Local 1245 linemen at Pacific Gas and Electric voted overwhelmingly in November to approve a union-negotiated agreement that permits PG&E to utilize the long-prohibited work practices of rubber gloving and barehanding.

For linemen, the agreement provides pay premiums for those who train in rubber gloving, while guaranteeing that participation in the new work practices remains strictly voluntary for current employees. For the company, the agreement provides new flexibility and the hope of greater productivity.

Members approved the agreement 1,533 to 354. Safety concerns were at the heart of the six-year political standoff over rubber gloving and barehanding. Both methods bring linemen into direct contact with energized electrical conductors, raising the specter of catastrophic accidents.

But PG&E, believing that rubber gloving and barehanding would increase efficiency, has long sought a variance from Cal-OSHA to permit the use of these practices. Earlier this year Cal-OSHA appeared to be relaxed.

Sierra Pacific Power draws its strength from the skills and loyalty of its employees, like linemen (from left) Kelly Toulouse, Rod Cragg and Danny Price.

Jeff Simmons (left) and Rusty Grass (right) listen to a point raised by Loran Davis at PG&E Walnut Creek yard during a discussion of rubber gloving agreement.

Use of contractors hurts morale at Sierra Pacific

By Eric Wolfe

There is probably no resource more important to a successful utility company than the dedication and loyalty of its employees.

Whether installing electrical service in the field or answering customer inquiries in the office, employees carry the burden of efficiency. They determine if the job is done right, or done only half-right.

At Sierra Pacific Power Co., a skilled workforce of unionized employees has been doing the job right for a long time. When a service is installed, it's going to last. When customers call, they'll find out what they need to know.

It may not have its own entry on the balance sheet, but employee loyalty is money in the bank for a company like Sierra Pacific. Call it the "loyalty dividend."

However, loyalty isn't something given by natural law, like gravity. It has to be earned.

Providing job security is a key factor in keeping the loyalty of employees. How can people give their all to a company if they fear their jobs might be yanked away?

Unfortunately, there is growing insecurity among employees at Sierra Pacific. It's a subtle thing. Work goes on. Sierra Pacific employees remain loyal.

But sometimes they wonder if the company remains loyal to them.

It's a worry that grows everytime the company contracts jobs out to the lowest bidder or hires temporary employees to do the work that bargaining unit workers have traditionally done. It's especially galling when the company gives work to non-union contractors.

"We got these rats coming in here laying our conduit," says Kelly Toulouse, a
Members ratify new 3-year contract with PG&E

Local 1245 members employed by Pacific Gas and Electric have ratified a new contract that provides general wages increases of 12.25 percent over three years. The contract, which received a majority of votes in both the Clerical and Physical units, passed 4,912 to 3,834 overall. The results were announced Nov. 28.

A key feature of the new contract is the preservation of medical benefits, which will continue to be fully paid by the company. While many workers across the nation are facing cuts in the level of benefits, the new PG&E contract assures that Local 1245 members will continue to receive the current level of benefits and enjoy expanded benefits in some areas.

The contract also contains important job security language that limits the impact of meeting or exceeding the wage increases obtained at other major gas and electric utilities in California. The contract provides a general wage increase of 3.75 percent in the first year, 4.0 percent in the second year, and 4.5 percent in the third year.

Preparations for the negotiations began nearly a year ago with the gathering of proposals from the membership, which were then examined by the union's negotiating committee and fashioned into a total package.

The union and the company convened a joint study committee on health care costs last January in an effort to air concerns and map out possible solutions prior to the start of actual negotiations.

Sorting out the PG&E contract ballots for counting and verification are tellers (from left) Betty Del Torro, Dan Dennis, Rudy Woodford, Robert McCormack, Wilma Arjona and Al Calleros. Tellers not pictured are Donna Dito, Barry Claybaugh, Ted South and Frank Kenney. Judge was Patrick C. Gates.

Workers here and abroad
Rolling the union on . . .

Jobs go to jail: US Mail Handlers in New York say the Postal Service is sending their jobs to prison. According to Labor Notes, Management is sending mail sacks to the Atlanta federal penitentiary for repair. As a result only one of three shifts is still working at USPS's repair facility in Edgewater, NJ. Now that California has approved a ballot measure authorizing prison labor, California workers in a variety of trades may find themselves in the same position as Mail Handlers in New York.

But who benefits?: H.J. Heinz Co. estimates it will save about $200 million a year thanks to teams of employees who have figured out ways to boost productivity and trim waste, according to the Wall Street Journal. The Journal didn't mention if Heinz planned on letting the workers benefit financially from the savings that their ideas produced.

Perfect crime: Polluting the environment can land you in jail, but killing a worker apparently doesn't stir much of a fuss. In 1989, 72 defendants were convicted of environmental crimes by federal judges, who handed out 37 years worth of prison terms. But in the nearly 20 years since the passage of the Occupational Safety and Health Act, only one person has been convicted, sentenced and jailed for job safety violations, despite the fact that such violations lead to thousands of worker deaths.

Brazilians strike Michelin: A 33-day strike by workers at the Michelin plant in Río de Janeiro, Brazil failed to stop the tire company's attempts to break the union. Throughout the strike the union received support from church groups and unions in Río, which enabled it to organize a food bank for its 3,000 members. However, the company used the military police and private security guards to brutally attack the workers.
COOKE HONORED

Vern Cooke (right) was honored at the Barstow Unit annual picnic in August for his 50 years of service as a union shop steward at Hinkley Compressor Station. Cooke, considered one of the most active shop stewards in southern Pipeline Operations, displays the cake baked in his honor.

JUSTIS STEPS DOWN

Stan Justis, retiring from the Local 1245 Advisory Council after more than 30 years of service, was honored at the November Advisory Council meeting with a standing ovation and an assortment of Local 1245 memorabilia presented by Business Manager Jack McNally (at left). Justis told Council members it had been “a pleasure and an honor” to serve the union.

Rubber gloving requires commitment to safety

Jack McNally, IBEW 1245 Business Manager

Linemen employed by Pacific Gas and Electric Co. recently approved a program which will allow working distribution voltages up to 21kv with rubber gloves. The agreement provides that the gloving procedures are voluntary and that the gloving of the 12kv or 21kv is considered as another tool available to accomplish the work and does not replace the use of line hot sticks.

After considerable argument and gut wrenching debate within the membership, with state agencies and the Company, an agreement was reached between the Company and the Union to set up a committee to negotiate a program which would adopt safety rules, work procedures and a training program. The committees were made up of our members who work at the trade from the union side and generally first line supervisors who also had worked at the trade.

This committee reviewed what other companies are doing in this area and reviewed other material and regulations dealing with procedures, tools and equipment and agreed to a jointly negotiated program.

In the program are provisions that give the linemen expanded rights to determine how the work is to be accomplished. In addition the agreement requires that certain tools and equipment are to be used in the performance of this work. After the initial training, linemen are to be provided annual refresher training.

It is important to understand that most of this negotiated program deals with minimizing the exposure to hazards through the proper use of equipment and tools and the adherence to the rules and procedures.

There were a number of written comments made during the explanatory meetings voicing fear that the voluntary provisions and some of the other aspects of the program would not be maintained in the future. This program is a negotiated program and cannot be unilaterally or arbitrarily changed by the Company.

The provisions of the program were established by the journeymen and experts in the trade. Both sides of this committee have agreed that this program will work and agree to live by the provisions.

Therefore, there are two important factors to be considered. First, to see that the negotiated provisions are adhered to by the company. As I said, the program is a product of collective bargaining; Our members have certain rights under the program and there are penalties if the company violates certain provisions.

This should be policed and enforced.

Second, all incumbent linemen who volunteer will be given training for the program as well as future linemen through the apprentice training program. Therefore the work procedures and safety rules should be followed as learned in training. Cutting corners increases the chance for accidents. Safety is a matter of habit. If you learn the proper way and work the proper way, your habits become good habits.

If the Company and our members live up to the agreement, it will work to everyone’s benefit.
Hazard in our midst?

Leukemia and other forms of cancer linked with occupational exposure to electric and magnetic fields

By Eric Wolfe

To live in the 20th Century is to live with toxins. Most toxins are nothing more to us than complex, hard-to-pronounce names tucked away in obscure scientific journals and government registries. Out of sight, out of mind.

But a few of those names have seeped into public consciousness over the years. Names like dioxin and DDT. Like plutonium and PCBs. Like asbestos.

Though toxic hazards themselves often are invisible to the naked eye, their names can become signposts, warning us that the road to modern civilization is strewn with corpses.

One potential toxic hazard of special interest to Local 1245 is among the least visible but most widespread of all: the electric and magnetic fields (EMF) generated by electric currents. Anyone living close to an electric powerline is potentially in danger of special interest to Local 1245 members working for dozens of employers. Union members routinely exposed to EMF include power linemen and power-plant operators, as well as clerical workers who use video display terminals.

How great is the threat? How much exposure do Local 1245 members receive and what are the potential health effects? To assess the threat, Local 1245 proposed in early 1990 that the union and Pacific Gas and Electric undertake a joint study of EMF. The proposal grew out of union concerns that the possible adoption of new work practices by PG&E—barehanding and rubber gloving—could increase the potential risks from EMF exposure by putting linemen in closer proximity to electric and magnetic fields.

Cause for concern

Two union linemen on the joint committee—Dan Mayo and Jeff Schlocker—are not yet ready to call EMF a proven health hazard. But they've spent a lot of time over the past 10 months examining the scientific record, and much of the information there gives them cause for concern.

"I'm finding little bits and pieces here and there that are starting to add up," Mayo said. "Occupational epidemiological studies have shown that linemen have increased risk of leukemia and brain cancer. I think that's what concerns me most since I'm a lineman."

One of the earliest and best-known studies was conducted in the mid-1970s by Nancy Wertheimer, a trained epidemiologist whose research in the greater Denver area found that children who developed cancer lived "unduly often" near electric lines carrying high currents.

To test this apparent connection between cancer and EMF exposure, Wertheimer and physicist Ed Leeper examined a 1950 US Public Health Service report correlating cause-of-death with workers' occupations. They found that workers frequently exposed to alternating-current magnetic fields—including power linemen and power-station operators—showed a significantly higher rate of cancer than the population as a whole.

Soon other scientists began to find similar correlations between both residential and occupational exposure to electric and magnetic fields.

Dr. Samuel Milham, Jr., an epidemiologist for the state of Washington, examined 438 thousand deaths recorded in Washington between 1950 and 1979. In 1982 he reported that those who worked in electric or magnetic fields experienced a higher rate of deaths from leukemia than the general population. Among those with the higher rates were electricians, power linemen and power-station operators.

Evidence mounts

Meanwhile three physicians at the University of Southern California's School of Medicine researched cases of leukemia in Los Angeles County. They reported in 1982 their discovery that the incidence of acute leukemia and acute myeloid leukemia was higher than might have been expected among those who worked in jobs that exposed them to electric or magnetic fields.

In early 1983, an epidemiological study in London connected acute myeloid leukemia with electrical occupations. A 1984 study in Maryland found that white male residents employed in electrical occupations had a higher-than-expected incidence of brain tumors. Other studies during this period in

First in a series

"Occupational epidemiological studies have shown that linemen have increased risk of leukemia and brain cancer. I think that's what concerns me most since I'm a lineman."

Dan Mayo
New Zealand, Canada and England linked electrical workers with a heightened risk of leukemia.

By 1986, 15 out of 17 surveys of electrical and electronics workers around the world showed a link between EMF and the development of cancer, according to a 1989 article in The New Yorker by Paul Brodeur.

The utility industry, understandably, was less than overjoyed by the budding controversy over EMF. In 1981 the Electric Power Research Institute (EPRI) — a utility trade association — commissioned an independent review of Wertheimer's study. That review, which was critical of Wertheimer's methods and questioned her objectivity, seemed less of an effort to uncover the truth than to cover it up.

However, a more serious study was launched by a consortium of major utilities — known collectively as the New York State Power Lines Project — in 1983. The project's scientific advisory panel commissioned Dr. David A. Savitz, an epidemiologist at the University of Colorado's School of Medicine, to replicate Wertheimer's Denver-area childhood cancer study, something that Wertheimer had been calling for all along. When Savitz's report was issued three years later, in November of 1986, it ended any hope that the EMF issue would just quietly go away. Savitz found a statistically significant association between all types of childhood cancer and external magnetic fields. In addition, he found that children in certain high-exposure groups — such as those who had lived very close to high-current wires — had a cancer risk five times higher than the control population.

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Savitz initially thought EPRI to be "pretty company-minded." However, he later decided that "it doesn't make sense for them to hide anything" and now he looks forward to learning the results of the EMDEX-100 study.

"I'm trusting their scientific background," Schlocker said.

Conflicts of interest

Mayo, however, isn't so sure. He believes utilities have a conflict of interest when it comes to EMF.

"Utilities as a whole stand to lose big bucks" if EMF is found to be a health hazard, Mayo said. Utilities could conceivably face massive costs, both from citizens pressing damage claims and from the need to purchase new rig of ways around power lines. Having to change work practices could further add to the expense.

Utilities, said Mayo, "have too much at stake to conduct proper research into EMF health hazards.

Although the union is understandably concerned to make sure that testing is performed in an objective manner, it is doubtful that the utility industry could hide the facts about EMF now, even if it wanted to. Public suspicions about EMF have been thoroughly aroused. Gib reassurances are not likely to be enough to put those suspicions to rest.

One place where that public concern is registered is the California Department of Health Services. Recent legislation enacted by the California Legislature directs the department to undertake research into EMF. Already the department is receiving daily inquiries about EMF from local and county officials, who in turn are feeling the heat from citizens who want to know if EMF threatens their homes and their schools.

Responding to these concerns, the department has pulled together an ad hoc group of utilities, public agencies, health advocacy groups and unions — including Local 1245 — to help develop procedures for testing homes for EMF exposure. Many of these groups are helping the department develop two regional training workshops for local health professionals on the possible health effects of EMF, including the issues of occupational as well as residential exposure.

No one has a bigger stake in finding out the truth about occupational exposure to EMF than the members of Local 1245 and Fitzsimmons. Local 1245's Mayo and Fitzsimmons agreed that the union would "get as much information to the members as possible" as soon as it becomes available. If EMF exposure proves to be a significant health hazard, it could ultimately force fundamental changes in the way electrical workers perform their jobs.

Clearly Local 1245 members have a right to know where they stand.

"It doesn't make sense for [the utility research group] to hide anything. I'm trusting their scientific background." — Jeff Schlocker

Concord Cable pact ratified

Members of Local 1245 ratified a new three-year agreement with Concord Cable TV last month after eight months of bargaining.

The new contract provides for a 4 percent general wage increase retroactive to June 1, 1990, a 3 percent increase on June 1, 1991, and a 2.25 percent increase on June 1, 1992.

The agreement increases the company's contribution to the medical plan. In the third year of the contract the company's contribution will be $270 per month per employee up from the current $220.

An earlier contract offer from Concord Cable was soundly rejected by employees in June, primarily because of dissatisfaction over health insurance provisions, according to Business Rep. Dean Gurke.

Under new child care leave provisions, employees will have one day of leave per child-illness. The leave may also be taken in connection with illness or other problem with a child's care provider. The child care leave counts against an employee's sick leave.

The agreement also creates a $100 bonus for successfully completing the test, known as BCTE, that qualifies an employee to progress through the seven wage steps. The bonus would apply to each test successfully completed.

Corrections

The article in The New Yorker by Paul Brodeur was published in December 1989, not 1989, as previously stated.

The December 1990 Utility Reporter article by Jeff Schlocker, "It doesn't make sense for [the utility research group] to hide anything. I'm trusting their scientific background." — Jeff Schlocker, was published in the December 1990 issue of the Utility Reporter.
Linemen approve rubber gloving agreement with PG&E

"An agreement is only as strong as the members themselves in using it." The rubber gloving agreement with PG&E will endure if linemen "go out and do a good productive job."

George Lindsay

When working with rubber gloves, "You need to have your mind on the job at all times. You and your pole partner have to have good visual contact and good communication."

Richard Detmers
When a job is put out to bid, years in the union, sees no lack the training and work turns to outside contractors. "I can't accept that." A number of members objected to the pay incentive being a factor in deciding whether to accept a rubber gloving agreement.

Safety concerns

Despite the detailed safety measures built into the agreement, some members still voiced opposition to it on safety grounds. "They're accepting the fact there are going to be accidents," one member said during the special union meeting with linemen at the PG&E yard in Walnut Creek. "I can't accept that." A number of members objected to the pay incentive being a factor in deciding whether to accept a rubber gloving agreement.

'Contracting out' undermines morale at Sierra Pacific Power

from PAGE ONE

Sierra Pacific lineman with 12 years experience.

"They're undercutting union people. They don't have the training. They can't do the job right."

Danny Price, a Sierra Pacific lineman with seven years in the union, sees no logic in the company turning to contract crews.

"I feel we could take care of this work if they'd let us," says Price. "There are a lot of guys here who can do quality work."

But quality is by no means assured when the company turns to outside contractors. When a job is put out to bid, observes former union steward Frank Davis, "it's really hard to get quality control."

Even in cases where the company feels it has no alternative but to contract out, Sierra Pacific lineman Dave Cooney believes it shouldn't give the work to non-union contractors. Non-union crews lack the training and work skills of union crews, says Cooney, a union member for 13 years. When non-union crews do a job, he asserts, "we have to go back and do the things they didn't do."

On the other hand, when Sierra Pacific employees perform the construction they have more incentive to do the job well the first time around because they are also responsible for performing maintenance if something doesn't work right.

Sierra Pacific employees aren't alone in worrying about the loss of work through contracting out. Contracting out in the 1980s cost tens of thousands of workers their jobs. Thousands of others have taken pay cuts to ward off the threat of lost jobs.

For company's like Sierra Pacific, the attraction of contracting out is clearly the hope of getting work done more cheaply. But short-term gains from contracting out must be measured against the long-term losses. Sometimes losses are tangible, as when shoddy work must be redone.

However, losses that are intangible may prove even more damaging. Such an intangible loss is the erosion of employee morale and loyalty.

Compounding the concern that many Sierra Pacific employees feel about contracting out is another company practice that threatens workers' jobs: hiring temporary workers.

Compounding the concern that many employees feel about contracting out is another company practice that threatens workers' jobs: hiring temporary workers. The company justifies the use of temporaries by claiming it doesn't need the workers on a permanent basis. But, as Price points out, the company sometimes keeps temporary employees on the job "for two years at a time", and when that temporary worker leaves "another one comes to take his place."

The net effect, in the view of Davis, is to erode the classification. The larger effect of hiring temporary workers and contracting out is the gradual erosion of employee morale and loyalty. For a company like Sierra Pacific, that would be a particularly tragic loss because the company presently enjoys a great deal of loyalty from its employees. Toulouse, for example, lauds the company for offering schools for underground and overhead work. "The company is starting to realize that by giving us educational chances they're coming out ahead," he said.

Price praises the company for keeping needed equipment on hand, making it possible for employees to work more efficiently.

Rod Cragg, a 15-year union lineman who used to work in Outside Line Construction, appreciates the sick days, holidays, and even funeral days available at Sierra Pacific, thanks to a good union contract. Such sentiments are not unusual at Sierra Pacific. Employee loyalty runs deep.

But loyalty is not an inexhaustible resource. It must be renewed. And it must definitely figure into the bottom line that Sierra Pacific must consider as it evaluates its future use of temporary workers and contracting out.

December 1990

Utility Reporter 7
from IBEW Local 1245
Happy Holidays
from the
Advisory Council

Advisory Council members, standing, from left: Bill Demerritt, SMUD (alternate); Wilfred Nunez, Sacramento Regional Transit; Russ Rylee, Shasta; Grover Day, Stockton/City of Lodi; Bernard Smallwood, San Francisco/General Office (alternate); Jim Dorman, East Bay. Seated, from left: Jim Findlay, North Bay; Bill Branson, Construction; Richard Bidinost, San Jose/City of Santa Clara; Frank Manna, General Construction; Shirley Roberts, San Francisco VP&C. Not pictured: Jeff Schlocker, Olivia Mercado, Willie Denninger, Gary Hanson.

Advisory Council members, standing, from left: Stan Justis, Drum; Al Knudsen, Colgate; Jim Russell, Humboldt; Jim Travis, Tree Trimmers. Seated, from left: Skip Harris, De Sable; Tim Watts, CUCC; Richard Perry, USBR; Bob Vieira, Sierra Pacific.

Retirees Club members (standing, from left) Rene Giger; Louis Rangel, Secretary; Don Hardie, vice president; (seated, from left) Coleman O'Malley; Tom Riley, president.
Voters register deep dissatisfaction during 1990 election

By Eric Wolfe

Labor fell short of the mark in California on Nov. 6 when voters narrowly rejected Dianne Feinstein for governor in favor of Republican Pete Wilson. Working people could take some comfort in the election of pro-worker candidates to other state-wide offices, victories made possible by thousands of hours of volunteer efforts by rank and file trade unionists throughout the state. Winners included incumbents Lt. Gov. Leo McCarthy and Secretary of State March Fong Eu, as well as State Treasurer Kathleen Brown and Insurance Commissioner John Garamendi.

But individual winners and losers aside, the electorate have a large voice in the redistricting process. Wilson’s presence in the governor’s chair also insures that the state’s wealthiest corporations and individuals will be given a seat at the table during this process.

Union volunteers, like the Local 1245 members above who worked phone banks in San Mateo County, helped elect labor-backed candidates throughout California in last month’s election.

But the election seemed to signal growing voter dissatisfaction with the choices they’re offered at the polls.

The right-wingers who sponsored Proposition 140 understood voter discontent well enough to try to harness it for their own purposes. If Proposition 140 survives court challenges, right-wingers will try to use it as a tool to sweep Democrats out of the state legislature and give Republicans and their business buddies a fresh shot at becoming a legislative majority.

Organized labor, on the other hand, failed to grasp the depth of voter discontent. Rather than developing a strategy for harnessing voter dissatisfaction, labor mostly stuck to its usual strategy of rallying behind Democratic candidates.

Republicans would like to believe that voter discontent is simply a matter of voters preferring Republicans over Democrats. But that’s hardly the case. Democrats, whatever their shortcomings, still offer more to working people than Republicans do. In the recent battle over the federal budget, Democrats got Americans a glimpse into the Republican heart and they found it full of compassion—for millionaires.

The budget spectacle contributed to Democratic gains in the US House, the US Senate, and in the California legislature.

And yet California voters approved strict term limits which will turn many more Democrats than Republicans out of office. Why?

A number of facts suggest that voters are unhappy with their choices: Democrat and Republican alike.

Incumbents may be getting re-elected, but in many cases they got re-elected by smaller margins in 1990 than in previous elections. In the US House, a representative with a 60 percent victory margin is considered to have a “safe” seat. In 1988, only 62 members won with less than 60 percent of the vote.

But this year, 115 members won with less than 60 percent. That’s almost double the number of “shaky” seats over 1988.

One of the most remarkable events this election season was ignored by the US media: a labor-backed third party swept to power in the Canadian province of Ontario in September.

The Ontario government, formerly a club for businesspeople and lawyers, will now be controlled primarily by working people.

The New Democratic Party plans to create a non-profit auto insurance system, eliminate the provincial income tax for those below the poverty line, impose a minimum tax on corporate profits, extend the pay-as-you-go law to cover every woman in Ontario, create 10,000 day-care spaces, and enact laws to jail corporate polluters.

Six months ago a third party would have been called a crazy fantasy. Today in Ontario it is a reality.

When they had a choice in 1990, many voters did in fact turn their backs on both major parties.

In Connecticut, voters rejected Democratic and Republican candidates in favor of Lowell Weicker, the former US Senator who ran as an independent. In Alaska, voters rejected the major party candidates in favor of independent candidate Wal-ter Hickel. In Vermont, voters rejected both major party candidates for the US Congress and elected Bernie Sanders, an independent socialist who previously had served four terms as mayor of Burlington.

Voter discontent is real. And with incumbent politicians spending more time raising campaign money than solving problems, voter discontent is bound to grow.

Political power in the 1990s will flow to whoever can speak most clearly to the deep discontent of the American populace. If Democrats and Republicans fail to do so, the time may have come for other voices to come forward and fill the extraordinary vacuum now at the heart of American politics.
SMUD launches ambitious energy conservation plan

The Sacramento Municipal Utility District has undertaken a major effort to reduce energy use and lower customer bills.

The central feature of the SMUD campaign is energy conservation. The utility will seek to improve the energy efficiency of homes and businesses in the district's 900-square-mile service area.

SMUD energy advisors will go into homes and show people how they can lower their electric bills. SMUD will then provide the equipment, money and other incentives to entice customers into the program. The advisors will give customers a free conservation kit that includes weather-stripping and caulking, low-flow shower heads, blankets for electric water heaters, compact fluorescent light bulbs and other energy saving products.

Some customers will also have shade trees provided free of charge to help keep their homes cooler in the summer.

SMUD will offer customers the option of having older, inefficient refrigerators, water heaters, air conditioners and heaters hauled away and replaced. SMUD will provide low-interest financing and cash rebates to help pay for the new appliances.

SMUD General Manager David Freeman said the conservation program will enable SMUD to offset the growth in electric demand over the next ten years.

'Conservation power plant'

"It's like building a 600-megawatt power plant in our customers' back yards," he said. "Unlike other power plants, it can't break down or run out of fuel. Best of all, we can build a Conservation Power Plant for 2 to 3 cents per kilowatt-hour—less than half the cost to build a traditional generating plant."

SMUD has also indicated a strong desire to introduce energy savings measures into new construction in its service area.

By trying to cut down on energy waste in new buildings, "We are representing the interests of future tenants and building owners who will ultimately pay for wasteful design and construction practices through higher energy bills," said Freeman.

"By acting early, while buildings are being planned and designed, we can install energy efficient measures at bargain prices and ensure lower energy bills for future occupants."
Pole change-out for D&B Electric

Above and below left, Local 1245 Outside Line Construction crew at work on pole changeout in San Diego for D & B Electric. (Photos: Bobby Blair)

Crew for the D & B Electric pole changeout, along with members of the union Safety Committee which was visiting the site, from left: Lee Thomas, Onil Daigle, William Catalfo, Scott Sugden, foreman, Bruce Bertrim, Ray Bradley, Kirk Shyrock and Jackie Bendo, Sr.

# UNIT MEETINGS

## SAN JOAQUIN

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<td>1112</td>
<td>BAKERSFIELD Eddie's Lodge</td>
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<td>MADERA Mader's Lounge</td>
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<td>WACO Waco Inn</td>
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<td>CRANE VALLEY The Kettle</td>
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## COAST VALLEYS

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<td>1222</td>
<td>MOHR'S BAY Dorms</td>
<td>Wednesday</td>
</tr>
<tr>
<td>1223</td>
<td>DUBLIN CANYON MultiGard</td>
<td>Wednesday</td>
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## PIPE LINE

<table>
<thead>
<tr>
<th>Event</th>
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<tbody>
<tr>
<td>1311</td>
<td>BAKSTON PSEA Rec. Reservoir</td>
<td>Wednesday</td>
</tr>
<tr>
<td>1312</td>
<td>NEEDLES Eagle Club</td>
<td>Tuesday</td>
</tr>
<tr>
<td>1313</td>
<td>TOPICK Res. Park Moible</td>
<td>Thursday</td>
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## SAN CLARA

<table>
<thead>
<tr>
<th>Event</th>
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<tbody>
<tr>
<td>1411</td>
<td>CITY OF SAN CLARA Round Table Pizza</td>
<td>Thursday</td>
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## SAN JOSE

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<tr>
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<tbody>
<tr>
<td>1501</td>
<td>SAN JOSE CLERICAL 3050 El Camino</td>
<td>Tuesday</td>
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## CITY OF OAKLAND

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<tr>
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<tbody>
<tr>
<td>2211</td>
<td>OAKLAND GENERAL</td>
<td>Tuesday</td>
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## EAST BAY

<table>
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<tr>
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<tbody>
<tr>
<td>2301</td>
<td>EAST BAY CLINICAL Holiday Inn</td>
<td>Tuesday</td>
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<tr>
<td>2311</td>
<td>OAK ANQ</td>
<td>Tuesday</td>
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<tr>
<td>2314</td>
<td>HAYWARD-FREMONT Sierra 3400 Fremont Bldg</td>
<td>Wednesday</td>
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<tr>
<td>2315</td>
<td>LIVERMORE Eagles Hall</td>
<td>Thursday</td>
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<td>2317</td>
<td>ANTIOCH Roundtable</td>
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<tr>
<td>2318</td>
<td>RICHMOND White Knight 3150 Pierce St</td>
<td>Tuesday</td>
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## SAN FRANCISCO

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<tr>
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<tr>
<td>2401</td>
<td>SAN FRANCISCO CLERICAL Hyatt Regency</td>
<td>Tuesday</td>
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<tr>
<td>2412</td>
<td>SAN FRANCISCO</td>
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## STOCKTON

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<tr>
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<tbody>
<tr>
<td>2501</td>
<td>STOCKTON Ed Stewart Post</td>
<td>Thursday</td>
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<tr>
<td>2512</td>
<td>ANGELES CANYON Round Table Pizza</td>
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<tr>
<td>2513</td>
<td>JACKSON Gold City Pizza</td>
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</tr>
<tr>
<td>2514</td>
<td>USRTRAICY Jeff's Pizza</td>
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## PACIFIC GAS TRANSMISSION

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<tr>
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<tbody>
<tr>
<td>3023</td>
<td>WALLA WALLA Jack's Furniture</td>
<td>Wednesday</td>
</tr>
<tr>
<td>3024</td>
<td>REDMOND Petros Pizza</td>
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## HUMBOLDT

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<tr>
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<tbody>
<tr>
<td>3111</td>
<td>EUROPE Labor Temple</td>
<td>Tuesday</td>
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</table>
Conferences keep Local 1245 stewards prepared

Keeping current on workplace issues is a crucial part of carrying out the responsibilities of shop steward. The steward has to keep abreast of important labor legislation, court decisions, and arbitration decisions, as well as maintaining a day-to-day knowledge of his or her workplace and the people who work there.

Local 1245 shop steward training conferences provide stewards with the information they need to carry out their responsibilities, as well as providing an opportunity for stewards to exchange their ideas with one another.

The union salutes the following stewards who attended recent training conferences. (These lists are based on sign-in sheets at the conferences and therefore may not be complete due to illegible writing.)

Chico
Union members attending the Local 1245 shop stewards training conference in Chico on Sept. 22 were:

San Francisco
Union members attending the Local 1245 General Office stewards training conference in San Francisco on Oct. 27 were:

Morgado, Melissa Stewart, Debbie Mazzanti, Anna Gomez, Gary Surfus, Henry House, Mary Contaxis, Al Salinas, Carl Makarczyk, and Loram Davis.

Public Sector/Sacramento
Union members attending the Public Sector shop stewards training conference in Sacramento on Oct. 20 were:
Bonnie Grimes, Bill Wallace, Richard Perry, David Pittman, Mike Cronin, Forrest Davison, Ike Williams, Ken Raven, Mike McGovern, Dan Penny, Tom Thurn, John Rosshirt, Donald L. Clifton, Renata VanderVeen, Thomas A. Santos, William Demerrit, Ramon Smith, John Graham, Lenard Burnett, Dwayne Norman, Eugene Guererro, Joe Kropholler, Mark Burgon, Bill Anderson, Jack Bell, Dan Collins, William Uphoff, and Donald Ludlow.

Sierra Pacific/Reno
Union members attending the Local 1245 shop stewards training conference in Reno in September were:

San Jose
Union members attending the Local 1245 shop stewards training conference in San Jose in September were:
Pete Mandon, Sandra

New pact for City of Redding
Local 1245 has bargained a new agreement for 158 maintenance and operations workers for the City of Redding.

The agreement provides for a 10.3 percent wage increase over an eight-month period ending next June.

The new pact establishes a cap of 500 hours on vacation time, but also establishes a vacation buy-back provision, according to Business Rep. Jack Osburn.

The agreement also provides for increases in the dental cap, which will go up from the present $1500 to $2000 per person per year, as well as an increase in the medical cap and vision care coverage for dependents.

The two-year pact expires in October 1992.