



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

PG&E Clerical Agreement ratified

Clerical Bargaining Unit members, voting by mail ballot in record numbers, approved the tentative agreement reached between Local 1245 and PG&E on July 27. The settlement, which the Union Negotiating Committee recommended be accepted, followed member rejections of two earlier proposals which had not been endorsed by the Committee.

Of 3,704 Eligible Voters, 2,711 — nearly 75 percent — returned ballots. With only one void ballot and 17 unverifiable ballots, the final result was an overwhelming 82.9% "YES" vote (2,247 for ratification, 456 against).

Local 1245 Business Manager Jack McNally hailed the lopsided approval of the new contract as a "genuine tribute to clerical unity." "The final settlement demonstrates that the member-initiated actions at the worksites had a positive effect on the Union's ability to reach a fair settlement," said McNally.

The new features contained in

the third and final version of the three year agreement apparently led to the tremendous shift to "yes" votes by members who had rejected the previous offer by a 2:1 margin. Manny Mederos, Local 1245 Assistant Business Manager and Chief Spokesperson for the Union's Negotiating Committee, said the key difference was the application of "bonus" monies to employee Pension Bands and 401(k) plans. "The 'Equal Treatment Now!' campaign by the Clerical membership enabled the Committee to get equality with the Physical Unit on the Pension issue," said Mederos. "In addition, the Company agreed to a partial across-the-board raise in 1989 to accompany a lump sum bonus, and stated that they will not seek a bonus scheme during 1990 wage reopeners. These changes in PG&E's earlier positions were clearly significant to the members, at least in a symbolic way."

In addition to McNally and Mederos, the Clerical Negotiating Com-

mittee consisted of Arturo Garza, Jr., Marie Kizzee, Robert "Bob" Martin, Shirley Roberts, Rebecca Rosecrans, and Local Union President Howard Stiefer. "I can't say enough about the fantastic dedication shown by the Committee," Mederos told the *Utility Reporter*. "They have been working since April of 1987 to get their fellow workers a fair contract, and throughout the process they have remained professional and done a great job of representing the membership."

Not to be overlooked is the Ballot Committee, which spent a grueling nine hours on September 7 verifying, counting, and securing the unusually large number of mail ballots to get the results out in the shortest possible time. The efforts of Committee members Olivia Mercado, Stockton Division; Carol Pacheco, East Bay-Livermore; Norma Ricker, North Bay; Dorothy Little, San Jose; and Mary G. Coyle of the General Office (Barry Claybaugh, Humboldt Division, was unable to

attend the count due to a family emergency) are greatly appreciated. Several Clerical leaders expressed optimism that the membership will continue, through active involvement in the Union, to build momentum that will carry over into future negotiations with the Company. The new Clerical agreement becomes effective immediately and Local 1245 anticipates that initial payments are to be made by PG&E in October.

Union caps off five year battle for PG&E job security

By Steve Diamond

The final stage of a five year battle to protect the job security of bargaining unit members at the Pacific Gas and Electric Company was completed this month with the signing of a letter of agreement by IBEW Local 1245 Business Manager Jack McNally and PG&E Manager of Industrial Relations Richard Bradford.

The agreement protects the job security of members of the Physical bargaining unit whose jobs have been threatened by contracting out in recent years. The safeguards now part of the IBEW-PG&E contract give these Physical employees protections similar to those won by the Union for Clerical and General Construction employees.

Those earlier victories were the results of favorable arbitration decisions issued in 1986. This agreement covering Physical employees came just days before the scheduled start of the arbitration hearing which would have examined the contracting out of Physical bargaining unit work.

Effort began in 1983

The Union first began to raise serious concern about the question of contracting out in 1983. Although the Union recognizes the need for occasional use of non-bargaining unit workers for special projects or in times of great need, the Company appeared to be heading towards a situation where non-union, low-wage workers were taking the work of regular union members.

"If we were to allow that kind of contracting out to spread, we would risk the deterioration of union-won

See PAGE ELEVEN

LIFESAVING AWARD

Member wins top IBEW honor

At a ceremony in Concord last month, Local 1245 Member John Burnett was awarded the International Union's top honor, the Lifesaving Award, for his heroic action on August 19, 1987.

Burnett, an 18-year Fieldman at PG&E's Oakland headquarters, was working on Encinal Avenue in Alameda when the drama began to unfold. Walking out from behind a building, Burnett saw a car going through an intersection with the driver slumped over the wheel. The car stopped after hitting another

vehicle and when Burnett reached the unconscious driver, NASA research scientist James McDonnell, McDonnell wasn't moving.

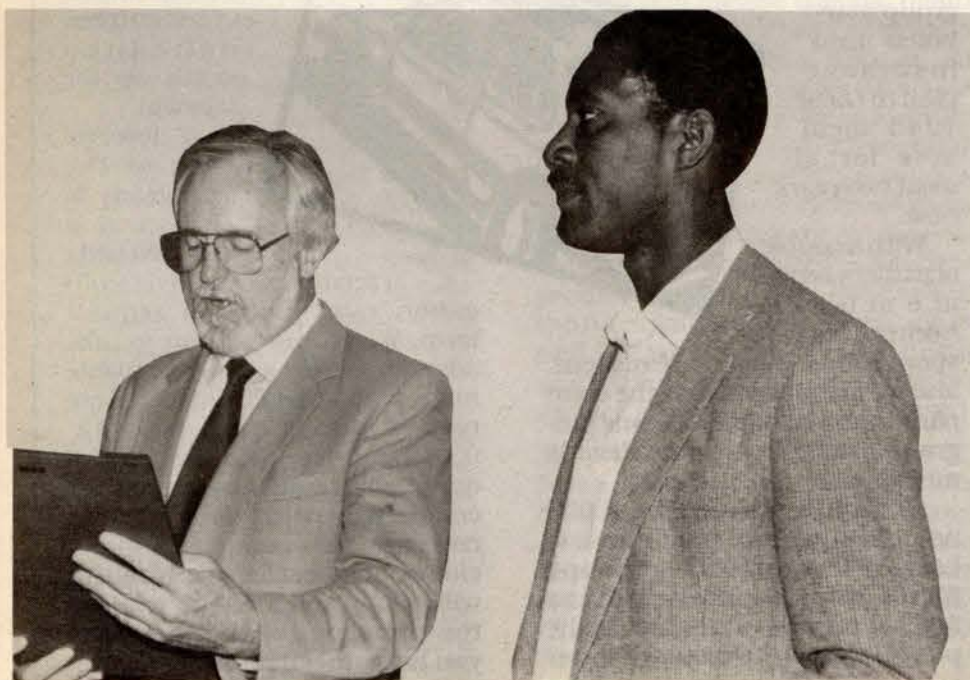
Burnett checked McDonnell's pulse and listened for breathing, but found neither. Other passersby helped Burnett get McDonnell out of the car and lay him out on the street, where Burnett administered Cardio-pulmonary resuscitation (CPR) until an ambulance arrived fifteen minutes later. During that time, Burnett told the *Utility Reporter*, McDonnell came

to—and lost consciousness—three or four times. Because of John Burnett's aid, McDonnell is alive today.

"John Burnett is a real-life hero," said Local 1245 Business Manager Jack McNally. "His fast thinking and courageous action have brought honor to himself, his Union, and his Company."

Burnett lives in Oakland and is the father of two girls, Andrea, 16 and Temaeka, 14. His hobbies include bowling and fishing, and he is a twenty-year member of the Army Reserves.

Local 1245 is very proud of Brother Burnett, and congratulates him on his receipt of the International's Lifesaving award.



Business Manager Jack McNally presents the IBEW Lifesaving award to member John Burnett.

Photo: Jenny Lipow

INSIDE:

Cal/OSHA Campaign
news page 4

Retiree's corner page 5

COPE Endorsements
Page 7

SMUD agreement page 8

Golf Tournament page 9



Utility Reporter

September 1988
Volume XXXVII NUMBER 9
CIRCULATION: 24,500

(415) 933-6060

Business Manager
& Executive Editor
JACK McNALLY

Managing Editor
Jenny Lipow

Predident

Howard Stiefer

Executive Board

Ron Blakemore

Barbara Symons

Michael J. Davis

Jim McCauley

Kathy F. Tindall

Lyman Morrison

Treasurer

Ron Field

Published monthly at 3063 Citrus Circle, Walnut Creek, California 94598. Official Publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, CA 94596.

Second Class postage paid at Walnut Creek and at additional mailing offices. USPS No. 654640, ISSN No. 0190-4965

POSTMASTER: Please send Form 3579, Change of Address, and all correspondence to Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596

Single copies 10 cents, subscription \$1.20 annually.



Conferences on Labor Women get great reviews from Local Union Delegates

Editor's note:

Business Manager Jack McNally received the following letters last month from IBEW Local 1245 Stewards.

First off, I would like to thank you so much for allowing me to attend the 7th Annual Western Regional Summer Institute for Union Women held July 24-29 at the University of Oregon in Eugene. I can't tell you how much solidarity I felt with this group of women. We opened each others' eyes to the different issues in our work places. I've come back with lots of ideas to share with our members. Thank you so much for having the confidence in me to share this with you and with my brothers and sisters in Local 1245. Business Representative Bob Gibbs has also shown confidence in me, and I'm sure I'll repay him by keeping him busy!

...I have a goal in these next two years—to build the Local's Clerical membership strong. I've made a commitment to myself to help educate our fellow members and bring them together, both Physical and Clerical.

**Olivia Mercado
Stockton**

I would like to thank you for the wonderful opportunity to attend the AFL-CIO Women-in-the-Workforce Conference which was held August 18-20 in Los Angeles. The Union spirit was ever present throughout the Conference. A video portraying the new campaign "America Works Best When We Say Union Yes!" was very impressive.

The Conference strongly suggested beginning a Women's Committee within each Union. The idea was uniformly accepted by the participants. I feel our Union could greatly benefit from such a committee.

Comparing contracts and exchanging ideas, values and interpersonal feelings with the Union sisters and brothers at the Conference proved very enlightening. I became acutely aware of the power associated with our unity.

The speakers involved were exceptional. Senator Diane Watson is a role model for working women. She is very Union-oriented. Her dynamic presentation dealt with the government's association with every individual from birth to death and the importance of "Union" in our lives.

John Henning, head of the Cali-

fornia Labor Federation, spoke about our Unions' pasts, presents, and futures. His excellent presentation opened my eyes to the continuing demand for Union strength.

The body of our Conference mainly consisted of bargaining skills and techniques, with a primary focus on child care. I found the information regarding bargaining very interesting, as I was not aware of the variety of tactics involved in negotiations.

We also touched on the subject of video display terminals (VDT's) and their possible effects on pregnant women. Future updates concerning the low density radiation associated with VDT's will be forthcoming. I have a pregnant member in our office who is very concerned about VDT's, and any new information regarding VDT risks will be shared with her promptly.

The final workshop was great. The focus was communication (my specialty!). Rhoda Williams from the American Federation of Television and Radio Artists (AFTRA) Women's Committee was a wonderful expert on communication techniques.

Overall the Conference proved to be an exceptionally educational experience for me. I thoroughly enjoyed the Conference.

Thank you again for the opportunity to attend.

**Laura A. Tucker
Antioch**

Please accept my special thanks for having me be a delegate to the Women In the Work Force Conference. I really enjoyed being a part of it and learned so much from it—met lots of wonderful people. [Union Secretary] Fran Zamora did a great job setting it all up...[Business Representative] Frank Saxsenmeier was at our local Unit meeting and helped me become a participant in the Conference.

Kathleen Krinonick and John Henning of the California Labor Federation put together a great program from speakers to workshops to food and refreshments. I would like to attend more Union women's activities and be on the Federation's mailing list. I've volunteered to Business Representative Enid Bidou to help get a Women's Committee together for our Local.

Thanks again.

**Joan Reed
Caribou**

AUTO INSURANCE PLAN

Now available in Nevada

AIGM Insurance Services, Inc. has been providing a money saving group marketed auto insurance plan to Local 1245 members for almost two years now.

With a couple of mailers sent to members' homes, the response has been excellent, and we are pleased that the company is now making the same program available to our Nevada members.

AIGM has mailed over 2,000 no-obligation rate quotations to Local 1245 members' homes, and 528 California members and their families are already insured in the plan. Because the rates are better



for most members, many more of you will enroll as your current insurance comes up for renewal.

A description of the program is being

mailed to Nevada members, with a no-obligation rate quotation request form. We encourage you to take advantage of the savings available in the plan. Just fill out the quote request form or call 1-800-442-9378, toll-free. Either way, a quote will be mailed to you for comparison with your current coverage. You compare and decide what is best for you. No agent will call on you and you can call the company toll-free any time you have questions.

POINT OF VIEW

By Jack McNally

IBEW 1245 BUSINESS MANAGER



APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

PG&E Clerical Ballot Committee

Barry Claybaugh
Mary G. Coyle
Dorothy Little
Olivia Mercado
Norma Ricker
Carole Pacheco

Gas Serviceman Interim Negotiating Committee

Clyde Reiner
Richard Bidinost
Darryl R. Norris

CENTRAL LABOR COUNCILS

San Mateo County Central Labor Council and

San Francisco Labor Council

Dean Gurke

CONFERENCES AND CONVENTIONS

Thirty-Second Annual Convention of the Nevada State

AFL-CIO
Jack McNally
John Stralla
Kathy Tindall
Gene Wallace
Donald Strausberg
Cherri Roberson
Dora Carone
Scott Knight

California Labor Federation Women-in-the Workforce Conference

Ruth Best
Barbara Cook
Mary Haring
Christine Mangante
Joan Reed
Enid Bidou
Anna Gomez
Caroline Leider
Betty Newberry
Natalie Brewer
Laura Tucker
Sandra Weeks

A. Philip Randolph Nineteenth National Conference

Dorothy Fortier

California Labor Federation Pre-General Election

COPE Convention

Jack McNally
Kathy Tindall
Barbara Symons
Jim McCauley
Ron Blakemore
Tom Riley

Inter-Union Gas Workers Conference

Jack McNally
Manny Mederos
Dorothy Fortier
Howard Stiefer
Jim McCauley
Al Knudsen
James (Archie) Taylor
Louis Johnson
Bruce Ollar
Robert McCormack

Labor's Own Day

The first Monday in September is Labor's holiday. This holiday is the last summer holiday and is generally the signal that school is about to begin again.

It is not clear who originally suggested the idea of setting aside a day for labor. Peter J. McGuire, an organizer for the Carpenters, claims to have proposed the celebration for the New York City Central Labor Union in May 1882. Other records indicate the idea was suggested by the secretary of the Central Labor Union, Matthew Maguire. In any event, a Maguire was involved.

As a result, a Labor Day parade was held in New York City on September 5, 1882 to generate improvements in working conditions and to show the strength of the new labor movement. This Labor Day celebration was a huge success, and through resolutions by the Knights of Labor and the Federation of Organized Trades, Labor Day became an annual holiday.

In 1887, New York became the first state to introduce a bill to officially recognize Labor Day as a holiday. However, Oregon was the first state to pass a bill recognizing Labor Day.

In 1894, national legislation provided Labor Day as a holiday for federal workers, and finally by 1923 all the states officially observed Labor Day.

Today, Labor Day is celebrated in many ways by organized labor. From simple breakfasts to picnics and parades, continuing to promote the interests of working people and taking pride in their unions.

PG&E Clerical Ratification

On September 7, the members approved the results of PG&E Clerical bargaining by a nearly five to one margin. The vote indicates strong showing of support for the Negotiating Committee.

In addition to a new contract, the last nine months of the difficult bargaining produced a stronger sense of unity among Clerical unit members. While all other employees of the Company — management, exempt clerical and non-clerical employees, and the Engineering and Physical bargaining units — had received their wage increases, the Clerical bargaining unit was the sole group that had not resolved their contract.

More Clerical members attended unit meetings than ever before. Large numbers of Clerical Shop Stewards and activists traveled long distances to attend special Saturday meetings concerning the progress of bargaining. Many members met before and after work and at lunch time promoting their struggle through creative demonstrations at their workplaces. It was through these efforts of the active Clerical members that we were able to negotiate an acceptable settlement.

In the collective bargaining process neither side achieves all of its Goals. However, the commitment and the unity of the Clerical members enabled us to achieve an acceptable settlement. I personally want to thank our Clerical members for their unity and support. This is what makes the Union strong. The events surrounding this year's Clerical bargaining will also put the Company on notice that the Clerical unit members will not take a back seat to anyone. They have demonstrated their willingness to stand up and defend their hard-won wages, benefits, and working conditions.

In Unity,

Jack McNally

Cal /OSHA Campaign

Yes on Prop 97

Deaths up 53% since veto

Judge to Deukmejian: No lies in Voter Book

Worker deaths in the private sector increased 53% in the six months following Governor Deukmejian's elimination of Cal/ OSHA, according to a Senate Industrial Relations Committee Report released last month. In the same period fatalities in the Public Sector—which is still under Cal/ OSHA jurisdiction — declined by 40%, the report concluded. These shocking figures prove that Federal OSHA does not adequately protect California workers, lending even more urgency to Labor's campaign to restore safety at work ("Vote Yes on Proposition 97").

Following the Senate Report, Sacramento Superior Court Judge Rothwell B. Mason ordered changes in the ballot arguments against Proposition 97 submitted by Deukmejian. The Governor and his anti-safety cosigners attempted to state falsely that the "total number of illnesses, injuries, and work-re-

lated deaths" in the State had declined under Fed/OSHA. The Court, however, prevented them from including their distortions in the handbook mailed to all voters.

In addition to organized labor, a wide array of groups is backing the campaign to restore Cal/ OSHA, including the California Medical Association, Sierra Club, American Lung Association of California, American Cancer Society, League of Women Voters, and the League of Conservation Voters. This broad-based coalition of labor, business, civic, consumer, health, and environmental organizations which supports Proposition 97 is opposed by Governor Deukmejian and a few scattered followers. Despite a lack of organized opposition, working people who depend on Cal/OSHA must register themselves and their families and vote in November to ensure passage of Proposition 97.

Eureka Stewards Conference

Local 1245 Business Representative Bob Choate sponsored an all-day workshop in Eureka for Shop Stewards in his jurisdiction on Saturday, August 27. The featured guest speaker at the conference was Equal Employment Opportunity Commission (EEOC) representative Glenn Cochran, who explained the EEOC's complaint procedure and its areas of responsibility for worker rights.

Cochran also educated participants about the problem of sexual harassment in the workplace, stressing that individual employees proven guilty of harassment have been held legally liable for damages along with the employer. Stewards were reminded to turn over allegations of sexual harassment to management for immediate investigation, to help educate their members to avoid possible harassment of co-workers, and to be supportive of members who are victims of sexual harassment on the job.

Senior Assistant Business Manager Darrel Mitchell and Bob Choate facilitated a discussion on proposed

revisions in Title 206 of the PG&E contract.

Stewards attending the Eureka workshop included Jerry Anderson, Ted Bare, Barry Claybaugh, Jimmy Russell, Mike Grossman, John Grant, Charles Stockham, Lee Thomas Jr., Debbie Pond, Barry Jensen, and Bob Reynolds.



Darrel Mitchell explains Title 206 revisions.

Advisory Council meets in Concord

The quarterly Advisory Council meeting was held August 6 and 7 at the Sheraton Inn in Concord, CA. Local 1245 Business Manager Jack McNally and members of his staff reported on pending and resolved grievances throughout the Local, the status of various contract negotiations, health and safety, organizing activities, political activity, staff changes, and assorted other ongoing important issues.

Advisory Council members gave reports on issues and questions affecting their areas of representation. The members and alternates and their guests present at the Council meeting included J. Willy Denninger, AC Trans. & East Bay Muni; Terry Linebarger, CATV Operating Companies; Madell Landrum (alt.), Citizens Utility Co.; Jim Mitchell (alt.), Clerical-At-Large; Joe Johnson, Coast Valleys; Al Knudsen, Colgate and his guest Patrick Gates, Lineman, Oroville; W.E. "Skip" Harris, DeSabra; Stanley Justis, Drum; Bob Martin, East Bay & Material Control; Barry Humphrey, General Construction; Jimmy Russell, Humboldt; E. Duane Bartlow, Irrigation Districts; Laurence Wood, North Bay; Bill Branson, Outside Construction; Frank Locati, Pacific Gas Trans-

mission Co. (PGT) and his guest Paul Hathaway, Senior Clerk, Redmond, OR; Edwin Custer (alt.), Pipe Line Operations (PLO); Willie Nunez, Regional Transit; Darryl Norris, Sacramento; William Demerritt (alt.), Sacramento Municipal Utility District (SMUD); Shirley Roberts, San Francisco VP & Comptrollers Office; Mike Brocchini (alt.), San Joaquin; Will Rodriguez, Shasta; Jay Killgore, Sierra Pacific Power Company and his guest Scott Knight, Electric Maintenance, Reno; Grover Day, Stockton & City of Lodi and his guest Daryl Gilbert, Lineman, Manteca; Paul Dubois (alt.), Tree Trimmer Companies; and Richard Perry, U.S.B.R.

Also attending in Joint Session with the Advisory Council were President Howard Stiefer, Treasurer Ron Field, and Executive Board members Ron Blakemore, Barbara Symons, Mike Davis, Jim McCauley, and Kathy Tindall.

A highlight of the meeting was the special presentation of the IBEW Lifesaving Award by Business Manager Jack McNally to member John Burnett (see story, page one). Brother Burnett was given a standing ovation for giving life-saving CPR to a citizen injured in an auto accident.



Barbara Symons, Executive Board; Howard Stiefer, President; Roger Stalcup, Assistant Business Manager; Business Manager Jack McNally; Ron Blakemore and Jim McCauley, Executive Board.



Foreground, L-R: Will Rodriguez, Wilford Nunez, Skip Harris, Bob Martin, Shirley Roberts.



L-R: Frank Locati, Bill Demerritt, Jimmy Russell.

Eureka Stewards



Left to Right: Ted Bare, Charles Stockham, Mike Grossman, Bob Reynolds, Barry Claybaugh, Jerry Anderson.



Left to Right: Barry Jensen, John Grant, Jimmy Russell.



Glen Cochran discusses EEOC procedures.

Photos: Bob Choate

RETIREE'S CORNER

LEGISLATIVE REPORT Part 3

N.C.S.C. Convention

By Gene Hastings, Legislative Chairman and Retirees Coordinator

"The best one ever!" was the most often-heard comment at the recent National Council of Senior Citizens (N.C.S.C.) Convention in Las Vegas. It was a most productive gathering, working for five days to strengthen the National Council's organizational structure and adopt policies to guide it into the 21st century.

Affordable health care was once again a major concern of the Seniors, who passed nine resolutions dealing with the issue. Several speakers agreed with the delegates that never before has so much of the public supported a National Health Care Plan for all Americans; the U.S. is the only industrialized nation (besides South Africa) that does not recognize access to health care as a fundamental human right.

Presidential politics were a hot topic at the convention as delegates were urged to vote for candidates who believe in the programs that are important to Seniors. Older Americans have an opportunity to play a major role in deciding who will occupy the White House for the next four years as well as which party will control the House and Senate in the next Congress.

One of the highlights of the convention was the presentation of the N.C.S.C.'s "Award of Merit." California Lieutenant Governor Leo McCarthy received the high award for the second time in his political career. McCarthy, who is running against Pete Wilson for the U.S. Senate this fall, was honored for his continuing efforts in support of nursing home reform in California. McCarthy reminded the delegates that "You need to go further than casting votes. Your responsibility is not only to be informed of the important is-

ssues, but to inform others."

The banquet speaker, Nevada Governor Richard H. Bryan—also the Democratic candidate for Senate for his home state—praised the N.C.S.C. for its "stalwart work to protect the interests of America's elderly. Bryan called on Congress to "deal innovatively with the problems of expensive long-term nursing home care," and said that the Federal government must work to make all health care more affordable for Seniors.

Nevada Representative James H. Bilbray (D) also addressed the convention, decrying the poverty rate among children. "One out of every four children in this country lives below the poverty level," said Bilbray. "There's something wrong. That's not the America I want, and I don't think it's the America you want—that we have our children growing up in poverty."

Cesar Chavez, President of the United Farm Workers (UFW) made an impassioned plea for support for migrant farm laborers in their struggle against "oppressive and inhumane" conditions. Convention delegates voted overwhelmingly to boycott California Table Grapes. According to Chavez, the Environmental Protection Agency (EPA) now considers pesticide pollution its most "urgent" problem.

Jacob Clayman was unanimously reelected to another two-year term as N.C.S.C. President. Everett Lehmann was among the other officers who won reelection.

I wish to thank Local 1245 Business Manager Jack McNally, President Howard Stiefer and the other Executive Board members, and the members of our Union Retirees Club for affording me the opportunity to participate in the N.C.S.C. Nineteenth Constitutional Convention.



Local 1245 Retirees Club leaders Tom Riley, President and Gene Hastings, Legislative Chair.

Photo: Jenny Lipow



Get Into the Action! Join NCSC!

Just fill in this coupon and give it to your NCSC club president along with the appropriate membership fee. If you are not a club member, send the coupon and a check or money order directly to the National Council of Senior Citizens, 925 15th St. N.W., Washington, D.C. 20005.

Check the appropriate boxes below:

- ☐ Gold Card member, \$12.00
- ☐ Gold Card Member and Spouse, \$16.00
- ☐ Three-year Gold Card Membership, Individual, \$30.00
- ☐ Three-year Gold Card Membership, Couple, \$40.00
- ☐ Lifetime Membership (Individual or Couple), \$150.00

☐ I am a new member

☐ This is a renewal. My membership number is:

PLEASE PRINT

Name _____

Spouse's First Name (if applicable) _____

Address _____

City _____ State _____ Zip _____

Club Name (if applicable) _____

Club Number (if applicable) _____

Join Today!

(Allow 4 to 6 weeks for receipt of Gold Card)

LABOR DAY 1988

Alameda County Picnic a big success

Over 2,000 Bay Area unionists turned out to enjoy a day of fun in the sun and political speeches at the Pleasanton Fairgrounds where the annual Alameda County Central Labor Council family picnic—the biggest such gathering on the West Coast—was in full swing. Joining in the holiday celebration were several IBEW Local 1245 members, staff, and their families.

The re-affiliation of the Teamsters and Longshoremens' Unions with the AFL-CIO during the past year provided an upbeat "welcome back" theme to the festivities. Picnickers were also enthusiastic over the prospect of putting an end to the anti-labor years of the Reagan-Bush administration in November.

McCarthy Keynote Speaker

Lieutenant Governor Leo McCarthy, the labor-endorsed Democratic candidate for U.S. Senate, contrasted his platform with that of his Republican rival, incumbent Pete Wilson. Reminding the crowd that Wilson never stopped opposing the "plant closing" bill giving workers notice of mass layoffs, McCarthy assured the cheering crowd that he will pursue pro-worker legislation in Washington. Congressmen Fortney "Pete" Stark and Ron Dellums also addressed the picnic-goers.

Other politicians in attendance at the picnic included State Senators Nick Petris and Bill Lockyer; Assemblyman Tom Bates and San Mateo Assembly Democratic candidate Ted Lampert; Alameda County Supervisors Mary King, Charlie

Santana, and Ed Campbell; Dodie Gifford and Susan Duncan from the Peralta Community College District Board of Directors; East Bay Municipal Utilities District (EBMUD) Board Member Harlan Kessell and Alameda-Contra Costa Transit District Director Jerry Wiggins; Berkeley Mayor Loni Hancock and Hayward Councilmember Michael Sweeney; and Judge Jack Gifford.

California Labor Federation leader Jack Henning urged Union members to register and vote in the November election. Henning reminded the crowd that the initiative to restore safety at work and bring back Cal/OSHA is of vital importance to all working people. Voting "yes" on Proposition 97, the safety initiative, will be a primary target of the Labor Movement's registration

and voter turnout campaigns this fall, Henning said.

Local 1245 Pitches In

IBEW Local 1245 Shop Steward Laura Tucker (PG&E-Antioch) was spotted with three-year-old Darryl and ten-month-old Christine waiting in line for the popular pony ride. Nearby were Laura Barrow, age four, with her parents Margaret (PG&E-Livermore) and Paul. Business Rep Pat Collins worked for most of the day keeping everything running smoothly in the cashier's booth, while fellow Rep Dean Gurke took the morning shift as a ticket-taker at the fairground entrance. All proceeds from the event benefit the Alameda County Central Labor Council's Committee on Political Education (COPE).



Business Rep Dean Gurke brought the whole family: wife Kate, son Charlie, age 8; and baby Lorraine, 10 weeks.



Business Rep Pat Collins was safely in the cashier's booth.



Shop Steward Laura Tucker with Darryl, age 3, and Christine, 10 months.

Photos: Kua Patten

COPE endorsements

The California Labor Federation, AFL-CIO Committee on Political Education (COPE) Convention was held on August 30 in San Francisco. Delegates from Local 1245 represented the largest group of Union members at the convention. After consideration of the recommendations developed by the Executive Council, the delegates took positions on the Federal and State Legislative contests as well as the statewide ballot propositions (a complete list of ballot proposition endorsements will appear in the October *Utility Reporter*). Democratic Presidential Candidate Mike

Dukakis has won the AFL-CIO endorsement in the November election.

In addition to Business Manager Jack McNally, who is a Vice President of the State Federation, Local Union delegates included Jim McCauley, Barbara Symons, Ron Blakemore, and Kathy Tindall. Tom Riley attended the convention representing the Local 1245 Retirees Club.

The following legislative endorsements were made by the Convention:

UNITED STATES SENATOR

LEO MC CARTHY (D)



Labor's choice for U.S. Senate: Leo T. McCarthy

Photo: Kua Patten

UNITED STATES REPRESENTATIVES IN CONGRESS

DISTRICT

1. Douglas H. Bosco (D)
2. Wayne Meyer (D)
3. Robert T. Matsui (D)
4. Vic Fazio (D)
5. Nancy Pelosi (D)
6. Barbara Boxer (D)
7. George Miller (D)
8. Ronald V. Dellums (D)
9. Fortney Pete Stark (D)
10. Don Edwards (D)
11. Tom Lantos (D)
12. Anna G. Eshoo (D)
13. Norman Y. Mineta (D)
14. Patricia Malberg (D)
15. Tony Coelho (D)
16. Leon E. Panetta (D)
17. Vincent Lavery (D)
18. Richard H. Lehman (D)
19. Gary K. Hart (D)
20. Lita Reid (D)
21. Donald E. Stevens (D)
22. John G. Simmons (D)
23. Anthony C. Beilenson (D)
24. Henry A. Waxman (D)
25. Edward R. Roybal (D)
26. Howard L. Berman (D)
27. Mel Levine (D)
28. Julian C. Dixon (D)
29. Augustus F. (Gus) Hawkins (D)
30. G. (Marty) Martinez (D)
31. Mervyn M. Dymally (D)
32. Glenn M. Anderson (D)
33. Nelson Gentry (D)
34. Esteban E. Torres (D)
35. Open
36. George E. Brown, Jr. (D)
37. Johnny Pearson (D)
38. Jerry Yudelson (D)
39. No Endorsement
40. Lida Lenney (D)
41. Dan Kripke (D)
42. No Endorsement
43. Howard Greenebaum (D)
44. Jim Bates (D)
45. Pete Lepiscopo (D)

STATE SENATE

DISTRICT

1. Roy D. Whiteaker (D)
3. Milton Marks (D)
5. John Garamendi (D)
7. Daniel E. Boatwright (D)
9. Nicholas C. Petris (D)
11. Tom Nolan (D)
13. Alfred E. Alquist (D)
15. Rose Ann Vuich (D)
17. Henry J. Mello (D)
19. Open
21. Louise C. Gelber (D)
23. David Roberti (D)
25. Sandra K. (Sandy) Hester (D)
27. Bill Greene (D)
29. Robert G. Beverly (R)
31. Open
33. Cecil Green (D)
35. John Seymour (R)
37. (dual) Pat McCabe (D)
Marian Bergeson (R)
39. Benita Berkson (D)

STATE ASSEMBLY

DISTRICT

1. Arlie E. Caudle (D)
2. Dan Hauser (D)
3. Bruce H. Conklin (D)
4. Thomas M. Hannigan (D)
5. John Byouk (D)
6. Lloyd G. Connelly (D)
7. Norman S. Waters (D)
8. Bruce D. Ketrone (D)
9. Francis W. Parnell (D)
10. Phillip Isenberg (D)
11. Robert J. (Bob) Campbell (D)
12. Tom Bates (D)
13. Elihu M. Harris (D)
14. Johan Klehs (D)
15. Wendell H. Williams (D)
16. John L. Burton (D)
17. Willie L. Brown, Jr. (D)
18. Delaine Eastin (D)
19. Jackie Speier (D)
20. Ted Lempert (D)
21. Byron D. Sher (D)
22. Robin Yeamans (D)
23. John Vasconcellos (D)
24. Dominic L. (Dom) Cortese (D)
25. Open
26. Patrick Johnston (D)
27. Open
28. Sam Farr (D)
29. Jan Bradford (D)
30. Jim Costa (D)
31. Bruce Bronzan (D)
32. Aden Windham (D)
33. Open
34. Earl J. Wilson (D)
35. Jack O'Connell (D)
36. George Webb II (D)
37. Open
38. Mark Lit (D)
39. Richard Katz (D)
40. Tom Bane (D)
41. No Recommendation
42. Richard David Boyle (D)
43. Terry B. Friedman (D)
44. Tom Hayden (D)
45. Burt Margolin (D)
46. Mike Roos (D)
47. Teresa P. Hughes (D)
48. Maxine Waters (D)
49. Gwen Moore (D)
50. Curtis R. Tucker (D)
51. Mark Wirth (D)
52. No Recommendation
53. Richard E. (Dick) Floyd (D)
54. Willard H. Murray, Jr. (D)
55. Richard Polanco (D)
56. Lucille Roybal-Allard (D)
57. Dave Elder (D)
58. Andrew Kincaid (D)
59. Open
60. Sally Tanner (D)
61. No Recommendation
62. No Recommendation
63. Bob Epple (D)
64. Donald (Don) Heuer (D)
65. David Neal Chamberlain (D)
66. Jerry Eaves (D)
67. Bruce R. Fink (D)
68. Steve Clute (D)
69. Marie H. Fennell (D)
70. Michael K. Gallups (D)
71. No Endorsement
72. Christian F. (Rick) Thierbach (D)
73. Erlinda Rodriguez Parker (D)
74. James S. Melville (D)
75. Mary Christian (D)
76. Mike Harman (D)
77. Sam Hornreich (D)
78. Lucy Killea (D)
79. Peter R. Chacon (D)
80. Open

PUBLIC SECTOR UPDATE

SMUD

New agreement ratified

Local 1245 members in the Sacramento Municipal Utilities District (SMUD) approved a new Memorandum of Understanding (M.O.U.) last month by a vote of 188 to 133. The agreement took effect following ratification by the SMUD Board of Directors on September 1 and will run through December 31, 1990.

Wages to Rise 10.5%

Voting on the package took place on August 16 and 17 following explanation and discussion on the proposal at Unit meetings early in the month. Under the new M.O.U., members will receive a three percent increase retroactive to July 1, 1988; an additional three and one half percent increase in July, 1989; and in less than two years employees will get another raise of four percent in July 1990.

The agreement also provides for increases in take-home pay by reducing the employee contribution to the Public Employee Retirement System (PERS), currently three and one half percent, to two and one half percent in January 1989, and a further reduction, to one and one half percent, in January 1990.

Health Insurance

For the life of the M.O.U., the District will pay the full cost for family coverage under the two lowest cost medical plans. Employees opting for more expensive plans will have any increases in premium costs picked up by the District through the end of 1988. For the remainder of the agreement, the District will pay fifty percent of the difference between the next-to-lowest-cost medical plan and the plan elected by the employee at the appropriate level of coverage.

The dental plan will be improved by increasing coverage under the "major dental services" portion of the plan (items such as crowns, bridges, and dentures). Under the new M.O.U. the plan will pay seventy percent of \$450 of these charges, up from a previous maximum of \$250.

Other Benefits

Shift Differentials, calculated as a percentage of the Journeyman Electrician wage, will increase as follows: second shift—increase from three percent to four percent; third shift—increase from four percent to five percent; 12-hour night shifts—increase from five percent to six percent.

Overtime meal allowances will be increased by ten percent, and new language on Rest Periods provides that any travel time to which employees are entitled will be excluded from the rest time. The District will also provide, upon request, the use

of protective clothing for other than hazardous substances, enabling employees to protect their garments from ruinous but non-toxic materials like grease and oil.

Task Forces

The new M.O.U. contains provisions for the establishment of several labor-management task forces on a variety of issues, including: Sick Leave Policy—a consistent District-wide policy modeled on the current policy will be developed within sixty days of ratification. Upon approval of the Policy, a Sick Leave Incentive Plan will take effect which provides Personal Leave Credits based on an approved schedule for employees with little or no sick leave usage in a given calendar year.

Crew Assignments and Temporary Upgrades: task force will study necessary levels of supervision and develop consistent District-wide procedures for temporary upgrades for Union approval and management implementation within ninety days from ratification. Classification and Pay Studies: task forces will address ten specified classifications by May 15, 1989; pay rates for the classifications will be adjusted

according to the survey results.

Alternate Work Schedules: within six months of ratification, task force will develop recommendation subject to Union and District approval to standardize agreements or work rules relating to questions of compensation for vacation, sick leave, and holidays for ten- and twelve-hour shift employees. Employee Incentive Program: within six months task force will recommend a "modest" employee incentive program for review and approval of the Union and the District.

Committee Thanked

Local 1245 Business Representative Gary Mai, who served as Chief Spokesperson for the Union Negotiating Committee, told the *Utility Reporter* that the Committee Members "did an outstanding job of representing their fellow workers at the bargaining table, from developing the Union's initial proposals to hammering out the details of the final settlement."

The Committee consisted of Steve Ahern, Gary Hanson, Ron Manica, John Platz, Don Potter, Dennis Seyfer, Art Torres, and Ike Williams.

LASSEN M.U.D.

Members approve new M.O.U.

On August 25, Local 1245 members in the Lassen Municipal Utilities District voted overwhelmingly in favor of a new thirty-month Memorandum of Understanding (M.O.U.).

General wage increases will be applied to the salary schedule as follows: two percent retroactive to July 1, 1988; two and three quarters percent effective January 1, 1989; one percent effective July 1, 1989; and, effective January 1, 1990, all classifications will receive an additional two and three quarters percent raise. The agreement, which will provide parity with PG&E in 1989, expires December 31, 1990.

Employees in the Warehouseman classification will receive an additional two percent increase effective July 1, 1988. A popular provision for separate overtime checks will also take effect this year. Beginning in 1989, all employees will get an extra floating holiday each calendar year, and standby time will increase twelve cents per hour effective July 1, 1989.

Effective September 1, 1988, the agreement provides for three new benefits in lieu of the former fifty percent employee discount on utility rates: First, the District will establish a 401(k) (deferred compensation) plan for employees and will contribute to the plan monthly on behalf of each employee based on a formula of one-half the average monthly usage times the current utility rate (i.e., the 401(k) contribution will equal the average employee discount received under the old system.) Second, the District will pay twenty cents on the dollar for all unused sick leave upon separation from service of employees with ten or more years service. Third, employees will receive five bonus days of vacation upon accumulation of each 250 hours of sick leave on the books.

The Union Negotiating Committee consisted of John Deal, Howard Edwards, Joanne Villalobos, and Local 1245 Business Representative Mickey Harrington, who served as Chief Spokesperson for the Committee.

CITY OF HEALDSBURG

Agreement wins approval

A two-year agreement was ratified by Local 1245 members in the City of Healdsburg on August 18. The new Memorandum of Understanding (M.O.U.), which expires June 30, 1990, includes general salary increases totalling eight percent for all classifications and additional equity increases for some classifications.

All employees will receive a three percent raise retroactive to July 1, 1988 and an additional five percent increase effective January 1, 1990. Workers in the Utility Worker I and II classifications will receive a two percent increase in January 1989, at which time all Clerical classifications will get a three percent adjustment. The Clerical classifications will be increased an additional four percent effective July 1, 1989.

A Long Term Disability policy (LTD) will be provided for

employees effective September 1, 1988, and the existing Life Insurance policy will go from ten thousand dollars to twenty-five thousand dollars on January 1, 1989. Other changes and improvements in the M.O.U. include establishment of a definition for permanent full-time status (six months at thirty-six hours per week); clarification of the provision on travel for training; modification of the grievance procedure; clarification on notice of Jury Duty; and new language on employees Absent Without Leave (A.W.O.L.).

Union Attorney Tom Dalzell, Chief Spokesperson for the Negotiating Committee, commended the fine job done by Committee, which consisted of Shop Steward Larry Giovannini, Myra Young, Linda McLaughlin, and Business Representative Sam Tamimi.

BBQ-dance fundraiser deserves support

By Patricia Dutton

Hello! If you missed this year's BBQ and Dance fundraiser for the Tanishia Dudley Memorial Fund, you missed a great time. Although the August 6 event was successful, we missed seeing a lot of old friends and new faces this year. Surely we can do better for this worthy cause.

As usual the food was plentiful and participants enjoyed the dancing. The following prizes were won in the raffle: First Prize (Winchester Model 70)—Danny Coleman, Apprentice Lineman. Second Prize (Sapphire Pendant Necklace)—Roy Padgett, ex-Lineman. Third Prize (Savage Model 22-20 "Over and Under")—Ted Alson, Retired Lineman. Mrs. Jerry Lejay and Mrs. Faye Chandler won the two Lineman belt buckles donated by D&L Lineman's Supply.

Union Fund for Catastrophic Illness Bills

The Local's Tanishia Dudley Memorial Charitable Trust Fund is named for the young daughter of Outside Construction member Andrew "Tube" Dudley. Just as we tried to do for Tanishia, the purpose of the fund is to help any Local 1245 member, or family member, who

has a Catastrophic Illness. Though Outside Line members have in the past been the major contributors to the fund, it is here to help all Local 1245 members in need.

Donations Sought

We can't help our brothers and sisters if the members don't support the fund. Don't make the mistake of saying "It can't happen to me or my loved ones." Catastrophic Illness strike people just like us every day without regard for race, creed, color, or income.

So please, *today*, take a minute and donate as much as you can—even if it's just a few dollars. Five Dollars from every IBEW Local 1245 member would go a long way toward helping take care of brothers and sisters in dire need.

Your donations to the fund are tax deductible; receipts will be sent out upon request. Please mail your contribution to

Tanishia Dudley Memorial Fund
c/o Mrs. B.R. Dutton Sr.
P.O. Box 342
Palmdale, CA 93550

We need your help and support to bring true meaning to the term "brotherhood."

Thank You.



Faye Elmore, left, with Barbara and Paul Hicks.



The Fearsome Foursome (left to right): Mrs. Bobby Leman, Barbara Pippin, Dottie Cook, BBQ Organizer Pat Dutton.



Left to right: Steve King, Bobby Leman, Business Representative Curt Peterson.



Left to right: Bob Dutton, Jack Dutton, Grant Chandler.

3rd Annual IBEW 1245 "Turkey Shoot" Golf Tournament Final Deadline: October 21

Don't miss out!
Get your name and money in now!
Fee \$30 – NO REFUNDS
November 5, 1988 8:00 a.m.
Manteca Park Golf course, Manteca
— Non-members are welcome —
Please check status below
— Carts are included with the \$30 fee —
— Foursomes are not necessary —
Two-person scramble; enter in pairs

Please print clearly:

Member Non-Member

1. Name _____ () ()

Address _____

Phone _____

2. Name _____ () ()

Address _____

Phone _____

3. Name _____ () ()

Address _____

Phone _____

4. Name _____ () ()

Address _____

Phone _____

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 21!!

Shiftwork and health

Part 3

By Nancy Mogck

DRUG AND ALCOHOL ABUSE

In the refinery where I worked shifts, a significant number of workers had serious drug and/or alcohol problems. A drink, a pill, or a hit of cocaine can alter how one is feeling physically and mentally during the wee hours of the night when you'd rather be in bed with your spouse and not at work. And where else can shiftworkers go to hang out together after the shift besides a bar? Close bonds formed between shiftworkers are many times ritualistically sealed by the use of drugs and alcohol before, during, and after the shifts — especially the graveyard shifts.

But alcohol and drug abuse at the worksite are generally not approached as problems related to working conditions. Instead, most management personnel in this country insist that such abuse is the individual's problem, unconnected to social factors such as the worksite. Other difficulties that arise from shiftworking (which is a working condition) are also treated as personal problems by most employers. Many employers have policies which say: if you don't like the shiftwork, quit; if you can't kick drugs or alcohol with the "help" of a management sponsored and controlled program, then you deserve to be fired. Such rehabilitation programs often mandate a recovery period set by the company in accordance with its own needs (what it is willing to give), and return workers to the very job and working conditions which may well have driven them to drink (or drugs) in the first place.

At the refinery where I worked, a 12-year employee who was well-known, well-liked, and much relied upon for his expertise was addicted to cocaine. When he began to miss work due to drug-related problems, the company gave him an ultimatum to enter the Employee Assistance Program (EAP) or be fired. He joined the program and after four weeks was back on shiftwork. After his first graveyard shift he started using cocaine again. He couldn't stay awake all night without it, and he couldn't stand the way he felt, working all night without the coke. He was fired about a month later. This is an all too common problem, yet shiftworkers are not given options such as being transferred to day jobs in these cases, since management refuses to acknowledge that shiftwork can be part of the problem.

THE PROFIT MOTIVE

Employers clearly profit from running their operations around

the clock. Production is increased and equipment is better utilized. Also, it is well known in some industries that night shifts make it easier to "bend the rules." Fewer eyes are watching. Some companies engage in illegal dumping of toxic chemicals on the night shifts. And, at the refinery where I worked, the graveyard shift was frequently used to force workers to perform unsafe, dangerous work. American shiftworkers are left with narrow choices. Studies show that more than 20% of shiftworkers will never adapt to shiftwork, and for those who cannot tolerate it, the only alternative is to find another job that does not involve shifts. But for shiftworkers, changing jobs usually means a drastic cut in pay, loss of seniority rights, possibly non-union work, and usually less job security. It's not an easy choice: a choice between one's health and one's financial well-being.

ALTERNATIVES

With these restrictions in mind, what can be done? Unions must continue to push for decent hours of work. At the very least, unions should be pressing employers and policy makers to restrict shiftwork so that shifts follow the sun and rotate gradually (no more often than every six weeks). Workers and their families should be educated about the hazards of shiftwork and informed about precautions they can take to lessen those hazards. There should be laws to govern shiftwork, protecting workers from excessive work hours.

There should be a centralized data bank that gathers information on shiftwork schedules and their relationship to workplace illnesses, accidents, and injuries. Shiftworkers should be tracked for health problems, especially those that are known or suspected to result from shiftwork.

Unions should be fully involved at all levels in designing shift schedules, and should call in their own health specialists for advice. A union might want to press for establishment of a right to transfer to daytime work without loss of pay and benefits. Shifts should be scheduled on a yearly basis so workers can plan their lives. If weekend and holiday work are incorporated into shift schedules, employees should be compensated in such a way that working those days causes minimal hardship on their family and social relationships.

Unions might suggest to employers that humane shiftwork policies (such as less rotation) could boost productivity. Some studies have found increases of over 20%. (Of course, any specific proposals for shift redesign considered by a un-

ion are likely to be controversial among the membership, and such disputes should be resolved before approaching the employer with a plan, so the union can present a unit front.)

These types of reforms are possible and are worth pursuing. But we have a long way to go.

SHIFTWORK POLICIES ABROAD

We can look to other industrialized nations for leadership and guidance on how to approach the complex problem of shiftwork.

Sweden is one of the most progressive countries when it comes to improvements in the work environment. In Sweden there is a strong commitment to ergonomics (the science of fitting the workplace to the worker's needs) and to safety and health. Swedish society is keenly aware of stress issues and takes measures to limit stressful working conditions. It is also very much aware of the interrelationships among work, family, and society as a whole. Modern technology is used to improve the workplace environment for workers. Consideration for the worker is a high priority in Sweden, and this shows up clearly in Swedish policies concerning shiftwork.

In 1980, Swedish researchers did a nationwide study of bus, tram, and suburban train drivers on shiftwork. They found a number of problems among these workers, including excessive fatigue, insomnia, stomach disorders, high absenteeism, high turnover rates, and disruption of family and social lives. Consequently, the following recommendations were made and implemented:

- Shorten the work week to 33 hours;
- Make shift patterns regular;
- Mix permanent fixed schedules with alternating schedules to reduce the number of alternating ones;
- Use a "work load time" rule (for example, every hour worked between 10 p.m. and 6 a.m. is counted as two hours worked.)

Holland and West Germany conducted similar studies among train drivers and came up with similar results. West Germany was especially interested in the extent from drivers' fatigue and upset circadian rhythms. After this study, it was concluded that, for safety reasons, shifts had to be shortened and rest periods between the shifts should be well over 16 hours. The West German researchers also recommended that shifts be made flexible, tailored to the individual to suit each worker's particular needs, since there is some individual variation in normal circadian rhythms.

Norway and Sweden have shortened the work week in a number of

factories to 28 hours with no loss of pay due to shiftwork hazards. England, Germany, France, and Switzerland created government agencies to regulate the working conditions of shiftworkers at the turn of the century!

Belgium, Norway, Sweden, Poland, and Denmark have banned night work in all but continuous process industries and essential services. In Poland there are frequent, longer break periods for night workers, including hour-long "naps" for those on the graveyard shift. Finland has even suggested that workers be allowed to follow a 25-hour clock (with 8 hours, 20 minutes on shift and 16 hours, 40 minutes off), slowly rotating an hour forward every day, if that proves more comparable with circadian rhythms. (This idea, however, was generally unacceptable to workers due to the disruption it caused to family life.)

The fact is that all European countries have been actively involved in studying shiftwork problems and developing policies to regulate shiftwork for a long time, especially over the past 30 years as shiftwork has dramatically increased. In European countries, these concerns are shared by unions, health professionals, and policy makers.

There is also concern in countries as diverse as Israel, Pakistan, India, Canada, Australia, and Japan. In Australia, where 57% of the labor force is unionized, union workers at a Kodak plant insisted on designating their own schedules if shiftwork were to be introduced. To avoid turmoil, management agreed. The workers were finally able to negotiate a schedule consisting of two 12-hour shifts and one eight-hour shift each week. (i.e. a three-day work week). In Canada, the hazards of shiftwork are taken seriously enough that the provincial government of Ontario established a commission last year to investigate hours of work and overtime in relation to health and safety issues.

In Japan, shiftwork increased dramatically after World War II. In 1976, a Shift Work Committee with members drawn from 19 different medical institutions began extensive studies because of alarm about "the spread of ill effects" caused by "high-rate economic growth" and Japan's "production-first policy." The committee recommended reducing night and other shiftwork by all possible means. It also produced a series of recommendations for alleviating the effects of shiftwork, including rest periods between shifts of at least 16 hours;

SEE NEXT PAGE

Union caps off five year battle..

FROM Page One

wages, hours and working conditions at the Company," Jack McNally told the *Utility Reporter*.

"Naturally we recognize the Company's need to depend on the highly trained members of our Outside Line Division," McNally said. "Circumstances arise where their skills are essential to the Company's operations. But using these Union members to work for the Company at the same wages and working conditions as bargaining unit members is one situation. It's quite another to find our Clerical members replaced by 'Kelly Girls' and our Physical or General Construction members replaced by fly-by-night contractors."

To help resolve the growing problem, the Union made several proposals to the Company during joint bargaining sessions. Senior Assistant Business Manager Darrel Mitchell told the *Utility Reporter*.

"But this approach did not bring results," Mitchell said. "We then turned to the grievance procedure."

With dozens of grievances pending, three major arbitration cases developed, each covering the three basic divisions in the bargaining unit at PG&E: Clerical, General Construction and Physical.

Clerical victory came first

The first Union victory came in the Clerical case. Arbitrator Barbara Chvany held that the Company's use of agency employees in the Clerical unit was a violation of the recognition clause of the contract between IBEW and the Company.

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

Chvany also established a six

step test to evaluate whether or not contracting out violates the collective bargaining agreement. These steps include the following:

- 1) What is the nature of the contracted work - Continuous or intermittent? Permanent or temporary? Routine or of an emergency nature?
- 2) What is the effect of the work upon employees in terms of layoff, termination and demotion?
- 3) Is the work normally performed by Union employees?
- 4) Is the work performed on the employer's premises?
- 5) Has the employer acted in good faith? and

..the most important arbitration decision in our Union's history.

- 6) Has there been a harmful effect on the bargaining unit or the Union?

The Chvany decision on behalf of PG&E Clerical employees was "the most important arbitration decision in our Union's history," McNally said at the time. "It gave us clear and concise guidelines for the use of contract employees in the PG&E Clerical bargaining unit and a well-reasoned and articulate decision by Arbitrator Chvany to use anywhere else we have problems with agency employees."

Several months after the Chvany decision, arbitrator Adolph Koven applied the same reasoning to a case covering the employees of PG&E's General Construction division.

Details of Physical agreement

The agreement reached with the

Company for Physical employees was negotiated by an Ad Hoc committee including Dorothy Fortier, Jack McNally, Manuel Mederos, Darrel Mitchell and Roger Stalcup of the Union staff. The key provisions of the letter of agreement are the following:

"Section 207.2 of the Physical Agreement shall be interpreted as follows:

a) Company shall only contract after all efforts are made to use qualified Company resources, including optimum use of voluntary overtime and consideration of General Construction personnel.

b) Company shall not contract any work normally performed by the bargaining unit if such contracting is intended to reduce or has the effect of reducing the regular work force by attrition, demotion, displacement or layoff. Layoffs, demotions and displacements shall not originate at a headquarters and department that is contracting work. Further, the total size of the bargaining unit in that department shall not reduce by attrition at that headquarters or in the system while such work is being contracted."

Examples illustrate agreement

The letter of agreement also provides two examples which demonstrate how the contract interpretation can be applied. In Example 1: "Antioch is contracting out work that is normally performed by the Gas and Electric T&D departments. Accordingly, the number of bargaining unit employees in the Gas T&D and Electric T&D departments shall not be reduced as long as the contracting continues. In addition to the restrictions of no layoffs, demotions or displacements at that headquarters for lack of work, all positions in that headquarters and department must be filled when

permanently vacated."

In Example 2: "In a headquarters and department where no contracting is taking place and it becomes necessary to reduce the bargaining unit work force as a result of lack of work, the number of employees may be reduced by the application of Title 206 and/or attrition at that headquarters. However, if contracting of work is taking place in the same departments at a headquarters elsewhere in the system, the number of positions system-wide in that department shall not be reduced by attrition or layoff."

"For example, for the purposes of lack of work, the Eureka Gas Service Department is reducing the number of service employees, the Redding Electric T&D Department is reducing the number of T&D employees and the Bakersfield Gas T&D Department is reducing the number of T&D employees. At the same time Gas T&D and Electric T&D work is being contracted in Antioch, the following must occur:

"The number of positions being reduced in Redding and Bakersfield must be added in the same department elsewhere in the system since Gas and Electric T&D work is being contracted elsewhere. However, since gas service work, in this example, is not being contracted elsewhere in the system, the number of employees in the gas service department may be reduced by either the application of Title 206 or attrition."

All the grievances contained in the Arbitration Case (#147) will be settled in accordance with this agreement by a joint labor-management negotiating committee.

An additional provision of the agreement provides greater job security for members of the bargaining unit affected by Section 206.10 of the contract.

Shiftwork continued...

soundproof and air conditioned resting rooms at the workplace; day nurseries for parents on shifts; hot meals on shifts; better transportation facilities for shiftworkers; limitations on overtime; and limitations on the frequency of graveyard shifts. It also recommended better soundproofing of residences and creation of "quiet zones" in residential neighborhoods. Other recommendations included monitoring of shiftworkers, regular medical exams, and health and safety training on the hazards of working nights and other shifts. Finally, the study concluded that only socially necessary and public service shiftwork should be permitted, not shiftwork implemented for "economic reasons."

CONCLUSION

Japan, like many of the other countries I researched, showed a real concern for the health and well-being of its workers. A major reason

is that cooperative efforts are being made which involve unions, health professionals, social scientists, business, and policy makers. Although such cooperative efforts are slowly beginning to emerge in the U.S., at this point only a few people are aware of shiftwork issues and little has been done to address them. The fact that workers in America are largely unorganized is a serious problem too. In 1985, only 18% of the American workforce was unionized. Without strong unions, health and safety issues like shiftwork cannot and will not be addressed.

Nancy Mogck is an intern with the Labor Occupational Health Program of the Institute of Industrial Relations at U.C. Berkeley. This article originally appeared in the *L.O.H.P. Monitor*, October-December 1987. Reprinted by permission.

Union Shopper Order Form

Quantity	Item	Color	Size	Price
1.				
2.				
3.				
4.				
Ship To:				
Name:				
Address:				
City:		State:		Zip:
Home Phone:				
Mail completed form and check or money order payable to:				
IBEW Local 1245, Attn: Office Manager, P.O. Box 4790, Walnut Creek, CA 94596				

IBEW Local 1245 Union Shopper

A different kind of "Designer Label"
Exclusively for Union families

All Products Union Made in the U.S.A.
(Order form on page eleven)



Baseball Cap with 3" IBEW logo. \$4.00.
Black. One size fits all, adjustable.

Nylon Jacket with 3" IBEW logo. \$26.00.
Black. Men's sizes Sm/Med/Lg/XL/XXL.

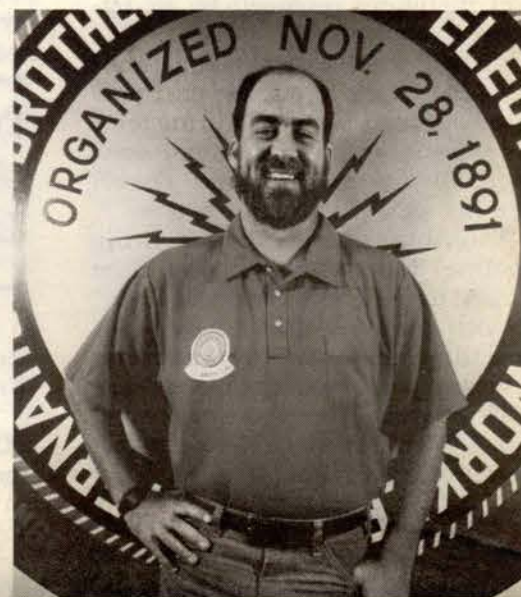


Crew Sweatshirt with 8" IBEW logo. \$15.00.
Gray/Lt. Blue/White. Sm/Med/Lg/XL/XXL.

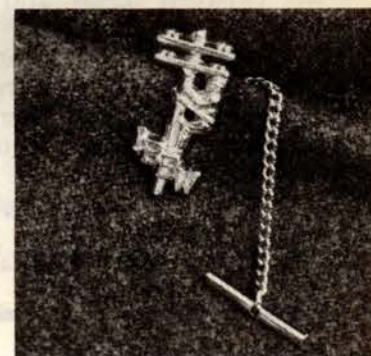
Hooded Sweatshirt with 8" IBEW logo. \$17.00.
Gray/Lt. Blue/White. Sm/Med/Lg/XL/XXL/XXXL.

Golf Shirt/Pocket with 3" IBEW logo. \$11.00.

Red, White, Yellow, Gold, Lt Blue, Black, Green, Tan, Navy Blue. Sm/Med/Lg/XL/XXL/XXXL.

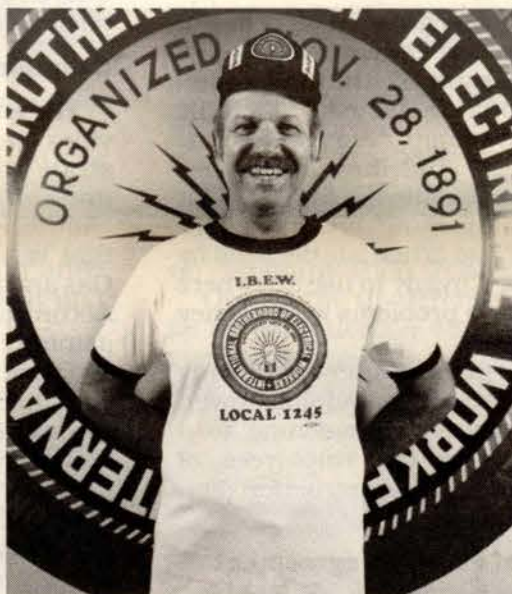


IBEW Lineman Pin. \$2.50.
Goldtone.

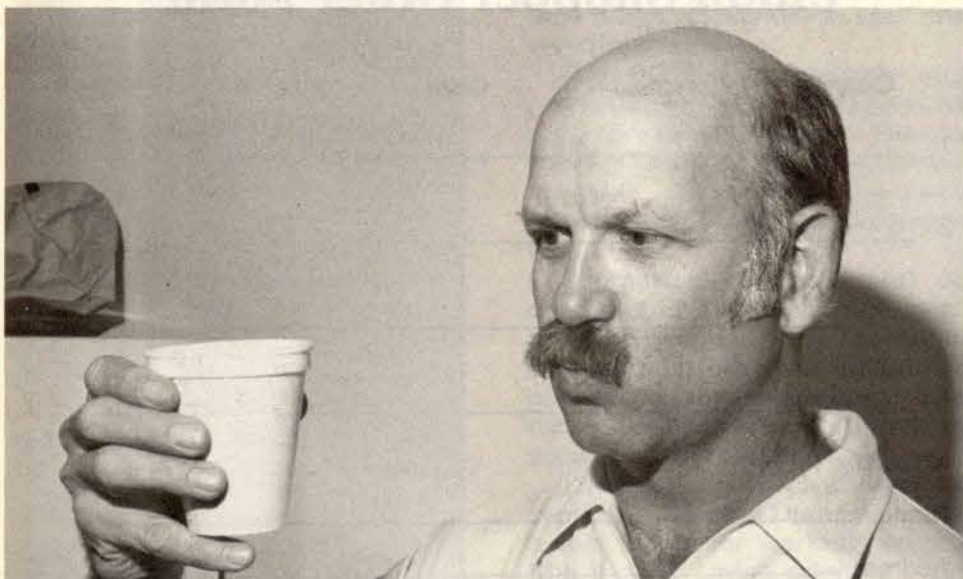


8" IBEW Logo Decal. 50¢.

T-Shirt with 8" IBEW logo. \$6.00.
White with blue trim. Sm/Med/Lg/XL/XXL.



Why drink coffee like this...



Coffee Mug. \$6.00.
White with IBEW Logo.

..when you can have it in style in an IBEW Local 1245 mug!

