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Local Union 1245, AFL-CIO,
P.O. Box 4790,
Walnut Creek, Ca. 94596



We Won: PG&E Employee Discount Restored

The California Public Utilities Commission has reversed its earlier position and has voted 3 - 2 to restore the PG&E employee discount. A clarification in the tax laws governing fringe benefits was cited as the basis for their reversal, but reliable sources say the real reason was the intense pressure created by Local 1245 members and their representatives.

The Commission voted on September 6th to eliminate the tax-free discount on the grounds that it was a potential encouragement to waste energy and could easily be replaced by an equivalent benefit. The facts of the matter, however, exposed the weaknesses of the PUC's position.

The energy wasting claim was unconvincing. The Commission itself admitted that "The energy consumption of PG&E employees on the average approximates that of non-employees" and that there was "no evidence... that discounts discourage conservation." The energy conservation argument provided no justification for tampering with a fringe benefit which PG&E employees have enjoyed for over 70 years.

Also weak was the Commission's argument that something else could be substituted for the employee discount. Any taxable substitute would have to be more costly than the tax-free discount. For example, to maintain an employee's same real income, the Company would have to pay out \$1.79 in cash to replace every \$1.00 in discount. This extra money would eventually come out of the consumer's pockets in the form of higher utility rates.

The Commission asserted that a recent court decision had withdrawn the discount's tax-free status. This assertion was questionable from the very beginning, but if any doubts re-

main, they are dispelled by a bill passed recently by the U.S. Congress which prohibits the taxing of fringe benefits like the employee discount.

Elimination of the discount by the Commission would have constituted undue interference in the process of free collective bargaining. The employee discount is a fringe benefit protected by the "savings clause" of the union contract. If the PUC can eliminate this benefit, what is to prevent it from reducing sick leave or pensions?

A majority of the Commissioners ultimately realized the error of their earlier decision and voted to reverse it. Commissioners William Symons, Vernon Sturgeon, and Claire Dedrick concurred with the majority opinion which stated that "elimination of employee discount rates is inappropriate **at this time**." (Emphasis added.) Commissioner Richard Gravelle opposed taking any action without a rehearing, while Commission President Robert Batinovich flatly opposed restoring the discount.

The decision followed an extensive protest campaign fought on several fronts. (See "History of the Discount Struggle" on Page 3.) Having a major effect were the hundreds of letters and thousands of petition signatures from Local 1245 members. State AFL-CIO Executive Secretary Jack Henning and labor leaders throughout California and Nevada helped maintain the pressure with a constant stream of letters and telegrams. Governor Brown assigned Director of Industrial Relations Don Vial to argue for reversal of the ruling. Key legislators wrote letters of support. Finally, Union and Company attorneys initiated separate proceedings to keep up the legal pressure.

The success of the above measures underscores the importance of Union involvement in both political activities and in the wider labor movement. The discount was saved this time, but the written opinion of the Commission implies that next time the outcome could be different. According to Local 1245's

legislative advocate, Mert Walters, "Our political activities have garnered us a level of influence which was invaluable in getting the quick and decisive action that saved the employee discount." We undoubtedly will need this influence again and again in the future.

YOUR Business Manager's COLUMN



DEAN COFER

After numerous negotiating meetings with P.G.&E. it is now apparent that the Company has determined to wrap itself in the American flag and attempt to impose the "voluntary" Presidential wage guidelines upon this Local Union and its membership. Given the ever increasing cost of living, and the continuing loss of purchasing power of our membership's earnings, the Local Union is not inclined to look favorably on the Company's outpouring of patriotism and flag waving. The Company can sing as many stanzas of "America the Beautiful" it wants, but the bottom line remains unchanged — the Company's earnings are relatively unaffected by inflation while our member's earnings are being eaten up by inflation. We have no other choice but to look to the Company and demand relief in the form of increased wages and fringe benefit contributions. The leadership of this Local Union, and its members, are as patriotic as any other citizens of this great country of ours, but as I stated in my column last month: "Inflation, taxes and prices are not chasing wages. Quite to the contrary, wages are constantly behind and are chasing (but never catching) inflation."

Attend your Unit meetings, and check your bulletin boards for negotiating committee bulletins, for periodic updates on the status of bargaining. Your Local Union needs your support and continued understanding. By maintaining solidarity, and speaking with one voice, we can continue to progress in spite of Presidents, Presidential guidelines

and other "temporary" roadblocks.

On the brighter side, I'm happy to report that by a vote of 3 to 2 on November 9, 1978, the California Public Utilities Commission acted to reverse its earlier decision to eliminate P.G.&E.'s employee discounts. This C.P.U.C. action should be viewed as a major victory for Local Union 1245 and for organized labor in the State of California. It is a prime example of what we can accomplish by staying united and acting in concert on matters affecting the welfare of organized labor.

Once again, I would like to thank the membership for their response to the Union's call for help in reversing this C.P.U.C. decision. The thanks of our full membership is due Governor Brown (and in particular to Don Vial, Director of the California Department of Industrial Relations) who exerted their influence with the C.P.U.C. on our behalf. In addition, we are grateful for the letters, telegrams and other expressions of support for our position sent to the C.P.U.C. by the 19 Central Labor Councils that we are affiliated with in California and Nevada, and the California Labor Federation (led by our good friend and Brother, Jack Henning). Without the help and active support of our own membership, various affiliates and the Governor's administration, this issue could very well have ended in defeat rather than victory.

While we were successful in getting the C.P.U.C. to reverse its decision, I caution you not to become

(Continued on page 2)

Hundreds Use Legal Services Plan

Over 650 members have already taken advantage of Local Union 1245's Legal Services Plan. As a member, you automatically belong to the plan, which annually provides two free legal consultations and offers legal services at reduced rates. Plan attorneys are located throughout California and in Nevada.

Divorces, wills, and consumer fraud complaints are just a few of the matters which can be handled by the Plan. The quality of service is monitored by the Union and by the Union's own law firm.

The Legal Services Plan is only one of several Union-sponsored benefits financed by your dues dollars. Others include college scholarships, life insurance, and a credit union. See your Steward for details.

To use the Plan call:
(800) 652-1569
In California
(702) 329-1735
in Nevada

Statement on President Carter's Anti-Inflation Program

A statement by the AFL-CIO Executive Council on President Carter's anti-inflation program, adopted Oct. 31, 1978, Washington, D.C.

The AFL-CIO Executive Council agrees with President Carter's conclusion that inflation is the nation's No. 1 problem; supports his determination that prompt, remedial action must be taken, and concurs in his contention that austerity must be shared equally by all Americans.

Time and time again we have pointed out that the American worker and particularly those living on fixed-income retirement benefits are the chief victims of inflation.

The last few years, the sad, but incontrovertible fact is, the real income of working people has been reduced and each additional week brings additional distress to America's working families and retirees.

So it is with reluctance that we find

the program devised by the President's economic advisers to be inequitable and unfair.

It proposes budgetary cuts which could increase unemployment. It threatens continuation of regulatory actions designed to protect workers, the environment and the economy.

It does not protect consumers from runaway price increases for the four necessities of life — food, energy, housing and medical care — the areas where inflation hits hardest.

The program excludes, for all practical purposes, all sources of income, except wages.

The price guideline is so flexible as to be nonexistent and is without effective enforcement. It allows those who raised prices the most in the past two years to profit further from that conduct.

The wage controls are inflexible and not voluntary and will be eagerly enforced by every public and private employer in the land

and by the IRS and by the threats of black-listing and official denunciation.

The wage control figure for federal workers, set at 1-1/2 percent below the control figure for all other workers, is clearly discriminatory.

There is no provision whatsoever for control of profits or interest rates, now rapidly approaching all-time highs and endangering the entire economy and particularly the housing industry.

Dividends, capital gains, unearned income from tax shelters — all are completely free to climb without limit. Commodity speculators remain free to drive up the prices of food and other raw materials. Banks and other financial institutions remain free to speculate at will against the American dollar. Professional fees are not effectively controlled, and there is no mechanism for halting rapid increases in rents.

There is no mechanism for adjustment of inequities caused by wage controls. The low-wage exemption of the Nixon Pay Board, mandated by Congress, was far more equitable. That figure, exempting the working poor, was \$3.50 an hour. Using the same formula today, the low-wage exemption would be \$5.50 an hour, not the \$4 the President has decreed.

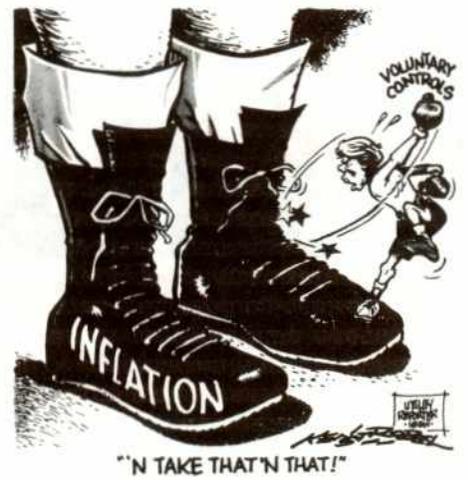
The decision to include all fringe benefit costs in the wage control figure is simply impractical. Government-mandated costs for pensions, for example, will reduce the wage portion of the package far below the figure needed to catch up with living cost increases alone.

The so-called "Real Wage Insurance" is vague, details are nonexistent and the legislative route is so unpredictable that we cannot honestly tell our members that they would have the protection the President promised.

This Executive Council does not determine the collective bargaining goals of the affiliated unions. In the final analysis, the members of the 60,000 public and private sector collective bargaining units that will negotiate contracts over the next year must determine for themselves what they need to provide food, housing, energy and medical care for their families. In making their decision they will consider the costs of all the necessities they must provide for their families and the profitability of their employer.

When they read of the adverse reaction to the President's program as reflected in the continued devaluation of the dollar and observe the continued rapid rise in the costs of food, housing and medical care, and the additional profits for energy companies that will follow adoption of the natural gas deregulation bill, they certainly will not feel confident that others are equal partners in austerity.

While the program demonstrates the President's desire to address the problem of inflation, the plan his advisers have devised is unfair and inequitable, and the end result of their ill-considered proposals could well



be another recession, with mass unemployment, which at least one Administration spokesman is already predicting.

Since another recession, with mass unemployment and widespread suffering, is unthinkable and since the President's economic advisers have so far rebuffed suggestions for changes to make this third anti-inflation program more equitable, we now believe the time has come for mandatory, legislated, economic controls.

We do not like controls. We do not welcome government operation of the market place. But recession is worse; runaway inflation is worse; the discriminatory application of wage controls is worse, the distorting of laws for purposes other than those intended is worse; public scapegoating without due process is worse.

Therefore we urge the President to draft a legislative program of full economic controls, covering every source of income — profits, dividends, rents, interest rates, executive compensation, professional fees, as well as wages and prices.

It is our belief that this matter is of such urgency that the President should call a special session of the Congress for the development of a full and fair controls program. Such a program should be detailed — not a standby grant of unspecific authority to the President. It must be a program that treats all Americans equally, provides a prompt and proper mechanism for the adjustment of inequities, controls prices for everything and lasts only for the duration of the emergency. Such a full, legislated economic controls program has now become the only responsible method for halting this inflation.

Since we believe the Administration is already headed in the direction of overall controls in piecemeal and ill-designed stages, America might as well do it right and do it now. That means legislative action must be prompt, the mechanism fair and effective and the sacrifice equal.

If those criteria are met in a legislated controls program, such a program would have our support.

YOUR Business Manager's COLUMN

DEAN COFER

(Continued from page one)

complacent. It should be apparent that a victory, based on a 3 to 2 vote, can be reversed in the future if we fail to remain vigilant or if the present composition of the Commission changes.

We and the world were still in shock over the tragic deaths of Congressman Leo Ryan and members of his party by assassins in Guyana, when the even more shocking news of the murder-suicides of close to 1000 members of the Peoples Temple was announced. The news stories were just beginning to taper off and things were getting back to normal when Mayor Moscone and Supervisor Milk were assassinated in San Francisco.

Some people would have us believe that the world is becoming more violent, and that these recent tragedies are a sign of a decaying society. I beg to differ with these opinions. Tragic and disgusting as

these recent events are, we should not feel any guilt (collective or otherwise) because of them. Murders, rapes, and other assorted brutalities have been with us ever since Cain slew his brother Abel, and will probably be with us for as long as man inhabits this planet.

Instead of feeling guilt or continued sorrow over the deaths of these fine public servants, let's honor their memory by trying to emulate their beliefs in brotherhood and concern for their fellow man.

In closing, I would like to again remind you that this is your Union. We need your active participation, concern, and help in maintaining, protecting and advancing the welfare and interests of your Brotherhood. Please attend your monthly Unit Meetings and continue to support your Unit Officers, Shop Stewards and Business Representatives.

the utility reporter

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A good hedge against inflation

By Charlie Gadzik

Inflation is a sneaky enemy that robs you of your money in silent, but deadly ways. Take the income tax system as an example. It is arranged so that as your income rises, you pay a larger percentage of that income in taxes. This is fine when the currency is stable, but not when the value of

money is declining through inflation.

During an inflationary period you need to make more money just to maintain your standard of living. Making more money puts you in a higher tax bracket. That means you'll be paying a higher percentage of your income to the government, even though the real purchasing power of

your income hasn't changed.

The Union has worked to protect its members from this inflation tax by negotiating tax free income in the form of fringe benefits. For Sierra Pacific and PG&E members, the tax free portion of compensation amounts to more than 30% of straight time wages.

Following are examples showing the "true" hourly wages (wages plus fringe benefits) of various classifications. These figures do not include fringe benefits like social security and unemployment insurance which are required by law and which add another 69 cents per hour to your true wage.

Classification	Hourly Wage	Hourly Fringe Benefit	Total Per Hour
PACIFIC GAS & ELECTRIC			
Gas Serviceman	\$ 9.13	\$3.22	\$12.35
Fieldman	7.77	2.84	10.61
Division Lineman	9.81	3.41	13.22
Materialsman	7.96	2.89	10.85
G. C. Field Clerk	8.90	3.15	12.05
Control Operator	10.13	3.50	13.63
Machinist	9.81	3.41	13.22
Backhoe Operator	10.16	3.50	13.66
Customer Service Clerk	8.31	2.99	11.30
D-Clerk	6.69	2.53	9.22
SIERRA PACIFIC			
Customer Serviceman	9.47	3.03	12.50
Meter Reader/Collector	7.62	2.57	10.19
Lineman	9.88	3.13	13.01
Control Room Operator	9.88	3.13	13.01
General Clerk	6.39	2.26	8.65

This tax-sheltered income would not have been possible without the Union representation supported by your dues dollars. During these inflationary times, your Union dues are the best investment you can make.

History of the discount struggle

By Charlie Gadzik

December 1975

As part of a PG&E rate case, the PUC considers eliminating the PG&E employee discount. Local 1245 members and Union and Company spokesmen pack statewide hearings and testify against elimination. Commission takes the evidence into consideration and moves on to other aspects of the rate increase application.

December 1975 to September 1978

No further action on the discount is taken while the commission continues the lengthy process of determining PG&E's new rate structure.

September 4, 1978

During a campaign trip with Governor Brown, Business Manager Cofer learns that the Commission is nearing a decision on the rate case and is planning to eliminate the discount. Immediate discussions with Brown's Director of Industrial Relations elicit the Administration's promise to talk the Commission into removing the discount from the agenda until the Union can respond.

September 6, 1978

The Governor's representatives contact the Commission, but their

assistance is too late. The Commission votes to eliminate the discount over a five year period.

September 7, 1978

Union begins campaign to win back the discount. Petitions, posters and letter writing kits are distributed. Preparations are made for a protest rally. Appeals for assistance are made to labor councils across the state.

September 8, 1978

Union attorneys file petition to delay implementation of the discount decision and prepare a petition for rehearing of the issue.

September 22, 1978

Three hundred IBEW members join state and local labor leaders in a protest rally on the steps of the PUC building. Their spirited picket line covers an entire block.

September and October

Governor Brown and State Director of Industrial Relations Don Vial work constantly to persuade opposition Commissioners that their decision is an interference in the collective bargaining process and should be reversed.

October 3, 1978

The Commission grants the Union's request for a partial stay of the decision and temporarily saves the discount.

October 23, 1978

Petitions containing over 15,000 signatures are delivered to the PUC.

October 1978

The volume of protest mail from

IBEW members to the PUC is so great that extra mail clerks are needed to handle the load. State labor leaders also send dozens of strongly worded protest letters.

November 9, 1978

The Commission meets to rule on the Union's request for rehearing, but decides instead to bypass a rehearing and immediately restore the discount.

How much is the PG&E employee discount worth?

Since everybody's utility bill is different, the value of the employee discount varies from person to person. On the average, however, the 25% discount represented an annual savings of \$111 in 1977 to each PG&E member. That's enough to pay for:

- 1) The total cost of feeding and clothing an average family of 4 for a week.
- 2) Eight months of the average member's 1977 union dues.
- 3) One installment on a \$4,000 auto loan.
- 4) The bill for a couple's dinner and lodging in San Francisco's finest hotel.



C. P. NATIONAL (Lassen)

The contract is open for wages only. The first meeting with Company is scheduled December 5, 1978.

C. P. NATIONAL (Elko Power Division)

The contract is open for negotiations. To date, no meetings have been scheduled.

CATRONICS

Bargaining is in progress.

STATE TV CABLE

Local 1245 members employed by State T.V. Cable ratified the results of bargaining November 20, 1978. The new Agreement provides a substantial wage increase and improvements in the Medical Plan.

X-RAY ENGINEERING

The contract is open for negotiations. To date, no meetings have been scheduled.

CITY OF ALAMEDA

Bargaining is in progress.

CITY OF HEALDSBURG

Local 1245 members employed at the City of Healdsburg voted to accept the results of negotiations. The new one-year term Memorandum of Understanding provides a 5 percent general wage increase retroactive to July 1, 1978 and a 6-1/2 percent increase effective December 1, 1978. Improvements were obtained in the retirement plan, grievance procedure and the period of time that an employee must work in a higher classification before he receives the higher rate of pay was reduced from 5 to 3 days. In addition, a joint salary survey will be conducted by the City and Union prior to the next set of negotiations.

CITY OF LODI

Agreement has been reached on improvements in fringes and non-cost items. The one-year Memorandum of Understanding will run through June 30, 1979.

CITY OF LOMPOC

Discussions are still in progress regarding the possible replacement of previously negotiated cost of living increases with fringe benefits.

CITY OF OAKLAND

Agreement has been reached to extend the old Memorandum of Understanding pending the outcome of court litigation on the legality of the Legislature's action in negating previously negotiated cost of living increases in order for a public agency to be granted State surplus funds.

CITY OF REDDING

The City Council acted not to seek State surplus funds. On September 5, 1978, agreement was reached on a three-year Memorandum of Understanding retroactive back to June 25, 1978.

CITY OF ROSEVILLE

Notice was served on the City of Union's desire to open the contract for negotiations on October 13, 1978. To date, no meetings have been scheduled.

PLACER COUNTY WATER AGENCY

The current Memorandum of Understanding expires December 31, 1978. Union served notification of its desire to open the Memo for negotiations on October 13, 1978.

LINDMORE IRRIGATION DISTRICT

A 7 percent wage increase effective September 1, 1978, together with improvements in the Blue Cross Medical Plan and funeral leave has been ratified by the membership.

MERCED IRRIGATION DISTRICT

Bargaining is in progress.

MODESTO IRRIGATION DISTRICT

Bargaining is in progress.

NEVADA IRRIGATION DISTRICT

The current Memorandum of Understanding expires December 31, 1978. Union served notification of its desire to open the Memo for negotiations on July 21, 1978. Bargaining is still in progress.

OROVILLE-WYANDOTTE IRRIGATION DISTRICT

Agreement has been reached on a wage reopener for Water Division employees. Power Division employee wage rates were prenegotiated and will be adjusted in accordance with the terms of the agreement.

PARADISE IRRIGATION DISTRICT

Bargaining is in progress.

RICHVALE IRRIGATION DISTRICT

The current Memorandum of Understanding expires December 31, 1978. Union served notification of its desire to open the Memo for negotiations on August 16, 1978. Bargaining is still in progress.

TRI-DAM PROJECT

Bargaining is in progress.

ALAMEDA/CONTRA COSTA TRANSIT DISTRICT

Due to the provisions of SB 2122, the District refused to grant the cost of living increases provided for in the Agreement between the District and Local 1245. The Union has joined Local 192, Amalgamated Transit Union in a law suit against the District.

SACRAMENTO MUNICIPAL UTILITY DISTRICT

Settled subject to ratification. Additional information will be provided in the next issue of the UTILITY REPORTER.

TRUCKEE-DONNER PUBLIC UTILITY DISTRICT

Negotiations resulted in an offer from the District which was rejected by the membership. Bargaining will be resumed in the near future.

DAVEY TREE SURGERY COMPANY

The provisions of the current agreement called for a 6-3/4 percent general wage increase with provisions to reopen if the Consumer Price Index exceeded 196.0. On November 6, 1978, Union served notice of desire to reopen the contract for wages only.

PACIFIC TREE EXPERT COMPANY

Union served notification of its desire to open the contract for negotiations October 25, 1978.

CITIZENS UTILITIES COMPANY OF CALIFORNIA

Union filed unfair labor practice charges against Company with the National Labor Relations Board on October 3, 1978. The depositions were taken by the Board Agent on October 17, 1978. To date, no decision has been rendered.

PG&E MEDICAL BENEFIT NEGOTIATIONS

Bargaining is in progress.

PG&E WAGE NEGOTIATIONS

Bargaining is in progress.

CITY OF GRIEDLEY

Negotiations suspended pending Court decision and appeal proceedings.

Appointments

NEGOTIATING COMMITTEES

Oroville-Wyandotte I.D.
William W. Mooney

PG&E Wage Negotiating Committee
Lindell Williams

C. P. National (Lassen) Negotiating Committee
Michael Anderson
William Waltman

Placer County Water Agency
James E. McMahan
John F. Vaughn

City of Roseville
Hugh Hageman
Steven Wolf

Modesto I.D. Negotiating Committee
Henry V. Azevedo
Randy Inderbitzen
Dean Heinrich
Sterling Fountain
Tony Coutrakis
Sammy Gibson

Davey Tree Negotiating Committee
Bill Highfill
Robert Olson
Bill Soliz

LOCAL UNION COMMITTEES

Safety Committee
Ray Friend

CENTRAL LABOR COUNCILS

<p>San Francisco Vic Johnson</p> <p>Marin County Frank Saxsenmeier</p> <p>Napa-Solano Frank Saxsenmeier</p> <p>Sonoma-Mendocino-Lake Frank Saxsenmeier</p>	<p>Monterey Corb Wheeler</p> <p>Contra Costa Ed Horn</p> <p>Humboldt-Del Norte Robert Gibbs</p>
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INTERIM NEGOTIATING COMMITTEES

<p>PG&E Computer Operations Frances Haller</p> <p>G.C. Apprentice Lineman Edwin Busbee Keith Testerman Gene Lee</p>	<p>G.C. Substation Mechanic Training Program Blake Massey Gene Wallace Gene Lee</p>
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GRIEVANCE COMMITTEES

G.C. Joint Grievance
Keith Testerman

Outside Construction Hot Line



By John J. Wilder

Sierra Pacific Power Company

The next leg of the Sierra Pacific Power Company transmission line job is expected to go out for bid sometime in January, 1979. The portion of the job which is now under construction is moving along as scheduled. Over 100 towers are in the air and wire stringing will get underway soon. At this time, no additional manpower is needed. We currently have approximately 35 men working on the project.

There are not many men signed up on Books I and II; however, we have been able to fill the majority of our jobs without too much difficulty.

Note: Recently I have received some inquiries about the referral procedure used by Local Unions 1245 and 47. In order to clear up any misunderstanding about the procedure, it is reprinted below for your review.

Preliminary discussions have been held between Local 1245 and Local 47 pertaining to possible changes in the referral procedure. However, no changes will be instituted before the next set of negotiations. If you have any suggestions regarding revisions of the current referral procedure, please send them to our Dispatcher Judy Brook at Local Union Headquarters, P. O. Box 4790, Walnut Creek, California 94596.

Referral Procedure

CLASSIFICATION A — JOURNEYMAN LINEMAN, CABLE SPLICER

GROUP I All applicants for employment who have three and one-half (3-1/2) or more years of experience in the trade, are residents of the geographical area constituting the normal construction labor market, have passed a Journeyman's examination given by a duly constituted Local Union of the I.B.E.W. or have been certified as a Journeyman Lineman by any Outside Area Joint Apprenticeship and Training Committee, and who have been employed for a period of at least one year in the last three and one-half (3-1/2) years under a collective bargaining agreement between the parties to this Agreement.

GROUP II All applicants for employment who have three and one-half (3-1/2) or more years of experience in the trade and who have passed a Journeyman's examination given by a duly constituted Local Union of the I.B.E.W., or have been certified as a Journeyman Lineman by any Outside Area Apprenticeship and Training Committee.

GROUP III All applicants for employment who have had two (2) or more years experience in the trade, are residents of the geographical area constituting the normal construction labor market area, and who have been employed in the normal construction labor market area for at least six (6) months under a collective bargaining agreement between the parties to this Agreement.

GROUP IV All applicants for employment who have worked at the trade for more than one year.

CLASSIFICATION B — GROUNDMAN, POWDERMAN

GROUP I All applicants for employment who have experience in the trade, are residents of the geographic area constituting the normal construction labor market, have the necessary qualifications pertaining to their classification and who have been employed in the normal construction labor market area for a period of at least one year in the last four (4) years under a collective bargaining agreement between the parties to this Agreement.

GROUP II All applicants for employment who have **one (1) year** experience in the trade and who have the necessary qualifications pertaining to their classification.

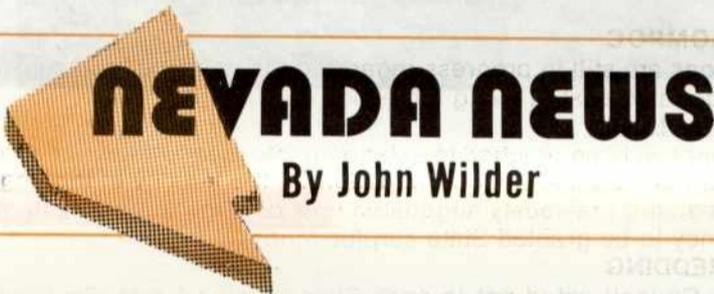
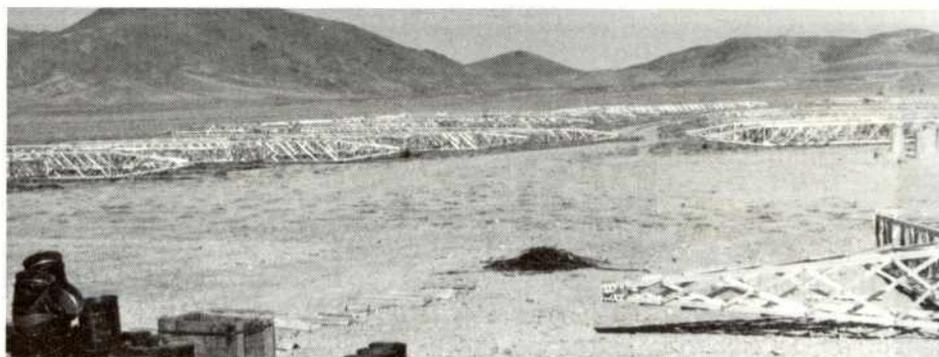
GROUP III All applicants for employment who have experience in the trade, are residents of the normal construction labor market area and who have been employed in the normal construction labor market area for at least six (6) months in the last three (3) years in the trade under a collective bargaining agreement between the parties to this Agreement.

GROUP IV All other applicants for employment.

PG&E Wage Negotiating Committee



Negotiating Committee members (right to left): Harvey Iness, Jim Russell, J. V. Robinson, Jr., Richard Havey, Ray Friend and Bettie Charles are shown with Administrative Assistant Charlie Gadzik and Business Representative Frank Saxsenmeier. Business Representative Frank Saxsenmeier was replaced on the Committee by Lindell Williams. (A photo of the Benefit Negotiating Committee is not available. The members of that Committee are Gary Abrahamson, Art Fahrner, Cindy Naranjo, Will Rodriguez, Bill Sullivan, Geary Weaver and Stuart Neblett.)



By John J. Wilder

Plans are underway to hold a Shop Stewards' Training Seminar in February, 1979 for Stewards from Sierra Pacific Power Company, Wells Rural Electric Cooperative, C. P. National (Winnemucca), C. P. National (Elko Power Division), Teleprompter of Reno, Mt. Wheeler Power Company, and Lynch Communications. Formal notification of the meeting will be mailed to each Steward in the Nevada area confirming the date and location of the all-day session.

The First Annual Awards Presentation Banquet honoring senior members of the I.B.E.W. who reside and/or work in Nevada will be held December 1, 1978 in Reno. Awards will be presented to members with 20 or more years (in five-year increments) of membership. Invitations were mailed to eligible members November 15, 1978. All eligible members are urged to bring a guest and honor the Local Union with their presence.

Negotiations between Sierra Pacific Power Company and Local Union 1245 will commence in early 1979. The entire contract will be open for negotiations. All members employed by Sierra Pacific Power Company should plan to attend their December and January Unit Meetings to submit contract proposals. (No proposals will be accepted after the January Unit Meeting.) A Special Shop Stewards Meeting will be held for Sierra Pacific Power Company Stewards in January. The purpose of the meeting will be to review the proposals received from the Units and to discuss particular problem areas in the existing agreement.

Sierra Pacific Employee Discount

The battle for the P.G.&E. employee discount has been won, but the fight for the Sierra Pacific discount continues. The Nevada PUC eliminated the discount in May of 1977 and legal action to restore it is still in progress.

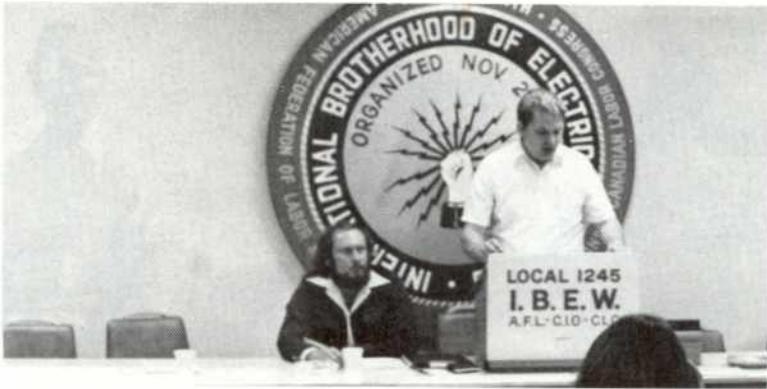
The process is slow because the case is moving up through the extremely backlogged Federal court system. It now sits before the 9th Circuit Court of Appeals awaiting a hearing date. In the meantime, Sierra

Pacific is keeping track of the amount of money employees would be getting if the discount were still in effect. Regardless of how the court eventually rules, this money will be distributed to the employees.

Sierra Pacific members living in California, however, won't have to wait for the court's decision. The California PUC decision guarantees that they will continue to receive their employee discount.

Shop Stewards' Train

General Construction



Attend Local
Union
Unit
Meeting

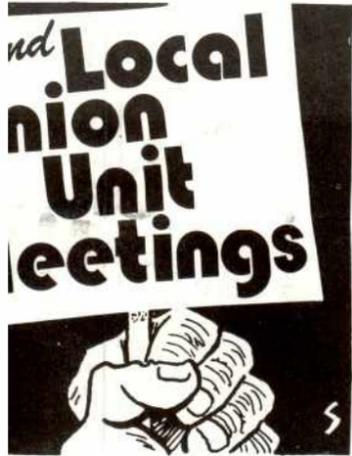
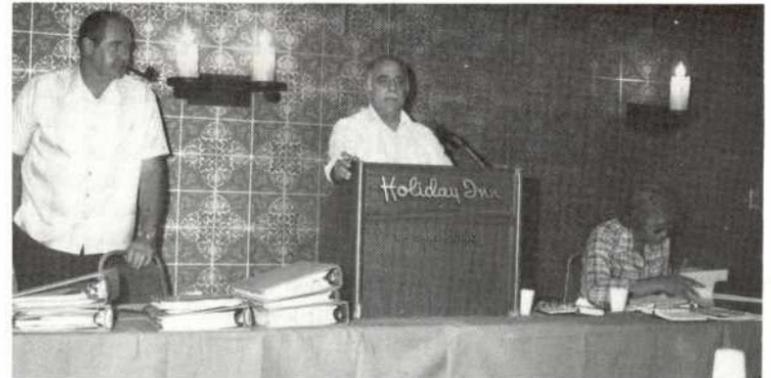


Sacramento



Training Conferences

San Jose



Stockton





Burkhalter, E.D.
 McMullen, D.R.
 Stokes, F.L.
 Brown, C.S.
 Jorgensen, R.A.
 Steffen, P.G.
 Mauldin, C.W.
 Sprague, R.P.
 Bradshaw, B.D.
 Nowicki, D.J.
 James, R.L.
 Rich, G.A.
 Shumake, R.S.

Taylor, M.S.

CITIZENS UTILITIES

Alexander, C.L.
 Eastin, R.L.
 Huffman, E.W.
 Mandt, P.J.
 Mattay, M.H.
 Maupin, R.O.
 Ratliff, J.C.

PACIFIC TREE
 Sisson, N.W.

Letter of Agreement Summaries

Editor's Note: Members of Local Union No. 1245 who wish to receive a copy of the full text of the letter agreement shown below may do so by submitting a written request to the Local Union.

PG&E Letter Agreement No. 78-58

New General Construction Promotion-Grievance Procedure Adopted

Effective November 1, 1978 some of the previous practices relative to the information called for in Subsection 305.5(c) of the Physical Labor Agreement were amended.

For many years the promotion-grievance procedure pertaining to General Construction employees has been inadequate. Under the old procedure when members were bypassed for promotion they did not receive personal notification of the bypass. As a result many members who were bypassed did not even become aware of the bypass until after the expiration of the time limits within which a grievance had to be filed.

Staff members of Local Union 1245 have recently been successful in negotiating an improved procedure with Pacific Gas and Electric Company. Under the new procedure each employee who is bypassed for promotion will receive personal notification of the bypass. The grievance procedure time limits will not commence until the bypassed member receives a written notice of the bypass from Company.

In a special bulletin mailed to all General Construction Shop Stewards on November 14, 1978, Business Manager Cofer stressed the importance of all General Construction employees taking advantage of the new procedure. It is extremely important that a member wishing to file a grievance keep his bypass notification and contact his Shop Steward as soon as possible. If no Steward is available, the bypassed employee should contact either Business Representative Ed Fortier (916/878-0991) or Skip Harris (415/933-6060).

During the period October 27, 1978 through November 17, 1978, applications for membership were received from the following persons:

SAN JOAQUIN DIVISION

Payton, L.J.
 Wolcott, W.L.

COAST VALLEYS DIVISION

Heguera, F.
 Lewtschuk, D.S.
 Stambaugh, R.H.

CENTRAL CALIF. COMMUNICATIONS CORP.

Murphy, R.P.

CITY OF SANTA CLARA

Adams, R.L.
 Rolston, R.G.

SAN JOSE DIVISION

Garnier, R.J.
 Golart, P.S.
 Keener, D.W.
 Livingstone, M.S.
 Pace, A.A.

EAST BAY DIVISION

Honman, A.M.
 Humes, J.G.
 Salazar, J.R.

X-RAY ENGINEERING

Osburn, R.D.

CONCORD TV CABLE

Mullin, J.A.
 Zucca, F.A.

TELE-VUE SYSTEMS

Maple, C.B.

SAN FRANCISCO DIVISION

Ables, G.L.
 Breuer, G.M.
 Cipro, R.S.
 Cresci, M.A.
 Drosdovitch, N.S.
 Fioranelli, L.G.
 Johnson, E.J.
 Kosbin, D.E.
 Schenone, R.J.
 Stout, J.N.
 Vigil, R.D.

GENERAL OFFICE

Balloza, J.D.
 Borja, W.A.
 Hailey, M.
 Lopez, C.P.
 Paule, F.N.

SHASTA DIVISION

Fitzgerald, C.J.
 Shelton, R.W.

CITY OF REDDING

Hurst, R.
 Mort, T.

SIERRA PACIFIC POWER COMPANY

Daniel, D.S.

C.P. NATIONAL (ELKO)

Anderson, S.H.
 Bain, L.B.
 Bartorelli, M.J.
 Bruner, D.D.
 Dickie, P.A.
 Feasel, M.D.
 Feasel, N.H.
 Gielow, C.C.
 Jimenez, R.C.
 Luian, J.K.
 McKnight, T.R.
 Reynolds, S.M.

Rivers, B.K.
 Ross, P.
 Talley, T.T.
 Thomas, D.E.
 Urrizaga, E.E.
 Wallock, P.K.

LYNCH COMMUNICATIONS

Bitner, R.G.
 Christie, R.F.
 Clemenson, M.A.
 Cole, D.J.
 Dyson, D.L.
 Grissom, S.M.
 Hail, M.A.
 Hopping, B.C.
 Johns, D.R.
 Lawson, B.J.
 Maestas, D.
 Matteucci, T.M.
 Minaberry, S.A.
 Portlock, J.L.
 Potter, K.S.
 Riskey, S.L.
 Schweitzer, T.J.
 Speight, B.J.
 Ticer, P.S.
 Tognoni, M.J.
 Turner, P.H.
 Weber, C.J.
 Whitely, A.H.
 Willaman, A.F.
 Willaman, J.
 Wilson, S.D.

DE SABLE DIVISION

Wilder, M.R.

PARADISE I.D.

Boston, C.B.

NORTH BAY DIVISION

Campbell, G.F.
 Goss, B.L.

SACRAMENTO DIVISION

Galladger, M.L.

S.M.U.D.

Bennett, E.D.
 Binston, W.J.
 Bua, M.J.
 Madamba, D.R.
 Newey, J.M.
 O'Kelley, M.K.
 Rogers, W.B.
 Rudkin, R.L.

GENERAL CONSTRUCTION

Messenger, J.W.
 Garatti, M.E.
 Bass, T.L.
 Silva, S.G.
 Gorham, B.L.
 Dauber, C.P.
 Marquez, C.
 Haynes, S.
 Bohigian, M.
 Bailey, L.A.
 Santos, J.
 Desatoff, P.A.
 Cuevas, M.
 Leathers, J.M.
 Abundiz, W.M.
 McLean, M.M.
 Gray, R.A.
 Yantis, J.W.
 McKee, F.W.
 Colvin, W.N.
 Glero, S.A.
 Boyd, D.C.
 Olson, R.A.
 Moreno, S.M.
 Rowles, W.R.



... AND THE KEY TO UNLOCK IT!

Notes of Interest

Learn to play craps — black jack — roulette — chuck-a-luck

The Gas Servicemens' Social Club in Stockton is sponsoring its annual Monte Carlo — an evening of entertainment, prizes and surprises. The affair will be held January 13, 1979 at the Fremont Labor Lodge, 1531 E. Fremont Street, Stockton. No-host cocktails begin at 7:00 p.m. and the gaming is from 8:00 p.m. until 11:00 p.m.

The author of "Yes, You Can — But Don't Bet The Rent Money" and "The Story of Nevada-Style Gaming", **Ray Herwitz**, will provide each guest with specific instructions on betting. In addition, he will demonstrate his card skills with magic and ESP routines that he has performed before audiences all over the world.

If you plan to attend, reservations must be confirmed by December 29, 1978. Tickets are \$5.00 per person. For additional information or reservations, please contact Brother Steve Wells (209/465-2246).

* * *

Business Representative Jim McCauley's son, John, was selected as a member of the All Star Basketball Team for the 1978 St. Elizabeth Tournament. Jim and Brother Andy Dakapoles, a PG&E employee at the Oakport facility in East Bay Division, coach the sixth grade CYO Basketball Team. The Team has not been defeated in league play for the past two years.

* * *

The winner of the Unit Drawing for the month of October, 1978 was Ivan J. Lynch, Unit 3714, Ukiah.

* * *

The winner of the Local Union Social Fund for the month of October, 1978 was Unit 3411, Chico.

* * *

The winner of the Unit Drawing for the month of November, 1978 is Edwin K. Busbee, Unit 3812, Vacaville.

* * *

The winner of the Local Union Social Fund for the month of November, 1978 is Unit 2312, General Construction — East Bay Division.

San Jose Union Dance

Units 1411 — City of Santa Clara, 1501 — San Jose Clerical, 1511 — San Jose Physical and 1514 — San Jose General Construction sponsored a dance on Saturday, November 4, 1978 at Clover Hall in San Jose. Attendance was great — nearly 200 people were present in spite of the flu bug that was going around. Some of the guests are shown above.



Left to right: Business Representative Larry Hope, Advisory Councilman Tom Conwell, Business Manager Dean Cofer and Northern Area Executive Board Member Bill Peitz display the Local's new flag. The flag was presented to the Local Union by Chico Unit 3411 and Paradise Unit 3417.

DeSabra Division Union Dance

By Larry Hope

On Saturday, October 28, 1978 Chico Unit 3411 and Paradise Unit 3417 sponsored a DeSabra Division Union Dance in Chico. Musical selections by the Reflections, and down-home country musicians Rich Hafner and Winnie Stewart entertained the guests. The entertainment, plenty of good food and lots of door and raffle prizes helped make the evening a big success.

There were five door prizes and 20 raffle prizes awarded during the evening. Gary O'Connor was the biggest prize winner. He won one door prize and two raffle prizes — his wife drew his name.

Guests at the dance included Business Manager and Mrs. Dean Cofer, Senior Assistant Business Manager and Mrs. Willie Stewart, Assistant Business Manager and Mrs. Mert Walters, Assistant Business Manager and Mrs. Tony Morgado, Northern Area Executive Board Member and Mrs. Bill Peitz, Central Executive Board Member and Mrs. Red Henneberry, Business Representative

and Mrs. Arlie Baker, Business Representative and Mrs. Skip Harris, Business Representative and Mrs. Larry Hope, and Business Representatives Gary Hall and Rich Hafner and their guests Judy and Donna.

The highlight of the evening was when Chico Unit Chairman Herb Stansbury and Paradise Unit Chairman Dick Knaus presented Business Manager Dean Cofer a flag for Local Union 1245. Thanks to Units 3411 and 3417, our Local has its own especially designed flag. The actions of these Units show the true spirit of brotherhood and pride in our Local.

Thanks are extended to all those members who helped make the evening a tremendous success, especially dance committee chairman Tom Conwell whose leadership and hard work were invaluable, and Jim Dean who carved 25 pumpkins for decoration in the hall.

I am looking forward to whatever the Units plan for next year.

Reminder

I.B.E.W. Scholarship Program

As reported in the September issue of the UTILITY REPORTER, the I.B.E.W. Founders' Scholarship Program for 1979 is accepting applications for scholarship candidates. Up to twelve scholarships are awarded annually to members for four years of union undergraduate study at the college of their choice.

Eligibility rules and other important information regarding the scholarship program are available upon request. Please direct all such requests and inquiries to the Scholarship Administrator at the I.B.E.W.'s International Office, 1125 - 15th Street, N. W., Washington, D.C. 20005.

There's nothing noble about being hungry

I spoke briefly with — well, the name's not important. Let's just say she's one of the few scabs that I can bring myself to speak to. Anyway, she told me the same old usual stuff about how awful things are inside and how lucky we are that we stood by our principles and stayed out.

She talked about how she and others admire us and wish us well and how she knows the future for employees at The Bee is at best bleak — sooner if we lose, and eventually even if we win.

She talked about the positive public impact of our billboards and our canvassing crews — of how much more difficult it is now to sell new business and how even established customers are "too busy" and "not interested" more often now. She talked about the laughter and joking on the picket line and seeing Boycott the Bee T-shirts, buttons and bumper stickers everywhere.

She talked about breathing clean air and being able to hold up our heads while she and her kind will go through life knowing they abandoned friends and fellow workers, turning their backs on fellowship and what is right. She talked a lot and surprisingly, to those who know me, I said little.

Her viewpoint is crystallized now, she has everything labeled and neatly put in its place. To her, we're

noble warriors in a just cause — strong, untiring, undefeatable. She wishes us well. She even envies us a little, our pride, our dignity, our belief in ourselves and each other, our comradeship.

Her name isn't Jane, but I'll call her that because I want to say the things here that I didn't say then.

It isn't an endless picnic out here, Jane, and we aren't really that noble, we simply don't have a choice. To accept the company's offer would mean the loss of over half of our jobs. I guess there is a choice — the ones at the top of the seniority list might be able to return, abandoning friends — the people with whom they worked for years and with whom they've suffered the last seven months.

The ones on the bottom will be abandoned, will give up the future they too worked for, to let someone who is big and powerful step on them just because they are not so big; to agree that after all being right isn't enough and friends are not necessarily people that you can rely on or believe in. Some choice!

No, Jane, it isn't an endless picnic — endless, maybe, but no picnic. We're people, Jane, with needs like yours. We're people who get discouraged and tired, we've seen too much and won too little. We've been betrayed by fellow workers, betrayed

Editor's note: The author of the following article asked to remain anonymous.

The members of Local 31 of the Mailers Union are on strike against the Sacramento Bee. Their cause is a just one. Please help them by not subscribing or advertising in the Bee.

by the company we helped to make great, betrayed by weak leadership. We've been cheated, lied to, lied about, attacked verbally and physically.

We've worked long hours on street corners, on sidewalks, and on the picket lines. We've worn out our shoes and our hearts. We've forfeited our past in the hope of ensuring our future — a future you, Jane, are helping to kill before its even born.

It's cold at night and it's cold in the rain and it's cold in the heart when hope begins to fade. There's nothing uplifting about being broke with Christmas coming. And there's nothing noble about being hungry. Your admiration and well wishes don't mean a damn thing in the face of the arrogant contempt of company officials.

We laugh and joke on the picket line because sometimes the tears are so close and we don't want to let our

brothers and sisters down by giving in to our own weaknesses.

In a way, the care we have for each other is both our strength and our weakness. When a Larry Youell has to take his wife and newborn child out of town to survive, it hurts all of us. When a scab destroys himself and his family by the decision he made, we all feel his agony. When most of us have to take part-time jobs just to keep our heads above water, we all share the fatigue. When our men and women break under the strain, we all cry a little. When a Len Salmi lies in a cardiac ward, we all suffer. When a Jim Bathel is killed, we all ache for his family and we all have a hole in our lives.

We are strong — usually. But sometimes we get tired, and right now I'm very tired.

Oh, and Jane! "Don't call me, I'll call you."

Boycott of J.P. Stevens Focuses on Liberty House

On Friday, October 20th, the Alameda Central Labor Council Executive Committee passed a resolution urging union members to join in a December campaign to rid the Bay Area of scab J. P. Stevens products. The Bay Area "Christmas Campaign" will consist of leafletting and other informational activities outside Liberty House stores, the leading promoter of Stevens products in the Bay Area. Customers will be urged to boycott J. P. Stevens products, not the store.

Corporate Outlaw

J. P. Stevens, the nation's number one corporate outlaw, has been convicted of over 1200 health and safety and unfair labor violations. Stevens, the second largest textile manufacturer in the U. S., is the industry leader in Union busting, degrading working conditions, and substan-

dard wages. Stevens workers have called for a nationwide consumer boycott of J. P. Stevens products until Stevens signs a strong union contract.

Every Day Until Christmas

The Christmas Campaign will feature daily consumer education activities at the six Bay Area Liberty House stores. Should Liberty House decide to cooperate with the boycott before December 1st, the Christmas Campaign will shift to Capwells/Emporium or Mervyn's. Union members are asked to sign up for at least one three-hour shift in front of Liberty House in December, and to call Liberty House President Teller Weinmann at 415/891-2010, to express their support for the boycott. To help with the campaign, contact Local Union Headquarters (415/933-6060).

Out of Ballpark For Coors Beer

The San Francisco Forty-Niners may not be winning too many football games this season but they won a host of union friends when they punted Coors beer right out of the ballpark.

Forty-Niners management has assured San Francisco Central Labor Council Sec.-Treas. John F. Crowley that the sale of Coors would be discontinued and that stock on hand would be removed from the premises.

Coors is the target of a long-standing AFL-CIO boycott as a result of its refusal to settle a "human rights" strike.



Our Union Label Family

Christmas, Hanukkah, the December holidays — some how, some way, most of us have to admit that we look forward to this season every year.

Among the many meanings attached to the holidays, the tradition of giving, especially among families, has become a focal point of the celebrations.

Trade unionists have traditions

too, including the support we give to union brothers and sisters when we are needed.

This year, as always, when we get caught up in the round of holiday festivities, of shopping and gift giving, let's take a second to remember a present for the union brothers and sisters who make the products we select for gifts, who work in the stores, shops, restaurants, hotels we

patronize. Make sure each gift is union-made, each service union-provided.

Using our resources to help keep other union members on the job is the best "gift" we can give our union "family," or that they can give to us.



The best gifts come with Union Labels.

Union Label & Service Trades Department AFL-CIO

Greater Protection for Pregnant Employees

Greater protection for pregnant women in the California labor force is provided under a measure signed into law by Governor Edmund G. Brown, Jr. The new amendment to the California Labor Code, Assembly Bill 1960, authored by Howard Berman (Dem.-Los Angeles) incorporates protection against discrimination on the basis of pregnancy into the State Fair Employment Practice law and recognizes that such discrimination is to the disadvantage of women employees.

The bill was supported by many women's organizations, the California AFL-CIO and the Department of Industrial Relations. It will be enforced by the Division of Fair Employment Practices which will develop implementing rules and regulations.

In providing disability benefits, the measure guarantees to pregnant employees the same benefits or privileges of employment granted other employees who may be unable to work because of temporary disabilities, including up to six weeks of disability, sick leave or other accrued leave.

The bill also guarantees to pregnant employees the right to return to their jobs anytime within four months, but stipulates that an employer may require the employee to give reasonable notice of the date and estimated duration of such a leave.

Under the amended law it will be an unlawful employment practice for any employer because of the pregnancy, childbirth or related medical condition of any female employee to

refuse to promote her, refuse to select her for a training program (with certain exceptions), to discharge her from employment or to discriminate in compensation or terms, conditions or privileges of employment. The bill also guarantees transfer rights for pregnant employees if an employer already has such a policy of transfers to less strenuous duties during temporary disabilities. An employer is also obligated to temporarily transfer a pregnant employee to a less strenuous or hazardous position upon her request when such requests can reasonably be accommodated.

AB 1960 also amends the State Unemployment Insurance Code in regard to pregnant employees, providing for reimbursement to

employers from the state disability fund for benefits provided for temporary disabilities due to pregnancy, childbirth or related medical conditions. Such benefits shall be paid upon a doctor's certification.

In a last-minute amendment, a provision was added which mandates federal pre-emption if Congress amends the 1964 Civil Right Act to prohibit sex discrimination on the basis of pregnancy. This will mean that when Congress acts, the federal law and federal agency enforcement will take over. The states' role would be limited to jurisdiction over employers with fewer than 15 employees and to enforcement areas not affected by the congressional action.

Washington

Worker's Right to Walkaround Pay Upheld

WASHINGTON — Assistant Secretary of Labor Eula Bingham has welcomed a U.S. Court action upholding the right of workers to "walkaround pay" while accompanying federal job safety and health officers during an inspection.

"The court action reaffirms our contention that walkaround pay is one of the fundamental rights of workers guaranteed by law," said Dr. Bingham, head of the U.S. Department of Labor's Occupational Safety and Health Administration.

"It is an important step in our efforts to assure to the maximum extent possible safe and healthful

working conditions for every American worker."

The U.S. District Court of the District of Columbia denied a motion filed by the Chamber of Commerce of the United States for a summary judgment to invalidate OSHA's interpretation that failure to pay workers for time spent while accompanying an inspecting OSHA official would be considered discriminatory.

Also denied as part of the motion were Chamber requests that the court issue a permanent injunction prohibiting any enforcement actions based on that interpretation and that it invalidate OSHA's interpretation

that the Fair Labor Standards Act requires compensation for time spent on OSHA inspections.

OSHA, in its interpretation of the OSH Act of 1970, contends that to deny the worker such pay would be unlawful discrimination under Section 11 (c) of the Act which protects workers against any retribution for exercising rights spelled out in the Act.

OSHA, in its brief, further contended that the right of employee participation in inspections was spelled out by the Act (Section 8 (e)), that the right is one of the "essential ingredients in the expeditious and

thorough discovery" of workplace hazards, and that "the interruption of wages, which would otherwise be earned by an employee who forgoes his walkaround rights, constitutes a clear and unmistakable example of adverse discriminatory action."

The interpretation was published in the *Federal Register* on Sept. 20, 1977, as a change in the Department's policy on walkaround pay. The action reversed a 1972 interpretation that failure to pay for walkaround time was not **per se** discriminatory.

Court upholds Agency Shop pact in Portland

Portland, Ore., city employees who don't join a union that bargains for them can be required to make "fair share" payments to the union, Circuit Judge Clifford Olsen has ruled.

His decision rejected a "right-to-work" challenge to the agency shop agreement covering Portland city workers represented by the State, County & Municipal Employees.

ATTACK ON UNIONS

The suit against the city and the unions involved was financed by the National Right to Work Legal Defense Foundation as one of a series attacking union security agreements throughout the country.

The judge noted that the plaintiffs had received from AFSCME under the union's constitutional procedures a rebate covering the small portion of payments used for "politi-

cal or ideological purposes" to which they objected.

But he found nothing in the city law or collective bargaining agreement that conflicted with state law, and dismissed the suit.

'IT'S LAWFUL'

"The requirement of the collective bargaining agreement, embodied in a city ordinance which requires fair share dues, is a reasonable and lawful condition of continued

employment," the court ruled.

The union security agreement requires new employees either to join the union or make fair share payments within 90 days.

Any person who refused to do either, the court said, would have violated a condition of employment and could properly be dismissed for cause.

FEPC Issues New Retirement Guides

Employees who want to continue working beyond the age of normal retirement date (NRD) may do so under the age discrimination amendments to the Fair Employment Practice Act (AB 586).

The Fair Employment Practice Commission made effective May 26 regulations for employers, making it unlawful for them to refuse to hire or employ, or to discharge, dismiss, reduce, suspend or demote any in-

dividual over the age of forty on the grounds of age.

Under the FEPC regulations, employers must provide a written notification to employees no later than 90 days prior to the employee's NRD and no earlier than 180 days.

An employee who intends to continue in employment past his or her normal retirement date must file a written notice of this intention not more than 45 days after the employee

has received notification from the employer.

If an employee works beyond the NRD, his performance must meet the employer's standards of adequacy and quality of work. If these standards are not met, then it would not be discriminatory for that employer to terminate or force retirement of that employee.

It is, however, discrimination if such action taken is based upon

standards more stringent than standards which the employer uses to measure performance of any other employee under the age of forty.

Employers have two years or until existing pension plans or collective bargaining agreements expire, whichever date comes first, to make changes in future plans to cover employees who wish to stay in their jobs past their NRD.

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 article. If you have any suggestions for arti-

cles that relate to safety, they should be sent to the Local Union Headquarters marked Attention: Tony Morgado.



Asbestos Fact Sheet

- Since the beginning of World War II, an estimated 8 to 11 million workers have been exposed to asbestos, 4.6 million in America's shipyards during the peak years of that war. Of the total, approximately 1.5 to 2.5 million are presently employed.

- A worker who was exposed many years ago is still in danger because the diseases associated with asbestos take a long time to develop — from 10-35 or more years.

- Four serious diseases are linked to exposure to asbestos. They are: *Asbestosis* (a chronic lung ailment which can produce shortness of breath and lung damage), *lung cancer*, *mesothelioma* (a cancer that involves the thin membrane lining the chest and abdomen), and certain *gastrointestinal cancers*.

- Families of workers exposed to asbestos may face an increased risk

of developing asbestos-related diseases, probably as a result of exposure to asbestos dust brought home on the shoes and clothing of workers.

- One current study indicates that 20 to 25 percent of workers, both smokers and nonsmokers, who were heavily exposed to asbestos in the past, have died of lung cancer, compared to 4 to 5 percent in the general population.

- Asbestos and the smoking of cigarettes together produce much more lung cancer than either factor acting alone. An exposed worker who smokes is 30 to 90 times more likely to develop lung cancer than a non-exposed non-smoker.

- In addition to shipyard work, asbestos exposure may occur in asbestos mining and processing, construction and building trades, including renovation; automotive

brake and clutch installation and repair; and the manufacture of a wide variety of asbestos products.

- A worker who has been or is currently exposed to asbestos should:

1. Stop smoking.
2. Get annual health checkups and provide his/her physician with a detailed work history including:
 - a. time period worked in industry where exposure occurred.
 - b. types of jobs held.
 - c. types of body protection worn (masks, respirators, gloves, etc.)
 - d. types of substances to which exposed (asbestos, radiation, fiberglass and other dusts).
3. Get prompt medical attention for any respiratory illness.
4. Use all protective equipment, work practices and safety procedures designed for working around asbestos.



Family Health News

Is Your Lifestyle Harmful To Your Health?

	EXCELLENT (4 points)	GOOD (3 points)	FAIR (2 points)	POOR (1 point)	DANGEROUS (0 points)
SMOKING	Never, or used to but stopped	Less than 5 pipes or cigars daily or under 10 cigarettes, not inhaled	Less than 10 cigarettes daily, inhaled	10 to 19 per day	20 or more cigarettes per day
ALCOHOL	Under 7 drinks per week, and no impairment	7 to 14 drinks weekly, and/or rarely impaired	15 to 21 drinks weekly or occasionally impaired	22 to 35 drinks per week or sometimes impaired	More than 25 drinks per week or frequently impaired
WEIGHT	Lean	Slightly overweight	Moderately overweight	Considerably overweight	Grossly overweight
EXERCISE	Equals 1.5 to 2 miles or 15 to 20 flights of stairs, daily		Some. Equivalent 0.5 to 1.5 miles or 5 to 15 flights of stairs		Almost none. Less than 1/2 mile walking or 5 flights of stairs
PRESCRIPTION DRUGS	On doctor's advice only & never with alcohol or driving				Used without physician control or mixed with alcohol or driving
OTHER DRUGS	Occasional use only, no alcohol at same time				Continuing use, with alcohol, and driving when not fit.
SEAT-BELT USE	Always used	Use 75 to 95 percent of time	Use 25 to 74 percent of time	Use 10 to 24 percent of time	Use less than 10 percent of time

Local Union Safety Committee



Local Union Safety Committee members (left to right) Juan Dominguez, Madeline Cherry, Steve Lee and Chairman Bob Thomson (standing) are shown above. Committee members Ray Friend and Sandy Zraggen were not available for this photo. The entire committee and an update on their activities will be published in a future issue of the UTILITY REPORTER.

What Did You Score?

To determine your total score, add up the points you gave yourself for each category.

Example:

Smoking — Poor	— 1
Alcohol — good	— 3
Weight - fair	— 2
Exercise — Dangerous	— 0
Pres. drugs — excellent	— 4
Other drugs — fair	— 2
TOTAL	12

21-28 POINTS

If you were honest with yourself, and still scored from 21 to 28 points, you did "okay" on the test. For the most part, you're practicing healthy

living habits, and chances are that you're in good health.

15-20 POINTS

If you scored from 15 to 20 points, you "passed" the test. But you're not living your life as healthily as you could.

0-14 POINTS

If you scored fewer than 14 points or if you had a "dangerous" rating in any category, you didn't just "fail" the test. you're failing yourself (and your family and friends) by taking chances on harming your health and shortening your life.