&D employees from the Martin Service Center in the San Francisco Division to 2225 Folsom Street. Arbitrator John Kagel heard the case on December 11, 1985. Arbitrator Kagel's decision on the issue of liability is reported in this issue.

**Arbitration Case No. 138** involves a dispute over the proper calculation of the vacation allowance to be paid an employee who resigned in his seventh year of service. Arbitrator Kathy Kelly heard the case on January 6, 1986. Briefs were filed on March 17, 1986.

**Arbitration Case No. 139** involves the discharge of a General Construction Garage Mechanic for refusing an order to be examined and tested by a company doctor to determine if he was under the influence of intoxicating drugs. Arbitrator Adolph Koven will hear a second day of testimony on May 7, 1986.

**Arbitration Case No. 142** involves the use of agency employees at the Diablo Canyon Nuclear Power Plant. Arbitrator Adolph Koven heard the case on April 22, 1986.

**Arbitration Case No. 143** involves the termination of a San Francisco Division Electrician for excessive absenteeism. Arbitrator Kathy Kelly will hear the case on May 15, 1986.

**Arbitration Case No. 144** involves a Meter Reader fired for a single alleged "curbed" meter read. Arbitrator Barbara Chvany will hear the case on August 22, 1986.

**Arbitration Case No. 145** involves the proper duties of a Groundman assigned to the Underground Electric T&D Department, San Francisco Division. Arbitrator David Niven will hear the case on August 26, 1986.

**Arbitration Case No. 146** involves the bypass of a Meter Reader under Section 205.11 for lack of qualifications. Arbitrator Kathy Kelly will hear the case on August 7, 1986.

**Arbitration Case No. 147** involves the use of outside contractors to perform bargaining unit work. The company and the union are attempting to agree upon an arbitrator to hear this case.

**Arbitration Case No. 148** involves the appropriateness of the Company's decision to fire a General Construction employee for drug use on the job in the light of the Company's treatment of other employees charged with the same offense.

## 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 percent 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 two percent (2%) of the January 1, 1987 Wage and Benefit 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 process.
8. Wages will be increased by COLA adjustments effective January 1, 1987 and January 1, 1988.

## Sierra Pacific bargaining continues

By Orv 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 negotiating 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 when, in 1983, it assigned San Francisco Division Electric Overhead employees from the Martin Service Center to report to work at the Shotwell headquarters.

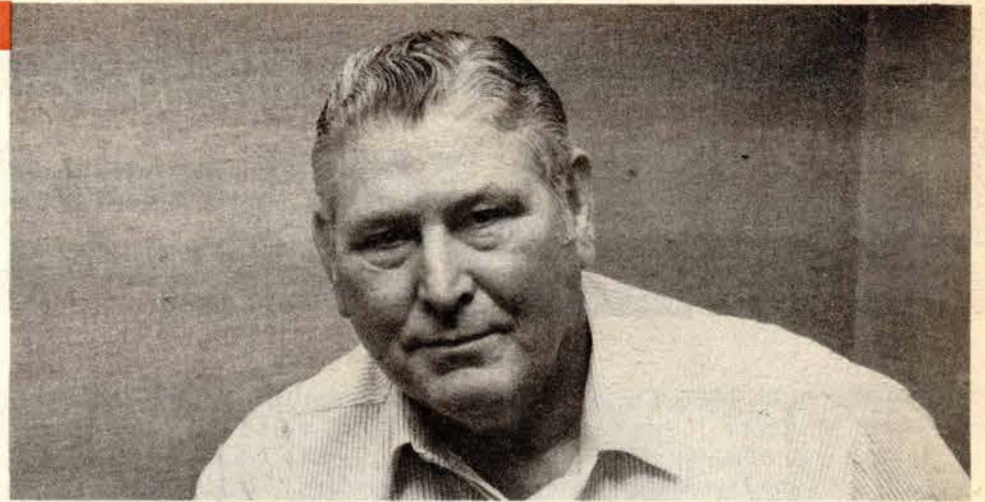
The case, which was heard by Arbitrator Kagel on December 11, 1985, stems from a grievance filed by Local 1245 in April, 1983, when the Company assigned a group of San Francisco Division Electric Overhead employees who were headquartered at the Martin Service Center to report to work at the Shotwell Service Center. In its grievance, the Union alleged that the Company had violated both the Collective Bargaining Agreement and a San Francisco Division Headquarters Agreement signed by the Union and Company in 1967.

In his decision, Arbitrator Kagel agreed with the Union's

contentions that the Company had violated both the Headquarters Agreement and 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 Valentino 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.*



Wayne Weaver to be honored.

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 Delsman (805) 763-4898, Russ Foxe (805) 399-6141, or the Local Union, (415) 933-6060.

### I.B.E.W. LOCAL 1245 BEST BALL GOLF TOURNAMENT JUNE 14, 1986 STARTING TIME 11:00

RIVERSIDE GOLF COURSE, COYOTE CA.

**FEE \$18.00**

(NO REFUNDS)

(DOES NOT INCLUDE CART)

STARTING TIMES FOR ONLY 52 PLAYERS

**DEADLINE FOR SIGN UP MAY 31, 1986**

Print clearly

Cart Guest

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|---------------|---------|
| 1. Name _____ | ( ) ( ) |
| Address _____ |         |
| Phone _____   |         |
| 2. Name _____ | ( ) ( ) |
| Address _____ |         |
| Phone _____   |         |
| 3. Name _____ | ( ) ( ) |
| Address _____ |         |
| Phone _____   |         |
| 4. Name _____ | ( ) ( ) |
| Address _____ |         |
| Phone _____   |         |

Starting times will be mailed back to you. Make checks payable to:  
LOCAL 1245 GOLF TOURNAMENT. Mail to: LOU ANZALDO/GOLF  
TOURNAMENT, 35524 Cleremont Drive, Newark, CA 94560

## NINTH ANNUAL SLOW PITCH SOFTBALL TOURNAMENT



3 DIVISIONS —

Open

35 or older Team

Women's or Mixed Team

Family Members Eligible

**Saturday & Sunday  
May 31 & June 1, 1986  
Willow Pass Park  
Concord, California**

Individual Trophies for the 1st Place Teams

Team Trophies for 2nd & 3rd Place in All Divisions

Winner of Open Division to Advance to State Championship

USSSA UMPIRES PROVIDED

**Plan to attend— two days of fun!**