New Union contract ends hard bargaining at Sierra Pacific

By Ory Owen

The members of IBEW ratified a one-year agreement reached last month between Local 1245 and the Sierra Pacific Power Company. The contract "provides a fair and reasonable settlement of the negotiations," the IBEW Bargaining Committee concluded. The membership agreed, with 639 members accepting the contract and 132 voting for its rejection. The agreement came after twenty sessions of negotiating sessions between the two parties.

A general wage increase for all employees topped the list of improvements in the new package. Every employee will receive a three percent wage increase, with an additional twenty cents per hour for every forty-eight classifications and five cents per hour for the top rates in ninety-one other classifications.

The dispute between Local 1245 and the Public Utilities Commission over the PG&E rate increase moved one step closer to a final resolution this month when both opening and reply briefs were filed with the Commission by the IBEW, PG&E and the PUC's Public Staff Division. The conflict arose when the Public Staff Division attempted to reduce a PG&E rate increase alleging that Union members' wages are too high. The five members of the PUC will hear oral arguments in the case on November 6, with a decision expected in late December.

Clericals Targeted by PUC Staff

As was the case during the hearing, much of the Staff's brief targeted PG&E's clerical workforce, alleged to be "significantly overpaid." In the face of evidence from both Union and Company witnesses in collective bargaining for clerical employees, the Staff stated it was making "no judgement whatever regarding the benefits, philosophical or otherwise of comparable worth" but was saying that "the company is proposing to spend too much money and the ratepayers should not be asked to fund it."

Surprisingly, the Staff brief relied upon an early exhibit filed by the Staff dealing with the wage issue and apparently ignored the fact that three times during the hearing Staff witnesses themselves repudiated the figures found in the original exhibit.

Union Brief Hits Staff Survey

In its brief, Local 1245 criticized both the Staff's methodology and the assumption underlying the Staff's entire approach. The Union identified eight separate problems in the Staff's wage survey, as well as a number of arithmetic or clerical mistakes. The survey was "flawed in virtually every aspect, both in terms of design and execution," the Union argued. The problems associated with the survey were so serious that the results are invalid, the Union brief concluded.

The Union also argued that the Commission may not interfere in collective bargaining, either directly or indirectly. A recent decision by a Federal District Court backs up the IBEW position. The Court found that the Arkansas Public Service Commission acted improperly when it disallowed a portion of Union wages from the rate base of a telephone company.

Union Letter-Writing Campaign Underway

Many Local 1245 members have responded to the call to let the Commission know how they feel about the Staff's attempt to involve itself in collective bargaining at PG&E. Copies of a number of letters have been sent to Local Union headquarters in Walnut Creek. These are strongly appreciated. The Commission will be actively working on the case until a decision is issued in late December. Letters can and should be sent for the next several months.

Unit Officers Conference set for early October

A conference of all Unit Officers in Local 1245 has been scheduled for the weekend of October 4 and 5, 1986. The meeting will be held at the Concord Sheraton Hotel. Attendees will get a thorough review of Unit activities and responsibilities. Topics to be covered will include leadership skills, health and safety, parliamentary procedure, and grievance handling. The Local has invited several special guest speakers to address the session. These include Senator Nick Petris, Pete Guidry of the University of California's Labor Education Center, and Elaine Bernard, Director of Labor Programs at Simon Fraser University in Canada.
By Joan Dalzell

The following article explains a typical workers' compensation case. For many, it can be very frustrating to experience the delays of the workers' compensation system. Unfortunately, an injured worker is often subjected to many delays between the time of the injury and the award of workers' compensation benefits due to his or her case being handled by many people and various bureaucracies. Computers break down and checks get delayed, the mail is slow, and everyone's appointments are missed.

If you are represented by Neyhart, Anderson, and if you are experiencing delays, please feel free to call our toll-free number (800-652-1569) and talk with Joan Dalzell about your case. It is our hope that this article will shed light on some of the reasons for these delays. Of course, every workers' compensation case is different and each office of the Workers Compensation Appeals Board (the state judicial body under whose jurisdiction the workers' compensation) system is different, but the following describes the various delays that occur in most cases.

Step One: A Member is Injured On the Job

Upon notification to your employer of the injury, your employer's insurance company starts to pay benefits or, if a genuine medical or legal doubt exists as to liability, it denies liability and refuses to pay.

Whether benefits are initially paid or not, a member may choose to retain a workers' compensation attorney. The attorney will file an application for adjudication of claim with the Workers Compensation Appeals Board on behalf of the member. It takes approximately 30 days to get a case number from some of the Board offices and the claim must be properly served on all parties in the case.

Unless the injury is witnessed and should obviously be compensated, the employer's insurance company has the right to investigate the injury. They may talk to individuals involved, supervisors or the treating doctor. All this takes time and causes delay.

Step Two: Proving the Injured Workers' Case

Finally, the insurance company either starts to pay initial benefits or denies liability. It is up to the injured worker and his/her attorney to prove that a workers' compensation injury was job-related. This is done by presenting evidence which can include medical records and testimony from the witnesses. This medical evidence is crucial to proving your case. The extent of your disability is shown by presenting medical evidence through a doctor's report.

In addition to obtaining a report from your treating doctor, your attorney will most likely require you to be examined by an independent treating physician. These doctors understand the requirements of the Workers' Compensation law as well as medicine. Their ability and understanding can greatly improve the chances of winning a workers' compensation case.

Step Three: The Company Doctor

It usually takes a minimum of 45 days to get an appointment with an evaluating doctor. The injured worker will have to wait another 30 days to receive the doctors' report. At this point, the employer's insurance company may send you to see their own consulting doctor. This will cause an additional delay while waiting for an appointment and this doctor's report. Sometimes the insurance company cannot agree on the independent doctor's report. The insurance company may then choose to send you to see their own consulting doctor. However, the insurance company does not have to do this. Sometimes the insurance company may refuse to pay. If so, the worker is entitled to seek the review of the Workers' Compensation Appeals Board on a Petition for Reconsideration. Any case may be appealed, if there is a proper basis, to the Workers' Compensation Appeals Board (on a Petition for Writ of Review) and to the California Supreme Court. All this takes a great deal of time. Sometimes, however, the injured worker will have a final decision ninety days after the trial.

For more information regarding the Workers' Compensation system, interested Local 1245 members can obtain two pamphlets. A "Steward's Guide to California Workers' Compensation" by Manny Mederos and Ann Miley is available from the Local 1245 office in Walnut Creek. In addition, the University of California at Berkeley has just published a pamphlet for union activists entitled "California Workers' Compensation" by Joan Braccon and Nick Kopke. It is available for $1.00 per copy (seventy-five cents for orders of 30 or more) by writing to the Labor Center, UC-Berkeley, Institute of Industrial Relations, 2521 Channing Way, Berkeley, CA 94720.
The War on Drugs: A Labor viewpoint

A few months ago I wrote in this space about the problems surrounding drug and alcohol use and abuse. Since then, the drug problem has received increased attention in the media and more employers have been instituting policies concerning the use of drugs at the work place.

With the cocaine connected deaths of two prominent athletes, there has been a wave of hysteria from the Reagan administration on down over the war on drugs. As a result, some employers, across a broad spectrum in the public and private sector, have decided they will not tolerate the use of drugs by their employees and, as a solution to the problem, have introduced mandatory and random testing for drug use by employees without any regard for just cause.

When a union challenges these unilateral policies to prevent implementation, the media many times makes it appear that the labor organization is soft on drugs. The real issue at hand, however, is the breach of the National Labor Relations Board's long-standing doctrine of the requirement to bargain over changes in the conditions of employment at the work place. The media image makers are not fairly reporting on this issue when it comes to the involvement of the unions. The union is trying to protect its rights under the National Labor Relations Act, rather than, as the media would lead you to believe, expressing an opinion either for or against drug use.

The mandatory and random testing approach for drug use has some serious problems. The U. S. Constitution and the Bill of Rights provide protection against self-incrimination and unreasonable search and seizure. On-the-job random and mandatory drug testing presumes guilt, not the presumption of innocence required under the law. Further, there are some flaws in the testing for drugs that often make the results unreliable — showing drug residue where none exists, and just as often, showing no evidence of drug use, where in fact there has been use. In short, the mandatory and random testing approach has not been proven to be the means of solving the serious drug problem that this nation faces.

Local 1245 recognizes the gravity of drug use both on and off the job. We are committed to working with our members and all willing employers to face this problem, but not with the degrading approach now being pushed by some politicians, bureaucrats, and companies trying to make a name for themselves.

We believe education has to be improved and increased both in our schools and at the work place. Treatment for victims of drug abuse through employee assistance programs and appropriate medical care should be improved and enhanced. Drug addiction is an illness and should be treated as such.

We, as a society, rather than reacting, should act in a rational and positive way to solve this serious problem of drug abuse. After all, the drug-related deaths of two athletes, Len Bias and Don Rogers, were not the first, and tragically, will not be the last.

In Unity,

[Signature]

Point of View

By Jack McNally

APPOINTMENTS

CONFERENCES AND CONVENTIONS

30th Annual Rocky Mountain Labor School
Cherri L. Roberson
Louis Johnson
Kathy Tindall

5th Annual Summer Institute for Union Women
Linda Jurado
Patricia Friend
Donna Dito
Marianne Kostick
Carol Coppedge
Linda Kimball
Diane Rowe
Karen Russell
Wilma Arjona
Barbara Symons

California State Association of Electrical Workers Conference
Howard Stiefer
Jack McNally
Ron Fitzsimmons
Barbara Symons
Arulis Watson
Gary Mai
Jack Osburn
Tom Riley
Lee Thomas

California Labor Federation Convention
Howard Stiefer
Jack McNally
Ron Fitzsimmons
Barbara Symons
Arulis Watson
Gary Mai
Jack Osburn
Tom Riley
Lee Thomas

10th Annual Convention of the Congress of California Seniors, Inc.
Thomas Riley
Don Hardie

30th Annual Nevada State AFL-CIO Convention
Anne Spencer
James "Bud" Gray
John Stralla
Mack Wilson
Jay Killgore
Gino Aramini

California Labor Federation Trade Union Summer School
Darryl Norris
Shirley Robert
Gwen Wynn
Danny Jackson
Barbara Cook

Unit Meeting Changes

Unit 2412 – San Francisco
Physical
New location:
Val's Restaurant
88th and Junipero Serra
Daly City
New meeting time:
7:30 p.m.

Unit 1112 – Bakersfield
New meeting date:
Third Thursday of Month

Unit 1216 – Santa Marta
New location:
Round Table Pizza
1437 So. Broadway

Unit 2316 – Concord
New meeting time:
7:30 p.m.

IBEW 1245 BUSINESS MANAGER

IBEW 1245 UTILITY REPORTER/SEPTEMBER 1986 3
In violation of their own guidelines, PG&E management ordered employees to excavate in the Merced Yard despite visible evidence of very high levels of Polynuclear Aromatics, a chemical compound defined as hazardous under various Federal and State regulations. The incident occurred just after a May 10, 1986, informational meeting in Merced where employees were told of new "Guidelines for Excavation at Former Gas Manufacturing Plant Sites." These guidelines identified the Merced Yard as one of thirty-one sites where the Company owns properties once used as gas plants. The plants produced gas from coal and oil with coal tar and lamp black emerging as by-products. Some of this by-product residue may still be buried at some of the sites. The dangerous Polynuclear Aromatics can be found in these compounds, posing a potential health or environmental risk. While excavating at the Merced site, the crew pointed out to a supervisor "a vein of black material at a depth of approximately eighteen inches." The "black vein" is considered strong evidence of the dangerous residue containing Polynuclear Aromatics. But company supervisors told the crew that the soil had tested negative for dangerous residue. They further claimed that the "black vein" was probably caused by "blacktop absorption" into the soil. They told the crew that it was "OK" to proceed with the excavation.

The crew was not satisfied with management's response and notified Local Union 1245 representatives. Two samples of the "black vein" were taken in two containers, one given to the Company for testing, and the other for testing by the Union. At the same time the samples were taken, the Union also took pictures of the site. These pictures clearly indicate a difference of soil in the excavation layers. The Union's test results showed a high level of Polynuclear Aromatics in the soil sample. Local management decided not to have their sample tested.

PG&E actions at the Merced Yard appear to violate the Company's own guidelines, announced to the Union at a quarterly Health and Safety meeting held in February, 1986. At that time, the Company explained the actions underway to deal with its former Gas Manufacturing properties. In addition to the thirty-one sites the company still owns, either fully or partially, are forty-three sites within the service territory no longer owned by the Company. The "Guidelines" issued at that meeting included the following requirements:

- Pre-excavation testing;
- Excavation at Gas Plant sites where residue is anticipated;
- Excavation at Gas Plant sites where no residue is anticipated;
- Emergency work at Gas Plant sites;
- Proper protective clothes and equipment to be used.

The Guidelines describe the Gas Plant Residue as "composed primarily of lamp black and coal tar materials. [It] is black in color, granular or oily in nature, and often has a characteristic hydrocarbon odor. Concentrated deposits of this material will be readily detectable." In addition, the Merced crew had been specifically told prior to their excavation work to stop a job in progress if they found any questionable material.

But management ignored the direct visual evidence of the hazard. The Union once again is disappointed that PG&E: 1) Chose not to test a sample given them by the Union; 2) Refused to listen to employees' requests; 3) Did not follow their own guidelines; and 4) Are discounting test results of an accredited laboratory given to them by the Union. PG&E can issue hundreds of pages of guidelines, but when local management is encouraged to disregard them, the guidelines are rendered useless. The Union is continuing its investigation into this incident.

Union victory in Haverfield helicopter dispute

By Ann Miley

After nearly two years of Union pressure, both Pacific Gas and Electric and Haverfield Helicopter have conceded defeat in a dispute over whether Haverfield could safely change-out spacers for PG&E on the 500 KV line. Both companies decided on July 9, 1986, to withdraw their effort to overturn a company appeal to the California Occupational Safety and Health Administration. The conflict emerged in late 1984, when IBEW Local 1245 members discovered that PG&E intended to contract out the spacer change-out work to the Florida-based Haverfield. Though not yet directly involved in the work, IBEW contended that the work was unsafe to its members who were flagging traffic for the operation. The Union once again is disappointed that PG&E's move made the direct involvement of IBEW members in the future a possibility. Though Cal/OSHA did not grant the Union formal status in its complaint process, the Union's investigation led to the early 1985 Cal/OSHA citations against both companies. Cal/OSHA found the employers guilty of a serious and willful violation of the law when they conducted change-out work too close to the 500 KV line. In a separate action, a $22,800 fine was levied by the California Labor Commissioner against Haverfield for performing work without an electrical contractor's license. The fine was reduced to $10,000 in response to a company appeal.

The companies were able to complete the dangerous work under a temporary experimental variance from Cal/OSHA's High Voltage Safety Orders granted them on January 14, 1985. The work under the variance was completed in mid-1986.

This end to all administrative action against the two companies came without any public explanation. It is speculated, however, that the contact of a helicopter rotor while washing the 115 KV line in Fremont on June 10, 1986, may have contributed to the decision. There were no injuries in this accident, but the helicopter's rotor blades and twenty feet of wire were damaged. The risk involved in this work finally seems to have hit home at Haverfield and PG&E.
Single point grounding announced

Pacific Gas and Electric Company has drafted a revision of Accident Prevention Rule Number 410 to allow for single point grounding and has submitted it to Local 1245 for approval. PG&E's Transmission and Distribution Letter on single point grounding, issued on April 11, 1986, states in part:

The primary purpose of protective grounds is to provide maximum safety for personnel while they are working on deenergized lines or equipment. The use of single point grounds as our preferred method of installing personal protective grounds will increase that margin of safety for the workman.

As the name "single point" implies, the grounds are installed at one point, the work location, and not at multiple locations as we now do with our conventional master ground installations. This is accomplished by the use of a pole band (See Drawing) that is installed on the pole below the workman and, in conjunction with connections of the conductors and the ground, provide an equipotential work zone. When working on a conductor under this single point method, the conductor and the lineman are normally at ground potential. It is only when the conductor becomes energized for unexpected reasons that the lineman will also become momentarily energized at the same voltage. But when grounds are properly applied, the lineman's hands and feet, the pole, and the conductors are all energized at the same voltage at the same time. When everything at the top is at the same electrical potential, no current will pass through the lineman; it will all be shunted around him to ground. This protective grounding concept shall be applied to both distribution and transmission lines. Our present use of personal grounds on steel towers and steel poles establishes an equipotential zone concept just as would be installed on a wood pole.

Engineering studies and actual measurements show that single point grounding creates an equipotential zone that minimizes the exposure to the workman. Also, grounding at the work location is recognized in the High Voltage Electrical Safety Orders (Ref \#29411\{7\}(B)) as a proper grounding method.

Single point grounding has been used successfully in our industry for many years, and has been adopted as the preferred method of work site grounding by a number of utilities throughout the nation. When using the single point concept of grounding, we not only provide a safe work environment, but we also reduce the exposure to personal injury by reducing the physical effort required to install adequate protective grounding.

A protective grounding manual and associated training aids are scheduled for release in mid-year. Modification of the grounding devices will take place as the availability of material and conversion facilities permit.

Pacific Gas and Electric has assured Local 1245 that the training will be completed before the single point grounding method is used in a headquarter.

After attending several demonstrations of the installation of single point grounds as the preferred method of installing personal grounds, Local 1245 believes it is an improvement of the practices currently used by PG&E.

SURVEY UNDERWAY

Union and PG&E clash on safety of high voltage work continues

Pacific Gas and Electric took the latest step in an ongoing dispute with IBEW Local 1245 over the safe conduct of high voltage electrical work. The company filed a petition with the California Occupational Safety and Health Standards Board on October 12, 1985, to amend Cal/OSHA's Safety Orders to allow for "barehanding" of high voltage work and to allow employees to "rubber glove" voltages in excess of 5000 volts. Over the opposition of the IBEW, the Standards Board has agreed to consider the petition. The Board announced on April 17, 1986, that the petition would be sent "to a select representative technical ad hoc advisory committee convened by the Standards Board's staff." The committee will then investigate the company's findings and regulations concerning the presently prohibited live-line, barehand work and the use of rubber protective equipment on energized conductors or equipment in excess of the voltages presently permitted by the regulations.

IBEW Local 1245 and several other IBEW Locals have stated publicly that they are opposed to the PG&E petition. An investigation by the Local 1245 Safety Committee found that the use of rubber gloves is more hazardous than the use of hot sticks. Further research on this issue is being conducted by the International Union Office. Results from throughout the United States and Canada are expected to support Local 1245's position.

To help develop the IBEW's position on this issue, a questionnaire has been written for affected members. To be distributed in the near future, the survey will determine the acceptance to PG&E employees of "barehanding" and "rubber gloving" higher voltages. The Union urges the participation of its members in this survey. The results will help support the union position in the upcoming meetings of Cal/OSHA Ad Hoc Committee.

GOVERNOR'S SIGNATURE PUSHED

Portable Generators Bill passes legislature

By Ann Miley

A stipulation signed by Cal/OSHA, PG&E and Local 1245 agrees to the withdrawal of PG&E's appeal of the Strawberry citation on condition that "except for purposes of history to establish a repeat violation . . . this stipulation cannot be construed as an admission." The penalty assessment of $350.00 stands.

The serious citation was issued on April 19, 1985, because the company did not provide guards between the work location and each possible source of electrical supply. The investigation of the death of PG&E General Construction Journeyman Lineman Guy D. Schild on April 8, 1985, near the Strawberry lodge, indicated that a generator at the lodge had backfed through the transformer. Although grounds had been applied to the conductor on the single side that was the only apparent source of supply, no protection was afforded the line crew from the back-feeding generator. (See this month's update on the Portable Generator Bill.)

Cal/OSHA had contemplated taking criminal action against individual supervisors. No such action has been taken, however, and now the statute of limitations for such action has expired.
Members of the IBEW Local 1245 Advisory Council gathered last month for their quarterly meeting. A group composed of delegates from the major employee subgroups within the Local, the Council advises the Executive Board and Business Manager on policy matters. The Council also acts as a review panel for Executive Board decisions. Current members of the Council include: W.E. “Skip” Harris, De Sable; Stanley Justis, Drum; Al Knudsen, Colgate; Darryl Norris, Sacramento; Glenn Hurdle, Sacramento; Richard Perry, USBR; Dave Mason, Citizens Utility; Barry Humphrey, General Construction; Pat Friend, Clerical-at-Large; Jim Travis, Tree Trimmer Companies; Gwen Wynn, San Francisco VP and Compt. Ofc.; Ronald Simpson, Irrigation Districts; Larry Badorine, San Joaquin; Mike Haentjens, Coast Valleys; Samuel Leroy Adams, Pipe Line Operations; Daniel K. Melaneophy, San Jose and City of Santa Clara; Stanley Adams, AC Transit and East Bay Muni.; Paula Ramsey, East Bay and Material Control; R.G. Woodford, San Francisco and General Office; Grover Day, Stockton and City of Lodi; Frank Locati, Pacific Gas Transmission; Jimmy Russell, Humboldt; Will Rodriguez, Shasta; Jay Killigore, Sierra Pacific Power; Terry Linebarger, CATV Operating Companies; Laurence Wood, North Bay; David Skog, Regional Transit; Anne Spencer, Manufacturing; William F. Branson, Outside Construction.

Photos by: Kua Patten and Pat Dunn
South Bay Shop Stewards

Grievance Handling, Leadership, and the basic duties and responsibilities of an IBEW Shop Steward were subjects of a training session held recently for new Stewards in the San Jose and Santa Cruz areas. In addition to presentations by Local 1245 Business Agents Larry Pierce and Bill Twohey, two special guests addressed these activists: Rick Sawyer, Business Manager of the AFL-CIO Santa Clara County Central Labor Council; and Pete Guidry, Coordinator of Public Programs from the University of California at Berkeley's Center for Labor Research and Education.

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The California Labor Federation, AFL-CIO endorsements for the November election

PROPOSITIONS


54: Prison Construction Bond Act of 1986: $810 million in bonds for state adult and youth correctional facilities


57: would increase increases in pension for non-judicial and non-legislative constitutional officers on campuses of U.C., and state universities and maritime academy

58: exempts property transferred from spouses, and the first $1 million worth of a principal residence transferred to children, from tax assessment revaluation specified in Prop. 13 of 1978

59: requires election of district attorneys, eliminating voters’ option of making it an appointive office

60: would alter Prop. 13 of 1978 to allow persons 55 or older who sell their residences to transfer assessed values

61: the so-called Gann Initiative, would restrict compensation paid to public officials and employees

62: the so-called Jarvis Initiative, would impose new restrictions on authority of local governments and districts to tax themselves

63: would designate English the official language of California and prohibit the Legislature from passing any law that diminishes or ignores the role of English

64: the so-called LaRouche Initiative, would make victims of Acquired Immune Deficiency Syndrome subject to quarantine and isolation

65: toxic pollution of drinking water, would provide a method of proof for the discovery of pollution of water as the result of business persons neither expose individuals to chemicals known to cause cancer or reproductive toxicity without first giving clear and reasonable warning, nor discharge such chemicals into drinking water

VOTE!
Benefits agreement reached at CP National

By Otto Owen

By an overwhelming margin, IBEW members employed by CP National approved a betterment package negotiated with the company last month. The votes were cast by members of Locals 1245, 89, 125, 396 and 659. The nine to one margin indicates membership agreement with the IBEW negotiating committees’ conclusion that the proposal was "a good one" in light of the "current bargaining environment across this country."

Though delayed for two months because of a reorganization effort within the company, negotiations got underway at Local 1245 headquarters. Augustus, Chief of Labor Management and Employee Relations, placed on the table included the pension, life insurance and long-term disability plans covering IBEW members employed by CP National. Settled were the following day on amendment of the retirement plan and extensions of life insurance and long-term disability benefits through April 30, 1986.

The changes in the retirement plan were aimed at meeting one of IBEW’s "principal goals in this year's negotiations." According to the IBEW team, "We had hoped to improve the retirement benefits for our senior members who have contributed to the growth and prosperity of CP National and the IBEW, and who may be contemplating retirement in the near future." The committee also hoped to see improved vesting rights for younger members of the retirement plan.

Both these goals were met in the negotiated package. Members who retire during the two years of this offer will benefit from the improvements. The ratified package also "accelerates our younger members' benefit protection in the retirement plan by reducing the current vesting in the plan from ten years to five years."

IBEW negotiators concluded. Members of the IBEW Negotiating Committee included: Dora Carone, Walt Conners, Tony Frazier, Bob Loper, Orv Owen, Don Raymond and Robert Robinette.

International President resigns, temporary replacement appointed

The IBEW’s International President, Charles H. Pillard, resigned from his office last month. Pillard has occupied that post since 1968. The IBEW Executive Council appointed International Vice President John J. Barry to Pillard’s now vacant seat. Pillard was also named president emeritus by the Council.

Barry will serve the remainder of Pillard’s term, which runs out at the time of the IBEW’s convention to be held this month in Toronto. Delegates to the convention will elect new officers to four-year terms. Pillard, at age 67, is a 46-year member of the IBEW. He was elected to his first union office in 1952, as business manager of Local 41 in Buffalo, New York. Barry, 62, has been an IBEW vice president since 1976. He has been an IBEW member for 43 years. He first joined Local 43 in 1943 and was elected its business manager in 1962.

Government coordinating council gathers for semi-annual meeting

By Rich Hafner

Members of the IBEW Government Coordinating Council #1, assembled in Reno, Nevada, on July 17th and 18th. The Council was pleased to welcome as a guest, Darrel Mitchell, Senior Assistant Business Manager for Local 1245, Hunter Boatman, Chief, Labor-Management and Employee Relations at the Golden, Colorado, office of the Western Area Power Administration (WAPA). Mitchell was also a guest of the Council. The Council is made up of representatives from five different IBEW Locals throughout the Western United States with members employed by WAPA.

The Council elected Daryl McGriff, President, IBEW Local 2159 (Montrose, Colorado), as its 2nd Vice President. David Stauffer, a delegate from IBEW Local 1959 (Huron, South Dakota), was appointed Recording Secretary, pro-temp. During the two-day meeting, several important items were discussed. First, the Federal Labor Relations Authority (FLRA) had been asked to decide whether Supervisory Craftsmen Employees, Foreman III, are to be included in the IBEW Bargaining Unit. This case (#7-CA-1229) is well over four years old. The FLRA issued a favorable decision in this case last month. A companion case (#7-CA-30398) will also be considered in IBEW Local 640 (Phoenix, Arizona). Stauffer recommended that the FLRA must decide whether wage rates for these same supervisors should be set by negotiation with the IBEW.

In a third dispute, the FLRA will decide whether the Department of Energy and WAPA acted in violation of IBEW bargaining rights when Western refused to implement the legal order of the Federal Services Impasse Panel in Case 84FSIP29 (FLRA Case #7-CA-50281). An arbitration case was also the subject of discussion by the panel. Case #86/R/12300 is set for a hearing before Arbitrator Larry V. Lunt on September 9, 1986, in Salt Lake City, Utah. The case will argue that WAPA employees are entitled to triple-time pay when on a remote site for required training held on a legal holiday. There's a good chance that this case will settle without arbitration.

Council members also discussed a grievance expected to go to arbitration regarding the refusal of management to upgrade an Electrician when the Supervisory Craftsman is on annual leave. No arbitrator has yet been chosen for this case.

The new travel regulations were discussed at length by delegates. The new half-day per-diem policy is under review due to widespread complaints. A Government Services Administration (GSA) official said the policy is being reconsidered because of unfavorable reaction. WAPA is also requesting each area to determine whether there are remote sites which cost more than the allowable $25.00 for lodging. These additions will be submitted to the GSA by October 1st for consideration.

Finally, there is still no word from the FLRA concerning IBEW’s negotiation appeal filed on September 27, 1985. The American Federation of Government Employees (AFGE) filed suit in Federal Court in Washington, D.C., charging the FLRA with untimeliness in their decisions. But the Court held that the FLRA should be excused for its delays because it is short-handed. The Court refused to order the FLRA to issue decisions on twelve cases, some as much as four years old, brought to its attention in the suit. FLRA Chairman Jerry Callbourn has now set a goal of deciding cases in no more than six months.

In attendance at the Government Coordinating Council #1 Semi-Annual Meeting on July 17-18, 1986, in Reno, Nevada were (from left to right): James L. Simmons, International Representative, Eleventh District (Bismarck, North Dakota); Gary Maynard, Assistant Business Manager, IBEW Local 640 (Phoenix, Arizona); Jim Healy, IBEW Local 1759 (Casper, Wyoming); David Stauffer, IBEW Local 1959 (Huron, South Dakota); Jerry M. Tracy, Business Manager, IBEW Local 640; Daryl McGriff, President, IBEW Local 2159 (Montrose, Colorado); Randy Fau, Business Manager, IBEW Local 1759 (Miles, Wyoming); Richard T. Barrus, International Representative, Ninth District (Vallejo, California); Leland Jackson, Jr., International Representative, Seventh District (Phoenix, Arizona); Jack McNally, Business Manager, IBEW Local 1245 (Walnut Creek, California); Darrel Mitchell, Senior Assistant Business Manager, IBEW Local 1245; Roland E. Gwalt, International Representative, Eighth District (Grand Junction, Colorado); and Buster Boatman, Chief, Labor-Management and Employee Relations, WAPA (Golden, Colorado).
Behind the UFW Grape Boycott

By Cesar E. Chavez, President & Founder of the United Farmworkers of America, AFL-CIO

A wise man taught us that "those who choose to ignore history are destined to relive it." It's a lesson corporate growers in California should heed.

Ten years ago, when confronted by the fact that 12% of the public was supporting the United Farm Workers' boycott of fresh grapes and other products, agribusiness agreed to support compromise farm labor legislation that gave farm workers, for the first time, a legal mechanism to resolve grievances with growers.

Now, a decade later, agribusiness shows that it still hasn't learned. Growers backed the passage of the Agricultural Labor Relations Act to get out of the boycott in 1975, but then changed their minds after too many farm workers voted for the UFW or after they were found to be in violation of the law.

They thought that the $1 million in campaign contributions they made to Gov. George Deukmejian would kill off the union. It hasn't, but the Farm Labor Law obviously is no longer working.

Under the Deukmejian Administration:

- The number of investigators, prosecutors, and hearing judges was reduced drastically by a 30% cut in the Agricultural Labor Relations Board's enforcement budget.
- The backlog of uninvestigated farm worker charges against growers mushroomed while prosecution of lawless employers almost ceased. Hundreds of worker-filed charges were dismissed so Deukmejian could deceitfully claim the backlog had been reduced.
- Last year, we launched a new grape boycott to call attention to the unenforcement of the Agricultural Labor Relations Act. This past summer, we added the pesticide issue as an area of focus for that boycott.
- When the boycott was renewed, our opponents said it wouldn't work again; these are the '80s, not the '60s, they crowed. Yet a California poll released in September showed 42% of the public will embrace this effort. Boycotts work when they enjoy 5% support; they're devastating with 10%. Clearly, corporate growers and their champion, George Deukmejian, have placed themselves squarely on the wrong side of history.
- We will relaunch the boycott itself. The new grape boycott will succeed. And corporate growers will learn its lesson once more.
- Please contribute to their education: Boycott grapes!

Don't Buy

National Boycotts Sanctioned by the AFL-CIO Executive Council

Armour Processed Meats Co.
Armour Foods, Inc.
Armour Foods, Div. of Imperial Cup Co.

BASF A.G. Corp.
Genmar, Louisiana

Measuring, cutting and machine tools and pumps

California Table Grapes
Table grapes that do not bear the UFW union label on the carton or crate

United Farm Workers

Adolph Coors Co.
Brewer, Coors Light, Newman's 1862

Faberge, Inc.
Personal care products Ayurveda, Aquan Sol Hair Spray, Babes, Beaver, Bevo, Ceramic Nail Glaze, Flaxseed, Great Skin, Grande Finale, Just Wonderful, Macho, Riks, Parago, Tip Top Accessoires, Tigris, Woodward, Kame, Glazeon, Integrity, Seract, T-Rex, Faberge Organics, Oil, Chemi-Cal & Atomic Workers International Union

Fort Howard Paper Co.

Holiday Paper Cups,
Styrofoam, plastic and paper products

United Paperworkers International Union

Indiana Desk Co.

Louisiana-Pacific Corp.

Marval Poultry Co., Inc.

Nixdorf-Lloyd Chain Co.

Ontario Milk

Seattle First National Bank

Tony's Biscuit Co.

Watsonville strike hits first anniversary

The strike by a thousand employees of the Watsonville Canning Company has been on for one year as of this month. But the strikers remain well organized and confident that they will win a decent contract with the employer. To support their effort, the Bay Area labor movement urges trade unionists to contribute what they can to help the financially pressed strikers. The AFL-CIO's Santa Clara County Central Labor Council has set up an eviction fund to help save the homes of many strikers. Food and clothing are also needed. Please use the form below or contact the Labor Council at (408) 266-3790.

Watsonville strike eviction fund:

Make checks payable to: Local 912 Strike Committee-Eviction Fund and mail with the coupon below to: Local 912 Strike Committee S.C.C. Central Labor Council 4201 Almaden Road, Room 102 San Jose, CA 95125

YES, enclosed is my contribution to the Watsonville eviction fund:

$ 5
$ 10
$ 15
$ 20
$ 8

Address:

Street

City

Yes, enclosed is my contribution to the Watsonville eviction fund.

Union/Organization:

I would like to know more about supporting the Watsonville Strike.

Local 912 Strike Committee, S.C.C. Central Labor Council
4201 Almaden Road, Room 102
San Jose, CA 95125 - 408/266-3790
In Memoriam: Richard K. Groulx, 1925-1986

This nation’s trade union movement lost one of its strongest leaders last month, when Richard K. Groulx, long time head of the Alameda County Central Labor Council, died at the age of 61. The son of a United Auto Workers Union Local President, Groulx was born in Fulton, New York, but raised in Southern California. He took his first position in the labor movement in 1946 after finishing his World War II service in the Marine Corps. He was appointed editor of a Teamster newspaper in Hawaii. He later became a Teamsters organizer there, but moved to the Bay Area in 1948 where he joined Teamsters Local 586 in Oakland as an organizer and then as a business agent. In 1952 Groulx led an organizing drive on behalf of Local 29 of the Office and Professional Employees. It was there that he began his work with the Central Labor Council. He became the Council’s Assistant Secretary in 1956 and Executive Secretary in 1958. He held this top post until his retirement at the end of 1985.

Groulx will probably be best remembered for his ability to pull diverse groups of workers together in the interests of the trade union movement. Groulx was always able to mobilize the resources of the Labor Council on behalf of embattled trade unionists. When the air traffic controllers were on strike, for example, Groulx put together a mass picket line of representatives of a dozen different unions at the Oakland Airport. During the 1972 strike at the University of California, a similar effort helped the building trades, clerical, and service employees. “The labor movement was Dick Groulx’s religion,” recalled Jack Henning, head of the AFL-CIO’s California Labor Federation. “The commitment to unionism consumed Dick Groulx. He walked and spoke and lived union.”

When you first listen to Randy Abbott, a PG&E General Construction Journeymen Lineman for almost a decade, you're not sure if he takes anything very seriously, and certainly not himself. But as he begins to outline his activities as a member of Local 1245, his family or his life on the job, you realize there's another side to Randy.

Randy serves as a shop steward, a safety representative, and as a member of the General Construction Joint Grievance Committee. His hands-on knowledge of the Lineman Department is very important to the success of that committee, according to Business Representative Joel Ellioff. Randy also attends unit meetings in Fresno, where he and his wife Chris make their home, and in Monterey, where he is currently assigned by PG&E.

Randy Abbott was also a member of the 1983 General Construction Joint Advisory Council and the 1983-1986 Advisory Council. On the job, Randy is a member of the Walk-About Advisory Committee. Recognizing his concerns and experience with the issues of safety, the Company recently sent him to Bakersfield, Fresno and Mariposa, to hold informal talks with other bargaining unit members. These sessions proved "very worthwhile," Randy said, to both the Company and employees. This effort emphasizes the positive approach Randy takes to his work as a union representative. He tries, he says, to work out problems with management “right there in the yard” rather than allowing problems to get out of hand.

General Construction Business Representative Joel Ellioff points to the limited number of grievances that reach the formal grievance procedure in Abbott's area. "That's because of Randy's attitude toward the membership and the importance he places on implementing the contract. He's a steward who doesn't know his real worth," Ellioff concludes.

But Randy reminds his brothers and sisters that unions today still have a battle on their hands. "Everybody is after us," he notes, "We have to wake up and look around at what's happening. If given half a chance, a company will try to break a union." The first step, Randy believes, is to be active in the activities of Local 1245. "I like being involved in our Local Union. I like helping people, I want to make things work the way they're supposed to."

Randy's interests are not just limited to Local 1245 and PG&E. He also represents IBEW Local 1245 at the Fresno-Mariposa Central Labor Council, maintaining our union's ties to the rest of the AFL-CIO. But perhaps most important, Randy speaks proudly of his own family. His wife Chris is pursuing her Ph.D. in English Literature at UCLA. They have two children, Dennis who is 14, and Katie who is 13. Hats off to Randy Abbott, Local 1245 Shop Steward!

Focus: Shop Steward Randy Abbott

I.B.E.W. LOCAL 1245
BEST BALL SCRAMBLE TOURNAMENT
(TWO MAN)
OCT. 25, 1986 STARTING TIME 11:00
BLUE ROCK SPRINGS GOLF COURSE
VALLEJO CA.
$18.00
(Does not include cart)
GUEST WELCOME
NO REFUNDS

DEADLINE FOR SIGN UP OCT 11, 1986

Print clearly Cart Guest

1. Name ___________________________ Phone ________ Zip ________
   Address _________
2. Name ___________________________ Phone ________ Zip ________
   Address _________
3. Name ___________________________ Phone ________ Zip ________
   Address _________
4. Name ___________________________ Phone ________ Zip ________
   Address _________

Starting times will be mailed back to you.

Make checks payable to:
LOCAL 1245 GOLF TOURNAMENT
MAIL TO:
LOU ANZALDO GOLF TOURNAMENT
35524 Ciemonte Drive
Newark, CA 94560

PLANNING SEMINARS

Everything you need to know about retirement

I.B.E.W. Local 1245 will hold a series of Retirement Planning Seminars in September and October. These sessions, open to all members and their spouses, will examine all aspects of pre-retirement preparations, including financial and tax planning. It is Local 1245's goal that these seminars will begin your retirement education and planning. The Union would like to help increase your awareness of the options you must consider as you begin the process of preparing for retirement, so that you get the necessary information before you have to make decisions.

Each of the seminars will last about 2 1/2 hours. There will be time for questions and answers. All the sessions are free of charge. In addition, an individual conference with a Merrill Lynch retirement specialist can be arranged without charge or obligation. (Local 1245 suggests, however, that before you invest you seek a second opinion, consider their advice and make the most sound decision possible.)

If you are 50 years of age or older, look for your reservation form in the mail. Please reserve your spot in these sessions in advance.

Please remember that you and your spouse are both welcome to attend. We are committed to providing whatever is necessary to help you plan for a successful retirement. We look forward to seeing you at the seminar in your area.
UNION UPDATE

PG&E Wage Increase

Effective January 1, 1987

As a result of 1984 bargaining, all workers will receive a wage increase, effective January 1, 1987. The increase will be in two parts: 1) 3% of your salary, and 2) an across-the-board raise based on the Consumer Price Index.

To compute your increase, add:

Your 1986 weekly salary, less
1985 COLA ($12.40) & 1986 COLA ($15.20) =  
3% of the above +
Add 1985 & 1986 COLAs back on + 27.60
1987 COLA + 4.80
Total January 1, 1987 $ 
Rounded to next highest nickel $ 

EXAMPLES

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<th>Division Lineman</th>
<th>Total January 1, 1987</th>
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<td>Total January 1, 1987</td>
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The Consumer Price Index increase is based on the negotiated formula, Section 500.3(c) of the Physical Contract and Section 25.3(c) of the Clerical Contract.

From July 1985 to July 1986, the C.P.I. rose from 319.1 to 322.9, 3.8 points, which divided by .3 equals 12¢ an hour or $4.80 a week increase for all employees across the board.

IBEW Local 1245