



# UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

## Next round in PUC fight

Local 1245 Staff Attorney Tom Dalzell reports that Local 1245 is busy readying for the upcoming hearing on June 18 before the Public Utility Commission. "We're covering every angle" said Dalzell. "We're fine-tuning our arguments, going over the statistics again and again, and getting our questions ready to ask the Public Staff Division."

The June 18 hearing is the next round for Local 1245, in its fight against the efforts of the Public Staff Division of the Public Utilities Commission to cut more than \$200,000,000 from next year's rate base for PG&E, because of what the Public Staff Division characterizes as excessive union wages.

Business Manager Jack McNally and Assistant Business Managers Manny Mederos and Roger Stalcup will all accompany Staff Attorney Dalzell to the June 18 hearing and will testify before the Administrative Law Judge who is assigned to PG&E's rate case. PG&E and Public Staff Division witnesses will also testify on the wage issue.

Early in the Fall, Local 1245 will file a written brief with the Public Utilities Commission challenging the Public Staff Division's involvement in the wage issue, as well as its statistical methodology. A final decision from the Commission is expected before the end of the year.

## Union rips SMUD drug testing

**"It's illegal, it's inappropriate, and it's counter-productive. We'll fight it every way that we can."**

This was Business Manager Jack McNally's angry response to notification from the Sacramento Municipal Utility District late last month that it intends to implement mandatory drug testing later this summer.

The new SMUD policy, which the District characterizes as "broadening the scope of its drug/alcohol policy," requires drug/alcohol screening for NRC licensed operators, employees with a Class 1 driver's license, employees badged for unescorted access at Rancho Seco, employees who work on or operate vital equipment at Rancho Seco, employees involved in an on-the-job accident, and employees whose job performance or behavior suggest that he/she may be under the influence of alcohol or drugs.

Business Manager McNally contrasted SMUD's approach with that recently negotiated with PG&E: "PG&E and Local 1245 were able to strike a fair and enlightened balance between an employee's right to privacy and the Company's management rights, a balance that does not include mandatory drug or alcohol screening. SMUD, on the other hand, has opted for an approach which, instead of going to the trouble of finding the needle in the haystack, makes every piece of hay prove that it is not the needle. It just doesn't make sense."

Local 1245's attorneys are currently studying possible legal

attacks on SMUD's testing policy, including arbitration, state court litigation, and federal court litigation. Developments in Local 1245's fight against the testing program will be reported in future issues of this paper.

## Local Union proudly presents memorial scholarship award



L.R., Albin J. Gruhn, President, California Labor Federation, Christina Swetich, winner of the Al Sandoval Memorial Competitive Scholarship award, and Jack McNally, Business Manager.

Christina Swetich, a graduating senior from White Pine High School, Ely, Nevada, was 1986's honored recipient of the Al Sandoval Memorial Competitive Scholarship. Congratulating her at the recent Advisory Council meeting are contest judge Albin J. Gruhn,

President, California Labor Federation, and Business Manager, Jack McNally. Turn to page 6 to read Chrissie's award-winning essay, "Why are Labor Unions Important to the Political Structure of the United States?"

## "So long, it's been good to know you, but I got to be movin' along."



As a result of increasing health problems, Business Representative Wayne Weaver is leaving his assignment after 20 years of service as a member of the Business Manager's staff. A dinner to honor him for his many contributions to the membership will be held on Saturday, July 19, at Maltia's Restaurant, 3535 North Union Ave., Bakersfield. A no-host cocktail hour from 6:30-7:30 p.m. will be followed by a Basque dinner at 7:30 p.m. Tickets are available from your Business Representative. For more information, contact John Delsman (805) 763-4898, Russ Foxe (805) 399-6141, or the Local Union office (415) 933-6060.

## Retirement Planning Guide

A Union Retirement Planning Guide will be provided to all PG&E bargaining unit employees upon written request and will be updated periodically to keep pace with constant changes. Please contact us by writing Local Union 1245, I.B.E.W., "Retirement Planning Guide," P.O. Box 4790, Walnut Creek, California 94596. You may also request a copy from your Shop Steward or your Business Representative.

Please note that a supplement to page 11 has been inserted to reflect the recent PG&E common stock dividend increase.

## Use of agency employees violates contract

Please remove the back page of this issue and post it on the Union section of the bulletin board.

Although the arbitration concerns PG&E, the subject of contracting out is a common problem.



## Utility Reporter

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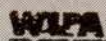
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## Update on Joint Health and Safety meeting with PG&E

At the May 21, 1986, meeting of the Joint Health and Safety Committee with PG&E, the following items were discussed:

**Noise controls:** PG&E provided a two-page report of plans for noise controls at steam plants. The Union is preparing a list of questions which were not addressed in the Company's report.

**Testing of leather work gloves for permeation of wood preservatives:** PG&E cancelled their study after EPA approved the gloves currently being used. See article entitled "PG&E Permeability Tests Canceled."

**Respirator fit testing chemicals:** Union requested that PG&E provide the option of isoamyl acetate, also called "banana oil," for those persons who do not like the irritant smoke stannous chloride. Union's request was based on the possibility of a hazard to asthmatic persons. PG&E denied the request and indicated that they will wait until the adoption of a future Cal/OSHA standard that includes isoamyl acetate as an approved testing chemical. We are encouraging all members to document any ill effects and file pink slips with the Company.

**Excavation of gas plants:** Union requested that PG&E include specific information regarding suspected health effects of excavated material, even if the risks are remote or only suspected. Union mentioned animal studies showing skin irritation and increased risks of cancer. PG&E will provide Union with a copy of their training program for suggested revisions.

## PG&E permeability tests canceled

By Ann Miley

At the June 21 Joint Health and Safety meeting, the Union requested that PG&E provide an update on the scheduled permeation test of leather work gloves, a subject that had been previously discussed at the August 21, 1985 meeting. In response, the Company produced a letter dated January 13, 1986, from the Environmental Protection Agency addressed to the Edison Electric Institute, the umbrella organization and lobbying arm of the utility industry. The letter reads as follows:

"This letter responds to the request of the Edison Electric Institute that the Agency address the appropriateness of the use of leather and/or rubber gloves by utility line personnel performing installation, maintenance, and repair work on poles treated with creosote and/or pentachlorophenol.

The wood treatment industry has voluntarily agreed to implement a Consumer Awareness Program to provide users of treated wood products with use, handling, and precautionary information about preservative treated wood. The focus of this Program is a Consumer Information Sheet, which will be distributed to the consumer at the time of sale or delivery. Among other things, the Consumer Information Sheet recommends that gloves impervious to the chemicals be worn when handling wood treated with creosote or pentachlorophenol. It is our understanding, based on information which you provided to the Agency, that utility line personnel currently follow the practice of using leather and/or rubber gloves when performing installation, maintenance, and

repair work on poles treated with creosote and/or pentachlorophenol. The Agency believes that the use of such leather and/or rubber gloves is an appropriate handling precaution for treated wood for utility line personnel in light of the particular safety needs of these workers."

When the Union requested a copy of the Consumer Information Sheet, the Company informed us that copies were available at lumber/hardware type stores, but, according to the Edison Institute, applied to the weekend handyman, not to the utility industry. The Company added that PG&E does, however, plan to offer its own paraphrase of the Consumer Information Sheet, excluding some "inappropriate" information. According to the Company, "inappropriate" information included instructions not to wash creosote and/or pentachlorophenol soiled work clothes with other family laundry. In the face of Union objections that such information is indeed important for workers and their families in order to minimize the spread of potentially toxic substances, PG&E replied that they thought giving such information was "insulting" and that individuals need merely read instructions on their washing machines.

In light of the Environmental Protection Agency letter, PG&E has decided to conduct no glove permeability tests of its own. The Union is in the process of obtaining the information that the Edison Electric Institute provided the EPA, as well as the EPA's Consumer Information Sheet, in order to better inform our members.

## U.C. Berkeley student interns test educational programs

Two graduate students from the U.C. Berkeley School of Public Health, Taree Klausner and Corky Hull, M.D., are carrying out internships with Local 1245 as part of an occupational health education class they took this spring.

Ms. Klausner, pictured here, developed a questionnaire regarding the usefulness of the Union's LIFELINE manual, published for members in 1982. She interviewed a number of Business Representatives, the Local Union Safety Committee, and the Stewards who participated in the Sacramento Shop Stewards meeting on April 26, 1986.



PHOTO: Taree Klausner

Dr. Hull developed a questionnaire regarding Company training programs on Worker's Compensation procedures and medical

examinations to determine noise-induced hearing loss and the ability to wear respirators. He interviewed the Stewards who participated in the General Construction Shop Stewards meeting on April 19, 1986, and the Sacramento Shop Stewards meeting on April 26, 1986.

As it turned out, both Dr. Hull and the Shop Stewards got information from the interviews.

We look forward to receiving final evaluations written by the interns, which can then be used to improve Union and Company educational programs.

# APPOINTMENTS

## LOCAL UNION 1245

### 1986 Election Committee

Mike Del Rio  
Rod Trunnell  
Marie Kizzee  
Bob Vieira  
Ronda Drew  
William Uphoff  
Art Garza  
Jack Prosser  
Bob Bustamante  
Tom Jacobson  
Dan Fernandez  
Ray Harper  
Al Calleros

## THERMALITO IRRIGATION DISTRICT

### Thermalito ID Negotiating Committee

Dale Loomis

## BELLA VISTA WATER DISTRICT

### Bella Vista Water District Negotiating Committee

Richard Welch  
Gary Summit

## CP NATIONAL

### CP National — Needles Negotiating Committee

Toni Kett  
Harold Starr  
Charles Renfro  
Mark Walters

## ALAMEDA/CONTRA COSTA TRANSIT DISTRICT

### AC Transit Negotiating Committee

Dennis Hert  
Lynne Morel  
George E. Ferreira  
William N. "Bill" Scoggins

## CONFERENCES AND CONVENTIONS

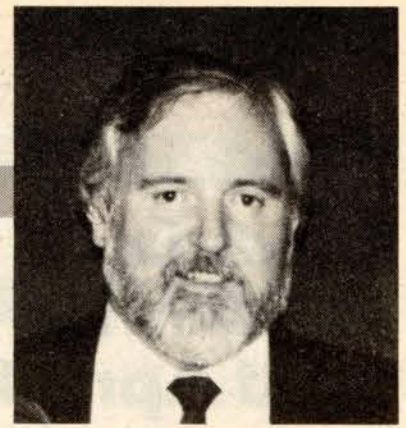
### IBEW Ninth District Industrial Conference

Janice Davis  
Sally Peden  
Elisteen Fells  
Anne Spencer  
Patricia Gray  
Mack Wilson

# POINT OF VIEW

By Jack McNally

## IBEW 1245 Business Manager



## Fight lie detector legislation

A bill was introduced this year in the U.S. House of Representatives which would prohibit most employers in private industry from using lie detector tests to question employees. On March 12, 1986, the House of Representatives voted to approve this bill, H.R. 1524, by a vote of 236 to 176.

The bill, which had support from both Republicans and Democrats in the House, recognizes the inaccuracies and intrusive nature of lie detector tests in the workplace. The inference that lying causes emotional disturbances that can be detected by a polygraph machine is under increasing scrutiny by the scientific community.

The passage of this bill was a victory for most of labor. However, the last minute amendment to the bill is cause for serious concern to utility members of the IBEW.

The amendment, known as the "Public Utility Exemption," provides . . . this Act *shall not* apply with respect to (A) an employee or prospective employee of a public utility engaged in production, distribution or transmission of electric energy; or (B) an employee of a contractor with any such utility.

A similar bill, S. 1815, will now be considered by the U.S. Senate for passage. This bill is of serious concern to our California members, as there is a California law currently on the books that prohibits employers in private industry from using lie detector tests. There is no exemption for utility employees. Further, in some cases public employees in California are protected from lie detector abuses. If this bill is passed in its present form, it almost assuredly will preempt California law.

Local 1245 has written to U.S. Senators in California and Nevada urging them to oppose the "Public Utility Exemption." In addition, the Labor and Management Public Affairs Conference (LAMPAC), which involves gas and electric utilities and IBEW locals representing employees of these utilities in the western states, adopted a resolution to support S. 1815 without the "Public Utility Exemption." This was communicated to the author of the bill, Representative Williams.

The flaws of polygraph tests cut across all human beings, and to single out public and utility employees is just another assinine idea that prevails in some individuals. Even President Reagan's top cabinet member, Secretary of State George Shultz, said he would resign before submitting to proposed mandatory lie detector testing of federal employees.

Write to your Senators protesting this unfair legislation:

### California:

The Honorable Alan Cranston  
United States Senate  
Senate Office Building  
Washington, D.C. 20510

The Honorable Pete Wilson  
United States Senate  
Senate Office Building  
Washington, D.C. 20510

### Nevada:

The Honorable Paul Laxalt  
United States Senate  
Senate Office Building  
Washington, D.C. 20510

The Honorable Chic Hecht  
United States Senate  
Senate Office Building  
Washington, D.C. 20510

In Unity,

*Jack McNally*

### CHANGE OF ADDRESS

If you have just moved, or are about to move, please complete this form to insure your continued receipt of all Union mail. Send completed form and your mailing label from the front page to:

UTILITY REPORTER  
P.O. Box 4790  
WALNUT CREEK, CA 94596

Old label: \_\_\_\_\_

Name \_\_\_\_\_

New Address \_\_\_\_\_  
(Street and Number)

\_\_\_\_\_  
(City and Zip Code)

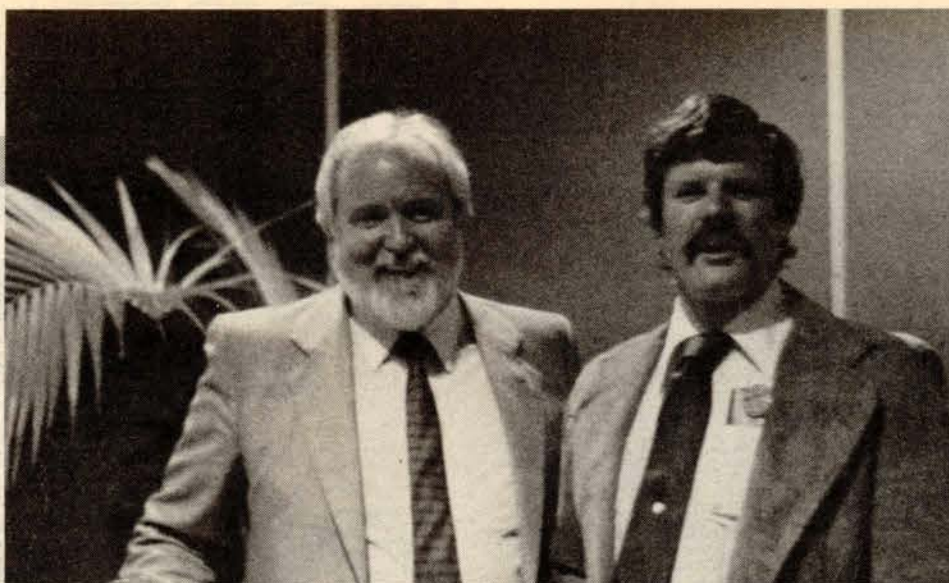
## Nevada Pin Dinner held April 12

Members eligible for 20 year membership awards were Opal Bonham, Janice Davis, Peggy Dietrick, Mike Dykstra, Bruce Grow, Doris Harrington, Kenneth Hawkins, Michael Kumle, F.W. Lucchesi, Walter G. Plett, Frank E. Santos, John S. Stralla, Richard D. Todd, Robert Vieira, and Phil Whinery.

Members eligible for 25 year membership awards were Gary L. Campbell, Dennis Devine, Frank Gonzales, James Bud Gray, Franz P. Greil, James E. Hawkinson, Donald W. Hudson, Robert G. Jacques, Edward Kinney, George F. Porter, and Phillip Rausch.

Members eligible for 30 year membership awards were Edward Ahlf, Richard Ayala, Harold Coe, Jean F. Lefort, Richard Lieby, Angelo G. Matteucci, Frank T. Garcia, Jacob Moler, Charles R. Sommer, and Pietro Vanni.

Members eligible for 35 year membership awards were Ted Bartl, Benjamin Bergue, Arnold Fulcher, Giles Kane, Dewey Lambert and John T. Rablin.



Business Manager Jack McNally and 20 year member Bob Vieira.



30 year member Jean Lefort, and Shop Steward Dave Chappelle.



20 years membership: Frank Santos



30 years membership: Frank Garcia and his wife.



30 years membership: Edward Ahlf and his wife.



25 year membership: Dennis Devine.



I.r. 35 year member, Dewey Lambert, and 25 year member, Frank Gonzales.



20 year membership: I.r. Doris Harrington, and Janice Davis.

## Nevada Shop Stewards conference

A network of some 1500 Shop Stewards works to keep the Union strong. Throughout the year they meet for training conferences to keep up to date on current developments affecting their activities.



PHOTOS: Darrel Mitchell



## Northern Coast Valleys pin dinner

20 years membership: Top right photo, l.r., Richard Manley, Jerry Taylor, Joe Lerma, Paul Hoffman and Jerry Culwell.

25 years membership: Bottom right photo, l.r., John Cotenias, Jim Schneider, Richard Carillo, and Bill Turner.

30 and 35 years of membership: Bottom photo, l.r., front row, John Franco, Joe Mello, Jim Richardson, Jim Rodgers, Jack Fisher, Dave Reese and Paul Stoddard. l.r., back row, Royce Herrier, Leonard Castleberry, Jim Mauzey, Bob Cowger, Herb Pedranti and Bill Shaw.



## "Strength Through Solidarity"

Following a regular Lynch Unit meeting, members and guests were entertained by "Strength Through Solidarity." "It was a fantastic skit showing the improvements Local 1245 has brought to the employees of Lynch Manufacturing Company," according to Business Representative Mack Wilson, "and there was good food afterwards too." As you can see, the actors were enjoying themselves.



"Lynch before the Union," l.r., Anne Spencer and sign, Marsha Barker, Elisteen Sells, Sally Peden, Janice Davis and Ronda Drew.



PHOTOS: Darrel Mitchell

## Dinuba retirees honored

Business Representative Ron Van Dyke congratulates retiring members who were presented with Union awards recognizing their years of Union participation.



33 years membership: Bert Baker, Troubleman.



35 years membership: Dale Phipps, Troubleman.



32 years membership: Bob Lamas, Subforeman.

# Advisory Council



Proud parents, Bob and Mary Swetich with their daughter, Christina.

## Scholarship award presented

Members of the Advisory Council traveled to Concord the first weekend in May for their regular quarterly meeting. Highlight of the first morning's session was the presentation of the Al Sandoval Memorial Competitive Scholarship to winning essayist and graduating Senior, Chrissie Swetich. She and her parents traveled to Concord from Ely, Nevada, where her father, Bob, is a Warehouseman for Mt. Wheeler Power Company.

Chrissie gave up going to her senior ball to travel to Concord and receive her scholarship award. "She's a rarity these days, she puts her family first," says her Dad.

Albin J. Gruhn, President of the California Labor Federation, was contest judge and presented Chrissie with an engraved plaque commemorating the award, which carries with it a \$2,000 college fund for a four-year program.

## "Why are Labor Unions important to the political structure of the United States"

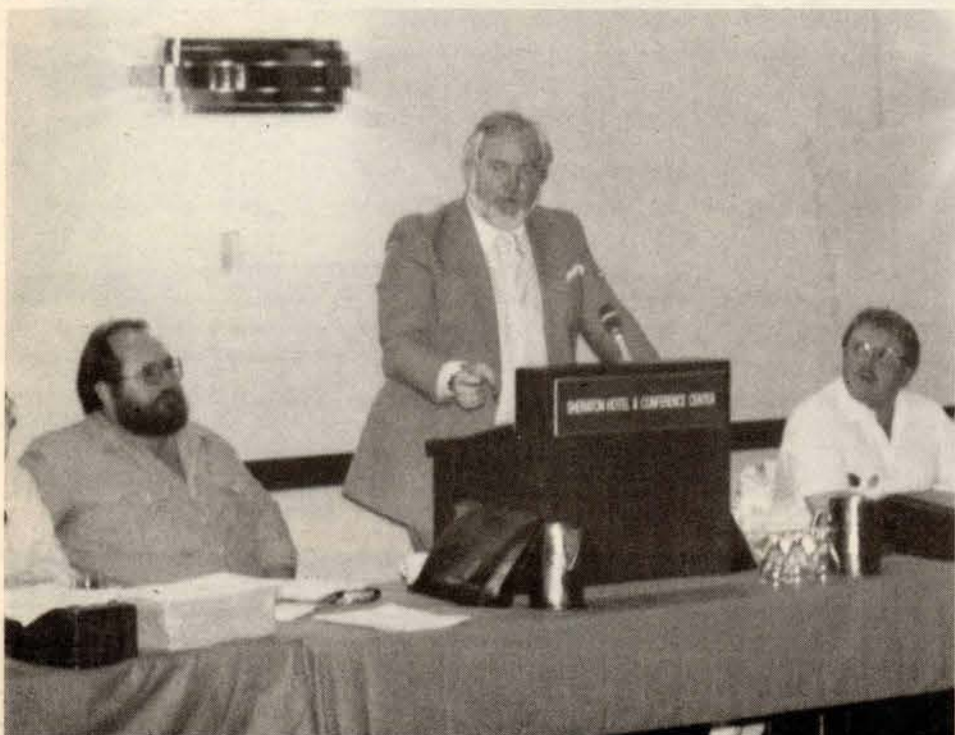
By Christina L. Swetich

Living in a mining community has made me more aware of the influence labor unions have on the political structure of the United States. An important part of the labor movement are political parties and activities. Union officials encourage workers and their families to vote for candidates beneficial to union goals. Elected officials listen carefully to what labor leaders say because of the ability union leaders have in influencing voters.

The influence is visible during national elections as well as local campaigns. Perhaps this was most evident when Kennecott Copper Corporation was in full operation here in White Pine County. The unions urged voters to support specific candidates as well as issues they felt would be beneficial to the labor community. Another important aspect of union activity is the involvement in state legislature and lobbying.

As I organized this essay, I began to realize the effect other unions have had on me through political

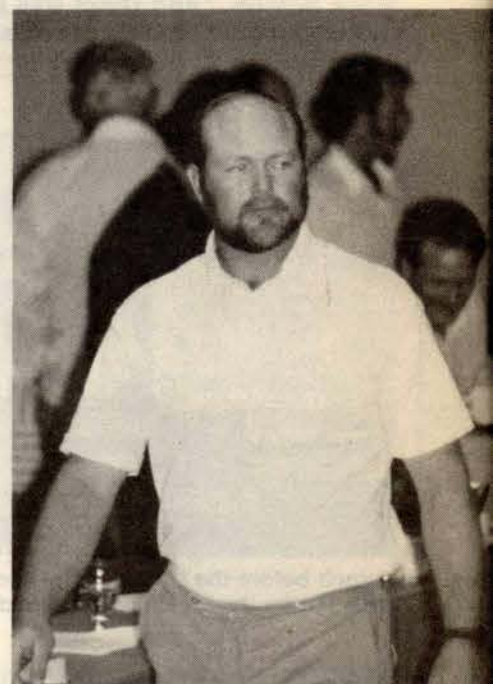
## Advisory members meet



Business Manager Jack McNally addresses the Council.



Welcome back, Will Nunez! Will, the Advisory Council member from Sacramento Regional Transit District, received second and third degree burns to his hands and face in an electrical explosion on January 20, 1986. He has undergone skin grafts at the U.C. Center's Burn Unit in Sacramento, but faces still more surgery in the near future.



Grover Day, a Lineman for the City of Tracy, is the Advisory Council member representing Stockton and the City of Lodi.



PHOTO: Mickey Harrington

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As I organized this essay, I began to realize the effect other unions have had on me through political

activities. The school teachers' union urges the community to vote in favor of or in opposition to specific issues toward the betterment of education. My parents are also influenced by political campaign issues supported by the IBEW Local as well as keeping in touch with AFL-CIO recommendations.

Most recently, unions have enlisted the help of singers Bruce Springsteen ("My Hometown" and "This Land is Your Land") and John Cougar Mellencamp ("Smalltown") to influence city councils and other decision-making bodies that affect working people. They feel that music expresses a reality and perhaps reaches more people in a powerful manner. Because the message is set to music, younger people like myself have the opportunity to become more aware of union influences. In this way, organized labor influences the city, state, and federal government of the United States through its voters.



Contest Judge Albin J. Gruhn, President of the California Labor Federation, presents award.

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PHOTO: Mickey Harrington



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Grover Day, a Lineman for the City of Tracy, is the Advisory Council member representing Stockton and the City of Lodi.



New member Joe Johnson, Coast Valleys, is congratulated by Ron Stiefer after Johnson was sworn in.



Ron Fitzsimmons makes a point.



Corb Wheeler.

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Contest Judge Albin J. Gruhn, President of the California Labor Federation, presents award.

PHOTO: Mickey Harrington

Attending the recent two day Advisory Council were the following members and alternates: Alternate Barry Humphrey, General Construction; Mark Abercrombie, Sacramento; Leroy Adams, Pipeline Operations; Stanley L. Adams, Alameda/CC Transit/EB Muni; Duane Bartlow, Irrigation Districts; Richard Bidinost, San Jose/City of Santa Clara; Grover Day, Stockton & City of Lodi; Joe Johnson, Coast Valleys; Alternate Casey Mares, Humboldt; Skip Harris, DeSabra; Stan Justis, Drum; Jay Killgore, Sierra Pacific; Don Silva, Colgate; Alternate John Beck, Citizens Utilities; Jim Mitchell, Clerical-at-Large; Jack Noble, SMUD; Wilfred Nunez, Regional Transit; Frank Locati, PGT; William Branson, Outside Construction; Tom Garcia, San Joaquin; Richard Perry, USBR; Paula Ramsey, East Bay & Material Control; Hermann Reuther, San Francisco & General Office; Anne Spencer, Manufacturing; John Trunnell, Shasta; Larry Wood, North Bay; Gwen Wynn, San Francisco VP&C; and Terry Linebarger, CATV Operating Companies.



PHOTO: Mickey Harrington



New member Joe Johnson, Coast Valleys, is congratulated by President Howard Stiefer after Johnson was sworn in.



Ron Fitzsimmons makes a point.



Corb Wheeler.

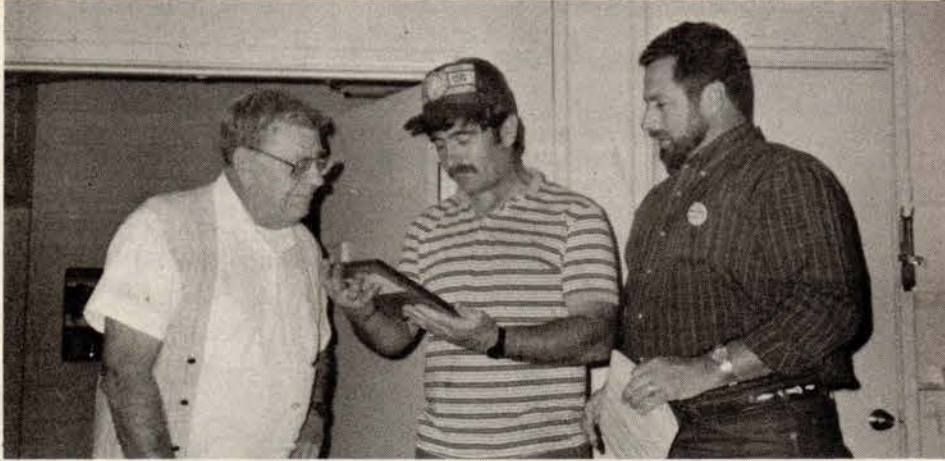


Roger Stalcup



Orv Owen

## Sacramento Gas Serviceman's dinner

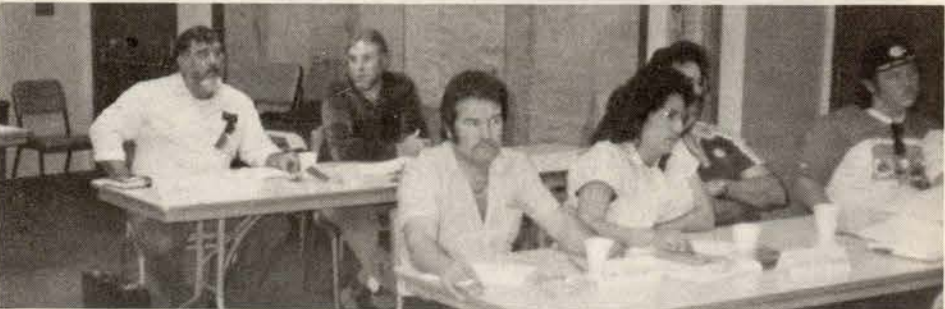
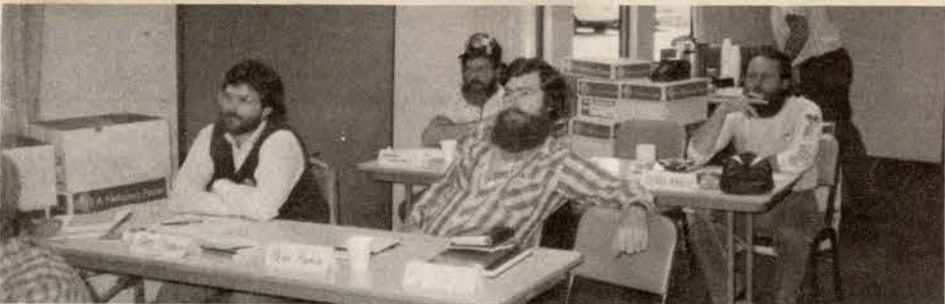


Robert L. Steinkoenig received a 40 year Union membership award from Darrell Norris and Wayne Greer at the Sacramento Gas Serviceman's dinner.



Sacramento annual Gas Serviceman's Dinner attended by 85 people.

## General Construction Shop Steward's conference



## CALENDAR

### JUNE

- 1 L.U. 1245 Softball Tournament
- 14 L.U. 1245 Golf Scramble
- 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
- 21 Executive Board Meeting
- 23 PG&E Labor-Management Meeting
- 31 Group W Cable - Lompoc - Santa Maria - Santa Cruz Agreements expire

### AUGUST

- 2 Advisory Council meeting
- 3 Advisory Council meeting
- 22 Executive Board Meeting
- 31 Lindmore I.D. Agreement expires
- 31 Sonic TV Cable Agreement expires

## Outside Line ratifies pact

On April 30th Local 1245 members employed in outside construction voted to accept the recent settlement with NECA for a two-year agreement: 358 members voted yes, with 66 no votes cast.

The offer provides for a 50¢ per hour increase to the Journeyman wage rate and a 50¢ per hour increase in pension contributions effective June 1, 1986. Additionally, the Local attained an additional holiday (Martin Luther King Day), improved show up pay, expanded the application of hazard pay, time paid for meals earned but not taken, clarification of crew manning requirements, and language to deal with late payments to the various benefit plans.

All economic provisions will be open for the second year of the Agreement.

Union's committee was comprised of Tom Conrad, Tube Dudley, Tom Heyl, Mike Lynch, Darrel Mitchell, Curt Peterson, Lon Peterson, Bob Springer, and Mack Wilson.

**Results of the softball tournament will be reported in the July issue of the Utility Reporter.**

## Unit Meeting Changes

A complete new Unit meeting schedule will be printed in the July 1986 Utility Reporter

Unit 2314 - Hayward  
New meeting place:  
Tamarack Inn  
32681 Mission Blvd.  
Hayward

Unit 2519 - South San Joaquin  
New meeting place:  
1361 E. Yosemite, Hwy. 120  
Manteca  
New day: Tuesday  
New time: 6:00 p.m.  
First meeting: July 8

Unit 2316 - Concord  
New meeting time: 6:00 p.m.

Unit 3716 - Napa/Vallejo  
New meeting place:  
Alfredo  
1703 Trancas Ave.  
Napa

Unit 2513 - Jackson  
First meeting: July 11

## The 1986 Day on the Delta Poker Run

By Bob Martin

A total of 428 hands were sold, making this year's annual Poker Run the largest ever presented by the Antioch Unit. Great weather brought out many boating enthusiasts, their families, and friends.

The participants picked up envelopes at the following resorts: Spindrifft Marina, Moore's River Boat, Tower Park, Herman and Helen's, and Frank's Cove. The boats returned, some sooner than others, to Brannan Island State Recreation Area to draw their Poker Hands. The winners in the men's category were: Paul Patton, Tom Atkins, Steve Pitts, John Sot, Pete Dutton, Jammie Myers, Sam Tamimi, Curtis Tonetti, Gregg Tieslau, Mark Vela, Chuck Thornsberry, Dan DeRenobe, and Jim Simons. The winners in the women's category were: Linda Britt, Cathy Elizondo, Nancy Wilson, Kim Sutton, Cora Tenning, Debbie Town, Jeanne Joseph, Audrey Herr,

Stephanie Rollins, Margo Alexander, and Beverly Vander Bruggen. The winners in the children's category were: Brian Thumbull, Charles Elkins, Brian Reed, Denise Britt, and Joshua McKay.

A ramp raffle was conducted at the Brannan Island Day Use Area with gifts donated by the following: Antioch Marine, Aquatic Marine, Contra Costa Welding, Doris Pate, Jack McNally, John Cambra, and Moore's River Boat.

The hard-working committee consisted of: Jim Duncan, Richard Flander, Dale Kaupanger, Lori Kaupanger, Bob Martin, Bill Pate, Charlie Payne, Rosa Payne, Jim Poindexter, Paula Ramsey, Al Reed, Stephanie Rollins, Sam Saguindel, Mike Terrell, Sam Tamimi, Cleo Withrow, and Darrold Withrow.

Watch this paper early next Spring for THE DAY ON THE DELTA POKER RUN 1987. You can have as much fun as we did this year.



"Day on the Delta" Committee

PHOTOS: Paula Ramsey



## Meter Reader discharge upheld by Arbitrator

The discharge of a Stockton Division Meter Reader after a series of disciplinary actions, culminating in a customer complaint about a note which he left at a store while reading the store's meter, was upheld by Arbitrator Don Wollett in a recent decision in Arbitration Case No. 134.

Addressing the customer complaint first, Arbitrator Wollett stated that the conduct was "a function of poor judgment and is not inherently and grossly offensive." He thus concluded that the customer complaint in and of itself would not justify termination.

Turning to the grievant's past record, Arbitrator Wollett took into consideration the grievant's "sorry tardiness record" which he felt demonstrated, as did the incident

which led to the customer complaint, "a common denominator of irresponsibility in carrying out his obligations to the Employer." Terming the case an "extremely close call," the Arbitrator sustained the discipline.

Local 1245 Staff Attorney Tom Dalzell, who represented Local 1245 in the arbitration, commented on the case. "We were, of course, very disappointed in the decision. Because the decision hinges on the facts of this case, it won't be of tremendous use to the Company in the future, although Arbitrator Wollett's pronouncement that information learned by the Company after the grievant's discharge, may not be used to support the discharge, could very possibly help us in the future."

## Liability computations pending in S.F. headquarters arbitration

As this issue of the Utility Reporter went to press, the deadline was approaching for the Company to complete its computations on the maximum amount of money owed to Local 1245 employees for travel and mileage at the Company's Shotwell and Martin headquarters in San Francisco.

As was reported in last month's issue, on May 6 Arbitrator John Kagel ruled that the Company had violated the contract in April 1983, when it assigned San Francisco Division Electric Overhead employees from the Martin Service Center to report to work at the Shotwell headquarters.

After finding that the Company had violated the contract,

Arbitrator Kagel remanded the case to the Company and Union to attempt to agree on an appropriate remedy. The first step in the settlement process has been for the Company to calculate the maximum amount of mileage and travel time owed the various employees involved in the Martin-Shotwell situation since 1983.

Once this information has been received, which should be in early to mid-June, the parties will meet and attempt to agree upon a backpay remedy. If the parties cannot reach agreement, the case will go back to Arbitrator Kagel for his determination on the remedy issue.

## ARBITRATIONS

**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 Chvany's decision is reported in this issue.

**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 decision is reported in this 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 heard 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. Briefs are due to be filed on June 23, 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 light of the Company's treatment of other employees charged with the same offense.

## Bargaining update

### Sierra Pacific Power Company

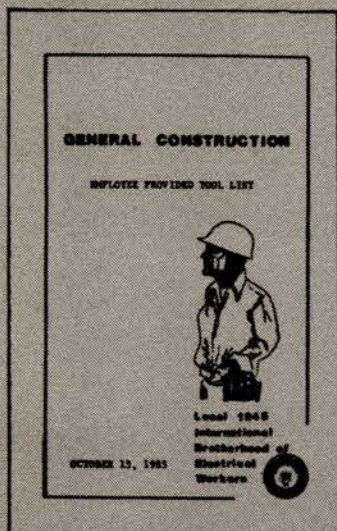
On May 23, 1986, Company and Union Negotiating Committees held their twentieth general bargaining session. Both parties exchanged economic proposals covering wages and benefits. At the conclusion of this bargaining session it was apparent that the parties are still far apart on wages, health plan and pension plan provisions. The parties have agreed to meet again in Reno on June 2, 1986, to continue bargaining on the remaining issues on the table.

### CP National — Needles

Local Union 1245 and CP National — Needles reached an agreement as The Utility Reporter was going to press. The agreement was ratified by a 2 to 1 majority of the membership, reported Orv Owen. Bargaining for the Union were Mark Walters, Toni Kett, Harold Starr, Charles Renfro, Business Representative John Delsman and Assistant Business Manager Orv Owen. See the July issue of this paper for details of the settlement.

## New booklet available

In a Letter of Agreement of October 15, 1985, the Union and PG&E reached agreement on a list of tools that General Construction employees are expected to provide. Copies may be obtained from your Business Representative.



# RETIREEES

## LETTER TO THE EDITOR

San Francisco, CA  
May 17, 1986

Local Union 1245, I.B.E.W.  
P.O. Box 4790  
Walnut Creek, CA 94596

Dear Jack McNally:

Received your letter of April '86 on "Retirees." Thank you so much. This is, as you know, what we retirees need.

Please send me notice of meetings of the Retirees' Club. I'd also like to have a copy of "Attorney Services." Our will needs to be updated.

The dental plan was a very good surprise and more power to you and your officers. This shows you're always on the ball, working for better things for all PG&E'ers.

As President of the San Francisco Retired Employees Club "1984," P.S.E.A., we tried for a dental plan for Retirees. The best answer we got was that we would need 100% sign up. The plan would be out of range for some, so it was dropped.

Again, thank you and good luck to you and yours.

Fraternally,  
Ralph Arlin Grandy

## Retirees install officers

by Orv Owen

The Local 1245 Retirees' Club members held their first Installation of Officers Dinner at Local 1245 Headquarters.

Installed as Officers of Local 1245 Retirees' Club were Tom Riley, President; Don Hardie, Vice President; and Gene Hastings, Secretary.

Thanks to the hard work and culinary skills of Vicki Hardie, Lottie Hastings, Mary Byars, Alice Riley and Floral Vanderhoof, the retirees enjoyed an excellent dinner of food and wine that satisfied the appetites of us all, served in a setting befitting some of the finest San Francisco restaurants.

President Tom Riley advised the retirees that in order to maintain their conditions of retirement with dignity, "we must build a strong retiree base in Local 1245. We live in a world which is cynical, distrustful and self-centered to a great extent. As individuals, we must try to overcome these obstacles. However, we do possess one attribute that sustains us, WE CARE! As Union Sisters and Brothers, we care for one another. We would not believe in this organization if we did not."



I.r., Mr. & Mrs. Walt Campbell, George Kinney



I.r., Wilma Burch, Leland Burch, Billie Michael



I.r., Vicki Hardie, Lottie Hastings, Mary Byars, Alice Riley, Floral Vanderhoof



I.r., Tom Riley (Pres), Gene Hastings (Sec), Don Hardie (V. Pres)

## Dental health care for the adult

by: Stephen Pickering D.D.S., and Gay Arthur R.D.H.

**Enjoy the best years of your life, the ones ahead of you.** We are constantly being bombarded by the media with dental advertisements dealing with fluoridated toothpaste, smoker's toothpaste, and denture adhesives. However, there is much more to dental health than what you see on television. We would like to share some information and tips on dental health that you will find interesting, but more important, the information will be useful to you as you pass through the middle and later years of life.

### General information

By the time you reach twenty years of age, the decay (cavities) rate for most people drops off significantly. This maturing of the teeth is greatly enhanced if fluoride was used through the early years. Most of the restorative work (fillings and crowns) performed on people as they get older is replacement of fillings placed when they were children or young adults.

The major emphasis on adult dental health has to do with the periodontal condition of the mouth. In simple terms, periodontal disease is an inflammation of the gingival (gum) tissues due to a buildup of plaque (soft bacterial masses) and calculus (calcified or hardened bacterial masses also known as tartar). This condition can be treated very easily in its early stages by brushing and flossing away the plaque and by cleaning and scaling away the calculus (performed by the dentist or dental hygienist). If periodontal disease is not treated by these conservative means in your early years, (20 through 40 years of age), more extensive and expensive work is necessary as you get older. This

work is often performed by a specialist known as a periodontist. If left untreated, periodontal disease leads to the loosening and loss of teeth. The sign in our office which states "Ignore your teeth and they will go away" is in most cases very close to the truth.

As teeth are lost, they can be replaced by several means. When possible, fixed bridgework is usually the best, though it is expensive. Fixed bridgework is permanently cemented onto your existing teeth and looks like and is cared for very much like natural teeth. Removable bridgework (partial or full dentures) are usually the last resort when multiple teeth are missing.

### Home care

**Brushing:** It is recommended that you brush your teeth **at least twice daily**, after every meal if possible. We recommended using a fluoride-containing toothpaste and the new anti-tartar toothpastes are definitely worth a try. Some people use baking soda, but it is a good idea to check with your physician if high blood pressure is a problem. We recommend using a soft, round-ended bristle toothbrush. Use a rotating motion making small circles, overlapping teeth as you go, while angling the brush at a 45° angle to the teeth. You should emphasize brushing at the gumline. Brush until your teeth and gums feel smooth. Thorough brushing should take from 2 to 3 minutes.

**Between teeth cleaning:** Flossing comes to mind first. It is the best and most thorough means of cleaning between the teeth, and should be done once a day. Dental floss is now available in flavors such as mint and cinnamon. If dexterity

is a problem, stimulents, toothpicks, small bristle brushes or rubber tips can be used. Your dentist or dental hygienist will be happy to show you how to use any of these aids.

**Denture wearers:** It is very important to keep removable dental appliances clean. Plaque and calculus may form on them, leading to odor and staining. A daily scrubbing with any type of denture brush is usually sufficient and may be combined with soaking in denture cleaning solutions. We do recommend that removable dental appliances be left out of the mouth for several hours each day. This is usually done overnight and gives the tissues under these appliances a chance to "breathe." It is also very important to stimulate the tissues of the mouth for optimum health. A soft toothbrush swept over all oral tissues two times daily is recommended.

**Mouth Washes:** If you keep your teeth, gums, and dentures clean, there should be no need for mouth washes to combat bad breath. Other causes of bad breath include respiratory tract infections and digestive problems and are best treated by your physician. Commercial mouthwashes, at best, only mask mouth odors for a few minutes, and are usually an unnecessary expense.

**Fluoride:** It is not uncommon as we grow older to develop some recession of the gums surrounding the teeth. This recession is usually greater on people who have had the more advanced stages of periodontal disease. The net effect of this recession is that tooth structure that was originally covered by the gums is now exposed to the bacteria of the mouth. This

can lead to the development of cavities along the gumline because this newly exposed tooth structure does not have benefit of years of fluoride application. If a patient develops these adult cavities, we will often place the patient on a daily home fluoride program using prescription fluoride rinses or gels. There are some over-the-counter fluoride rinses available which have lower concentrations of fluoride than we prescribe, but they may nevertheless be valuable in preventing new cavities. Remember, however, thorough brushing and flossing are still the best means of reducing cavities.

### Diet

For young and old, we recommend reducing your sugar intake. Adult cavities, like cavities in children, are caused by plaque bacteria. The sugars you eat are converted into acids which are responsible for the cavities. As you get older, you should concentrate on reducing your fat and protein intake while increasing your fiber intake. Maintain a well-rounded vitamin and mineral intake, especially vitamins A, B, C, and E. Women should take additional calcium. There are many good books available on nutrition of adults. Keep one handy in your home.

### Conclusion

Do take the 5 to 10 minutes a day to properly care for your mouth, and do plan your diets carefully to insure proper nutrition. These two things, along with regular checkups and cleaning at the dental office, will enable you to keep your mouth healthy and will allow you to enjoy the best years of your life — the ones ahead of you.

## Arbitration win protects Union jobs

# Use of agency employees violates contract

On May 27, 1986, Arbitrator Barbara Chvany issued a historic, precedent-setting decision in PG&E Arbitration Case No. 128, in which Local 1245 successfully challenged PG&E's use of agency employees to perform work which would otherwise have been performed by members of the IBEW Clerical Bargaining Unit.

As a result of PG&E's use of agency employees to perform clerical work identical to work performed by Union employees in two separate operations (energy conservation programs at all headquarters in the system, and the Diablo Canyon document library in the Design Drafting Department, General Office), Local 1245 filed grievances claiming that PG&E violated two sections of the contract — the Recognition Clause and Section 24.5, where the Company agreed not to "make a contract with any company or individual for the purpose of dispensing with the services of employees who are covered by the Clerical Bargaining Unit."

After analyzing the factual record developed by the Union in the arbitration hearing and the six factors set forth below, Arbitrator Chvany concluded that the Company's use of agency employees was improper and that it violated the contract.

Arbitrator Chvany ordered the Company to cease and desist in its improper use of agency employees, and further ordered PG&E to create a number of full-time, regular Union jobs with PG&E instead of using agency employees.

Business Manager Jack McNally characterized Arbitrator Chvany's decision as the "most important arbitration decision in Local 1245's history. We have clear and concise guidelines for the use of agency employees in the PG&E Clerical Bargaining Unit, substantial guidelines for the use of contractor employees in the PG&E Physical Bargaining Unit, and a well-reasoned and articulate decision by Arbitrator Chvany to use anywhere else we have problems with agency employees."

## Six tests for agency employees

*Arbitrator Chvany cited six factors which she used to assess the right of the Company to subcontract work to agency employees. These six factors are as follows:*

1. The nature of the contracted work. (Continuous or intermittent? Permanent or temporary? Routine or of an emergency nature?)
2. The effect upon employees in terms of layoff, termination, demotion.
3. Whether the work is normally performed by Union employees.
4. Whether the work is performed on the employer's premises.
5. Whether the employer has acted in good faith.
6. Whether there has been a harmful effect on the bargaining unit or the Union.

**Attention Local 1245 members:** If there are any agency employees working at your office or headquarters, report this situation to your Shop Steward or Business Representative as soon as possi-

ble, with as much information about the agency employees as possible. Remember —only your continued vigilance and support can help your Union protect your job!