



I.B.E.W Convention— The Union's Policy Making Body

By Dorothy Fortier

Three thousand three hundred thirty-eight delegates representing over 1 million members of the International Brotherhood of Electrical Workers, AFL-CIO, CLC met at the 31st Convention of the I.B.E.W. in Convention Hall, Atlantic City, New Jersey, October 2-6, 1978.

President Charles H. Pillard, Secretary Ralph A. Leigon, all twelve vice presidents and seven of the nine executive board members were unanimously reelected. In a two-candidate contest for treasurer, Thomas P. Van Arsdale was elected overwhelmingly over Charles Pancake, President of Local 1466 of Columbus, Ohio. Van Arsdale, business manager of Local 3 in New York, had been serving as interim treasurer since August 25, 1978 following the resignation of his father, Harry Van Arsdale, Jr. In another contested election, Wesley I. Taylor was

reelected chairman of the executive council over three other candidates. John J. McNulty, business manager of Local 81 in Scranton, Pa., was elected by acclamation for the first district seat on the Executive Council to succeed Ralph Halloran, who retired.

President Charles H. Pillard, in his keynote address, told the delegates "Whatever we do to bring success for our Union will also depend on being continually involved in all segments of the ever-growing electrical industry and all other related industries that are sources of energy." He urged that we take advantage of our closeness to the electrical industry and meet our challenges and obstacles head-on. Pillard warned that, "today it is imperative that we become politically involved in all phases of government . . ." As emphasized by our own Business

(Continued on page 2)

Help Elect Workers' Friends

EDMUND G. BROWN, JR.
 For Governor

MERVYN M. DYMALLY
 For Lt. Governor

YVONNE B. BURKE
 For State Attorney General

MARCH FONG EU
 For Secretary of State

JESSE M. UNRUH
 For State Treasurer

KEN CORY
 For State Controller

(See Local 1245's endorsements on page four.)

YOUR Business Manager's COLUMN



DEAN COFER

P.U.C. interference— Wage guidelines— A time for vigilance

A year ago, in the October 1977 issue of the *Utility Reporter*, I made the following statement in "Your Business Manager's Column": "Don't make the mistake of being complacent. I caution you to not take for granted that wages, conditions and benefits will remain stable or will continue to improve. All can be lost and fly away with the first strong anti-Union wind that blows, unless we retain unity and solidarity in our own house."

Two recent incidents have served to remind me of my October 1977 warning: the elimination of employee discounts, and President Carter's wage and price guidelines.

Employee Discounts: On September 6, 1978 the California Public Utilities Commission issued a decision eliminating the PG&E employee's discount. Your Union immediately filed for (1) a "stay-order" which has been granted, and (2) a request for re-hearing, and reversal of the elimination decision. The Public Utilities Commission is scheduled to act on our re-hearing request at its November 9, 1978 meeting. At this point your Union is *cautiously optimistic* that the Commission will act favorably on our request for re-hearing, and following re-hearing will move to reverse its decision.

At this time I would like to thank the membership for their response to the Union's call for help in attempting to reverse the CPUC's decision to eliminate employee discounts. On September 22, 1978, a rally was held in front of the PUC building in San Francisco with over 300 IBEW members taking the day off without pay, or using a day of vacation, to attend the protest rally. In addition, many of our Shop Stewards and members put in a lot of hard work circulating petitions protesting the CPUC's decision. The petition drive culminated on October 24, 1978 when your Union sent all of the petitions (containing over 15,000 signatures) to the Public Utilities Commission. Sierra Pacific members in Nevada lost their employee discounts in

1977, and are anxiously watching the California situation since (due to different legal appeal procedures) the California question will probably be resolved before their case is.

Presidential Wage Guidelines:

Your Local Union, as evidenced by the information contained in the Bargaining Roundup in this issue of the *Utility Reporter*, is currently in wage and/or benefit negotiations with a number of employers, including wage and medical negotiations with Pacific Gas and Electric Company which is our largest single employer. As all of you have probably heard by now, President Carter announced on national television that he is imposing voluntary wage and price controls for 1978. How "voluntary" Carter's wage standard program will be, remains to be seen. Without a doubt, employers all over the country will now wrap themselves in the American flag and patriotically volunteer as wage policemen for the Carter administration. Many of these same self-appointed wage policemen will find "extenuating circumstances" to justify **price increases** exceeding the same Presidential guidelines that they will defend religiously when it comes to wages paid their employees. Under Carter's anti-inflation program, annual increases in wages and fringe benefits should not exceed 7 percent. Workers earning less than \$4 per hour would be exempt as would be those already under signed contracts. The 7 percent limitation supposedly does not apply to individual workers, but applies to all a Company's employees as a group.

Many people in government and big business would like the public to believe that the biggest single cause of inflation is unreasonable wage and fringe benefit demands by labor. This statement, more than any other about the labor movement, is the most ridiculous of all. Inflation, taxes and prices are not chasing wages. Quite to the contrary, wages are

(Continued on page 2)

UNION DUES

Your Fair Share for a Strong Union

In this age of tax revolts and galloping inflation, it's more important than ever that your dues are equitable and well spent. The articles on pages six and seven tell the dues story in Local 1245.



I.B.E.W. Convention — The Union's Policy Making Body



(Continued from page one)

Manager, Dean Cofer, on numerous occasions over the last year or so, Pillard reinforced the importance of political education.

Pillard stated "Since the advent of Taft-Hartley in 1947 and the Landrum-Griffin Act in 1959, constant attacks on unions have been made by the sponsors of that anti-union legislation, they are no strangers to organized labor, you know them well, the National Association of Manufacturers, the U.S. Chamber of Commerce, and the so-called Right-to-Work Committee, and now we have in the picture the new Business Round Table . . ."

Pillard opened the convention with a pledge to continue to carry out his

duties to the best of his ability and an assurance that as we face our daily problems on the local and international level, we shall continue to improve our fringe benefits and protect our trade jurisdiction.

AFL-CIO President George Meany told the convention that America's workers are being socked hard by inflation that is eroding their paychecks and imports that are wiping out their jobs. Meany pointed out that while the cost of food, fuel, medical care and home ownership rose from 62 to 95 percent in the past six years, worker's buying power is not only below the 1972 level, but is down 2-1/2 percent from a year ago. Meany also said that so-called or-

derly marketing agreements on foreign trade with certain countries wouldn't reverse the job losses due to imports. He pointed out that 2,500 jobs have been lost in the U.S. color television manufacturing since an agreement with Japan went into effect.

Business Manager Dean Cofer served on the 13-member Resolutions Committee. The Resolutions Committee, charged with the responsibility of reviewing proposed resolutions which do not affect the International Constitution and making recommendations to the full Convention for adoption or rejection, acted on 34 resolutions.

Local 1245's resolution urging support of ratification of the Equal Rights Amendment in the remaining three states necessary for ratification and blockage of efforts to rescind passage in states that have already passed the Equal Rights Amendment was concurred by the Resolutions Committee and passed without strong opposition on the Convention floor. The other two resolutions sponsored by Local Union 1245 were nonconcurrent.

The Convention called for an actuarial study to determine the cost feasibility of early retirement by reducing the pension age of the Union's retirement plan from 65 to 60, and urged the establishment of reciprocal agreements among I.B.E.W. Locals on fringe benefits, welfare and pension funds. A resolution that all locals of the I.B.E.W. seek a contract clause calling for check-off for political contributions by members passed overwhelmingly.

The Convention moved that copies of its International Trade Resolution be forwarded to the President of the United States, the Special Representative for Trade Negotiations, the United State Senators, and the members of the U.S. House of Representatives.

The resolution urges the Carter Administration and Congress to revise U.S. trade policy and tax loopholes to halt the practice of multinational corporations' shifting their production, American technology and know-how and the jobs of American workers abroad; to terminate OPIC because of its many adverse effects on U.S. jobs and production; to base trade negotiations with other nations on the needs of the U.S. economy and to base the

need for trade expansion on fairness, reciprocity, and mutual benefit; to pass legislation that all imported products and parts of products be clearly labeled as to country or origin; to repeal tariff schedules 806.30 and 807, to put an end to the practice of dumping foreign-made products in the American marketplace.

A three-step increase in per capita payments was approved by the Convention, in spite of opposition by Local 1245's delegation. Basic membership payments to the International will rise from \$2.00 to \$4.00 per month, beginning with a \$1.00 increase effective next January 1, 1979. Two additional increments of 50¢ each will go into effect at the start of 1980 and 1981. This is the first increase in per capita payments since 1970. The additional funds derived from the increase will be used to offset operating costs and to meet the challenge of well-financed anti-labor groups.

The 13-member Law Committee reviewed 219 Constitutional amendments. The Committee was charged with researching the proposed resolutions and providing delegates with its recommendations. Both the Resolutions Committee and the Law Committee consisted of members representing a cross section of the I.B.E.W. with respect to type of membership and geographical location. Business Manager Dean Cofer, who served on the Resolutions Committee, commented that he was proud to have been selected as a representative of Local Union 1245. Cofer added, "Local 1245 now ranks as the second largest Local in the Brotherhood and its geographical jurisdiction is the largest in the United States or Canada."

If it had not been for the efficient methods developed by the I.B.E.W. over the years to handle the business of the convention, it could well have lasted two-three weeks. So many important items came before the floor for action that it is amazing that the delegates were able to complete the business of the Convention within the designated one-week period. Of course, differences of opinion flared from time to time during the course of the proceedings, but prior to the close of the Convention on Friday, a sense of sincere brotherhood, accomplishment and unity prevailed throughout the Hall.

YOUR *Business Manager's* COLUMN

DEAN COFER

(Continued from page one)

constantly behind and are chasing (but never catching) inflation.

Once again I remind you not to be complacent. Support your Local Union by attending Unit Meetings and taking an active interest in the affairs and concerns of your Brotherhood. Only through continual vigilance and united action can we hope to be effective in beating back the labor busting efforts of our enemies, and at the same time continue to improve our living and working conditions.

Elsewhere in this issue you will read about your Local Union dues structure and financial condition. The facts speak for themselves. Your Local Union operates (and operates damn well) as a ser-

vice organization within the financial limits imposed by our present dues structure, and still maintains an adequate reserve necessary for handling emergency situations. As your Business Manager-Financial Secretary, I recommend that you carefully review the information contained in this Utility Reporter regarding your Local Union dues and financial condition.

In conclusion, I will repeat another comment that appeared in this column in the October 1977 Utility Reporter: "If you have any recommendations to improve **your** Union or its operations, take pen in hand and write to me. Your letter can be constructive, or it can give us hell, but either way I encourage you to write."



the utility reporter

Telephone (415) 933-6060



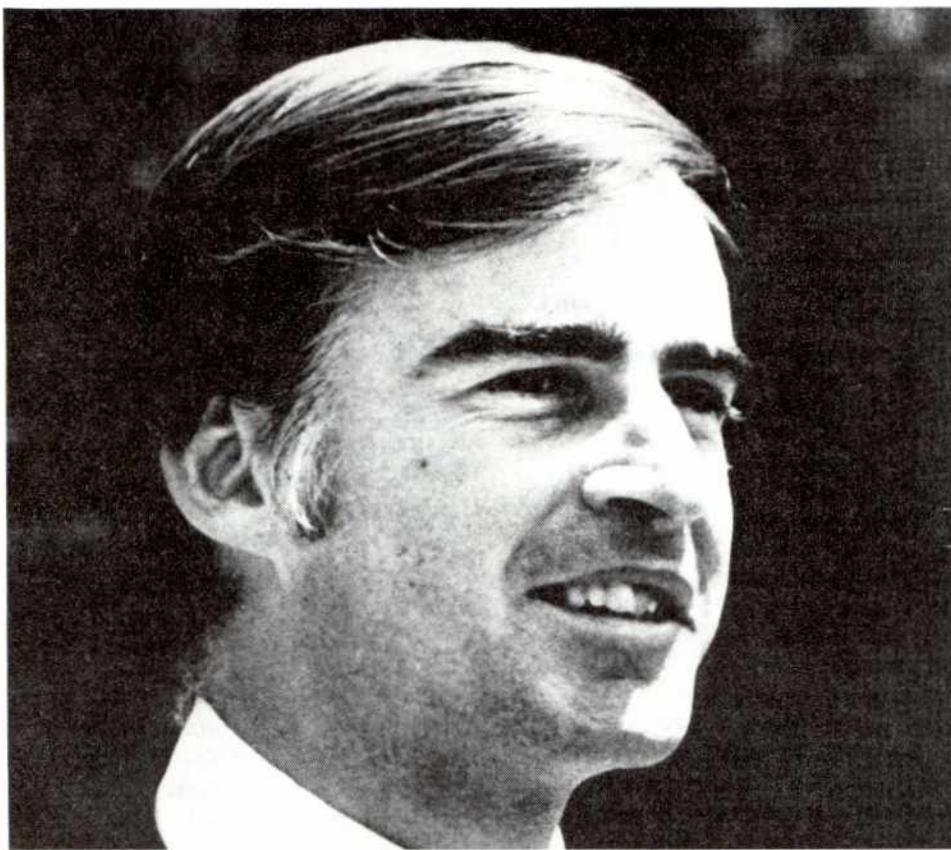
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Published monthly at 3063 Citrus Circle, Walnut Creek, California 94598 Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, Ca. 94596. Second Class postage paid at Walnut Creek and at additional mailing offices.

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

Subscription price \$1.20 per year Single copies, 10 cents
Circulation 20,000



Highlights of Gov. Brown's Actions for Women Workers

Here are just a few of the major measures benefitting California women workers that have been signed into law during Governor Brown's first term.

Trade unionists and others may wish to ask themselves how many of these measures would have been placed on the law books if the Governor's office had been under the domination of private special interest groups for the past three and a half years. Nearly all of these bills were opposed by employer lobbyists.

Pregnancy Benefits — In 1976 Governor Brown signed AB 3881, a California AFL-CIO-sponsored bill carried by Assemblyman Vic Fazio (D-Fairfield) that provides pregnancy benefits ranging from \$30 to \$146 a week, depending on worker's wages, for three weeks before and three weeks after delivery under the state's employee-financed disability insurance program. This new law also benefits men as well as the state's economy since it helps maintain family purchasing power at a time when most families are scraping to make ends meet to cope with the new arrival.

Equal Pay — SB 1051, another California AFL-CIO sponsored bill carried by Senator Albert S. Rodda (D-Sacramento) that was enacted in 1976, strengthened the state's equal pay laws forbidding pay differentials based on sex for jobs requiring equal skill, effort and responsibility and performed under similar working conditions. It also permits class action suits on behalf of workers discriminated against and extends to two years the statute of limitations on legal actions to recover wages.

Credit Rights — AB 181, authored by Assemblyman Howard Berman (D-L.A.) and signed by Governor Brown in 1975, prohibits the denial of credit to any person on the basis of sex or marital status.

Tip Income — In 1975, despite strong opposition by the state's hotel and restaurant industry, Governor Brown signed AB 232, another California AFL-CIO-sponsored bill carried by Bill Greene (D-L.A.) prohibiting employers from taking any part of a tip left for an employee or crediting any part of tips against wages due. This measure, which had been blocked by special interest forces for years, substantially improved the take home pay of hundreds of thousands of waitresses and other tipped employees throughout the state.

Pregnancy Leaves — AB 654, a bill carried by Assemblyman Bill Lockyer (D-San Leandro) and signed by the Governor in 1975, grants state employees up to a year's leave of absence without pay for the purposes of pregnancy, childbirth or recovery.

Health Care — SB 794, carried by Senator Nate Holden (D-L.A.) and signed by Governor Brown in 1975, requires group health plans to provide conversion rights for spouses, where covered, upon termination of the marriage, equivalent to such rights normally provided members upon termination of employment.

Child Care — In 1976 Governor Brown signed AB 3059, a bill authored by then Assemblyman John F. Foran (D-S.F.) that appropriated \$10 million on a one-time basis for innovative, cost-reducing demonstration child care projects.

Pregnancy Bias Banned — Just last week Governor Brown also signed AB 1960, another California AFL-CIO-sponsored bill carried by Assemblyman Howard Berman (D-L.A.) which bars discrimination in employment, job training or promotion on the basis of a woman worker's pregnancy.

Rape Prevention — AB 2807, another state AFL-CIO-backed bill carried by Assemblywoman Maxine Waters (D-L.A.) and signed by the Governor last month, will require the state to set up a rape prevention educational training program for state employees.

Bear in mind that these are just a few of the highlights of the scores of bills signed by Governor Brown to help advance women's rights in California.

Senate OKs ERA Extension But Hayakawa Votes 'No'

The U.S. Senate rejected an amendment that would have allowed states to rescind their approval of the Equal Rights Amendment and subsequently approved extension of the ratification deadline from March 22, 1979 to June 30, 1982 by a vote of 60 to 36.

The rescission amendment by U.S. Senator Jake Garn (R-Utah), which posed the biggest threat to the extension bill and to the ERA itself, was rejected by the Senate October 4 by a vote of 44 ayes and 54 nays.

U.S. Senator Alan Cranston, a California Democrat, voted against the rescission amendment and for the extension bill. But California's Republican Senator S.I. "Sam" Hayakawa voted for the rescission amendment and against extension of the ratification deadline.

The ERA, which has been ratified by 35 of the necessary 38 states,

would add a single 23-word sentence to the U.S. Constitution stating that:

"Equality of rights under the law shall not be abridged or denied by the United States or any state on account of sex."

Opponents of the extension measure argued that the extension was "unconstitutional" and that it amounted to "changing the rules in the middle of the game."

In fact, however, the U.S. Constitution sets no timetable on state ratification of constitutional amendments.

Early in the nation's history, constitutional amendments carried no time limit, but all amendments since the 18th Amendment on prohibition, which was later repealed, have, with one exception, carried the seven-year time limit. The exception was the 19th Amendment.

Eye Care Program Ousted

Due to many repeated complaints from our membership regarding allegations of substandard quality of service and excessive charges by the Bay Area Union Professional Center (the eye care program), the Executive Board, at their September 1978 meeting, voted to disaffiliate with the Bay Area Union Professional Center.

At the present time there is no alternative eye care program available, however, Local 1245 will continue to explore alternatives.

If you have any questions regarding the above, please contact your Business Representative.



Support Labor's Friends

Local 1245 recommends that you vote for the candidates listed below. Governor Brown and his administration have been assisting our Union in attempts to get the P.U.C. to reverse its decision to eliminate P.G.&E. employee rate discounts.

FOR STATEWIDE OFFICES

Governor
EDMUND G. BROWN, JR. (D)

Lieutenant Governor
MERVYN M. DYMALLY (D)

State Treasurer
JESSE M. UNRUH (D)

Secretary of State
MARCH FONG EU (D)

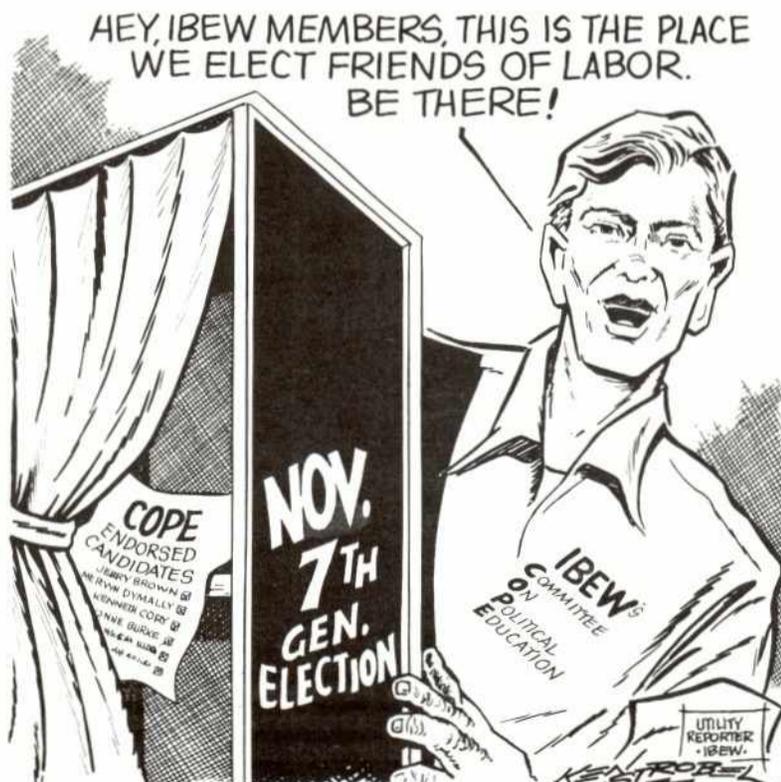
State Controller
KENNETH CORY (D)

Attorney General
YVONNE BRATHWAITE BURKE (D)

FOR CONGRESS

- District
- Harold T. (Bizz) Johnson (D)
 - No Endorsement
 - Robert Matsui (D)
 - Vic Fazio (D)
 - John L. Burton (D)
 - Phillip Burton (D)
 - George Miller (D)
 - Ronald V. Dellums (D)
 - Fortney H. (Pete) Stark, Jr. (D)
 - Don Edwards (D)
 - Leo J. Ryan (D)
 - Kirsten Olsen (D)
 - Norman Y. Mineta (D)
 - John J. McFall (D)
 - Tony Coelho (D)
 - Leon E. Panetta (D)
 - Open
 - Bob Sogge (D)
 - Open
 - Open
 - James C. Corman (D)
 - Robert S. Henry (D)

- District
- Anthony C. Beilenson (D)
 - Henry A. Waxman (D)
 - Edward R. Roybal (D)
 - No Endorsement
 - Carey Peck (D)
 - Julian C. Dixon (D)
 - Augustus F. "Gus" Hawkins (D)
 - George E. Danielson (D)
 - Charles H. Wilson (D)
 - Glenn M. Anderson (D)
 - Dennis S. Kazarian (D)
 - Mark W. Hannaford (D)
 - Jim Lloyd (D)
 - George E. Brown, Jr. (D)
 - Dan Corcoran (D)
 - Jerry M. Patterson (D)
 - William E. "Bill" Farris (D)
 - Jim McGuy (D)
 - King Golden, Jr. (D)
 - Lionel Van Deerlin (D)
 - Open



FOR STATE SENATE

- District
- Barry Keene (D)
 - John F. Dunlap (D)
 - John F. Foran (D)
 - John W. Holmdahl (D)
 - Open
 - Jerry Smith (D)
 - George N. Zenovich (D)
 - Walter W. Stiern (D)
 - Omer L. Rains (D)
 - Alan Robbins (D)

- District
- Alan Sieroty (D)
 - Alex P. Garcia (D)
 - Joseph Montoya (D)
 - Ralph C. Dills (D)
 - Diane Edith Watson (D)
 - Ruben S. Ayala (D)
 - Robert Presley (D)
 - Ron Cordova (D)
 - Open
 - James R. Mills (D)

FOR STATE ASSEMBLY

- District
- Stan Statham (R)
 - Douglas H. Bosco (D)
 - Eugene A. Chappie (R)
 - Thomas M. Hannigan (D)
 - Ben W. Franklin (D)
 - Leroy F. Greene (D)
 - Norman Waters (D)
 - Mike Gage (D)
 - Michael Wornum (D)
 - Daniel E. Boatwright (D)
 - John T. Knox (D)
 - Tom Bates (D)
 - Elihu M. Harris (D)
 - Bill Lockyer (D)
 - S. Floyd Mori (D)
 - Art Agnos (D)
 - Willie L. Brown, Jr. (D)
 - Leo T. McCarthy (D)
 - Louis J. Papan (D)
 - Chris Cobey (D)
 - Victor Calvo (D)
 - Richard D. Hayden (R)
 - John Vasconcellos (D)
 - Leona H. Egeland (D)
 - No Endorsement
 - Carmen Perino (D)
 - John E. Thurman (D)
 - Henry J. Mello (D)
 - Open
 - Jim Costa (D)
 - Richard Lehman (D)
 - Open
 - Open
 - Larry Chimbole (D)
 - Gary K. Hart (D)
 - Charles R. Imbrecht (R)
 - Hal Goldman (D)
 - Roger Bollinger (D)
 - Jim Keysor (D)
 - Tom Bane (D)

- District
- John G. Triphon (D)
 - Judy Binch Tejada (D)
 - Howard L. Berman (D)
 - Mel Levine (D)
 - Herschel Rosenthal (D)
 - Mike Roos (D)
 - Teresa Hughes (D)
 - Maxine Waters (D)
 - Gwen Moore (D)
 - Curtis R. Tucker (D)
 - Open
 - Vincent Thomas (D)
 - No Endorsement
 - Frank Vicencia (D)
 - Richard Alatorre (D)
 - Art Torres (D)
 - Dave Elder (D)
 - Fred W. Chel (D)
 - Jack R. Fenton (D)
 - Sally Tanner (D)
 - No Endorsement
 - Sandy Baldonado (D)
 - Bruce Young (D)
 - George M. Juric (D)
 - Bill McVittie (D)
 - Open
 - Open
 - Open
 - Walt Ingalls (D)
 - Open
 - Bruce Nestande (R)
 - Chet Wray (D)
 - Open
 - Dennis Mangers (D)
 - Open
 - Open
 - Austin Childs (D)
 - Wiley Davis (D)
 - Lawrence Kapiloff (D)
 - Pete Chacon (D)
 - Wadie P. Deddeh (D)

On State Propositions, Local 1245 recommends . . .

Vote Yes— 1, 4, 8

Vote No—2, 3, 5, 6, 7

FOR STATE BOARD OF EQUALIZATION

- District
- George R. Reilly (D)
 - Iris G. Sankey (D)

- District
- William M. Bennett (D)
 - Richard Nevins (D)

For Justices, State Supreme Court,
District Courts of Appeal

Chief Justice Rose E. Bird Vote YES
Associate Justice Wiley Manuel Vote YES
Associate Justice Frank Newman Vote YES
Associate Justice Frank Richardson Vote YES
All incumbent office holders Vote YES

Editor's Note: Members of Local Union No. 1245 who wish to receive a copy of the full text of a letter agreement shown below which pertains directly to his/her classification or division may do so by submitting a written request to the Local Union.

Pacific Gas and Electric Company

PG&E 78-46: Pursuant to Section 204.4 of the Physical Agreement, establishes the Service Meterman classification and job definition. Revises the line of

progression to Apprentice Meterman to show the Service Meterman as next lower to Apprentice Meterman and amends Senior Meterman job definition. Amends the Electric Meter Departments' lines of progression by the deletion of Inspection from the lines of progression for Senior Meterman, Apprentice Meterman, and Shop Meterman. Provides that Meter Readers may perform visual checks of metering installations for energy diversion, meter tampering, etc., which do not require the physical removal of the electric meter.

PG&E 78-48: Changes the hours of work of a Foreman's Clerk in the Grass Valley Electric Department to 7:30 a.m. to 4:30 p.m. with a one-hour lunch period.

PG&E 78-50: Provides payment of wages to twelve employees subpoenaed by the National Labor Relations Board to testify at a hearing in Santa Maria on September 12, 1978.

PG&E 78-51: Establishes the hours of work of the Data Recording Section, Computer Operations Department employees to a "Flexitime" schedule.

PG&E 78-53: Establishes new classifications and wages rates in the Building Department.

Appointments

NEGOTIATING COMMITTEES

City of Alameda

Ralph Murphy
Mark Lantz
James Naleway

Sacramento Municipal Utility District

Hank Lucas	Michael Paulsen
William Paynter	Edward Hepfinger
Margaret Coyle	Russ Landino
Gerald Funk	B. Gene Curry

United States Bureau of Reclamation

Hank Lucas	Norman Miller
Charles Eriksen	Roderick Knehans
David Taylor	John Bradney

GRIEVANCE COMMITTEES

DeSabra Division

Lee Knight



Editor's Note: Recent negotiations with public employees agencies have been the most difficult in the history of Local Union 1245, as a result of the passage of Proposition 13 on June 6th and the subsequent enactment of SB 154 and a follow-up measure SB 2212 by the California State Legislature. These actions have hindered the Local's ability to effectively and expeditiously conclude negotiations with many local public agencies within the State of California.

C. P. NATIONAL (LASSEN)

The contract is open for negotiations. The first meeting is scheduled November 21, 1978.

TRI-DAM PROJECT

Bargaining is in progress.

MODESTO IRRIGATION DISTRICT

Bargaining is in progress.

MERCED IRRIGATION DISTRICT

Bargaining is in progress.

STATE CABLE T.V.

Bargaining is in progress.

CITIZENS UTILITIES COMPANY OF CALIFORNIA

Bargaining is in progress.

CITY OF ALAMEDA

Bargaining is in progress.

CITY OF OAKLAND

Bargaining is in progress.

CITY OF HEALDSBURG

Bargaining is in progress.

PARADISE IRRIGATION DISTRICT

Bargaining is in progress.

RICHVALE IRRIGATION DISTRICT

Bargaining is in progress.

OROVILLE-WYANDOTTE IRRIGATION DISTRICT

Bargaining is in progress.

CITY OF GRIDLEY

Bargaining is in progress.

NEVADA IRRIGATION DISTRICT

Bargaining is in progress.

PG&E MEDICAL NEGOTIATIONS

Bargaining is in progress.

PG&E WAGE NEGOTIATIONS

Bargaining is in progress.

NEVADA NEWS

By John Wilder

As reported in the last issue of the **Utility Reporter**, the results of contract negotiations between Local Union 1245 and RCA Service Company in Ely, Nevada were ratified by the membership employed at RCA.

Shop Steward Jose Sumarraga recently reported that all of the bargaining unit employees at the job site are members of Local 1245. Local 1245 welcomes each and everyone of them on board.

Shop Stewards have been selected at CP National (Telephone) in Elko. They are busily recruiting new members.

Local 1245 met with management recently to discuss problems concerning Operators' work schedules. Business Representative John Stralla and I were assisted at the meeting by three Operators, Janet Petersen, Miron Ispesua, and Darlene Dominguez. Incidentally, the abovementioned Operators will soon be appointed Shop Stewards in the Traffic Department. Another meeting will be scheduled between the Company and Local 1245 Shop Stewards. Its purpose, to better acquaint both parties with working under the provisions of a Union contract.

A special Service Award Dinner is being scheduled for the month of December, 1978, in Reno. The awards presentation dinner is to honor all of our Nevada members who have attained 20 years or more of membership in the Union. More details will be provided next month.

Business Representative Darrel Mitchell is assigned to service our new members at Lynch Communications. He will be permanently located in Reno, Nevada to serve the members of Lynch Communications and to organize other electrical manufacturing plants in the area. At present, he is still looking for a place to live.



Local Union 1245 Dues: Your Fair Share

In this age of tax revolts and galloping inflation, it's more important than ever that your dues are fair and equitable.

Where Do Your Dues Go?

Your dues are actually divided into two parts, with each part going to a different level of the I.B.E.W. The Local Union in Walnut Creek, California, receives approximately 80 percent of the money, with the rest going to the International Office (I.O.) of the Union in Washington, D.C. Each level decides how much their portion of dues will be and how the dues will be spent.

Local 1245's portion of the money is used entirely on services for Local 1245 members. It provides the resources for effective contract negotiating and grievance handling. Legal fees, Shop Steward training costs, employee salaries, building maintenance costs, and the wages and expenses of grievance and negotiating committee members are all paid out of the Local Union's portion of the dues.

The actual amount of Local Union dues is set by a vote of the membership. This was last done in 1962 when the members approved a schedule setting monthly dues at \$1 plus 50¢ for every \$50 earned over \$250 a month. Because the dues level is tied to salary levels, the Local's dues income has roughly kept up with inflation.

Added to the Local Union dues are the mandatory International Office dues, which for "BA" members are collected on the basis of a straight \$2 per member per month. This \$2 is included in your dues payment to the Local.

The International is the "parent" union which gave Local 1245 its I.B.E.W. charter and which holds the ultimate authority in all Union matters. Its portion of the dues is used to furnish extensive research support, to help local unions with special problems they may have, and to give the I.B.E.W. a strong voice in dealing with Congress and the President.

The level of International dues is set by a convention of delegates from I.B.E.W. locals all over the country. At the meeting of the 31st Convention held this year in Atlantic City, the delegates, **in spite of Local 1245's opposition**, voted to raise the dues to \$3 effective 1/1/79, to \$3.50 effective 1/1/80, and to \$4 effective 1/1/81. This raise, the first increase in eight years, was needed to make up for the high inflation during that period. Local 1245, however, gets no direct financial support from the International and will receive none of the scheduled increase.

The Local's Financial Situation

The Local Union receives about \$223,000 per month from dues (excluding international dues) and interest payments. Although expenses fluctuate from month to month, the Union spends about this same amount each month providing services to the membership. Business Manager Cofer believes that if the Local's money is carefully budgeted, and if our membership continues to grow, the present dues structure will be sufficient to maintain the steady improvement in Union services.

Good budgeting in the past has helped your Union build up an emergency reserve fund of about 1.5 million dollars, roughly \$86 per member. This fund fills several important needs.

First, the fund can be put to limited use as a strike fund. It is limited because in a strike against our largest employer, if one ever becomes necessary, it would only be large enough to give each member a one time payment of \$111. If the money is used strategically, however, it would be enough to insure the Union's strike capability.

Secondly, the fund provides a defense against any employer attempt to bankrupt the Union by taking more anti-Union stands, such as forcing grievances unnecessarily to arbitration. Arbitrations are expensive, costing the Union in the neighborhood of \$3,000 apiece. If the employers we deal with insisted on arbitrating only 10 percent of the 1,600 formal grievances filed by the Union each year, the Union's treasury would be totally drained in less than four years.

Finally, the reserve is needed to finance special expenditures such as organizing drives, equipment in the Union print shop, and upgrading of the Union's data processing capability.

Local 1245's research staff conducted a survey of other major local unions headquartered in California to see how our dues compare with theirs. As shown in the table below, dues paid by Local 1245 members are the third lowest of all unions in the sample.

Dues comparisons between different locals are difficult because the average wages of the members vary so much. Office workers' dues are lower, but their hourly wage is also lower. A good comparison has to measure how much dues are relative to income. For this reason, the various locals were ranked according to how much work time was needed to pay for union dues. The less work time needed to pay for dues, the less dues are as a percentage of income. Even by this measure, our dues are among the lowest four unions.

In addition to being fair, a dues structure must be equitable to the members and adequate to supply your Union with enough income to properly do its job.

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Local 1245 vs. Other Locals

Following are listed the **Journeyman** level dues for other major local unions in California.

Local Union	Initiation Fee
IBEW Local 302*	\$100
Plumbers Local 38	\$425-1250
Operating Engineers Local 3	\$870
IBEW Local 6*	\$102
Bay District Carpenters	\$250
Teamsters Local 70	\$210
Machinists Local 68	\$100-150
Autoworkers Local 1364	\$20
IBEW Local 1245*	1st month's dues
Office Workers (OPEIU) #29	\$50
Communications Workers (CWA) #9415	\$5

*Based on International Dues of \$2 per capita.

Union Dues vs Other Expenditures

Union dues in 1978 are at the same level as other major unions, roughly 1% of your monthly earnings. Compare this to the amount you pay for other percentage-based expenditures.

EXPENDITURE.....

- Home loan
- New car loan
- Income taxes*
- Union dues

*Based on the income of a PG&E division I.D. employee.

Our Fair Share for a Strong Union

your dues are equitable and well spent. The following articles tell the dues story in Local 1245.

The Dues Fair?

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When the membership voted for the present dues structure in 1962, they thought a percentage formula would do this the best. Local 1245's dues (not including International dues) are approximately 1% of monthly wages.

This system is fair because it bases your contribution on your ability to pay. For example, a groundman pays lower dues than a lineman because a groundman makes less money.

The percentage formula is adequate to support your Union's activities because it automatically adjusts for inflation. The Union keeps its members up with inflation by negotiating higher wages. Dues go up by the same percentage and thereby keep the Union's income up with the rising costs of operating.

The dues structure, however, is different from the tax structure, which pushes people into higher tax brackets as inflation increases their income. Unlike taxes, your dues bracket remains the same regardless of how inflated your income becomes.

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The Money Is Spent Honestly

The founders of Local 1245 went to great lengths to insure that the Union would never spend a dollar dishonestly. There are no less than four reviews made independently of each other on the Union's finances.

The first review is made by a panel of three rank and file members (called Trustees) who meet at Union headquarters every two weeks and examine every single check written by the Union since their last visit. No money is paid out for expenses, bills, or anything else until the Trustees approve it.

A second review of the same expenditures is made by the Executive Board during their regular monthly meeting. The Executive Board also makes the final decision on whether to pay any checks questioned by the Trustees.

A Certified Public Accountant makes the third review in the course of conducting a full audit of the Union's books. Although Federal law requires that such an audit be done only once a year, it is Local Union policy that it be done **quarterly**. The results are printed up and distributed to members at Unit Meetings. In addition, a year-end audit is conducted and its results are fully reprinted in the Utility Reporter and sent to all members.

Finally, the Union makes a full report on its finances every year to the Federal government. In addition to listing total income and expenditures, the report shows every penny of Union funds received by Union officers and employees. These reports are carefully inspected by Labor Department officials in Washington, D.C.

vs. Other Local Unions

Journeyman level dues collected by various Local

Initiation Fee	Dues (Rank)	Minutes of Work Needed to Pay Dues (Rank)
\$100	\$33.20 (1)	126 (3)
\$425-1250	31.75 (2)	121 (5)
\$870	30.00 (3)	144 (1)
\$102	28.70 (4)	103 (10)
\$250	22.25 (5)	105 (9)
\$210	20.45 (6)	125 (4)
\$100-150	20.25 (7)	119 (5)
\$20	20.12 (8)	120 (6)
1st month's dues	17.50 (9)	109 (8)
\$50	13.00 (10)	130 (2)
\$5	11.00 (11)	72 (11)

2 per capita.



Are You Getting Your Money's Worth?

One thing cannot be argued: every member has experienced a steady improvement in wages, fringe benefits and working conditions since the Union began representing them. Numerous examples can be mentioned:

- In four years, **PG&E** members have gone from having no dental coverage to having a plan which pays 80 percent of their dental bills.
- **Sierra Pacific** members also won dental coverage.
- Only three months ago, **Citizen Utilities** members received \$14,000 in tax refunds because of Union action.
- When the **U.S. Bureau of Reclamation** tried to cut overtime wages and eliminate paid meal times and rest periods, the Union went as far as getting Congress to pass a special law restoring those benefits.
- A Union-sponsored rally protested the California PUC decision to phase out the PG&E employee discount. In the meantime, Union legal action has stayed the decision while Union attorneys continue the fight to win back the discounts in both California and Nevada.
- Improvements in medical plans, LTD plans, pensions, vacations, holidays, and wages have been achieved for members working for all employers.
- Free legal advice has been added to the list of Union sponsored benefits which includes life insurance, college scholarships, a credit union, and a blood bank.

The above accomplishments represent only part of the return you receive from your dues. Far more important is the representation you get everyday from your Stewards and Business Representatives. Whenever you've been treated unfairly by your employer, you can count on the Union to get you a fair hearing. With a strong Union, you are assured of being treated with the dignity and respect you deserve as a worker and a human being.

Thousands of dollars are spent to maintain and improve the quality of this representation. Training sessions are held regularly to help Shop Stewards sharpen their skill in grievance handling. Business Representatives get similar training. In the past year alone, Reps have attended week-long classes in labor law, negotiating, communications skills, and Union leadership.

The training has paid off. The Staff of Local 1245 is widely respected for its expertise.

One person who has evaluated the Staff's performance is Norm Amundson, the Director of Labor Studies at the University of California-Berkeley, who has taught Business Representatives from Local Unions all over the State. Says Amundson, "Local 1245 has one of the most professional, dedicated, and hard-working staffs I've ever seen. Together with their Shop Stewards, they have put Local 1245 ahead of any other local union in the utility industry."

Bargaining advances, trained Shop Stewards, and professional Business Representatives have all been made possible by your dues contributions. You can be proud of the way they are spent. They are your fair share for a strong union.

Dues vs Other Costs

at the same level as they were in 1968, i.e., monthly earnings. Compare this with the amount you pay for other based expenditures:

	1968	1978
.....	7.03%	10.0%
	10.64%	12.42%
	14.6%	18.1%
	1.0%	1.0%

f a PG&E division lineman with three depen-



During the period September 21, 1978 through October 26, 1978, applications for membership were received from the following persons:

SAN JOAQUIN DIVISION

Andris, D.J.
Evers, R.A.
Farley, P.A.
Furnish, V.B.
Gonzales, E.C.
Hayes, M.S.
Ikeda, S.S.
Jackson, S.K.
Lane, E.A.
Patterson, L.D.
Perez, D.M.
Puckett, R.A.
Randolph, S.L.
Raya, P.S.
Rice, T.R.
Turkus, V.L.
VanDyke, B.L.
Ytreeide, D.G.

COAST VALLEYS DIVISION

Biddison, J.D.
Brooks, B.
Cain, R.L.
Dailey, R.E.
Eddy Jr., J.P.
Moye, V.A.
Santiago, D.D.
Wickham, M.E.

TELEPROMPTER OF LOMPOC

Culberson, C.J.
Czouette, C.J.
Harter, G.M.
Pacheco, C.L.

TELEPROMPTER OF SANTA MARIA

Armstrong, S.C.
Gingell, T.E.
Willis, T.J.

MONTEREY PENINSULA TV

Armstrong, C.M.
Morelock, S.A.
Stinnette, D.D.

CENTRAL CALIF. COMM.

Attebury, R.W.

PIPELINE OPERATIONS

Davis, H.L.
Lowman, D.
Merryman, D.W.

SAN JOSE DIVISION

Adragna, J.P.
Araujo, P.C.
Barnes, J.E.
Coleman, J.M.
Diercks, L.J.
Grundy, L.D.
Horgan, K.L.
Howes, R.A.
Kirby, C.D.
Lloyd, G.S.
Lockett, G.A.
McCullough, P.D.
Reddy, P.D.
Sullivan, L.J.
Taylor, R.E.
Walsh, D.J.

TELEPROMPTER OF SANTA CRUZ

Homes, H.C.
James, G.G.
Neal, M.A.
Reid, S.D.
Turner, R.R.

MATERIALS DISTRIBUTION

Barnes, R.S.
Bodenham, M.R.
Boyle, J.D.

EAST BAY DIVISION

Anastasio, W.C.
Axel, W.C.
Bolden, P.D.
Bradley, L.M.

Brown, A.
Cereca, R.E.
Copping, B.
Cunningham, H.C.
Cuppet, L.T.
Curry, L.E.
Deyo, C.R.
Dillon, D.W.
Falk, D.E.
Glass, N.E.
Glueckert, C.
Herrera, R.L.
Hill, F.Y.
Houstow, L.E.
Kurt, D.A.
Miller, G.C.
O'Brien, F.J.
Ojeda, J.B.
Ramsey, P.A.
Rios, M.L.
Shepard, C.B.
Shoultz, R.A.
Stater, L.E.
Stein, L.A.
Sutherland, D.E.
Thaxton, M.L.
Vera, D.
Vera, E.M.
Wong, L.

SAN FRANCISCO DIVISION

Bailey, D.P.
Barros, S.A.
Dea, R.S.
Haas, G.E.
Schepis, P.
Shapiro, B.B.
Stevens, L.M.
Trinidad, R.C.
Vitorelo, D.J.
Young, N.

GENERAL OFFICE

Barba, M.J.
Boccard, C.
Braoussard, C.A.
Bunts, P.
Cervantez, T.
Cooke, D.A.
Davis, N.A.
Donaldson, P.L.
Grayson, M.J.
Gutierrez, T.
Halvorson, A.J.
Jones, R.S.
Lopez, E.S.
Lopez, G.J.
Lopez, R.G.
Lopez, S.A.
Munoz, L.C.
McEntee, M.E.
Price, J.H.
Pring, R.C.
Ricaahmond, S.S.
Sepeda, S.L.
Valenzuela, D.M.
Yates, K.W.

STOCKTON DIVISION

Apley, J.V.
Buornson, M.C.
Clark, J.L.
Colver, H.
Ghidossi, S.M.
Hellman, D.P.
Jobe, M.E.
Nathan, B.
Price, A.M.
Vaught, C.L.

SACRAMENTO REGIONAL TRANSIT

Lee, I.G.

HUMBOLDT DIVISION

Freese, B.C.
Mier, C.J.
Morris, W.A.
Smith, M.M.

SHASTA DIVISION

Forehand, P.C.
Lopez, F.M.

CITY OF REDDING

Dillard, R.E.
Ellis, B.E.
Gibson, L.E.
Gillespie, T.W.

C.P. NATIONAL LASSEN

Barker, J.B.
Garate, J.R.
Merrill, K.S.
Nickeson, W.J.

C.P. NATIONAL TELEPHONE

Bleak, H.E.
Cornejo, M.L.
Caroni, D.J.
Cortez, M.
Couchum, B.L.
Dominguez, D.M.
Fobes, T.R.
Fobes, R.J.
Gallegos, G.J.
Gallegos, T.O.
Holdren, C.L.
Ispisua, M.E.
McClendon, F.G.
Morris, S.A.
Peterson, J.E.
Peterson, M.J.
Rand, C.M.
Rodriguez, S.
Riggs, L.N.
Wastun, P.D.
Sampley, S.M.
Williams, R.J.
Valtierra, C.M.

SIERRA PACIFIC POWER CO.

McGraw, A.P.
Pardick, J.W.
Ovrid, J.W.
Vetter, D.L.
Young, L.K.

WELLS RURAL

Adele, P.P.

C.P. NATIONAL ELKO

Bailey, J.M.
Harmer, D.K.
Harris, M.E.
Smiley, R.K.
Yraguen, F.

LYNCH COMMUNICATIONS

Adams, P.A.
Allan, D.S.
Ames, A.
Benz, P.J.
Cryer, H.M.
Daniel, K.E.
Davidson, A.M.
Easter, C.A.
Gaytan, M.L.
Gilmore, L.
Hammes, A.J.
Harrison, M.L.
Haugen, K.R.
Henderson, F.J.
Howland, M.
Houdashelt, M.J.
Hussman, C.L.
Lewis, M.
Long, J.M.
Mannel, H.F.
Miles, P.J.
Miller, D.D.
Mosier, W.P.
Oxborrow, C.
Parsons, K.G.
Pleasants, B.J.
Risley, P.A.
Salomonson, L.A.
Schiwart, C.L.
Sherwood, J.

Shewmaker, K.A.
Stark, A.A.
Stinnett, F.
Swancutt, S.P.
Thomsen, V.L.
Vlohovich, S.P.
Warnock, K.A.
Westin, S.J.
Williams, J.L.
Williams, K.E.
Williams, L.M.
Wilson, D.M.
Wood, G.J.

DE SABLE DIVISION

Brown, W.L.
Hutson, N.H.
Michels, M.J.

DRUM DIVISION

Newton, G.R.

COLGATE DIVISION

Hutcheson, M.G.

NORTH BAY DIVISION

Cieslewicz, S.R.
Higley, T.A.
Joyce, J.J.
Krabbe, M.L.
Murphy, D.M.
Rappa, J.R.

TELEPROMPTER OF UKIAH FORT BRAGG, WILLETS

Camarillo, M.
Ivey, R.F.
Tucker, C.D.
Whetstone, D.F.

SACRAMENTO DIVISION

Blanchette, C.L.
Boyle, S.R.
Bourne, S.A.
Bradley, M.J.
Corwin, M.F.
Delk, G.L.
DeCasper, C.R.
Goldsmith, M.A.
Hinegardner, W.A.
Mascardo, N.B.
Moreno, M.
Owens, C.A.
Reider, S.B.
Richardson, R.T.
Russo, V.J.
Schuster, L.
Wood, C.E.

U.S.B.R.

Britt, G.K.
Knight, F.J.

R.C.A.

Carter, C.W.
Dwyer, J.F.

Ingram, W.E.
Lane, D.B.
Middleton, O.L.
Reilly, B.
Sumarraga, J.

CITIZENS UTILITIES

Baxter, J.M.
Berg, N.J.
Buckner, J.M.
Day, G. J.
Eiswirth, R.C.
Farrow, M.E.
Graveen, M.J.
Hansen, P.L.
Hill, S.J.
Hoppe, M.
Hunt, G.H.
Johnson, D.E.
Johnson, M.E.
McDaniel, W.D.
McFadden, R.
McGuire, L.
MacDougall, F.L.
Mallory, M.
Martin, S.
Mendoza, R.A.
Mitchell, C.D.
Moran, I.
Pardi, R.
Prewitt, E.K.
Rachlin, R.J.
Rigau, E.
Sams, C.T.
Scott, R.W.
Snyder, P.M.
Spurlock, L.G.
Thomas, R.
Thomsen, G.
Waters, R.
Weimann, W.A.
Winn, E.R.

GENERAL CONSTRUCTION

Andrews, M.
Barlow, T.E.
Barry, M.W.
Basinger, J.
Bastoni, B.
Bettencourt, A.K.
Burns, R.
Camarata, J.
Carrier, T.
Cassettari, M.
Cavin, W.
Chesterman, D.
Cox, L.F.
Cusick, S.
Davini, D.
Dover, D.
Dover, R.
Duman, R.J.
Findley, J.
Fisher, P.
Fong, J.
Gatton, T.

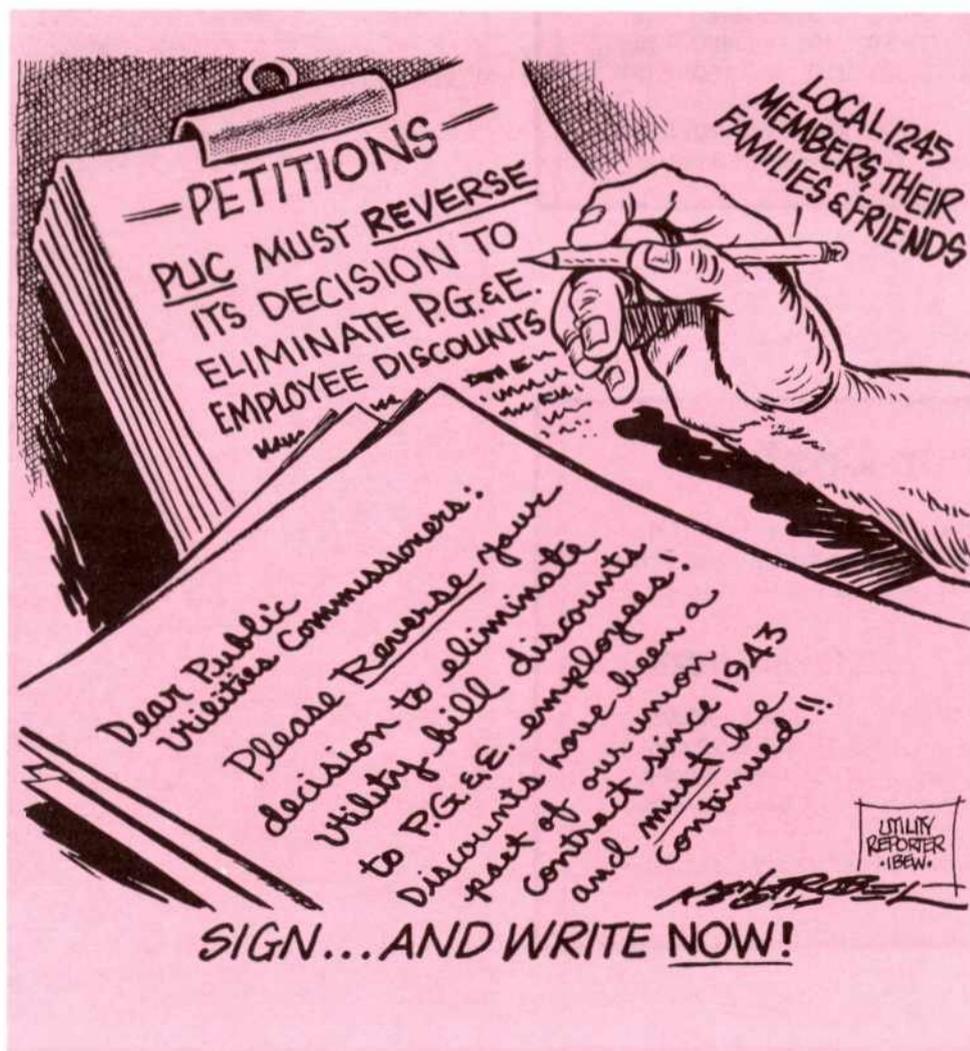
Godett, R.J.
Harris, T.F.
Holland, B.
Hollands, G.
Hurdle, K.
Jackson, B.
Jocko, L.
Johnson, E.
Johnston, J.
Joyce, J.
Kelley, D.L.
Kendall, K.
Konze, T.
Kyles, C.J.
Larribas, M.A.
Lundin, D.
Marshburn, M.
Martin, B.E.
Martin, K.
Musso, R.
McAlister, J.
Navarro, D.G.
Nikakis, N.
Nuessle, M.R.
Otten, P.G.
Otten, W.
Pendergrass, J.
Plummer, M.
Richardson, T.
Ringor, R.
Robertson, C.
Sanders, C.L.
Santistevan, R.
Satterwhite, K.
Sherlock, T.
Silva, M.
Soto, M.J.
Sprout, R.W.
Sproul, W.
Thompson, G.R.
Troub, J.R.
Vanigan, S.
Villaneuva, J.L.
VonTellrop, J.
Wahl, T.S.
Walling, L.
Washington, R.
Wiser, S.
Wright, J.B.
Zanoni, E.

DAVEY TREE

Burciaga, J.
Gonzales, J.
Ladao, B.
Munddy, K.
Pommer, B.
Rodriguez, J.
Sanford, G.
Silva, S.
Varelas, G.
Walker, B.

PACIFIC TREE

Guerra, D.
Harris, J.



Help us and our families

I am a working man, a Teamster. The image of a Teamster is a "big, rough guy" and a thug. I may be a Teamster, but I'm also the guy next door. I have a house in your neighborhood, a loving wife and a son and daughter. I have never been arrested for any act of violence. I do a good job for my company and I'm respected by them because I do.

My family and I spent an entire weekend in Oakland at Christmas time collecting toys for kids in San Francisco who had theirs ripped off. I may be a Teamster, but I'm also a

human being interested in the well-being of others.

The four supermarket chains, Safeway, Lucky Stores, Ralph's and Alpha Beta are spending tens of thousands of dollars to explain to you why this labor dispute has taken place. Their full page newspaper ads cost more than \$8000 a day to spread their false messages, and only they know how much they are spending on TV.

We would like you to know our position, and also be aware of the fact that they are making you pay for

Shop at stores that have ample stock and no pickets

this strike.

1. This strike has not been caused by wage demands. In fact, wage benefits have never been discussed.

2. The employer is using 3 or 4 people to perform the work that one of us normally performs. You will pay for this extra cost.

3. Our main issues are centered around grievance procedures and unfair speedup standards. We are forced to work under conditions that threaten our jobs and livelihood. We only want to negotiate fair and equitable work standards.

Before I became a driver I worked in a warehouse. I handled between 900 and 1000 cases a day and was commended on my work. Now they are asking for 1600 cases per day.

We want our people to be able to work and retire with dignity. Please support us.

—A Member, Teamsters Local 315

Notes of Interest



Photo — John Borejko

Retired Lineman, David Wood, received an I.B.E.W. thirty-year belt buckle from Northern Area Executive Board Member Bill Peitz at the October meeting of Unit 2514, Tracy, California. Congratulations Dave!



Photo — John Borejko

John J. McFall, incumbent 14th Congressional District, is greeted by Northern Area Executive Board Member Bill Peitz. Local 1245 endorsed McFall for reelection in the upcoming November election.

Brother Kenneth Daniel, a PG&E Equipment Operator in East Bay Division, is the author of a new publication entitled *Love Scrolls*. The book is Ken's first published volume of poetry. It is a collection of modern love poems, telling the story of an urban love affair, set amid crowded buses and busy city streets. The book retails for \$3.95. It can be purchased from Grossmont Press in San Diego, California.

* * *

Brother Dick Madden, a long-time member of Local Union 1245, was appointed to the Marin County Central Labor Council COPE Committee. Dick also recently won a seat on the Corte Mesa Home Owners Association. In addition to Dick's other activities, he currently serves on the Advisory Council and is Chairman of the San Rafael Unit.

* * *

The Antioch Unit is sponsoring a Poker Run on December 2, 1978. Weather permitting, the Run will start at the Antioch Boat Ramp shortly after registration which is scheduled from 7:30 a.m. to 10:30 a.m. The drawing will be held at 5:00 p.m. It will cost \$2.00 per hand and there will be a minimum of three prizes each for adults and children. For additional information, contact Business Representative Scott Thomas at 415/933-6060.

* * *

The next joint meeting of the Local Union's Executive Board and Advisory Council is scheduled November 4-5, 1978 at Local Union Headquarters in Walnut Creek, California.

BOYCOTT GUIDE

to

J.P. STEVENS PRODUCTS

The American labor movement calls on all consumers to stop buying products of the J. P. Stevens Company. You'll find them hiding under these brand names, among others:

<p>SHEETS & PILLOWCASES Beauti-Blend Beauticale Fine Arts Peanuts (comic strip figures) Tastemaker Utica Utica & Mohawk Designer Labels: Yves St. Laurent Suzanne Pleshette Angelo Donghia Dinah Shore</p>	<p>CARPETS Contender Gulistan Merryweather Tastemaker</p> <p>TABLE LINEN Simtex</p> <p>HOSIERY Finesse Hip-Lets Spirit</p>	<p>TOWELS Fine Arts Tastemaker Utica</p> <p>BLANKETS Forstmann Utica</p>
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UNION LABEL & SERVICE TRADES DEPT., AFL-CIO

Union Wins \$260,000 in Back Pay for Coors Workers

"It took two years but it was worth it."

That's what James Silverthorne, president of Local 366 of the AFL-CIO Brewery Workers Union, had to say in announcing that final details of a long delayed arbitration award providing more than a quarter of a million dollars in lost wages to 111 Coors employees had finally been hammered out.

"Now people will understand why Coors forced us to strike and refuses to sign a union contract," Silverthorne said.

"With Local 366 out of the way, Coors would have had a free hand to do with its employees anything it wanted. Few, if any employees, would be able to afford the huge attorney fees necessary to defend themselves against similar actions by Coors," he said.

"Their union card was their insurance policy and this time it really paid off," he declared.

The case began over two years ago, on Feb. 23, 1976, when Coors launched its plan to weaken and undermine Local 366 without consulting the union.

"The heart of the company's plan was to eliminate all previously bargained for supervisory classifications in direct violation of an existing contract between the company and the union," Silverthorne said.

The union filed a grievance on the issue on Feb. 25, 1976. More than a year later, on March 10, 1977, an arbitrator sustained the union's position.

Coors was then ordered to reinstate all employees affected to their former jobs without loss of seniority and with complete back pay for all lost wages.

But Coors, which is still the object

of a nationwide boycott endorsed by the AFL-CIO because, among other things, it requires its employees to submit to lie detector tests, refused to comply with the arbitrator's decision.

The union was subsequently forced to take the decision to federal court but the court proceedings were delayed by Coor's refusal to voluntarily turn over to the court the records needed for a decision to be made, he said.

At the same time Coors made another attempt to wipe out Local 366 by petitioning the National Labor Relations Board for a decertification election.

The NLRB, however, ruled that no election would be permitted until the arbitration and enforcement proceedings were concluded.

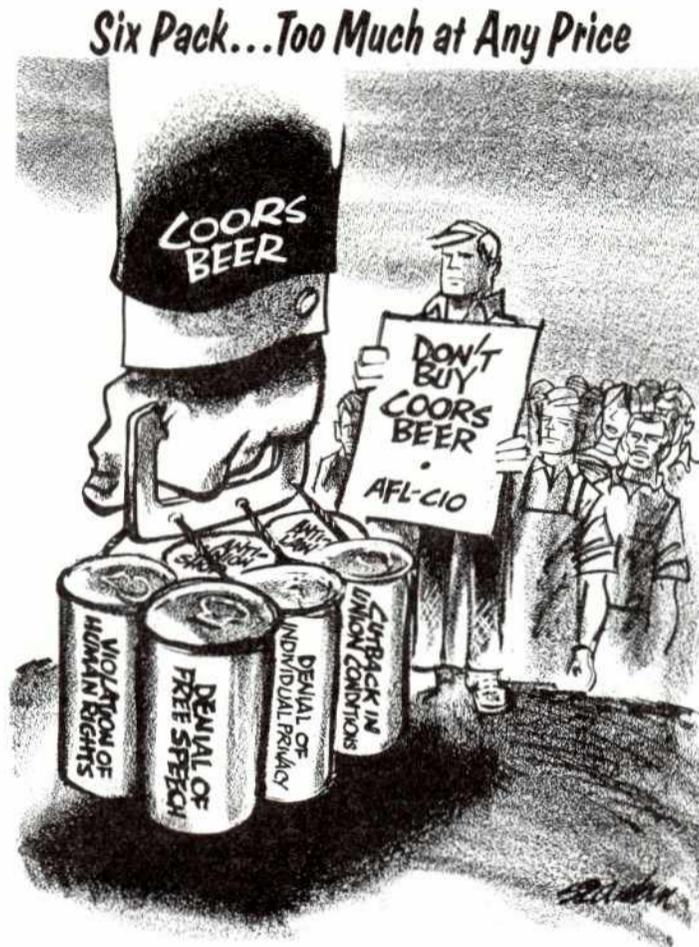
Faced with a possible court order to comply, the company worked out a settlement with the union which provides more than \$260,000 to be turned over to the workers "who were almost cheated out of it by Coors under the guise of 'reorganization,'" Kenneth DeBey, the union's business representative said.

DeBey emphasized that the settlement does not end the 18-month long strike at the Adolph Coors plant nor the nationwide boycott of Coors Beer.

He also pointed that the union was obliged to spend more than \$20,000 in attorney's fees for these 111 workers, to get their lost wages from the Coors company.

"The boycott will continue until such time that Local 366 negotiates an honorable contract with Coors," Silverthorne and DeBey said.

Calif. AFL-CIO News



Outside Construction Hot Line



By John J. Wilder

Business Representative John Stralla, Bill Brockman, Training Director for our outside construction group, and I visited the work sites of the Sierra Pacific Power Company cross-state transmission line which is being built by Tri-O Electric. Shop Stewards on the job are Irv Slauch and Gary Nolan. The General Foreman, Ira Jackson, informed us that this is one of the best crews he has ever worked with. This was sure good to hear — keep up the good work. With the pressures that we are now getting from non-union contractors, this is the only way that we are going to keep a good hold on this type of work. We know we have the best workmen and all we have to do is prove it. The crews that we have out today surely are doing that.

Crater Electric's job in Portola is moving along. We expect to start setting the poles by helicopter sometime next week.

The dock crews working for Slater Electric and Overhead Electric in

Reno are still busy with quite a bit of underground work going on. Slater's other jobs in Redding and Cottonwood are also moving along and probably will be hiring a few more men in the near future. The small substation job at the Geysers is complete.

A number of jobs are coming up in the future, the biggest is a pipe-type underground oil filled transmission conduit installation in the Sacramento area. It is our understanding that a company by the name of Electrical Constructors from Columbus, Ohio will be awarded the job. This job should get started almost immediately. We won't put any men on the job for awhile because there is a certain amount of excavation work that must be performed first. There is another substation job in the Sacramento area that will be coming out for bid in the very near future.

Overall, it looks like we will be able to keep most of our men busy for the next year.



Brown signs pioneering legislation

California now has the go-ahead to launch major new programs aimed at protecting the workplace environment from toxic substances that pose a growing threat to health of workers.

Governor Edmund G. Brown Jr. has signed into law two bills (AB 3413 and AB 3414), which authorize a new chemical hazard alert system within the California Occupational Safety and Health Program (CAL/OSHA) and create occupational health centers in the University of California.

Director of Industrial Relations Donald Vial is given principal responsibility for implementing both laws.

Assembly Bill 3414 (L. Kapiloff, San Diego) provides for the establishment of the University occupational health centers both in northern and southern California as training, research, and service units each attached to regional schools of medicine and public health. The measure includes state funding at a \$2 million annual level to be augmented from other sources.

The occupational health centers will provide:

✓ **SERVICE** — by treating workers with occupation-related injuries and illness through referral clinics operated by the University in conjunction with teaching and research functions;

TRAINING — by training desperately needed occupational health physicians and related professionals in the fields of occupational medicine and health;

RESEARCH — by performing research which maintains the teaching and service programs in occupational health on the frontier of knowledge.

Vial emphasized that these pioneering centers will also have strong links to the chemical hazards alert system, authorized by a second Kapiloff bill, AB 3413. It requires the establishment of an applied repository of research information on toxic substances and harmful physical agents found in California workplaces, to be utilized as the basis for the chemical hazards alert system.

The information repository and

alert system will be established under CAL/OSHA in the Department of Health Services by inter-agency agreement with the Department of Industrial Relations.

Its specific aims are to:

✓ collect and evaluate both effects and exposure information on potentially harmful toxic materials and physical agents;

✓ develop effective methods of sharing information with employers, workers, and unions to prevent harmful exposures;

✓ establish priorities on dangerous chemicals.

AB 3413 also provides for a broadly-based advisory committee to assist Vial and the Department of Health Services in all phases of the development and operation of the repository/alert system, including the evaluation, utilization, and dissemination of information concerning hazardous substances.

The advisory committee, to be appointed by Vial, will include four representatives from labor, four representatives of management, four

active practitioners in the occupational health field, and three persons knowledgeable in bio-medical statistics on information storage or retrieval systems.

The need for such a repository came out of a four-day inquiry by Vial last October into infertility problems of male workers exposed to the chemical dibromo-3-chloropropane (DBCP). Those hearings, according to Vial's report, "revealed a serious information gap and highlighted a need for an early warning system both to alert workers and employers to possible health hazards of toxic substances and to prevent economic disruption when the use of a chemical must be halted suddenly upon discovery of previously unknown hazards."

"Enactment of the two pioneering programs," Vial said, "buttress the consolidation last July of the occupational health unit and the safety unit of CAL/OSHA in the Department of Industrial Relations. Together, in this post-Proposition 13 period, they reflect the Brown Administration's commitment to focus more resources on occupational health problems in the workplace."

Injuries and Illnesses

California Workers Have Access Rights

Employees, former employees, and their representatives have the right of access to their employer's log of occupational injuries and illnesses, State Director of Industrial Relations Donald Vial ruled October 12, 1978.

The new regulation, which mirrors recently-adopted Federal Occupational Safety and Health Act rules, is effective November 4.

Under the State regulation, California employers will now be cited and civil penalties invoked for failure to provide access to the log to employees, former employees, or their representatives, for examination and copying in a reasonable manner and at a reasonable time.

The employer must make available all logs covering the five-year period during which they are required to be retained at the employer's establishment.

The access rule, on which public hearings were held and written comments solicited, applies to all private employers and public agencies with 11 or more employees.

"The statutory requirements for occupational safety and health standards also include the employee's basic right to know about workplace hazards," Vial said in announcing his ruling. "Since the log (CAL/OSHA Form 200 or its equivalent, or predecessor Form

CAL/OSHA 100) contains a record of all recordable occupational injuries and illnesses in each of an employer's establishments, employees will be more fully alerted to actual and potential hazards in their workplace and thus be significantly assisted in their efforts to protect themselves from workplace hazards."

In stressing the importance of the employee access regulation, Vial pointed out that "employees will be able to use the information contained in the log as a first step in tracing the nature and effects of toxic substances, as well as substances not known to be toxic, and in iden-

tifying patterns of injuries or symptoms which indicate need for further exploration."

"Former employees, moreover, will be able to examine the log information covering their former workplace for a period of five years to gain insights about employees who may have been, or are still involved in, similar working conditions and perhaps exhibiting common symptoms."

Access to the employer's log, previous to the new ruling, was limited to representatives of the U.S. Department of Labor, the U.S. Department of Health, Education, and Welfare, and the State of California.

California

Physicians must report pesticide-related illnesses

Arthur Carter, head of job safety and health enforcement in the State Department of Industrial Relations (DIR), today reminded all California physicians of their legal responsibility to report pesticide-related illnesses to county health officials within 24 hours and to county health departments within seven days.

Carter said it is important for physicians to remember that pesticide poisoning in California with its year-round farming can occur throughout the year.

"Many physicians may not report pesticide illnesses, either due to ignorance of the law or deliberate refusal," said Carter.

"Prompt reporting is essential so

that immediate action can be taken to protect workers, to help us learn the extent of the pesticide problem, and to demonstrate whether current limits on pesticide exposure do protect workers."

Under the 1977 pesticide reporting law (AB 1307, Art Torres) in effect since last January 1, attending physicians must report a pesticide-related illness to the local health officer by telephone within 24 hours. They must also follow up with a copy of the Doctor's First Report of Occupational Injury or Illness within seven days. Failure to do so makes them liable for civil prosecution and penalty. DIR's Division of Occupational Safety and Health (DOSH),

which Carter heads, enforces the new law.

Legislative passage of the bill followed widespread accounts of unreported pesticide poisoning of farm workers in 1976. After treating farm workers, some physicians had failed to report the cases. The State didn't find out about the poisonings until about a month later. In some cases treatment for pesticide poisoning was regarded as first aid and not required to be reported under law then in effect.

Dr. Keith Maddy, toxicologist with the State Department of Food and Agriculture, stated that the new law

requiring prompt reporting has had little impact. He estimated about 2,100 cases will be reported in 1978, approximately 300 more than last year, but only a small fraction of the potential exposure of thousands of farm workers annually.

Carter has written to county medical societies and hospitals asking their help in alerting physicians about the pesticide reporting law.

"We're publicizing the law because we're interested in seeing prompt reporting and compliance rather than collecting fines," says Carter. "However, those who do not comply with the law will be assessed a penalty."

The Safety Scene

Editor's Note: Assistant Business Manager Tony Morgado, assigned to direct the Local's activities in the areas of Safety, Apprenticeship and Training, is responsible for all items appearing in

the Safety Scene. He prepares most of the articles, and when we use material from other publications, a credit line will appear at the conclusion of the arti-

cle. If you have any suggestions for articles that relate to safety, they should be sent to the Local Union Headquarters marked Attention: Tony Morgado.



DON'T GET CAUGHT UP IN THEIR WEB!

P.G.&E. Disciplinary Actions Rising

As most of you are aware, Local 1245 is becoming more involved with the health and safety of its members. In doing so, we have increased our activities with state and federal agencies in regards to safety and health problems. We have been very successful in our dealings with these agencies.

Now it would appear that P.G.&E. is starting to change, or at least tighten up their policies, in the area of health and safety matters. As one would expect, their reasons are not always their concern for the safety of their employees. P.G.&E.'s first concern seems to be the cost of accidents, along with fines they must pay if they are cited by Cal-OSHA as a result of an accident.

When the Company is cited and fined by Cal-OSHA there are provisions that allow them to receive a monetary credit against that fine, provided they can show that they have an effective safety program.

In recent months more and more employers have been losing this credit because they could not show that they have consistently disciplined employees for violating Company or state and federal safety rules. It is becoming apparent through the grievance procedure that P.G.&E. does not intend to get caught in this position. There has been an notable increase in the number of employees getting letters of reprimand or disciplinary time off for violating safety rules.

But, whatever their reasons, the one thing you should be aware of is, if your supervisor **instructs you** or **allows you** to work in an unsafe manner, you will be the one getting the discipline. Therefore, we would like to once again remind you that as Union members you have an obligation to yourself, and to your Brothers and Sisters in the labor movement, to observe all safety rules and to maintain the health and safety levels derived from quality workmanship.

Family Health News

CHECK FOR "HIDDEN BLOOD" — Hidden blood in one's stool may be a sign of cancer of the colon or rectum, reports the Health Insurance Institute.

Last year more than 50,000 Americans died of this type of cancer, reports the American Cancer Society. This year more than 100,000, or about one person in 2,000, will develop it. Ninety percent will be more than 40 years old. Half will be women. It is one of the most common forms of cancer, second only to skin cancer, says the Institute.

Colorectal cancer, if diagnosed early, is not always fatal. "Two out of five victims are saved, but three out of four might be saved through early diagnosis and treatment," says the American Cancer Society (ACS).

The most useful diagnostic tool for detecting colorectal cancer is a proctosigmoidoscopy. However, because only 20 percent of Americans more than 40 years old ever have a proctosigmoidoscopy, the ACS is urging people to take advantage of a simple do-it-yourself test kit for detecting hidden blood.

The kit consists of a cardboard folder the size of a large packet of safety matches and small wooden sticks.

To take the test, on three consecutive days use a stick to obtain a stool sample, smear the sample on two paper "slides" in the cardboard folder and take the sealed folder to your doctor or, in some cases, mail it to the local cancer society for a reading.

"The test is simple, inexpensive, reliable and acceptable," said Dr. LaSalle, D.

LeFall, Jr., of the American Cancer Society.

Blood in the stool does not always mean colorectal cancer. "One to three percent of these have colorectal cancer — a significant number," Dr. Lefall said. The others commonly have gastrointestinal disorders such as polyps, ulcers, diverticulosis or hemorrhoids. The test is valuable because it pinpoints patients

who need a more extensive examination, he said.

To find out where you can get a test kit, call your local Cancer Society.

* * *

FIRST AID FOR SNAKEBITE — The Red Cross has published a new pamphlet incorporating revisions in snakebite treatment suggested by research done for

ANRC by the National Academy of Sciences. Among the changes: Cold compresses, ice, etc. should not be applied to the bite area; aspirin should not be taken to relieve snakebite pain, because it interferes with blood clotting; and incisions made for suction should be shallow, short, and straight — not cross cuts. The new **FIRST AID FOR SNAKEBITE** pamphlet is available from Red Cross chapters, and should be read by fishermen and hunters, campers and hikers.

* * *

EMERGENCY MEDICAL AUTHORIZATION — The consent authorization from reprinted herewith, which parents can use to document their permission to babysitters, other relatives, etc. to consent to emergency medical care in situations where they are absent, was taken from the newsletter of the United Labor Agency of Greater Washington. According to an article in **Better Homes and Gardens** for June, where the form first appeared, it is well for parents to check with their physicians local hospital as to requirements for permission to treat in the parents' absence and, if the form is acceptable, providing copies to neighbors, relatives, etc. who might have to arrange for emergency care. The article also notes some hospitals — including Mercy Hospital in Cedar Rapids, IA — have avoided the problem of proliferating permission forms by establishing a registry in the hospital itself where the documents can be filed in advance by the parents.

Authorization to consent to medical treatment for minor child

I, (we) _____ (and) _____ of _____ County, _____, do hereby state that I am (we are) the (natural parent(s)) (legal guardian(s)) having legal custody of _____, a minor, age _____, born _____, who resides with me (us) at _____.

I authorize _____, an adult, who resides at _____ in the city of _____, county of _____, state of _____, or _____, an adult, who resides at _____ in the city of _____, county of _____, state of _____, to consent to any X ray, examination, anesthetic, medical or surgical diagnosis or treatment, and hospital care, to be rendered to the minor under the general or special supervision and on the advice of any physician or surgeon licensed to practice in the state(s) of _____, when the need for such treatment is immediate, and when efforts to contact me (us) are unsuccessful.

Dated this _____ day of _____, 19 _____.

(signature of parent or guardian) _____
(expiration date)

Child's doctor _____ Child's allergies, if any _____
Parent's doctor _____ Medicines child is taking _____
Choice of specialists _____