Open to Modification

Subcommittees reach table agreement

Subcommittees to the General Bargaining Committee have reached tentative table agreements, which although agreed to, may still be modified during final negotiations.

On Friday, September 4 the General Construction General Bargaining Subcommittee reached agreement with Pacific Gas Electric.

The package has been given to the General Bargaining Team to incorporate into the final tentative proposal when negotiations draw to a close. Assistant Business Manager Roger Stalcup announced.

Highlights of the items include:
- Maintained current zone and distances, while improving per diem for Zone 6 to $836.75 per day.
- Increased meal amounts while on Special Assignment under Section 501.9(a).
- Improved language relating to hardship transfers.
- Improved language relating to rotation of employees who have been beyond a commutable distance from home for 6 to 12 months.
- Improved language on the definition of "accessible by automobile" for the purposes of per diem.
- Modified temporary upgrade language to provide temporary upgrades in one-hour implements to the employee formerly held the higher classification.
- Company agreed to make direct deposit available to employees who elect it.
- Company has agreed to make good faith effort to notify employees at least 24-hours in advance if they are going to be required to work pre-arranged overtime on a weekend, or holiday.
- Employees hired after January 1, 1988 may be headquartered within 50 miles of their hiring location without per diem, unless transferred across a Promotion-Demotion Geographic Area. However, 1-1 area changes may be negotiated.

Negotiations stepped up

Local 1245 and PG&E negotiators are officially on 24-hour, 7-day-a-week notice for bargaining talks. Prior to Labor Day they had been negotiating twice weekly but at Utility Reporter deadline were prepared for the new accelerated meeting schedule.

Assistant Business Manager Manny Mederos said all efforts are being made to arrive at a tentative settlement in a timely manner.

Troubleman killed in helicopter crash

PG&E Transmission Troubleman Larry Carr, 53, a popular and widely respected Unionist, was killed when a helicopter he was aboard crashed after contacting a 230kv conductor during a line inspection on Wednesday, September 9 in Vallejo.

The pilot, who was an employee of Commodore Helicopters, Sausalito; and another passenger, PG&E general foreman James Guaranglia, were also killed in the 11.40 a.m. crash.

Business Representatives Sam Tamimi and Frank Saxsenmeier immediately initiated a preliminary investigation at the crash site at the Exxon refinery site, along with Local Union Safety Committee member Bob Bustamante.

First reports indicated the helicopter had contacted the static wire of a 115-foot-high power line. An eye witness said he heard a sizzling noise when the helicopter struck the wire, then it dropped to the ground.

Following the Local's investigation, Business Representatives Tamimi and Saxsenmeier went to the Troubleman's home in Novato to express condolences to Carr's widow Patricia and children, David, Kathleen, Carolyn and Debra.

Carr was a very active Unionist during his 30 years as a member of the IBEW Local 1245. He will be missed by his many, many friends.

Investigation of the accident is under the formal jurisdiction of the Federal Aviation Administration. The Local's investigation will continue with the appropriate agencies.
Farewell picnic held for Lynch members

Sing-a-long . . .

Remembering with friends.

Food for all . . .

Union memories . . .

Business Manager Orv Owen, left, and Business Representative Mack Wilson, say good-bye to Shop Steward, and Advisory Council member, Anna Spencer.

Thanks for your loyal support

Representatives from IBEW Local 1245 staff gathered with members from Lynch Communications in Reno in August for a farewell picnic. Lynch will close its doors the end of September.

Spirits were good at the picnic where friends shared their thoughts about the solid relationship between the Union and the dedicated group at Lynch over the years.

It's rough losing such a supportive group in this tragic way.

Our very best wishes are extended to all our loyal friends at Lynch.

Senior Assistant Business Manager Darrel Mitchell with member Melba Gregory.

SECOND ANNUAL TURKEY SHOOT

"TWO PERSON BEST BALL"

DON'T MISS OUT! GET YOUR NAME AND MONEY IN NOW!

FEE: $20 – NO REFUNDS
Saturday, October 24, 1987
BLUE ROCK SPRINGS GOLF CLUB
VALLEJO

— Carts not included with the $20 fee —
— If you wish a cart or are a guest, check below —
(Foursomes are not necessary)

Please print clearly:

Cart Guest

1. Name
   Address
   Phone    Zip

2. Name
   Address
   Phone    Zip

3. Name
   Address
   Phone    Zip

4. Name
   Address
   Phone    Zip

Starting times will be mailed back to you.
Make checks payable to: LOCAL 1245 GOLF TOURNAMENT
Mail to: LOU ANZALDO/GOLF TOURNAMENT
35524 Cleremont Drive,
Newark, CA 94560
Phone: 415-793-0677

!!MUST BE RECEIVED BY OCTOBER 17, 1987!!
AFL-CIO Coors boycott called off

The AFL-CIO has declared the Coors boycott over, ending a 10-year demonstration of the economic power that organized labor and its allies are capable of wielding against even a rich and powerful corporation.

Lane Kirkland, president of the AFL-CIO, announced in Washington that a settlement had been reached. He said Coors had agreed to an expedited union election at its new Coors brewery. A statement issued at Denver in October 18, 1983, declared the boycott "a complete success, a resounding victory." Dave Sickler, long-time national coordinator of the boycott and now AFL-CIO regional director, agreed that victory was complete.

"After 10 years and four months of fighting one of the most viciously anti-union companies in the history of the labor movement, we have achieved victory through the boycott," said Sickler, who was employed in the brewery at Golden before Joseph Coors set out to bust.

"I want to thank all the affiliates and all the other organizations that participated. This was truly a cause supported by the rank and file, nationwide."

"We have proved a number of things," Sickler declared at Los Angeles on Wednesday.

"First, we've shown that the boycott works. We've shown that if labor and its friends get together, we can win no matter how powerful the opponent or how long the fight lasts."
FEDERAL OSHA CITATIONS ISSUED

Injury falsification revealed

Widespread falsification of injury and illness records by employers has been revealed by a series of willful citations issued by OSHA.

The Ford Motor Co. was fined $910,000 for failing to report cases in its Belvidere, Illinois, assembly plant. Chrysler settled citations in this plant and two others for about $300,000.

The nationwide scope of the problem was shown by similar citations against Ford, Caterpillar, St. Joe, Volkswagen, USX, Shell Oil, Union Carbide, and other employers.

Motivation for a Cover-up

These citations demonstrate that the occupational injury and disease problem is much larger than official statistics show.

Reports prepared by company safety departments or published by the government are likely to show less than half of the actual number of injuries.

This means that the need for improved health and safety protections is likely to be discounted and that preventable injuries and illnesses are allowed to happen again and again, because they are covered up.

Recording on the Daily Injury and Illness Log, OSHA 200 form, is important because OSHA exempts plants from scheduled safety inspections and restricts complaint inspections if the recorded lost workday incidence rate on the log is below 4.2/100 full-time workers.

The UAW had strongly criticized this Reagan Administration policy, because it exempted every major plant in the auto industry from inspections, including all the big plants where occupational fatalities occurred.

Avoiding OSHA inspections is only a part of the motive for non-recording of injuries. Companies advertise their low injury rates, especially the chemical industry. Awards are given by the National Safety Council. Competitions are run between plants within companies for the lowest rates, and safety personnel are evaluated based on the injury rates. Sometimes awards are given to workers for not reporting lost time accidents. For years these incentives to hide injuries were not balanced by any enforcement.

Two Sets of Books and Other Methods of Hiding the Truth

The most frequent violations identified by OSHA in these citations were:

1. Instances where workers' compensation claims were paid and were not recorded on the log. A paid claim is an admission that the case was caused on the job and caused time off the job: only in very rare cases is a compensation case not recordable.

2. Cases where workers were assigned light duty jobs but were called injuries without lost workdays. An injury which prevents a worker from returning to his or her regular job on his or her next regular shift must legally be recorded as a lost workday injury.

3. Injuries in which workers received medical treatment as defined by OSHA (such as sutures) were discounted as "first aid" cases.

The Bureau of Labor Statistics has published extensive guidelines for defining a medical treatment case. The most frequent types of hidden cases were repeated trauma injuries, such as carpal tunnel syndrome, back injuries, or strains and sprains. The violations were brought to light by OSHA investigators who subpoenaed workers' compensation and medical department records. These records would generally not be available to the union representative or workers in the plants.

In addition, a very large number of workers with recordable injuries and illnesses are routinely being ignored completely. Symptoms or signs of occupational injury, such as headaches from solvent exposure, noise-induced hearing loss, pain or numbness from carpal tunnel syndrome, or skin irritation from repeated chemical contacts must be recorded even if no medical treatment is given. Injuries, such as bruises or strains, which prevent a worker from doing his or her normal job must be recorded even if no medical treatment is given. Whenever a job transfer or work restriction is given after an occupational injury, the case is recordable, even if only first aid is given.

OSHA Recordkeeping Requirements

Injuries: The law requires work-related injuries that meet the criteria, shown in the accompanying chart, to be recorded. Minor injuries, requiring only first aid treatment, are not recordable — unless they result in restriction of work, transfer, or loss of consciousness. Here is the regulation definition of first aid:

...any one-time treatment, and any follow-up visit for the purpose of observation, or minor scratches, cuts, burns, splinters, and so forth, which do not ordindarily require medical care. Such one-time treatment, and follow-up visit for the purpose of observation, is considered first aid even though provided by a physician or registered professional personnel.

Worker Access to Logs

OSHA standard 29 CFR 1904.7 requires access to these records.

Employers who refuse to allow Union Representatives access to this daily log are guilty of willful violation of OSHA regulations, which carries a potential $10,000 fine. Falsifying records may carry criminal penalties.

Chart 1: Guide to recordability of cases under the Occupational Safety and Health Act

<table>
<thead>
<tr>
<th>Case Type</th>
<th>Description</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>A death</td>
<td>Resulted from a work accident or from an exposure to products or environmental conditions</td>
<td>Requires access to these records</td>
</tr>
<tr>
<td>An illness</td>
<td>Resulted from a work accident or from an exposure to products or environmental conditions</td>
<td>Requires access to these records</td>
</tr>
<tr>
<td>An injury which involved medical treatment (other than first aid)</td>
<td>Resulted from a work accident or from an exposure to products or environmental conditions</td>
<td>Requires access to these records</td>
</tr>
<tr>
<td>An injury which involved loss of consciousness</td>
<td>Resulted from a work accident or from an exposure to products or environmental conditions</td>
<td>Requires access to these records</td>
</tr>
<tr>
<td>A restriction of work or motion</td>
<td>Resulted from a work accident or from an exposure to products or environmental conditions</td>
<td>Requires access to these records</td>
</tr>
<tr>
<td>A transfer to another job</td>
<td>Resulted from a work accident or from an exposure to products or environmental conditions</td>
<td>Requires access to these records</td>
</tr>
<tr>
<td>None of these</td>
<td>Resulted from a work accident or from an exposure to products or environmental conditions</td>
<td>Requires access to these records</td>
</tr>
</tbody>
</table>

Source: UAW Safety Bulletin

What is "recordable" under OSHA?

A case is recordable if any of the following conditions exist:

1. A death
2. Any illness
3. An injury which involved any one of the following:
   A. Medical treatment (other than First Aid)
   B. Loss of consciousness
   C. Restriction of work or motion
   D. Transfer to another job

The chart below summarizes OSHA's Guidelines for recording illnesses and injuries:

©1987 IBEW 1245 UTILITY REPORTER/SEPTEMBER
Pole goes over; pins apprentice

Outside Line Third Step Apprentice Frank Lazard Jr., 25, suffered severe internal injuries when a newly set 45-foot pole which he had climbed to remove a winch line, fell over, landed on his torso, and drug him 15 feet down a hillside.

The pole was the last being set for the day as part of a rerouting job in rough terrain, about a mile and one-half Southwest of Reno on Tuesday, July 7, at approximately 2:30 p.m.

The Line truck had been brought in to set the pole after a backhoe cut a hole, then about 5 to 5-1/2 feet of dirt was filled in.

Lazard climbed to remove the winch line, as he was coming down from the pole. It appeared he had sustained cuts and abrasions, but internal injuries became apparent when he was held for medical observation. Surgical emergency surgery was performed, and he was able to return home to Durham, California, near Chico, shortly thereafter. A planned second surgery was scheduled when he got to his home town and he now is out of the hospital and recuperating.

Lineman burned in bucket

Outside Lineman Lyle Jones, 25, suffered internal injuries when a energized phase at the same time the jumper that was hanging in the bucket with him, was touching his leg. He was burned by picking up the load on the transformer because both secondary switches on the CSP had failed to be open.

The Groundman witnessed the accident and immediately lowered the bucket, and paramedics were summoned, as the crew provided first aid.

Business Representative Tom Conrad conducted the accident investigation for the Local Union.

Referral procedure changes proposed for Outside Line

Business Representatives Tom Conrad, Tom Heyl, and Curt Peterson along with Senior Assistant Business Manager Darrell Mitchell have concluded drafting a proposal referred to members of Local 1245. Members that wish to comment may do so by writing to the Claremont office or the Walnut Creek office. Comments are due at the October Outside Construction Unit Meetings.

The final procedure will become effective after the input from members is reviewed, but tentatively set for November 1.

Local Union 1245, IBEW Dispatch Policy

Signing the Out-of-Work Books

1. An applicant for work must sign the appropriate out-of-work book in order to be eligible for a referral. The out-of-work books must be signed by 9:00 a.m. to be eligible for dispatch for that day.

2. Local 1245 members must have a paid up dues receipt and social security card in order to sign the books.

3. IBEW Travelers must have a paid up dues receipt, social security card, and a letter of introduction from the home local stating the traveler's qualifications in order to sign the books.

4. When returning from a job within the jurisdiction of Local 1245, an applicant for work must have a termination slip in order to sign the books.

5. An applicant may designate one telephone number to be called at for a referral for work. An applicant must personally write the telephone number, or change of a number, in the appropriate out-of-work book. Telephone calls will only be placed within California and Nevada. Telephone calls will not be placed to numbers that are not listed with an area code.

6. An applicant's most recent filing of state and/or federal income tax returns shall be the governing factor in determining a "resident" as stated in section 2,11 of the Outside Line Construction Agreement.

Updating the Out-of-Work Books

7. Each month applicants must update the books in person in order to remain eligible for a referral. The second Wednesday of each month is the update day for the Los Angeles office; the third Wednesday of each month is the update day for the Sacramento office. An applicant must be available for three referrals and shall not exceed 12:30 p.m. on the day of refusal.

8. In the event an applicant fails to update the books, the applicant's name will be removed from the out-of-work books.

9. Referrals for work are made from 9:00 a.m. until 12:00 noon on regular workdays.

10. Applicants must be in the appropriate union office or be personally available by telephone in order to be referred for work. (See item number 5.)

11. An applicant's name will be placed at the bottom of the out-of-work book after declining or not being available for three referrals. An applicant's name will be removed from the out-of-work book if the applicant is not available on the third instance.

12. An applicant must notify the Union by 4:00 p.m. when rejected for work in order to remain on the out-of-work book.

13. An applicant must personally obtain the referral for work at the union office when referred to work.

14. An applicant's name will be removed from the out-of-work book if a referral is rejected after such referral has been placed.

15. A short call is defined as a referral for work and shall not exceed five (5) regular workdays. Overtime hours and non-workdays are not included in determining a short call.

16. An applicant's name will remain on the out-of-work books when referred on a short call. A refusal of a short call does not count as a declining referral. It is the applicant's responsibility to immediately notify the Union at the conclusion of a short call. If the applicant does not notify the Union by 4:00 p.m. on the workday after the conclusion of the short call, the applicant's name will be removed from the out-of-work book.

17. An applicant's name will be removed from the out-of-work book if an applicant quits a job on a short call.

IBEW 1245 UTILITY REPORTER/SEPTEMBER 1987
Pullman cars: to refuse to operate trains that had a Pullman sleeping car. Pullman workers came with their problem. They asked the ARU to boycott all a day. Within a year it had 150,000 members, not much smaller than the when "a corporation of so gigantic proportions had to yield so quickly to
arbitration by an outside arbitrator. Ultimately he would become a socialist and the presidential candidate of the Socialist party five times; but in the 1870s and 1880s, he was still a member of the Democratic party. He was elected city clerk of Terre Haute in 1879 and a member of the state legislature. 最终，他成为了一个社会主义者，同时还是民主党总统候选人的五次当选者；但在1870年代和1880年代，他仍然是民主党的一名成员。他被选为Terre Haute市的市议员，并成为州立法机关的成员。

The American Railway Union was the brainchild of the most beloved union leader of the nineteenth century, Eugene V. Debs. He was one of

When it was just a few months old, it conducted a successful eighteen-day strike against James J. Hill's Great Northern Railroad, a carrier with

The Pullman Company, however, had the support of the influential General Managers' Association, and the GMA had the support of the federal government. The government eventually broke the strike.

The American Railway Union—composed of all crafts in a single organization—was established in June 1893 and was an instant success. When it was just a few months old, it conducted a successful eighteen-day strike against James J. Hill's Great Northern Railroad, a carrier with twenty-five hundred miles of track and 9,000 employees. The company was forced to restore almost the entire amount of three wage cuts—$16 a

The boycott began slowly on June 26. At the Twelfth Street station of the Illinois Central in Chicago, the Diamond Special took off for St. Louis with the sleeping car still coupled to it. But the next shift of switchmen refused to handle sleepers, and the day crew did likewise. As expected, management hired those who would not switch Pullman cars—and fellow workers in turn walked off the job in sympathy. Within a day, 3,500 Illinois Central employees were out of work, and the boycott-strike had spread to fourteen other lines. By mid-August, 70,000 workers went on strike. The New York Times called it "the greatest battle between labor and capital that has ever been inaugurated in the United States."

I can hire one-half of the working class to kill the other half.

Jay Gould

The history of American labor has been a turbulent one. Tens of thousands of people have been arrested, injured, or even killed in strikes that have pitted employees against management and often government, and inflamed the public. What could cause workers to leave their jobs and join the picket line, risking their livelihood and sometimes their lives?

Are strikes carried out. How are strikes broken?

Sidney Lens, well-known writer and longtime union official, explores this history of strikes, from the formation of the first labor unions to the present day in his formation of the first labor unions to the present day in his book STRIKEMAKERS & STRIKEBREAKERS (E.P. Dutton, New York, 1985).

As part of its ongoing effort to keep our membership and the public aware of the serious issues now confronting the labor movement, the Local Union purchased six copies of Len's book for donation to Northern California public libraries. We will reprint selections from Len's book in the Utility Reporter over the next several months. This month's selection details the struggle of railway workers in what the New York Times called, "the greatest battle between labor and capital that has ever been inaugurated in the United States."

Strikemakers & strikebreakers

Unionists struggled for rights amidst violence in Deb's revolution

Sitting in the president's chair, Debs was torn between logic and emotion. He sympathized fully with the strikers, of course—his attitude toward strikes had made a 180-degree turn. But he was aware of recent defeats suffered by labor. Jacob Coxey's army of 10,000 unemployed had marched on Washington demanding relief but had come back with empty hands. An eight-week strike of 180,000 mine workers had ended with the usual setback.

To take on Pullman meant dealing not only with the palace-car king but with the General Managers' Association (GMA). It represented twenty-four carriers who owned forty-one thousand miles of track and employed 221,000 workers. Nonetheless, Debs decided to help the Pullman strikers. The convention voted to cease operations at two Pullman plants, in Ludlow, Kentucky, and Saint Louis, and to institute a national boycott against all sleepers.

The boycott began slowly on June 26. At the Twelfth Street station of the Illinois Central in Chicago, the Diamond Special took off for St. Louis with the sleeping car still coupled to it. But the next shift of switchmen refused to handle sleepers, and the day crew did likewise. As expected, management hired those who would not switch Pullman cars—and fellow workers in turn walked off the job in sympathy. Within a day, 3,500 Illinois Central employees were out of work, and the boycott-strike had spread to fourteen other lines. By mid-August, 70,000 workers went on strike. The New York Times called it "the greatest battle between labor and capital that has ever been inaugurated in the United States."

Ad it just been a conflict between labor and capital, the American Railway Union very likely would have won. "The country had never before seen a strike so well organized and on so large a scale," wrote historian Samuel Yellen. Of the twenty-four railroads emanating out of Chicago, tried to hire strikebreakers from near and far, including 2,000 from Canada. But they were not very successful. It wasn't because of threats by strikers. On the contrary, Debs repeatedly urged against the use of violence. A government commission later reported that "there is no evidence before the commission that the officers of the American Railway Union at any time participated in or advised intimidation, violence, or destruction of property." It wasn't necessary. The union had great support from the public—tens of thousands of people wore white armbands, the ARU emblem. "You cannot go a block," wrote an AFL organizer, "without you see some people wearing a white ribbon." Railroad workers throughout the nation responded to the ARU call.

The Pullman Company, however, had the support of the influential General Managers' Association, and the GMA had the support of the federal government. The government eventually broke the strike.

Between them, the GMA and the federal government created a climate of hysteria that made it possible to use violence against the strikers on an unprecedented scale. Among the sensational headlines of the day were:

ANARCHISTS AND SOCIALISTS SAID TO BE PLANNING THE DESTRUCTION AND LOOTING OF THE TREASURY

The GMA opened offices in a half dozen cities to recruit strikebreakers, and the federal government, through injunctions and force, made it possible for those strikebreakers to function. The result was violence during which many people were killed and injured and mountains of property destroyed.
American Federation of Labor, a ground swell began to build for a July 8, representatives of a hundred unions agreed to call a citywide strike if both within the labor movement and with the general public. Within the general estimate was that twenty-five strikers were killed and sixty seriously injured. Seven hundred and five strikers were jailed.

The behavior of the government stirred sympathy for the Pullman strike both within the labor movement and with the general public. Within the American Federation of Labor, a ground swell began to build for a nationwide strike of all unionized workers in the country. And in Chicago on July 8, representatives of a hundred unions agreed to call a citywide strike if the national rail stoppage was not settled by 4 P.M. July 10.

It was already too late, however. That day two more people were killed by troops in Spring Valley, Illinois. That day, too, Eugene Debs and three associates were arrested on charges of criminal conspiracy. While they were in jail awaiting bond of $10,000 each, to be put up by two friendly saloonkeepers, the deputy marshals raided ARU headquarters and ransacked the office so thoroughly that it had to be abandoned. The union had no place in which to work or to receive messages and telegrams from its affiliates.

The general strike in Chicago petered out on July 11, when only twenty-five thousand responded to the call. By then it was obvious that the federal troops were clearing the tracks and would soon restore operations. The AFL leadership, meeting the next day, concluded that “a general strike at this time is inexpedient.” Debs was treated courteously and given $1,000 for the strike, but nothing more.

The strike clearly was beaten. Debs offered to end it on the single condition that all strikers be allowed to return to their jobs, but the General Managers’ Association did not even reply.

On July 17, the four ARU leaders were re-arrested, on the charge of contempt of court for violating the injunction. The bail again was $10,000 each, but this time Debs and his associates decided to remain in jail. Two days later, twenty-three new indictments were handed down, charging the same four as well as seventy-one others with violating a host of federal statutes. In the same week, tonnage on the ten truck lines moving eastward went up by 700 percent: it was now two-thirds of prestrike levels.

Meanwhile George Pullman posted notices in his town, stating that his shops would be reopened. Only 325 workers responded to his call to return to work; by August 1, enough were available to put the plants back in operation.

The defeat of the strike was a death blow to the ARU. On August 2, it held a special convention, with only fifty-two delegates present. Three days later it called off the strike.

In “Pottersville,” a village of shacks built to house strikebreakers in Homestead, Pennsylvania.
Council honors loyal member, Anne

Senior Assistant Darrel Mitchell thanks Anne for her year's of service, dedication.

Recognition plaque.

Anne Spencer gives her last Council report.

Council officers salute retiring member, displaced by plant closing at Lynch, Reno, Nevada.

Unionists pulling together in 'market driven' times

By Mike Haentjens, Advisory Council Member and Temporary Business Representative

There I sat last night in my motel room. With a lot to think about, especially nuclear doom. I worked in the plant, the safest ever built. But I still have my doubts if it's managed to the hilt. I started out with a shovel in my hand and from day one I really didn't give a damn. All I knew was that I was making a good buck and it seemed like the rest of the people had all the luck. Well it took a few years to get involved with the working conditions of my peers and the problems that needed to be solved. As a Steward you see things that need to be worked out. As a Business Representative there is no doubt that the work you do, and the time you spend is worth the effort and the good that comes at the end. Some members will curse you, most members won't care. But at least you know when all is laid bare that you gave your best for the working class and regardless of what they think you never kissed ass. In the political climate we find ourselves today. We need to pull together in a very special way. The fighting of Unions that happened in the past is still with us today and is going to last. Cal-OSHA is out and market-driven is in. And now is the time for us to begin the emotional fight for our rights, hard fought and won and to not give up until it is done. They would like to think that we're weak and divided. That the benefits we share they alone provided.

But we know better and will continue to work towards the rights of the working man, and woman and the solidarity of the clerk and the lineman, operator, electrician and garageman can make this local union a brotherhood of strong women and men. From hot stick vs. barehanding to nuclear waste we fight for safety in the workplace. From childcare leave to floating holidays our negotiators have fought for us in a big way. Now it's time for the members to unite. To think of the good life they live because of this fight. Let's get the message out and let it be known that we're working for the members and the seeds they have sown. When everybody's fat and happy Our support is small and that's pretty crappy. But when things go wrong at the job for them It's us they come to without a whim. We do our best to protect their rights We all pay the dues but we spend our nights traveling the roads to make contact to insure that our jurisdiction remains intact. So to the members I say, think of your spouses, your boats, your cars, and your houses. Get involved in your own conditions of employment Because if this union ever folds so will your enjoyment. Of the good things you share with your friends and your neighbors and you'll wonder what happened to the price of your labor.
Members of the Local Union’s Advisory Council made a special presentation of a recognition plaque to Anne Spencer who has continuously represented members from Lynch Communications, Inc. in Reno on the Council.

On September 30 the plant will close its doors forever.

Senior Assistant Business Managers Darrel Mitchell, who earlier had been a Business Representative in the Reno area called the group at Lynch “an outstanding group of unionists,” citing their dedicated loyalty in a right-to-work state.

Anne thanked the staff, officers and Council for the support through good times and bad, and expressed how much the Union has meant to members at Lynch.

Sierra Pacific restructure closely monitored by Local

The Local Union met with representatives from Sierra Pacific Power Resources on August 18 for preliminary talks as the Company continues to move on its proposal to restructure the Reno-Sparks gas and water operations into a separate operating division called Westpac Utilities. The Union views the proposal on the Company's part as an effort to streamline financial operations, and to separate the units for rate-making purposes.

The Local Union's committee, comprised of members Louis Johnson, Ronald Walter, Jerry L. Holt, Dorothy Lennihan, Franklin S. Chadwick, Daniel Keefe, Business Representative John Stralla, and Assistant Business Manager Orv Owen, are paying strict attention to protecting members rights in relationship to any changes that may be implemented in the restructure.

Following the joint Local Union and Company meeting, Representative Stralla met the next evening with members from the water and gas department to answer members' questions. "We're just at the beginning stages in this process and we're working to protect and insure our members rights under the current contract," Stralla said.

There are 165 employees at Sierra Pacific who are responsible for gas and water operations, and it is being proposed that they all will be transferred to the new Westpac division.

Specialization on operations seems to be a growing trend in the utility industry, and the Local Union is carefully monitoring the potential impact on our members. "At the August 19 meeting of members, the group reinforced the importance of all department employees' union participation at this time when major changes are being considered," Assistant Business Manager Orv Owen said.

T申购 members consider proposals

Business Representative John Stralla and a Local Union Negotiating Committee from T.C.I., Tele Communications, Inc., met September 10 to prepare proposals for a new contract opener.

The Reno-Sparks based Company previously had written a letter to cancel the contract, and the Union opted for amending.

On the Union's committee are members, Craig Maraglia, Nancy Muraglia, Bill Willkerson and Mike Cason.

Pacific Tree contract ratified

The new Pacific Tree Contract was ratified by Local 1245 members at five separate ratification meetings in the Shasta, Colgate, Stockton and De Sabia areas, August 17 through 21.

Business Representatives get new assignments in Local's jurisdiction

Effective August 1, four Business Representatives were reassigned to new areas in the jurisdiction.

Peter Murray has been assigned to East Bay Steam Plants.

Sam Tamimi has been assigned to the North Bay Division, and City of Healdsburg.

Joe Valentino has been assigned to Bay, and Diablo Divisions, East Bay.

Perry Zimmerman has been assigned to San Francisco Div.; and Davey Tree, San Francisco.

The Geyers will be covered by Bob Cheote.

SAVE CAL/OSHA

Initiative considered

Labor attorneys representing unions throughout California were recently called to Sacramento to help draft the ballot initiative to save Cal-OSHA.

John F. Henning, executive secretary-treasurer of the California Labor Federation, issued the call to lawyers for the Teamsters and International Longshoremen's and Warehousemen's Union as well as AFL-CIO affiliates.

The ballot initiative campaign moved into high gear with the refusal of the California Supreme Court to consider the state federation's constitutional challenge of the dismantling of Cal-OSHA by Governor Deukmejian.

Henning had called for all AFL-CIO affiliates to set up petition-collection teams even before the court announced its rejection of the Local Union's constitutional challenge of the dismantling of Cal-OSHA by Governor Deukmejian.

The court did not announce which five justices voted against the Local Union's challenge or which five justices voted for it. The court did announce which five justices voted in favor of the Local Union's challenge.

At the Local's monthly staff meeting, Representatives reported they were ready to coordinate petition-signing throughout the jurisdiction.

A gathering of petition signatures is expected to begin in the first week of December and conclude five months later. Petition statements must be agreed upon and submitted to the Attorney General for approval before signatures can be solicited.

Placing a statutory initiative on the November ballot will require signatures of registered voters numbering at least five percent of the total of California ballots cast in the last gubernatorial election — about 370,000. A constitutional initiative would require 600,000 signatures.

100% approval of new pact at Gridley

Business Representative Jack Osborn reports that members at the City of Gridley ratified a new agreement calling for a 4% wage increase retroactive to July 1, 1987. Another 4% will go into effect July 1, 1988. A 1 percent longevity factor for members with 20-plus years was included in the offer.

A joint survey is set to be conducted for future wage considerations, Osborn said.

Negotiations were completed after five sessions which started in April and concluded in June. Members ratified the proposed package on the first ballot.

Members serving on the Negotiating Committee along with Osborn included Barbara Roberts, Tom Wiles, Vance Moulton and Alvin Davis, Jr.
GCC#1 group goes back to table with WAPA

After two weeks of intense WAPA and Government Coordinating Council negotiations in mid-August, more talks had been set to continue the week of September 14 in Denver, according to GCC#1 Chairman, Rich Hafner.

Some major areas were addressed in the first session with tentative agreement reached on items relating to job security, unfair labor practices, joint newsletter, provisions for 10-hour, 4-day workweeks upon agreement with the Union. The number of Utilities to use in the survey of the utilities.

Hafner said that they went into negotiations with a 3 percent salary cap, and had been looking for a three-year package, but the GCC#1 decided to go for a one year term based upon the fact that this time Western will not agree to a joint survey. "Hopefully, we can reach a bargaining table agreement during the next round of talks" Hafner added.

The GCC#1 negotiators balked at WAPA's proposals to change Utility provisions for a Western-wide Safety Committee reached tentative agreement reached on items of the contract as WAPA had proposed, and the GCC#1 sent letters out to members to seek their opinions on those proposals.

Modesto group develops proposals

Business Representative Pete Dutton met with members from Modesto Irrigation District the second week in September to develop MOU proposals.

The MOU expires November 30, 1987, and negotiations will be open to cover all areas of the contract.

Dutton reports the negotiating team will face new challenges when bargaining gets underway with the district under the direction of a new chief executive officer.

Committee members on IBEW's team in addition to Business Representative Dutton include Ron Simpson, Senior Dispatcher; Ken Raven, Line Crew Foreman, Roy Johnson, Heavy Equipment Operator; Don Ludlowe, Senior Test Technician; Susan David, Clerk II, and Harvey Frentz, Ditch Tender.

Truckee-Donner proposals readied

Business Representative Mack Wilson and Truckee-Donner PUD members, Beverly Johnson, Lissa Schreimen and Mike McGovern met September 2 to begin preparing proposals for a new set of negotiations. The MOU expires December 31, and will be open for wages and benefits.

Proposals submitted to Merced Irrigation

The Local Union's Negotiating Committee at Merced Irrigation District has submitted proposals for a new MOU. The current MOU expires December 31, 1987.

The Committee awaits a reply from the District, and anticipates meeting with the District in late September.

Business Representative Pete Dutton said that the time table for negotiations is slowed down pending the upcoming district Board of Directors election.

Participating on the Local's Negotiating Committee are Mike Higgins, Head Ditchtender; Mike Powers, Ditchtender; Willie Taylor, Heavy Equipment Operator; and Bill Lantronia, Park Ranger.

Mediation continues at City of Redding

Mediation continues at the City of Redding following the Union's request for calling in a mediator when talks fell through in late June.

On June 25 a tentative 3-year MOU offering 3% the first year, and existing COLA formula for subsequent years was voted down.

The Local and the City met again on September 9 with mediator John Wormuth from the State Mediation and Conciliation Service.

Business Representative Jack Osborn reports that the parties appear to be getting closer to agreement, with three or four major items yet to be resolved.

Serving on the Local's Negotiating team are members Joe Kropholzer, John Trunnel, Mike Light, Steve Taticb and Steve Mayberry.

Positive discipline' go-ahead pending

FROM Page One

According to the Union's Senior Assistant Business Manager, Darrel Mitchell, the favorable aspects of the program are the elimination of time off without pay as punitive action; the ability for an employee to "clean up" a disciplinary record in a relatively short period of time; increased consistency in the application of disciplinary action; and a less adversarial relationship between employees and supervisors.

Mitchell added that employee's right to Union representation and the right to appeal by grieving any disciplinary action is not diminished under the positive discipline procedures.

Further discussions between the parties will be held to attempt to reach a mutually agreeable implementation schedule.

Local 1245 welcomes new Unit

A representation election for the Clerical Unit at South San Joaquin Irrigation District was won by IBEW Local 1245 on August 24.

The Local will now be representing 55 clerical employees at the bargaining table. Business Representative Mickey Harrington reported.

Local 1245 is currently in negotiations for the Physical Unit at the District, seeking improvements in wages and benefits.

Prior to the August representation election the clerical group had been represented by the County Employees Association.

"We're pleased to have the clerical people with us now, and will shortly be naming Shop Stewards," Harrington said. He encourages everyone to turn out for the October Unit Meeting to learn about the latest in negotiations. Among those assisting in the successful election campaign were Shop Stewards John Thien, Bob Geer and Sam Bologna.

Public Steward conference planned

Business Representative Jack Osborn discusses topics of interest to public employees in his assignment area with Pat Dunn, Administrative Assistant, who is helping coordinate information for approaching Public Shop Stewards Conference, October 17 at the Woodlake Inn, Sacramento. Approximately 150 Stewards from 29 properties have been invited to attend the day-long session where staff members will update the latest information on drug policies, legislation, health and safety, and negotiations at WAPA and the USBR for the Stewards.
Coalition of Labor Union Women

Forging Change for A New Generation of Families, Workers and Unions.

CLUW What It Is.
CLUW, the Coalition of Labor Union Women, is a non-partisan organization within the trade union movement, formed in 1974 to articulate the concerns of working women.

CLUW has 75 chapters across the nation with a membership today of over 18,000 women and men who are taking a leadership role in making both the trade union movement and the public more sensitive to the needs of working women and their families.

CLUW What Its Goals Are.
At its founding in 1974, CLUW took as its mission a four-pronged approach to improving the participation, position and influence of women in trade unions and society.

To promote affirmative action in the workplace.

To strengthen the role of women within their unions.

To organize unorganized women.

CLUW What It Does.
CLUW and its chapters are playing a leading role in the battle to end discrimination against women and minorities — in hiring, promotion, classification, pay and other aspects of employment — and to expand women's roles in all job-related activities.

Since the beginning of CLUW's push to make women more active in union affairs at all levels, women have been elevated to top positions in local unions and state and local central bodies, and to the presidency and other leadership offices of international unions, and to the executive council of the AFL-CIO.

CLUW's Center for Education and Research provides training services to enhance the quality of participation by women in union affairs. It supports research into economic and job related issues concerning working women and their families, and acts as a clearing house in collecting and disseminating such information.

CLUW takes a leadership role in testifying before Congress and state legislatures and before regulatory bodies on issues important to working women, including pay equity, pregnancy disability benefits, child care, reproductive freedom and equal rights.

CLUW files "friend of the court" briefs in legal cases involving various employment discrimination issues.

CLUW sponsors and co-sponsors educational conferences and programs on subjects of deep concern to working women, including personal and job related stress, child care, parental leave, pay equity and health and safety.

CLUW, in cooperation with other organizations, leads massive nation-wide voter registration drives. CLUW excels in explaining political issues in terms of their impact on working women.

CLUW reaches out to unorganized working women, informing them about the benefits of trade unionism, and enlisting them as active trade union members. CLUW is preparing them to be the trade union leaders of the future.

CLUW What It Means For You.
As a member of CLUW you become part of a nationwide organization working within the trade union movement to give you a stronger voice in your work place, in your union and in running your government at all levels.

CLUW gives you the facts you need to make informed decisions. CLUW gives you the voice you need to help create change. CLUW gives you the added clout that is needed to be heard.

If you are interested in leadership, CLUW prepares you and helps you open the way.

As part of CLUW, you will help make the difference. You can help fight for decent child care options, for pay equity, for safer workplace, for elimination of discrimination and for other programs that benefit all workers.

As a member of CLUW you will join a growing number of your sisters — and brothers — who are working to advance the position of women on the job, in unions and in society.

Decide now. Join CLUW in meeting today's needs and achieving tomorrow's aspirations.

General Bargaining phone announcement:
For up-to-date information on General Bargaining at PG&E, call this toll-free number:
800-227-5607

Subcommittees reach table agreement
From PAGE ONE
starting time or 6:30 a.m. to 7:00 a.m. Pacific time.

No change to the current practices in Sacramento as they relate to Route String Bidding and assignment of Company vehicles.

All other Company proposals as they relate to Electronic Meter Reading were deferred until the next regularly scheduled meeting of the Meter Reader Committees.

Items that the Subcommittee negotiated pertain strictly to General Construction and Meter Readers, all other issues, such as wages and benefits, remain the responsibility of the General Bargaining Committee, and those negotiations are ongoing.