

Henning Granted Lifetime I.B.E.W. Membership



Left to right: I.B.E.W., Local 1245 President Ron Fitzsimmons, Executive Secretary-Treasurer, California Labor Federation John F. Henning and I.B.E.W., Local 1245 Business Manager-Financial Secretary Dean Cofer.

Executive Secretary-Treasurer of the California Federation of Labor John F. Henning was granted an honorary lifetime membership in the I.B.E.W. and awarded a certificate of recognition by International President Charles H. Pillard, I.B.E.W., Local 1245 Business Manager Dean Cofer and President Ron Fitzsimmons presented the lifetime membership plaque and certificate of recognition to Brother Henning, on behalf of the I.B.E.W., at the first quarter joint Executive Board-Advisory Council meeting held February 3-4, 1979 at Local Union Headquarters in Walnut Creek.

Brother Henning was first elected Executive Secretary-Treasurer of the California Labor Federation in 1970. Henning is a member of Office and Professional Employees Union, Local 3; a University of California Regent since 1977; and a member of the California

Commission on Government Reform since 1978, and has served in a host of top-level trade union leadership positions throughout the years. He served as Research Director and Administrative Assistant to the Secretary-Treasurer, California State Federation, 1949-1959; Director, California State Department of Industrial Relations, 1959-1962; United States Under Secretary of Labor, 1962-1967; United States Ambassador to New Zealand, 1967-1969; and Research Director and Administrative Assistant to the Secretary-Treasurer, California State Federation, 1969.

While making the awards presentation, Cofer praised Brother Henning for his long-time support and good friendship to the Local and the I.B.E.W. in general. He specifically commended Henning for coming to Local Union 1245's aid when the California Public

Utilities Commission eliminated the PG&E employee-rate discount. Henning spoke at the rally we sponsored in September and he sent letters and telegrams to the CPUC protesting its action. He personally met with Governor Brown and various CPUC Commissioners regarding restoration of the discount. Brother Henning's assistance was given freely, and as a result of his actions and the hard work of numerous other people the PG&E discount was restored to our

members on November 9, 1978.

To the best of our knowledge, Henning is the first person to ever be nominated for an honorary lifetime membership in the I.B.E.W. by Local Union 1245. Honorary lifetime memberships in the I.B.E.W. are approved by the International President upon request by the appropriate District Vice President, and they are only issued to persons who have made outstanding contributions to the I.B.E.W. and Labor.

U.S. Bureau of Reclamation Battle

Political Activity Wins 700 Grievances

By Hank Lucas

In March 1977, the Regional Director of the Mid-Pacific Region of the United States Bureau of Reclamation (U.S.B.R.) notified the Union by letter that the Bureau would no longer enforce the provisions of several sections of the bargaining agreement negotiated between the parties because, in the opinion of the Bureau, the stated sections were in violation of Title 5 of the United

States Code, and Executive Order No. 11491. Your Union immediately responded by filing unfair labor practice charges against the Regional Director and the Mid-Pacific Region of the U.S.B.R.

Shortly thereafter, both Union and the Bureau prepared a joint statement of facts stating their separate positions on the issues, and agreed that if Union's

(Continued on page three)

YOUR Business Manager's COLUMN

POTPOURRI



DEAN COFER

Our members employed by Pacific Gas & Electric Company overwhelmingly ratified the wage and medical packages by mail ballot on January 24, 1979. The large turnout of voters, and the heavy percentage of members voting yes, was gratifying and serves as the best thanks that could possibly be offered to the Brothers and Sisters who served on your negotiating committee. Some important new ground was plowed during the recent negotiations with PG&E that is noteworthy:

(1) Rolled back the wage increase one month, to an effective date of December 1, 1978. This is a first for the Local Union — instead of merely settling for an increase on the normal January 1 effective date, or extending the agreement, in order to get a settlement that met the Presidential Guidelines, we were able to obtain a wage increase retroactive to one month earlier than the normal effective date.

(2) Also, for the first time, we were able to obtain retroactivity for employees who were laid off due to lack of work, and who were still on lay off at the time retroactive payments were made.

(3) Negotiated a provision that provides that the Company shall continue paying the medical premiums for employees who retire prior to their normal retirement date just as if they were still actively employed until age 65.

(4) Increased the Company's contribution to the employees medical premiums from 80% to 100%, with a guarantee that in no case will the premium fall below 90%.

When the pages of history are finally written covering this period of Presidential Guidelines and galloping inflation, I'm confident that our settlement with PG&E will stand out as one of the best.

Your negotiating committees did a great job and deserve our thanks and appreciation. The committee members (led by my spokesman, Senior Assistant Business Manager Willie Stewart) were:

WAGES
Bettie Charles
Ray Friend
Richard Havey
Harvey Iness

MEDICAL
Gary Abrahamson
Art Fahrner
Cindy Naranjo
Stuart Neblett

(Continued on page two)

Certificated Steward's Training Program Announced

What's the best way to handle an industrial injury? Can an employee be fired for refusing to work in a hazardous situation? Why is it important to keep good notes when pursuing a grievance?

These and other issues will be discussed in a structured training program to be presented to Local 1245 shop stewards in four sessions throughout 1979. Stewards who participate in all four days will be awarded handsome certificates of completion.

Worker's Compensation, Labor Law, Job Safety and Grievance Handling will all be covered in the program. Much of it will be taught by professional instructors from the Labor Education Center at the University of California-Berkeley. Local 1245 attorneys and business representatives will teach the balance of the program.

The contract and local area problems will be covered in two additional sessions to be scheduled along with the

four sessions of the structured program. Together they will total six full days of stewards training in 1979.

Stewards who participate in training are reimbursed for their mileage, meals, and when necessary, lodging. If they can't rearrange their schedules to be released from work on training days, the Union can usually arrange for them to take the day off with pay (at Union expense).

Stewards who miss any of the four formal sessions will have opportunities to make them up at a later date. Questions about the program should be directed to Charlie Gadzik at the Local Union office.

PROGRAM OUTLINE*

DAY 1

Morning session: History and Structure of the Union

- History and description of the International Union
- History of Local 1245

(Continued on page two)

Certificated Steward's Training

(Continued from page 1)

- C. Structure of Local 1245
- D. Relationship of the International Union to the Local Union
- Afternoon Session: U.S. Labor History
- A. Film on Labor History
- B. Overview of the history of the labor movement

DAY 2

- Morning Session: Safety Responsibilities of the Steward on the Job
- A. Accident reporting and identification
- B. OSHA
- C. Legal status of refusing to work an unsafe job.
- Afternoon Session: Worker's Compensation
- A. Your rights under the law
- B. Procedure to follow when someone gets hurt

DAY 3

- Morning Session: The Political Role of the Union
- A. Film: "The Right Wing Machine"
- B. Union's political activities: lobbying, endorsing, contributing
- C. Effectiveness of the Union's activities
- Afternoon Session: The Fundamentals of Labor Law

- A. Basics of the National Labor Relations Act
- B. Function of the National Labor Relations Board
- C. Right of access to union representation and steward's union rights on the job

DAY 4

- Morning Session: Early Steps of the Grievance Procedure
 - A. Getting the facts
 - B. Making the grievance report
 - C. Mock hearing of grievance at the 2nd step (LIC)
 - Afternoon Session: Higher Steps and Arbitration*
 - A. Fact Finding, Review Committee, and other 3rd step procedures
 - B. Film of an arbitration
- * The order of presentation may vary from area to area. For instance, Labor Law and Safety may be combined in one area, while in another area Safety may be taught the same day as Labor History. The content will be tailored to the audience. In the case of Labor Law, for example, public agency stewards will learn about the state collective bargaining laws that apply to them, while private employer stewards will learn about the federal law that covers all private employees.

YOUR Business Manager's COLUMN

DEAN COFER

(Continued from page one)

Joe Robinson Jr. Will Rodriguez
Jim Russell William Sullivan
Lindell Williams Geary Weaver
* * *

The Local Union changed law firms on January 1, 1979. The law firms now on retainer to the Local Union are: Carroll, Burdick & McDonough with offices in San Francisco, and Marsh, Mastagni & Marsh with offices in Sacramento, Chico and Stockton. Our new law firms employ over thirty attorneys, whereas the old law firm only had six attorneys. The new firms have six attorneys who specialize in Worker's Compensation cases whereas the old law firm only had one.

You may have noticed that the Utility Reporter printed three articles by our new law firm in the January issue, and I'm pleased to point out that more articles of legal interest are in this month's issue and will be a continuing feature in the Utility Reporter.

The change of firms is working out very well, and I feel sure that our membership will be able to detect a change

for the better in the legal service provided to the Local Union and especially to members with industrial injury claims.

* * *

I, and President Fitzsimmons, were pleased to present an honorary lifetime membership in the IBEW to John F. Henning on February 3, during our Advisory Council meeting.

Jack Henning is a good friend of Local 1245 and is, in my opinion, one of the most distinguished labor leaders of our time. Jack is Executive Secretary-Treasurer of the California Labor Federation and also currently serves as a Regent of the University of California educational system. During his career, Brother Henning has served as Ambassador to New Zealand under President L.B. Johnson, Under Secretary of Labor for President John F. Kennedy, and Director of Industrial Relations under Governor Pat Brown (See story on page 1).

* * *

In closing I would like to remind each of you that we are, in fact, "Our Brother's Keeper".

BE CONCERNED... BE INVOLVED... PARTICIPATE

We Get Letters...

Editor:

This letter, written for publication, is in response to the December article concerning the dues rate increase to be paid by Local 1245 members.

In 1963, the Local 1245 membership voted to change the Local 1245 dues structure from a flat rate to a graduated dues schedule. In the dues schedule, as proposed and explained by the Local 1245 Officers, adopted by the Local 1245 membership, and approved by the International President, the 1 percent monthly dues rate to be paid by the members included the international per capita dues. The Officers, when making the proposal, and the membership, when adopting the schedule, understood that an increase in international per capita meant a decrease in the amount remaining for the Local Union.

Since the January 1963 vote on the dues schedule, the Local 1245 membership has not voted any change to the approved dues schedule.

Fraternally,
Howard Darington
Card No. 0326712

Editorial Reply: Mr. Darington's comment is essentially correct as far as it goes, but by telling only part of the story it may be misleading. When the present dues structure was approved by the members in 1963, Local 1245 was facing serious budget problems. The 1962 increase in International Union per capita was going to cause a substantial decrease in the amount of money left over for the Local Union.

The Local had only two choices: increase dues or drastically cut services. Members chose to increase dues. They adopted the 1% formula, hoping that such a formula would provide the LOCAL with an adequate income without ever again having to vote to raise dues. At that time the entire per capita was included in the formula, but in 1966 the IBEW Convention voted to amend the Constitution to provide that the per capita be paid in addition to any Local Union dues. Despite that change, however, part of the per capita is still included in the 1% formula. Only the raises in per capita occurring since 1966 have

been tacked on. This means that the Local's operating budget, as a percentage of members' income, has remained unchanged since 1963.

It also means that the present dues structure is fulfilling one of the main objectives sought by union members in the 1963 vote: to provide the Local with an adequate income without ever again having to vote to raise dues.

The Constitutional change in the way per capita is collected was made by legal and democratic processes by a vote of duly elected delegates to the International Convention. Once the Convention acted, Local 1245, along with all other Locals in the IBEW, was required to conform its Bylaws to the Constitution.

Editor:

At long last, the Utility Reporter is realizing its' potential as a means of vital communication. I have watched this paper, under the capable guidance of its' Editor, Dorothy Fortier, evolve from a vessel for canned articles and untimely reports into a vibrant, timely platform for current events and improved communications. The latest innovations are the articles such as the ones authored by Charlie Gadzik and those written by members of our new Law Firm, Marsh, Mastagni & Marsh.

It was particularly refreshing and informative to read the articles written by these various Lawyers who, unlike many in their profession, give answers in plain English and at the same time manage to report the Law in terms that can be of value and use to all of us.

I look forward to more of these articles and to the continued improvement of our newspaper.

Congratulations and Well Done,
Gary W. Abrahamson
Card No. 2507780

Editorial Reply: Brother Abrahamson's comments concerning the improvement of the UTILITY REPORTER are warmly received. Under the direction of Local Union 1245 Staff personnel, and with the additional input of the new law firm, which is actually a combination of Carroll, Burdick and McDonough, and the firm of Marsh, Mastagni and Marsh, the journalistic appeal of the UTILITY REPORTER will hopefully continue to attain new heights.

A Few Thoughts About the Meaning of "Union"

By Bob Gibbs

During the Civil War, the men fighting for the North were called the "Union" Army, because they represented the states that believed America should be kept under one flag, one government, one set of laws and ideals. In other words, **together!**

Although the term isn't used much today a marriage is sometimes called a "Union." In other words, the bringing **together** of two people who care for each other.


As most of us in the Labor Movement know, unions today are constantly under attack from employer groups, special interest types, even some legislators who supposedly represent the people. Even maintaining the "Status Quo" requires constant vigilance and effort. To make improvements in the status of working people requires tremendous effort, concentration, and dedication to the ideals of the Labor Movement. Unless every member, whether Journeyman or Begin-

ner, old timer or new hire, male or female, stands **together**, in support of our **Union**, these tasks will become increasingly difficult, even impossible.

There is no person or organization that is perfect. We all make mistakes, large and small. The founders of our Union realized this fact and therefore created a union with democratic policy and practice equal to any Union that exists. When, in your estimation, our Union has erred, stand up and say so, at a Unit Meeting or by contacting your Representative. Nursing a complaint in private helps no-one.


Bargaining relationships with employers are based on many things, but the most important of all is how strong he believes our Union to be. The next time you hear a member make derogatory comments about our Union where it could get back to the employer, point out that what he or she is doing

(Continued on page three)



the utility reporter

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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

Special Bulletin

The State Supreme Court ruled unanimously yesterday that a key provision of the post-Prop. 13 bailout legislation signed by Gov. Brown last year barring payment of already negotiated pay hikes for public employees is unconstitutional. The ruling affirms the stand taken in a "friend of the court" brief filed by the California AFL-CIO last year and opens the way for payment of back wages to tens of thousands of California's public employees.

Additional information regarding this decision will appear in next month's issue of the UTILITY REPORTER.

Local 1245 Advisory Council Meets

The First Quarter Joint Executive Board-Advisory Council meeting was held February 3-4, 1979 at Local Union headquarters in Walnut Creek. The meeting was called to order by President Ron Fitzsimmons at 9:00 a.m.

Some of the highlights of the two-day meeting included a detailed report of the Local's activities by Business Manager Dean Cofer, Senior Assistant Business Manager Willie R. Stewart, and Assistant Business Managers John Wilder, Mert Walters, Larry Foss and Tony Morgado and reports by Advisory Council members.

During the Saturday session the Oath of Office was administered to newly appointed Council members Jay Killgore and Leonard Simmons, and on Sunday newly appointed Councilmember Theodore Brown was administered the Oath of Office. Brother Killgore represents members employed at Sierra Pacific Power Company in Nevada; Brother Simmons represents members employed at CATV Operating Companies; and Brother Brown represents members employed at Citizens Utilities Company of California.

John F. Henning, Executive Secretary-Treasurer of the California Labor Federation, AFL-CIO was granted an honorary lifetime membership in the I.B.E.W. and presented a certificate of recognition for "outstanding contribu-

tions to the I.B.E.W. and Labor" by the I.B.E.W. International President, Charles Pillard. The engraved plaque (bought by Local 1245) and a certificate of recognition were presented to Henning by President Ron Fitzsimmons and Business Manager Dean Cofer on Saturday morning. Cofer particularly praised Henning for his aid in winning restoration of the PG&E employee-rate discount after the California Public Utilities Commission had acted to eliminate it last year.

Brother Henning graciously accepted the awards and addressed the Council on the importance of political action and discussed the history of the labor movement. He strongly emphasized the importance of rewarding labor's friends and opposing labor's enemies in the political arena.

The Advisory Council voted to add a new seat to their ranks. The new seat will be filled by a representative employed in electrical manufacturing.

Other items discussed at the meeting included:

- Proposals to amend Local Union Bylaws, Article VII, Section 3;
- Matters of common interest to the Local Union; and
- Structure of the Advisory Council.

The meeting adjourned at 12:25 p.m. Sunday afternoon. The next meeting will be held in May at Local Union Headquarters.

A Day in the Park For Women's Rights

San Francisco — The Bay Area's Fourth Annual International Women's Day Celebration will be held in San Francisco at Golden Gate Park Bandshell from noon to 4:00 p.m., Saturday, March 10, 1979.

The International Brotherhood of Electrical Workers, National AFL-CIO, California State Federation of Labor, Coalition of Labor Union Women, National Organization of Women, and many other labor unions, and civil rights groups joined together in urging the Congress to support the Equal Rights Amendment and the extension of the Amendment's ratification deadline. Consequently, on October 6, 1978, Congress voted to extend the deadline for ratification of the ERA. 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."

Mary Spencer, President, San Francisco Chapter, National Organization for Women, in an open letter to friends and supporters of the ERA dated January 22, 1979, warned that massive pressure is needed to win ratification in three more

states.

Spencer stated, "In response to the increasing threat that defeat of the ERA poses to women's rights, a number of groups including San Francisco National Organization of Women are planning to honor this year's International Women's Day with a rally on March 10 around the central theme **FOR FULL EQUALITY NOW — RATIFY THE ERA.**"

The coalition for the March 10 day in the park was recently formed to make this year's traditional day in the park for women's rights the biggest and broadest showing of support for the ERA...

The Bay Area rally March 10 will broaden support locally and nationally for the ERA. The coalition has already invited prominent local, state and nationally known feminists, civil rights and labor leaders to address the rally.

... The ERA will play an important role in winning equal pay and job opportunities for working men and women. It will aid in extending protective labor laws to men and women...

If you wish to obtain additional information about the March 10 rally contact the San Francisco Chapter of NOW, P.O. Box 1267, San Francisco, California 94101 (415/398-6312).

Rights of Employees to View Personnel Files

By Ronald E. Yank, Attorney at Law
Carroll, Burdick & McDonough

Did you know that you have the right to inspect your personnel file, if that file contains information that is used or has been used to determine your qualifications for employment, promotion, additional pay or termination or other disciplinary action?

In 1975, the California Legislature added Section 1198.5 to the Labor Code, which gives all employees in California (except those specifically excluded such as outside salesmen) the right to inspect their employer's records pertaining to their qualifications of employment upon request.

The law further provides that the employer must provide access to the files at reasonable times and that every employer **must** keep a copy of each employee's personnel file **at the place of work of the employee**, or make a copy of the personnel file available at such place within a reasonable time of the request by the employee.

The law specifically excludes both the records of an employee relating to the investigation of a possible criminal offense and letters of reference contained in the personnel file.

Under this law, you have access to information that is being used or has been used in determining your qualifications for various personnel decisions made by your employer. Having access would then afford opportunity to correct or challenge any information that is being used against you and to add information

you feel would be helpful to your cause. In addition, access to such information is a further safeguard against illegal job discrimination on the basis of race, sex, age, or any other improper category that is or has been practiced against you.

Procedurally, the law is simple. You only have to **request** access to such information that has or is being used to evaluate your employment qualifications. However, it is advisable to make the request in writing, keeping a copy, and if any unreasonable delay is encountered to immediately contact your union representative.

Remember, the law requires that copies of your file be kept at your place of work or be made available there within a reasonable period of time after your request to inspect it.

Meaning of "Union"

(Continued from page two)
can have nothing but negative impact. There are times and places to air such complaints, but it should be done when and where it could have positive results. When an employer hears such complaints, he naturally associates it with weakness and erosion in the Union's power. Remember, no matter how understanding, benevolent, or fair you perceive your employer to be, he is still more interested in making a buck than he is in Human Rights and Needs.

We should all support our **Union**, and above all, we must stand as one **Union**, together!

Political Activity Wins...

(Continued from page one)

position was upheld, retroactive adjustments would be paid to all employees who were specified in related grievances.

Union called a special Shop Stewards meeting, and instructed Stewards to file a formal grievance on every single violation of the sections of the agreement. A special record keeping process was established whereby the Chief Shop Steward in each area and the Business Manager's Staff would be responsible for maintaining the records. The battle was on. Local Union 1245 discovered that the Bureau was taking the same anti-labor stand with several other sister locals throughout the country. At that point, your Union requested that the International enter into the fight and coordinate the efforts of all the Local Unions involved, so the I.B.E.W. could present a solid front both in the courts and in the Congress. International President Charles H. Pillard and his Governmental Affairs Staff, headed by George Knally, coordinated all of the court activities through the International's legal counsel and the Local Union's law firm.

Business Manager Dean Cofer sent Assistant Business Manager Mert Walters, Business Representative Hank Lucas, and Chief Shop Steward Bill Peitz to Washington D. C., to meet with Senator Cranston and Congressman McFall for the purpose of enlisting their aid in trying to get legislation passed that would reaffirm your Union's right to collective bargaining, and restore the integrity of the agreement. Walters, Lucas and Peitz also met with International President Charles H. Pillard and his staff to outline the steps that our Shop Stewards and Staff had undertaken to insure that when we won all our Brothers and Sisters would receive the proper compensation. President Pillard assured us that he and his staff would be working closely with Senators Cranston and Scoop Jackson and Congressman

McFall and other members of Congress to get the necessary legislation passed.

It was not long after our meeting in Washington, D.C., that we received word that the Civil Service Reform Act had been passed, and that Section 704 had been added to it. Section 704 effectively took care of our grievances and put to rest forever the Bureau's claims that they did not have to bargain. We won a tremendous victory. It will bring economic stability to our members on the Bureau's properties. The grievance settlements total in excess of \$21,000.00.

We all learned a lesson that must be passed on to all members. Your Union is you...its Shop Stewards...its Business Manager and his Staff...its Officers...and its International. As a result of prompt grievance action, aggressive political activity, and brotherhood, our goals were achieved.

The tremendous job performed by the Shop Stewards, Chief Shop Stewards Chuck Eriksen, Bill Peitz, Al Wright, and Carl Cook was greatly appreciated by Business Manager Cofer and his Staff, and by International President Pillard. Through this entire 21-month ordeal the spirit of brotherhood prevailed.

Another important lesson derived from this dispute was that without political action, the bureaucrats would have prevailed. When your Shop Steward or Business Representative asks you to support COPE (Committee on Political Education) do it brothers and sisters... please do it.

In closing, I would like to comment that I am proud to have been a part of this struggle, and sincerely thank the members, Shop Stewards, Business Manager Cofer and his Staff, the Local Union Executive Board, International President Pillard and his staff, and our elected representatives in Congress for all of the help they provided which ultimately culminated in this victory for our members, this Local Union and the I.B.E.W.



BARGAINING ROUNDUP



C. P. NATIONAL (MEDICAL NEGOTIATIONS)

Joint bargaining on medical benefit improvements is in progress. The first meeting was held January 24.

C. P. NATIONAL (LASSEN)

Bargaining is in progress. The last meeting was held January 25.

C. P. NATIONAL (ELKO POWER DIVISION)

Bargaining is in progress.

CITY OF GRIDLEY

The Superior Court ruled against Local Union 1245 in the litigation over the discharge of all members who participated in the job action over the City of Gridley's failure to make a meaningful offer to resolve negotiations. Union is now awaiting findings of fact and conclusions of law from the Court in contemplation of filing an appeal of the Court's adverse decision. In the meantime Union has filed two additional legal actions against the City. One involves the City's discriminatory action against three employees who were not rehired, and the other is over the City's withdrawal of Local Union 1245's recognition as the employees' representative.

CITY OF BERKELEY

As previously reported, a law suit was filed in Superior Court against the City of Berkeley over the City's refusal to implement a pre-negotiated wage increase which was due on July 1, 1978. The case will be settled on the basis of the California Supreme Court's ruling on five similar cases on which oral arguments were heard by the Supreme Court in early December 1978.

CITY OF OAKLAND

Union is awaiting the State Supreme Court's decision over the legality of the provisions of SB 2212 which prohibits cost of living increases for employees of public agencies who accept State surplus funds. The city has agreed to effectuate any improvements retroactive to July 1, 1978 if they can legally do so.

CITY OF ROSEVILLE

Negotiations are still in progress.

CITY OF SANTA CLARA

Under the provisions of the current three-year Memorandum of Understanding, we obtained a 7.43 percent general wage increase (8.41 percent for Estimators) effective January 2, 1979. In addition, we received increases in the City's contribution to the medical and long term disability insurance programs of \$6.00 per month.

YUBA COUNTY WATER AGENCY

An agreement between the Agency and Local Union 1245 provides for parity with PG&E. Steps will be taken to implement this agreement effective January 1, 1979.

GLENN-COLUSA IRRIGATION DISTRICT

Fifty-two out of 55 employees signed Obligation Cards with Local 1245, and Union has petitioned for formal recognition as their representative. The District acknowledged our petition, but also has raised certain questions over the representation unit. In the meantime, bargaining is in progress over wages, fringe benefits, hours and other terms and conditions of employment.

MERCED IRRIGATION DISTRICT

Bargaining is in progress.

MODESTO IRRIGATION DISTRICT

As previously reported, Union filed a law suit over the District's unilateral amending of their Employer-Employee Relations Resolution and the resultant form of recognition granted Local Union 1245 by the Board of Directors.

Union and the District reached agreement on an average 11.4 percent wage increase effective November 16, 1978 and we are currently bargaining over the provisions of the Memorandum of Understanding covering fringe benefits, hours and other terms and conditions of employment.

NEVADA IRRIGATION DISTRICT

Here again the provisions of SB 2212 became involved in negotiations when the District accepted State surplus monies. However, we are making substantial movement in the area of fringe benefits.

ORANGE COVE IRRIGATION DISTRICT

As previously reported, the parties executed the first Memorandum of Understanding between the parties on October 20, 1978. The new MOU provides for retroactive wage adjustments to July 1, 1978 and effective January 1, 1979 the District will pay the employee's portion of FICA. However, Union has filed a law suit over the District's continual efforts to restrain and coerce the membership and bypass the Union in revising terms and conditions of employment.

TRI-DAM PROJECT

Bargaining is in progress.

A/C TRANSIT DISTRICT

Union is awaiting a decision in the litigation involving the District's failure to grant the cost of living increases set forth in the Agreement. As previously reported, this litigation arose when the District accepted State surplus funds and involved the provisions of SB 2212.

U.S.B.R.

As previously reported, the Bureau refused to make substantial movement on wages during negotiations. The matter was referred to arbitration and the hearing will be held February 23.

CITIZENS UTILITIES COMPANY

Bargaining is in progress. The last meeting was held January 30, 1979.

PACIFIC TREE EXPERT COMPANY

Bargaining is in progress.

DAVEY TREE SURGERY COMPANY

Bargaining is in progress.

SIERRA PACIFIC POWER COMPANY

Union's Negotiating Committee met on January 26 to formalize its proposals for submission to the Company on January 30. A joint session will be held in the near future.

TELEPROMPTER

All of our members working for Teleprompter Corporation are now covered by a new and much improved medical plan. The new plan was accepted by the membership almost unanimously and is effective January 1, 1979.

MT. WHEELER POWER COMPANY

Local 1245 members employed by Mt. Wheeler Power Company will receive, effective January 1, 1979, a cost of living increase over and above the increase negotiated as a result of the pre-negotiated cost of living clause. The total increase for 1979 will be 9 percent.

WELLS RURAL ELECTRIC

Local 1245 members employed by Wells Rural Electric will receive, effective February 1, 1979, a cost of living increase over and above the increase negotiated as a result of a pre-negotiated cost of living clause. The total increase for 1979 will be 9 percent.

X-RAY ENGINEERING

Bargaining is still in progress.

PG&E Members Ratify Wage and Medical Offers

Local 1245 members employed by Pacific Gas and Electric Company overwhelmingly voted to accept the results of wage and medical negotiations as outlined in the offer of settlement printed in the December issue of the UTILITY REPORTER.

Voting was carried out by mail referendum submitted to the member-

ship December 29, 1978. The Ballot Committee, composed of 15 PG&E rank-and-file members, picked up a total of 9,279 ballots from the Post Office on January 24, 1979 at 10:00 a.m. Physical members cast 7,555 ballots and Clerical members cast 1,724. The following is a breakdown of the votes tallied:

Physical Bargaining Unit		Clerical Bargaining Unit	
Wage Ratification		Medical Plan	
Yes Ballots	5,646	Yes Ballots	6,355
No Ballots	1,841	No Ballots	1,147
Wage Ratification		Medical Plan	
Yes Ballots	1,427	Yes Ballots	1,561
No Ballots	275	No Ballots	124

Ballot Committee members were: Gail Alston, Chris Cothren, Paul Frasher, Wayne Greer, James Hall, Bill Haynes, Mike Johnson, Stan Justis, Jan McCracken, Bill Schuett, Steve Moore, Eddie Nye, Tom Thomas, Gene Wallace, Perry Zimmerman and Chuck Larson who served as Judge.

Ballot Committee Members



Notice — Win \$2000

It's time again for graduating seniors, who are the son or daughter of a L.U. 1245 member, to enter our yearly essay contest and try to win a four year scholarship from the Local Union in the amount of \$500 per year. MEMBERS ARE URGED TO ENCOURAGE QUALIFIED FAMILY MEMBERS TO PARTICIPATE IN THE COMPETITION. The essay subject for 1979 is "U.S. CONSTITUTIONAL CONVENTION

AND ITS POSSIBLE AFFECTS ON LABOR".

Applications and essays must be mailed to the International Brotherhood of Electrical Workers, Local Union 1245, P. O. Box 4790, Walnut Creek, California 94596, by registered or certified mail to be received no later than 10:00 a.m. on April 15, 1979.

Applications can be obtained from the Local Union office.

Letter of Agreement Summaries

Editor's Note: Members of Local Union 1245 who wish to receive a copy of the full text of a letter agreement shown below may do so by submitting a written request to the Local Union.

PG&E No. 78-69:

Provides for the change of hours of a Foreman's Clerk, headquartered at the Vallejo Service Center, to 7:30 a.m. to 4:30 p.m. with one hour for lunch.

PG&E No. 78-66:

Reclassifies an incumbent employee classified as a Heavy Truck Driver to Materials Leadman (1086) in the Materials Distribution Department in Sacramento Division.

PG&E No. 78-74:

Amends the Savings Fund Plan as contained in Part IV of the Benefit Agreement to include the new 1/2 percent TRASOP Plan.

Notes of Interest

Business Manager Dean Cofer was appointed by Donald Vial, Director, State Department of Industrial Relations, to the Advisory Committee for the Toxic Chemicals Information Repository. The Advisory Committee is composed of employers, employee representatives, and occupational health professionals, and is charged with overseeing and directing the operations of the Information Repository.

Business Representative Veodis Stamps was elected to the Executive Committee of the Alameda Central Labor Council.

Dorothy Fortier, Managing Editor of the **UTILITY REPORTER** was elected to the Alameda Central Labor Council's Union Label Committee.

Ken Lohre, Editor of the **East Bay Labor Journal** and a member of Local 1245 was elected to the Alameda Central Labor Council's Labor Newspaper Advisory Committee.

Brother Jay Kilgore, Local 1245 member employed by Sierra Pacific Power Company, was sworn in as an Advisory Councilmember at the Joint Executive Board/Advisory Council meeting held February 3-4, 1979.

Brother Len Simmons, Local 1245 member employed by Bay Cablevision, was sworn in as the CATV Operating Companies' Advisory Councilmember at the Joint Executive Board/Advisory Council meeting held February 3-4, 1979.

Brother Theodore "Jerry" Brown, Local 1245 member employed by Citizens Utilities Company of California, was sworn in as an Advisory Councilmember at the Joint Executive Board/Advisory Council meeting held February 3-4, 1979.

Business Representatives John Stralla and Darrel Mitchell have been registered as Local Union 1245 Lobbyists in the State of Nevada.

Assistant Business Manager Mert Walters and Business Representative Al Sandoval have been registered as Local Union 1245 Lobbyists in the State of California.

Unit 3417, Paradise is the winner of the Local Union Unit Social Fund for the month of January.

D. E. Armstrong, a member of Unit 2513, Jackson, is the winner of the Local Union Unit Drawing for the month of January.

Appointments

NEGOTIATING COMMITTEES

Citizens Utilities Medical Negotiating Committee
Ted G. "Jerry" Brown

**Sierra Pacific Power Company
General Negotiating Committee**
Gerald B. Fondy
David C. Herman
Patrick J. Lantis
Jack Larramendy
Janice Sturm

**Sacramento Regional Transit Negotiating Committee
Wage and Contract**
David Skog
Ned Fox

Retirement Plan
Ronnie O. Ridgeway
Wesley M. Duvall

Glenn-Colusa I. D. Negotiating Committee
Gerald E. Bartholomew
Steven G. Danley
Richard L. Immoos
Harry L. Von Seggern

GRIEVANCE COMMITTEES

PG&E Humboldt Division
C. H. Parton

CENTRAL LABOR COUNCILS

San Joaquin-Calaveras Counties
Gary Hall

Santa Clara County
Jack B. Hill
Dan K. Melanephry
Bill Twohey
Barbara Symons
Lindell Williams

Northern Nevada
Pauline Davis
Darrel Mitchell

Butte-Glenn Counties
Calvin R. Richardson

Cofer Appointed IIR Executive Committee

Robert R. Brown, Acting Dean of the Graduate Division at U. C. Berkeley, recently appointed Business Manager Dean Cofer to serve on the Institute of Industrial Relations (IIR) Executive Committee for the remainder of the 1978-79 academic year.

The 11-person committee's responsibilities include: performing an oversight function; to work with the Organized Research Unit Director or Chairman in the formulation of Unit objectives, policies, and programs including questions of extramural support, space, budget, and other resource allocations; to review the Unit's activities and recommend changes in the direction and emphasis as well as new programs for action.

The IIR, directed by Professor Lloyd Ulman, is an Organized Research Unit operated under the auspices of the University of California. One of the departments within the IIR is the Center for Labor Research and Education,

directed by Norm Amundson. Throughout the years, the Center for Labor Research and Education has been instrumental in formulating traditional and pioneer training programs for trade unionists. The Center provides technical assistance to a vast number of local unions in northern California. In 1978 Labor Coordinators from the Center assisted Local Union 1245 in designing special labor courses for our Shop Stewards and Staff personnel.

The Executive Committee which will oversee the activities of the Institute is chaired by Professor Nelson W. Polsby, Department of Political Science. Other members serving on the Committee are: Al Nathe, Nathe Associates, San Francisco; Anthony Ramos, California Council of Carpenters; Clair Vickery, Economics Department, Lawrence Williams, BART; Sheldon Zedeck, Department of Psychology; Lloyd Ulman, Director, IIR; George Strauss, Associate Director, IIR; and Ray Miles, Associate Director, IIR.

McCann Renamed to Apprentice Panel

I.B.E.W., Local 302 Business Manager Jack McCann was reappointed to the California Apprenticeship Council by Governor Jerry Brown, Jr.

Brother McCann has served on the Council since 1972. He is a democrat, Business Manager of Local 302 in Pleasant Hill and I.B.E.W., 7th District, International Executive Councilmember. His new term on the Apprenticeship Council expires January 15, 1980.

Also reappointed to the 18-member Council were Hans Wachsmuth, Jr. of Foster City and Owen Smith of Los Angeles.

Appointed to the Council as employer representative was Kenneth Coleman, personnel manager for the Hewlett



Jack McCann

Packard Company in Santa Clara, who replaces Lowell "Wayne" Turner as an employer representative.

Outside Construction Hot Line



By John J. Wilder

Preparations are being made to enter into bargaining with the Western Line Constructors Chapter (NECA). Local Union 1245 and Local Union 47 will be meeting on the 19th to put together our proposal to send to the NECA. Bargaining will begin in early March.

The California-Nevada Joint Apprenticeship Committee is scheduled to meet on the 16th of February wherein we will formulate plans to indenture several new apprentices in our program. We have approximately 60 applications on hand. Interviews will be held in Walnut Creek, Los Angeles, Reno, and Las Vegas.

The fourth section of the Sierra Pacific Power Company Cross State High Voltage Line will probably go out for bid in early April. This will be a 100 mile section and will take this line to the Idaho border. Tri-O, the contractor on the second section has just about completed with the stringing operation. They will start the third section around the 19th of February.

We still have a number of crews work-

ing for Slater doing dock work in the Reno area. Slater still is working in the Redding-Cottonwood area and will soon start a substation job in Sacramento.

Commonwealth Electric is still working on Unit 15 at the Geysers. We have approximately six men on the job.

B&A Electric is working on the Keswick Dam job outside of Redding. They have about eight men on the job and will be calling another four or five man crew in the near future.

Electrical Constructors, out of Columbus, Ohio, is doing the oil-o-static job for Sacramento Municipal Utility District. There are several more miles of oil-o-static jobs to be let out for contract this year — just when we don't know.

Crater Line Construction is completing their job at Portola for Plumas Sierra and has a small substation job to go to in Sacramento. Plumas Sierra has quite a bit more work which they will put out for bid this year.

The work picture still looks good. There are quite a number of jobs on the drawing board for 1979.

NEVADA NEWS

By John Wilder

There will be a shop Stewards Training Conference on February 24th for all Stewards from the various companies in Nevada.

Negotiations are in progress for CP National Elko Power Division. The membership will be voting in the very near future. Wade Woodson was injured in an on-the-job automobile-truck accident and is still off work. We wish him a speedy recovery.

We have completed arrangements to institute a pre-bid system for the CP National Elko Telephone members. The forms will be in the field in the immediate future.

Sierra Pacific Power Company bargaining will begin February 22. This is going to be tough bargaining due to the Wage and Price Guidelines.

Stewards Meet In Chico

By Rich Hafner

Thirty-four Local 1245 Stewards attended a Joint Shop Stewards Training Conference at the Holiday Inn, Chico, California on Saturday, January 27, 1979. The all-day meeting was conducted by Business Representatives Rich Hafner, Larry Hope and Arlie Baker.

All Stewards representing employees at PG&E Shasta, Drum, Colgate, DeSabra Divisions and General Construction facilities in the PG&E Divisions specified above; Glenn-Colusa, Oroville-Wyandotte, Nevada, Thermalito and Paradise Irrigation Districts; the Cities of Redding, Gridley and Roseville; Plumas-Sierra R.E.A.; Pacific Tree (Colgate, DeSabra and Shasta area); Placer County Water Agency and Pipe Line Operations (Burney and Willows) were invited to attend the training seminar.

The morning session opened with a discussion on the "Propriety of Discipline", as described in an article written by Arbitrator Carroll R. Daugherty, and led into a conversation on generally acceptable ground rules as established by arbitrators in dealing with discipline cases. Needless to say, these topics generated a lengthy deliberation.

We were particularly pleased by the presence of three of Union's 1979 PG&E Negotiating Committee members. Brothers Will Rodriguez, Richard Havey and Harvey Iness provided Stewards with a detailed description of the negotiating process and the obstacles that Union's Committee encountered throughout bargaining. Their comments were greatly appreciated by all those present at the Conference.

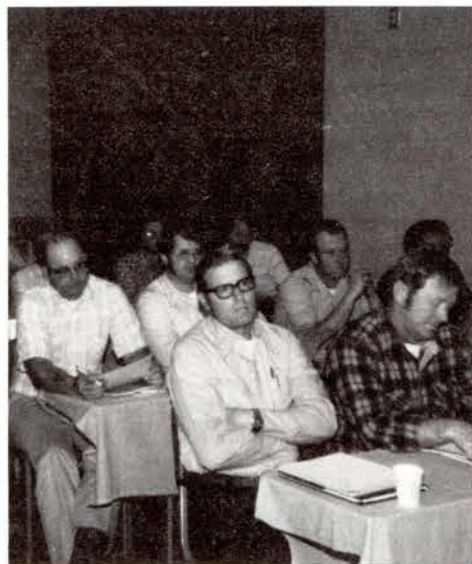
During the afternoon portion of the meeting we

were honored by the attendance of Business Manager Dean Cofer. Dean discussed Local Union activities in general and reported on the status of various PG&E Interim Negotiating Committees, upcoming Shop Stewards Training Conferences, PG&E Wage and Benefit Negotiations, and other items of interest.

Our next Joint Shop Stewards Conferences will be held on two successive weekends: March 31 and April 1 and April 7 and 8. Certificates of completion will be awarded to Stewards who attend these four meetings. Instructors will include attorneys from our law firms and professors from the University of California, Berkeley. Advance notice, agendas and registration cards will be mailed to each Steward eligible to attend prior to the meetings. I am looking forward to a great turnout.

The Shop Stewards attending the January 27 meeting were: Tom Conwell, Ed Willis, John Jaster, Richard Havey, Richard Finneran, William Ward, Marcia Mearns, Fred Wannamaker, Robert Callaghan, Ron Powell, Harvey Iness, Will Rodriguez, Randy Trafton, Leon Grover, Charles Waugh, Bill Wadman, Bob Marsh, Randy Bane, Rick Terrand, Charles Lee, Douglas Davenport, Michael Brady, C. D. Felkins, Herb Stansbury, Ken Prince, Martin Brutlag, Bruce Ollar, Albert Wilson, E. H. Saunders, Norman Adamson, Lee Knight, Steve Danley, Richard Immons, and Gerald Bratholomew.

In addition to Business Representatives Hafner, Hope and Baker, Business Representatives Gary Hall and Dave Rossi also attended the all-day seminar.



Private and Public Sector Organizational Rights

By Harry M. Marsh
Attorney at Law
Marsh, Mastagni & Marsh

Organization is the life blood of the labor movement. Accordingly, the rights of labor organizations and the limitations imposed on employers in the effort to maximize union membership are of paramount importance. In that many employers view organizational efforts as an attempt to take over the company by "outsiders," some of the most bitter and protracted battles are fought on this very issue. While the basic principle that employees should be free from coercion, intimidation, and restraint in the selection of their bargaining representative, applies in both the private and public sectors, the statutory scheme relative to the enforcement of these rights is quite different. Therefore, the private and public sectors are discussed separately below.

Private Sector

The National Labor Relations Act guarantees employees the right to self organization and to form, join, or assist labor organizations. The Act further clearly provides that it is an unfair labor practice for any employer to interfere with these employee rights of organization or to, in any way, discriminate against an employee for attempting to exercise any of these guarantees. In other words, the general rule is that it is an unfair labor practice for an employer to interfere with an employee's freedom of choice in the selection of a bargaining agent or the union's ability to organize groups of employees.

The National Labor Relations Board (NLRB) provides an expeditious remedy to rectify instances of discrimination or intimidation in organizational matters. The NLRB has broad authority to issue orders protecting individual employees and to award appropriate back pay and other relief when violations are discovered. The existence of such an agency is to be contrasted with the general absence of such administrative protection in the public sector, as discussed below.

Under the National Labor Relations Act, an employer is generally forbidden from restricting organizing activities on his premises during employees' free time. Naturally, there are limitations of reasonableness imposed on this right, but the basic policy is one of promoting free access and discussion. Certainly, the employer is entitled to respond to union organizational information provided employees. However, such responses must be within defined parameters, and cannot be excessive. As examples, employers cannot:

- (1) Organize a company union to keep sufficient control to insure that no undesirable action will be taken;
- (2) Grant wage increases or correct glaring evils so as to eliminate the organizer's chief selling point and strengthen the prestige of the employer;
- (3) Hire spies from detective agencies

to join the union and then discharge them as a warning of what is in store for other employees;

(4) Subtly threaten employees through foremen;

(5) Threaten to move the employer's premises to a more hospitable community; or

(6) Pick out loyal employees for promotion or other special benefits.

These examples are not meant to be exhaustive, but are simply typical of the types of things that the Act specifically prohibits.

Of critical significance is the notion that the employer can, in fact, not discriminate in any manner against employees for his or her organizational efforts or participation in a labor organization. If such discrimination occurs, the NLRB is available to provide an expeditious remedy to correct violations. **Knowledge of these protections may be the most potent organizational ammunition.**

Public Sector

While Public Sector employees in the State of California are not covered by the National Labor Relations Act, the same basic principles apply to their organizational activities. Like private employees, public sector employees are entitled by statute to freely pick their union representative without coercion, restraint, or intimidation from or by their employer. However, perhaps the most critical distinction is that, for most of these employees, no administrative agency exists to protect and enforce these precious rights (the Public Employees Relations Board has been created, but as of this date lacks jurisdiction over all local public employees other than those employed by school districts). Accordingly, violations of employee rights must be pursued through the courts in order to gain redress. While in many cases litigation is an effective remedy, it is often inadequate, due to the delays associated therewith, the expense, and the lack of appreciation of dynamics of the labor process itself.

In conclusion, while the same prohibitions against employee discrimination exist in the public sector, they are often more difficult to enforce due to the non-existence of any machinery for expeditious administrative resolution. Attempts to interfere with the organizational rights of public employees must be dealt with promptly in order to be meaningful. Often, a delayed remedy is in fact no remedy at all. In the public sector, it is of extreme importance that employees realize they have these protections and that steps be taken to enforce them whenever violations are uncovered. As in the private sector, this awareness may in fact be the key to effective union organization.

Cook Gets 30-Year Service Award

Local Union 1245 member Mark Cook was awarded a thirty-year engraved belt buckle as a token of the Union's appreciation for his many years of service to the I.B.E.W. Mark, a retired Local 1245 Business Representative, was presented the award by President Ron Fitzsimmons and Business Manager Dean Cofer at the February Advisory Council meeting.

Prior to working for the Local, Mark was employed as a Lineman. He began work for the Union in March 1959 as a Business Representative and retired December 31, 1976.

Mark, who is still very active in Local Union affairs, resides with his lovely wife, Liz, in Salinas, California.

Shop Stewards Meet in Reno

By John Stralla



On Saturday, January 20, 1979 a Special Shop Stewards Conference was held for Sierra Pacific Power Company Stewards at the Holiday Inn in Reno. Twenty-two Stewards attended the all-day session conducted by Business Representative John Stralla and Assistant Business Manager John Wilder.

Robert Soder, an attorney representing the Local's Group Legal Services Plan in the Reno area, provided Stewards with an overview of the benefits available through the plan. Members of Local Union 1245 automatically belong to the plan, which annually provides two free legal consultations and offers legal services at reduced rates.

A major portion of the meeting was devoted to discussions concerning general negotiations. Stewards submitted and explained the contract amendment proposals which they had compiled over the last few months, and a question-and-answer period was provided to insure that each proposal submitted was fully understood by everyone present at the meeting. These proposals were forwarded to Union's Negotiating Committee to be formalized

and mailed to Company on January 30.

At the conclusion of contract discussions, Business Representative John Stralla and Assistant Business Manager John Wilder updated the Stewards on the status of the employee-rate discount case, and explained the President's Voluntary Wage and Price Guidelines.

Some of the Stewards who attended the meeting were: Wilbur Nevin, James Shelton, Bud Gray, Gino Aramini, Russell Kuchler, James Cole, Gerry Fondy, Kathy Tindall, Carol Kichenmaster, James Bender, Richard Tisue, Patrick Lantis, Jay Kilgore, Frederick Jones, Wayne Stewart, James Wines, David Herman, A. E. Fulcher, Robert White, Dorothy Lenihan.

The next Nevada Shop Stewards Conference will be held February 24. This meeting will be for all Stewards representing members in Nevada.

Lynch Stewards Meet



A Special Shop Stewards Training Session was held in Reno on January 9, 1979 for Stewards employed at Lynch Communications Systems, Inc. The program was designed to assist the Stewards in handling grievances and to update them on the current activities of the Local in other areas.

Stewards in attendance were: Bradley Orrvar, Dusty Checchi, Pat Gray, Marie Pryor, Izzeta Kiester, Anne Spencer and Arlene Whitman.

Reno Unit 3316 In Action



Some of the members of the newly established Reno (manufacturing) Unit are shown above. The officers of Unit 3316 are: Chairman, Anne Spencer; Vice Chairman, Maude Farmer; Recorder, Doris McAllister; Treasurer, Dusty Checchi; and Executive Committee, Doris Harrington and Flora Stearns.

Your 1979 Social Security Deduction

The social security (FICA) deduction from your paycheck is higher this year.

The social security tax rate is 6.13 percent in 1979, compared to 6.05 percent in 1978. In addition, the "wage base" — the maximum amount of earnings on which social security taxes are paid — rises from \$17,700 last year to \$25,900 in 1979.

These increases stem from legislation enacted in 1977 to insure the financial stability of the social security system into the next century.

Workers paying into the social security system are building lifetime protection for themselves and their families. In addition to monthly benefits in retirement, social security also provides disability and survivors insurance that protects you and your dependents throughout your working years. Social security deductions also pay for Medicare hospital insurance for people 65 and older and for those who have been getting disability checks for 2 years or more.

Higher social security deductions also pay for "inflation insurance." The law provides for automatic increases in social security benefits to reflect rises in the cost of living.

Impact of changes

People earning less than \$17,700 a year won't notice as big a change in their social security deductions as workers in higher income brackets.

If your earnings are \$10,000 a year, for example, you will pay \$8 more into social security in 1979 than you did last year. That's about 15 cents more a week.

If your earnings are \$17,700, you will pay \$15 more into social security this year — an additional 29 cents a week.

On earnings of \$22,900 or more, the social security tax in 1979 will increase by \$333 — or \$6.40 a week. This larger increase reflects the higher taxable wage base in 1979. But those workers in higher income brackets also can count on higher benefits when they are eligible for social security. Their monthly checks will be higher because benefit amounts are based on the amount of earnings on which social security taxes are paid.

Employers also will pay more into social security in 1979 since they match, dollar for dollar, the social security taxes paid by employees.

In the years ahead

The social security law also provides for additional increases in the tax rate and the wage base in future years in order to keep the social security system on a sound financial footing.

The table below shows the tax rate for 1980 through 1990, and the wage base for 1980 and 1981. Starting with 1982, the earnings base will rise automatically according to increases in average wage levels.

In	Employers and employees each will pay	On earnings up to
1980	6.13%	\$25,900
1981	6.65%	\$29,700
1982	6.70%	*
1983	6.70%	*
1984	6.70%	*
1985	7.05%	*
1986	7.15%	*
1987	7.15%	*
1988	7.15%	*
1989	7.15%	*
1990	7.65%	*

*Wage base will increase according to average wage level increases.

Your 1979 Social Security Deduction Questions and Answers

Q. What is it worth?

Amount of monthly checks

A. Up to now, social security checks have usually been based on your average earnings under social security over a period of years, using the actual dollar value of your past earnings. This method will continue to be used for workers who reach 62, become disabled, or die before 1979.

For workers who reach 62, become disabled, or die after 1978 a new method of calculating benefits will go into effect. Under this method, actual earnings for past years will be adjusted to take account of changes in average wages since 1951. These adjusted earnings will be averaged together and a formula will be applied to the average to determine the benefit amount.

The new method is intended to insure that benefits will reflect changes in wage levels

over your working lifetime and will have a relatively constant relationship to pre-retirement earnings. So that no one now nearing retirement will be disadvantaged, the law contains a guarantee. Under the guarantee, retirement benefits for workers who reach 62 after 1978 and before 1984 will be figured two ways — under the old method using benefit rates that were in effect as of January 1979 and under the new method. The benefit rate paid will be the higher of the two calculations.

Workers who become disabled after 1978 will have their benefits figured only under the new method starting in 1979 as will the survivors of workers who die after 1978. In addition, social security benefits for people on the rolls will increase automatically in future years as the cost of living rises. Each year,

(Continued on page eleven)

Local 1245's Annual Financial Report for 1978 Reprinted

SIDNEY RUBIN
Certified Public Accountant
2525 Van Ness Avenue, Room 215
San Francisco, California 94109
January 22, 1979

TO THE OFFICERS AND MEMBERS OF THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
WALNUT CREEK, CALIFORNIA

I have examined the Statements of Recorded Cash Receipts And Disbursements of your Local Union for the Year ended December 31, 1978 and the related Statement of Assets, Liabilities and Equity at December 31, 1978. My examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as I considered necessary in the circumstances. The following summarizes information included in these financial statements which are a part of this report:

Cash and Stock Fund at Cost at 12/31/77:	
General Fund	\$1,438,003.11
Replacement Fund	114,792.83
Supplemental Retirement-Severance Fund	99,085.76
	<u>1,651,881.70</u>

Receipts*	\$3,402,437.70
Disbursements*	<u>3,188,149.34</u>
Increase	<u>214,288.36</u>

Cash and Stock Fund at Cost at 12/31/78:	
General Fund	1,726,317.23
Replacement Fund	42,363.35
Supplemental Retirement-Severance Fund	<u>97,489.48</u>
	<u>1,866,170.06</u>

Other Assets and Liabilities Net	<u>192,889.21</u>
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Equity	<u>2,059,059.27</u>
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* Exclusive of Transfers between funds

Generally accepted accounting principles have not been established for labor organizations. The Local records receipts and disbursements on a cash basis. The basis for its statement of assets, liabilities and equity is described in the note thereto.

The savings accounts and stock fund accounts which make up the Supplemental Retirement-Severance Fund are included in these statements as they are carried in the name of the Local and are considered an asset of the Local. However, as of December 31, 1978 the entire amount in the Fund was a liability to present and former employees and the Local had no equity in the Fund.

In my opinion, the accompanying financial statements present fairly the cash receipts and disbursements of Local No. 1245 for the year ended December 31, 1978 and the equity of Local No. 1245 at December 31, 1978 in accordance with the accounting principles stated in the note to the Statement of Assets, Liabilities and Equity and on a basis consistent with that of the preceding period.

SIDNEY RUBIN

EXHIBIT A

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS FOR THE YEAR ENDED DECEMBER 31, 1978

GENERAL FUND

Cash Balance December 31, 1977	\$1,438,003.11
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Receipts:

Local Union portion of receipts:	
"A" members' dues	51,887.77
"BA" members' dues	2,588,892.45
Initiation fees	17,856.62
Reinstatement fees	202.50
Agency fees	8,468.00
Working dues — Outside line	22,791.12
Difference in dues	<u>217.35</u>
Total	<u>2,690,315.81</u>

Reimbursements to General Fund:

Receipts held for credit or to refund	7,820.81
Members' credits applied to dues, etc.	(1,376.39)
Interest	82,499.15
Dividend	<u>212.00</u>

Refunds and reimbursements:

From Replacement Fund to purchase Autos	124,958.85
Experience rating refund — members group	
Life insurance	34,160.66
Workmens Comp. Ins. dividends & refunds	15,722.22
Loan payments Energy Workers Center	28,600.00
Repayment of International Convention	
Advances	11,000.00
From Supplemental Retirement-Severance Fund — to forward	7,604.33
From Energy Workers Center — reimbursement for Janitorial Services	4,684.21
Fleet rebates — Auto purchases	3,400.00
From Local 2247	1,259.28
Others — details in quarterly audit reports	<u>9,335.32</u>
Total	<u>329,880.44</u>

International portion of Receipts:

"A" members' per capita	76,192.10
"BA" members' per capita	397,056.00
Initiation Fees	17,856.61
D.B.A.F. fees	136.00
Reinstatement fees	202.50
Agency fees	1,784.00
Pension Reinstatement fees	<u>240.00</u>
Total	<u>493,467.21</u>

Total Receipts	3,513,663.46
Total Receipts and Balance	<u>4,951,666.57</u>
Disbursements — Schedule 1	<u>3,225,349.34</u>
Cash Balance December 31, 1978	<u>1,726,317.23</u>

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS FOR THE YEAR ENDED DECEMBER 31, 1978

GENERAL FUND

Details of Balance — General Fund:

Wells Fargo Bank, commercial account:	
Bank Statement, less outstanding checks	\$ 17,626.57
Wells Fargo Bank, Savings account	<u>1,141,495.56</u>
Eight Savings And Loan Certificates of Deposit, including earned interest	561,995.10
Contingency, petty cash and change funds	<u>5,200.00</u>
Total Per Prior Page	<u>1,726,317.23</u>

SCHEDULE 1

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH DISBURSEMENTS FOR THE YEAR ENDED DECEMBER 31, 1978

GENERAL FUND

Affiliation Fees:

International Brotherhood of Electrical Workers	\$406,575.23
San Francisco C.L.C.	1,980.00
Santa Clara C.L.C.	106.26
Alameda C.L.C.	4,800.00
Northern Nevada C.L.C.	422.50
Nevada State AFL-CIO	1,889.80
Nevada State Electrical Assn.	165.00
Sacramento C.L.C.	505.68
Contra Costa C.L.C.	3,600.00
California Federation of Labor	27,000.00
California State Assn. of Electrical Workers	1,800.00
Marin County C.L.C.	585.00
San Joaquin & Calaveras C.L.C.	1,200.00
Butte-Glenn C.L.C.	391.56
Napa-Solano C.L.C.	734.40
Kern-Inyo-Mono C.L.A.	1,050.00
Fresno-Madera C.L.C.	818.04
Sonoma, Mendocino, Lake C.L.C.	480.00
Merced-Mariposa C.L.C.	289.44
Stanislaus-Tuolumne C.L.C.	702.80
Marysville C.L.C.	60.00
Humboldt-Del Norte C.L.C.	603.00
Five Counties, C.L.C.	240.00
Monterey County C.L.C.	145.44
Public Employees Council	120.00
Joint Executive Conference of Nor. Cal. Electrical Workers	<u>100.00</u>
	<u>\$ 456,364.15</u>

Staff Expenses:

Salaries	998,531.28
Hotels	23,162.58
Meals	40,069.86
Other transportation	6,642.86
Automobile Expenses	60,695.39
Parking and tolls	4,019.23
Mileage	3,670.60
Transfer to Replacement Fund	37,200.00
Auto Licenses	3,892.50
Moving expenses	1,578.85
Auto insurance	<u>5,531.85</u>
	<u>1,184,995.00</u>

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH DISBURSEMENTS FOR THE YEAR ENDED DECEMBER 31, 1978

GENERAL FUND

Research and Education:

Utility Reporter	\$ 61,192.33
Public relations	248.93
Subscriptions and publications	7,112.21
Miscellaneous Meeting expenses	1,056.10
Shop Stewards' Conferences	20,236.16
Scholarship Awards and Expenses	1,543.70
Unit Officer Conference	8,565.66
Educational	11,386.75
Film & recorder	31.04
Dues for Membership To:	
International Assn. of Employee Benefit Plans	275.00
Commonwealth Club	248.00
Consumers Federation of Calif.	200.00
Coalition of Labor & Business, Alameda & Contra Costa Counties	100.00
B.T.C. — Stanislaus, Tuolumne, Merced & Mariposa Counties	120.00
Others, under \$100 each, details in quarterly audit reports	<u>224.50</u>
	<u>\$112,540.38</u>

Office Expenses:

Clerical salaries	158,883.84
Rent	74,400.00
Telephone and telegraph	54,651.81
Postage and meter expense	40,917.49
Supplies and printing	55,734.80
Equipment Maintenance	16,818.79
Data processing	29,305.18
Mileage	19.40
Equipment rental	527.60
Furniture and equipment	5,873.46
Meals	20.00
Janitorial	<u>328.37</u>
	<u>437,480.74</u>

Local 1245's Annual Financial Report for 1978 Reprinted

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH DISBURSEMENTS FOR THE YEAR ENDED DECEMBER 31, 1978

GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Other Salaries and Expenses:			
Executive Board	\$26,126.15	\$13,662.91	\$ 39,789.06
Executive Board Committees:			
Ways and Means	532.90	40.67	573.57
Benefit	385.39	729.65	1,115.04
Advisory Council	9,089.54	19,625.32	28,714.86
Trustee Committee	3,703.73	451.19	4,154.92
Conference and convention	12,434.52	17,303.21	29,737.73
Grievance Committee	2,397.00	9,272.91	11,669.91
Review Committee	2,959.32	1,927.20	4,886.52
P.G. & E. Arbitration	2,435.40	5,008.92	7,444.32
Local Investigating Committee		699.98	699.98
Industrial Safety	3,033.16	2,475.90	5,509.06
Shop Steward	3,332.29	541.73	3,874.02
NLRB Hearings	556.05	318.71	874.76
Organizing Committee	226.79	2,394.95	2,621.74
P.G. & E. Apprenticeship	977.15	804.10	1,781.25
Election	7,832.49	4,388.71	12,221.20
Pacific Tree Arbitration		347.80	347.80
Joint Labor Management Meeting		205.22	205.22
SPP Ballot	593.35	333.70	927.05
SPP Apprenticeship	116.14		116.14
SPP Arbitration		27.36	27.36
Sacramento Regional Transit Arbitration		1,507.48	1,507.48
Strike Assistance		5,978.41	5,978.41
SMUD Arbitration	156.64	63.37	220.01
By-Law Revision	473.42	99.32	572.74
P.G. & E. Ballot	2,379.67		2,379.67
Pacific Tree Ballot	106.44	43.80	150.24
Truckee-Donner PUD Arbitration	62.00		62.00
Total Various Committees	79,909.54	88,252.52	168,162.06
Negotiating Committees:			
C.P. National	\$ 2,581.25	\$ 3,423.93	\$6,005.18
City of Redding		1,299.54	1,299.54
City of Healdsburg		179.82	179.82
Teleprompter	125.52	520.32	645.84
Outside Line Construction	709.22	1,949.52	2,658.74
Sacramento Regional Transit	72.80	7.00	79.80
City of Oakland		53.76	53.76
City of Lodi		174.07	174.07
U.S. Bureau of Reclamation	1,705.54	2,065.81	3,771.35
Oroville-Wyandotte Irrigation Dist.		19.90	19.90
Merced Irrigation District		91.68	91.68
Western TV Cable	59.12	5.08	64.20
Bay Cablevision	189.03	56.40	245.43
Truckee Donner PUD		139.70	139.70
City of Gridley		1,676.16	1,676.16
Davey Tree	165.60	183.17	348.77
Citizens Utility	2,099.00	1,737.12	3,836.12
Sacramento Municipal Utility Dist.	876.96	642.56	1,519.52
Nevada Irrigation Dist.		153.23	153.23
State Cable TV	48.08	216.25	264.33
RCA Service	118.88	257.60	376.48
Lynch Communication		63.65	63.65
Modesto Irrigation Dist.	391.68	325.65	717.33
Paradise Irrigation Dist.		79.50	79.50
City of Roseville		112.88	112.88
X-Ray Engineering	133.12	50.00	183.12
Tri-Dam		29.50	29.50
City of Alameda		258.04	258.04
Yuba City Water Agency		6.71	6.71
City of Santa Clara		153.36	153.36
Concord TV Cable	148.44	43.35	191.79
Pacific Gas Transmission	270.41		270.41
Sonic TV Cable		128.00	128.00
Tele-Vue	306.00	329.31	635.31
Turlock Irrigation District		31.50	31.50
Placer County Water Agency		14.67	14.67
Plumas-Sierra R.E.C.	65.04	31.88	96.92
Orange Cove Irrigation Dist.		65.30	65.30
Storer Cable TV		150.41	150.41
Pacific Tree Expert	159.60	73.50	233.10
Total Various Negotiating Committees	10,225.29	16,799.83	27,025.12
P.G. & E. Company:			
Wage and Contract	\$ 2,809.23	\$ 6,650.78	\$ 9,460.01
Benefit	9,093.67	8,946.49	18,040.16
Departmental:			
PLO Reorganization	262.99	47.86	310.85
Gas Meter Shop	1,649.08	410.32	2,059.40
Traveling Crew	863.17	860.69	1,723.86
Clerical Restructuring	16,194.01	2,242.95	18,436.96
Design Drafting	802.88		802.88
Ad Hoc-Cable Sub Foreman	1,526.40	559.55	2,085.95
Material Handling	2,284.56	1,353.97	3,638.53
General Const. Lines of Progression	3,830.83	1,388.49	5,219.32
Substation operations	3,238.67	2,642.54	5,881.21
Computer Operations	2,788.30	296.10	3,084.40
Water Dept.	2,569.53	2,148.10	4,717.63
Gas Service Dept.	519.15	70.16	589.31
Electrical Dept.	1,413.52	118.73	1,532.25
Nuclear Power Plant Operators	547.52		547.52
Building Dept.	38.72		38.72
Terminal Operators	191.07		191.07
Total P. G. & E. Co.	50,623.30	27,736.73	78,360.03
S.P.P. Co.			
Wage and Contract	5,774.28	1,081.77	6,856.05
Membership Supplies:			
International Supplies		2,198.95	2,198.95

Dues buttons	1,172.25	1,172.25
Election Expenses	95.00	95.00
Membership Cards	830.25	830.25
Awards	2,150.00	2,150.00
Group Legal Service Plan Information	2,132.13	2,132.13
Agreements:		
P.G. & E. Physical	9,028.94	9,028.94
P.G. & E. Clerical	4,390.76	4,390.76
P.G. & E. Benefit	3,111.04	3,111.04
U.S.B.R.	1,343.17	1,343.17
City of Redding	1,364.73	1,364.73
Total Membership Supplies	27,817.22	27,817.22
Total Other Salaries and Expenses	146,532.41	161,688.07
		308,220.48

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH DISBURSEMENTS FOR THE YEAR ENDED DECEMBER 31, 1978

GENERAL FUND

Membership Benefits:		
Group Life Insurance	\$86,123.94	
Flowers	281.91	
Pin Award Dinners	7,743.84	
Unit Meeting Prizes	650.00	
Local Union Unit Social Fund	550.00	
Memorial Bibles	491.35	
Membership Meeting Expenses	5,645.24	
Life Savings Award	10.00	
Donation to American Cancer Society in Lieu of flowers	20.00	\$101,516.28
Donations:		
For Candidates, 1978 General Election:		
California, 82 candidates	11,100.00	
Nevada, 10 candidates	2,500.00	
SMUD, 1 candidate for Director	250.00	
Californians for Brown	1,500.00	
M. Dymally Committee	1,000.00	
Cal. Council for Environmental & Economic Balance	1,000.00	
Nevadans for ERA	500.00	
AFL-CIO Food for miners	500.00	
Reception — Governor Brown	584.50	
ILPA Postal Fund	250.00	
Unionist of the Year	250.00	
City of Hope	200.00	
KEET — Eureka	200.00	
KQED — S.F.	200.00	
KIXE — Redding	200.00	
KVIE — Sacramento	200.00	
KMIF — San Joaquin	200.00	
Others — Less than \$200. each, details in Quarterly audit reports	1,280.00	21,914.50

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH DISBURSEMENTS FOR THE YEAR ENDED DECEMBER 31, 1978

GENERAL FUND

Payroll Taxes:		
Employee portion:		
US Income Tax Withheld	\$(229,466.34)	
California income tax withheld	(48,178.41)	
FICA withheld	(51,277.55)	
SDI withheld	(5,890.64)	
US Income tax forwarded	229,528.85	
California income tax forwarded	47,119.76	
FICA forwarded	51,283.01	
SDI forwarded	6,000.95	
Local Union Portion:		
FICA	51,283.01	
California Unemployment Insurance	8,570.73	
Nevada Unemployment	313.11	
U.S. Unemployment	2,511.77	\$ 61,798.25
Employee Benefits:		
Health and welfare plans	63,215.59	
Group life insurance	22,766.47	
Staff pension plan	134,869.70	
Clerical Pension plan	19,373.02	
Employee benefit plans — consultant fees	7,490.00	
Employee benefit plans — trustee fees	6,225.00	253,939.78
Other Disbursements:		
Legal Fees	51,620.09	
Audit fees	3,710.00	
Hall rentals	18,280.10	
Refunds	2,930.58	
PRD service charges (various employers)	1,531.27	
Workman's Comp. Ins.	37,526.00	
Purchase 26 new autos, cost less trade-in allowances	149,683.02	
International convention advances — to be refunded to Local	12,000.00	
Other advances — subsequently repaid	831.59	
For Local 2247	188.74	
Advanced dues	8.00	
Forward Supplemental Retirement-Severance payments	7,604.33	
Insurance	666.06	286,579.78
Total Disbursements		3,225,349.34

Financial Report

(Continued from page 9)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS FOR THE YEAR ENDED DECEMBER 31, 1978

REPLACEMENT FUND		EXHIBIT B
Cash Balance December 31, 1977		\$114,792.83
Receipts:		
Transfers from General Fund	\$37,200.00	
Interest	5,029.37	
Sale of Used Autos	10,300.00	52,529.37
Total of Receipts and Balance		167,322.20
Disbursements:		
Transfer to General Fund for Auto purchases		124,958.85
Cash Balance December 31, 1978		42,363.35
Details of Balance:		
Wells Fargo Bank — savings account	42,363.35	

SUPPLEMENTAL RETIREMENT-SEVERANCE FUND		EXHIBIT C
Balance December 31, 1977		99,085.76
Receipts:		
Interest	5,246.00	
Dividends	762.05	6,008.05
Total of Receipts And Balance		105,093.81
Disbursements:		
Transfers to General Fund to pay benefits		7,604.33
Balance December 31, 1978		97,489.48
Details of Balance:		
Nine American Savings and Loan Accounts	80,712.46	
Two Dodge & Cox Stock Fund accounts — At Cost	16,777.02	
Total As Above	97,489.48	

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF ASSETS, LIABILITIES AND EQUITY AT DECEMBER 31, 1978		EXHIBIT D
ASSETS		
Cash Accounts And Stock Fund at cost:		
Commercial account — General Fund:		
Bank Statement, less outstanding checks	\$ 17,626.57	
Eight Savings and Loan Certificates of		
Deposit — General Fund	561,995.10	
Cash Funds — General Fund	5,200.00	
Savings Account — General Fund	1,141,495.56	
Savings Account — Replacement Fund	42,363.35	
Savings accounts and Stock Fund at cost —		
Supplemental Retirement-Severance Fund	97,489.48	
Total Cash and Stock Fund at Cost		\$1,866,170.06
Convention advance — to be repaid to Local	1,000.00	
100 shares P. G. & E. common stock — at cost	3,388.17	
Air Transportation Deposit	425.00	
Loan Receivable from Energy Workers Center, Inc.	273,965.34	
Fixed Assets:		
Automobiles (32) at cost	184,924.75	
Less allowance for depreciation	26,300.00	158,624.75
Furniture & office equipment — at cost	152,730.99	
Less allowance for depreciation	48,890.00	103,840.99
Total Assets		2,407,414.31
LIABILITIES AND EQUITY		
Liabilities:		
IBEW per capita portion of July through		
December Receipts to forward	246,226.72	
Payroll taxes	4,638.84	
For Supplemental Retirement-Severance	97,489.48	348,355.04
Equity:		
General Fund	2,016,695.92	
Replacement Fund	42,363.35	2,059,059.27
Total Liabilities and Equity		2,407,414.31

Note: The accounts are maintained on a cash basis. Assets and liabilities consist of those arising from cash transactions and all other material assets and liabilities. Depreciation has been computed on depreciable assets, at \$100. per month on automobiles and 10% per year on furniture and equipment. Prepaid and delinquent dues and unpaid operating expenses are not included in this statement.

Comments Sought On Union Reporting Proposals By U.S. Department of Labor

SAN FRANCISCO — Public comments are sought on two petitions calling for changes in the regulations requiring unions to file financial and other reports with the U.S. Department of Labor and to make these reports available to their members.

One petition, filed by the AFL-CIO, proposes that unions with total annual receipts up to \$100,000 be permitted to file a simplified annual financial report. Labor Department regulations now limit use of a simplified report (Form LM-3) to unions with less than \$30,000 in annual receipts. Unions with more than \$30,000 in receipts must file a more detailed report (Form LM-2).

Under the Labor-Management Reporting and Disclosure Act (LMRDA), unions must file with the Labor Department annual financial reports on their assets, liabilities, receipts and disbursements, including salaries, allowances and expenses of union officers. Information also must be submitted on payments to union employees.

The \$30,000 cutoff for use of the simplified form was set in 1962. The AFL-CIO said in its petition that the limit should be raised to \$100,000 to take into account the effect of inflation since 1962 and to reduce the reporting burden on small unions.

In addition to an annual financial report, each union is required under the LMRDA to have on file with the Labor Department an up-to-date copy of its constitution and bylaws. The law also requires the union to "make available" to its members the information contained in its financial report. The union also must make available its constitution and bylaws for inspection by members at a reasonable time and place.

The second petition in which comments are being sought deals with how unions make this information available to members. The petition, prepared by the Institute for Public Interest Representation of the Georgetown University Law Center on behalf of nine union members, seeks a regulation requiring every union covered by the LMRDA to "mail or supply directly to members" copies of the union's annual financial report and its constitution and bylaws.

The petition says that many unions now make the financial report and constitution and bylaws available to members by having the documents on hand for inspection at the union's main office. It is inconvenient for many members to come to the union office, the petition says, and in some instances actual or threatened physical or economic harm by employers, union members, or fellow members discourages members from exercising their right to examine the information.

Notices soliciting comments on the two petitions were published February 9 in the Federal Register. Comments on the petitions, including the advisability of holding public hearings on them, should be received by the Labor Department within 60 days of publication in the Federal Register. Comments should be sent to the Assistant Secretary of Labor for Labor-Management Relations, Department of Labor, 3rd Street and Constitution Ave., N.W., Washington, D.C. 20210.

G. C. Stewards Trained in Safety and Labor History

By Charlie Gadzik

OSHA, Worker's Compensation and Labor History were topics presented at the January 27th General Construction Stewards Conference in Walnut Creek. Stewards spent the entire day hearing and questioning experts like Art Carter, California's Chief of Industrial Safety, Dave Mastagni, Local 1245's attorney specializing in Worker's Compensation, and Harvey Schwartz, Labor History Professor.

Carter explained how OSHA operates and how Stewards can use its statewide network of offices to get immediate action on serious safety hazards. He defended OSHA against the critics who concentrate on some of OSHA's trivial regulations (which OSHA is eliminating), but ignore the positive contributions the law is making toward job safety.

A scholarly overview of California Labor History was presented by Professor Harvey Schwartz of San Francisco City College. Events in California spearheaded the strides made by the U. S. labor movement in the 1930's, said Schwartz. He pointed

out that one of the few successful general strikes held in the U. S. happened in San Francisco in the 30's.

Dave Mastagni, an attorney from Local 1245's new law firm, fielded questions on Worker's Compensation. He explained what to do in an industrial accident and described the new simplified form to be used when reporting an injury to the law firm.

Stewards questioned Mastagni on the new "choose your own doctor law" that says you can designate your personal physician to treat you for industrial injuries; instead of using the Company's doctors. Mastagni announced plans to establish a central point where G.C. members can send their designation cards to make sure they are received by the Company.

Those who attended the conference will receive credit for the Safety, Worker's Compensation, and Labor History requirements of the Local 1245 Certified Stewards Training Program.



Twenty-two Stewards attended the day long session. Shown from left to right are: Marv Rubendall, Art Carter (OSHA), Jan McCracken, Jim Lim (OSHA), Joel Elioff, Bill Twohey, Ron Koshmeider, Johnnie Rodriguez, Ed Martinez, Jim Findley, Roger Nelson, Dean Mooney, Pete Pelucia, Dean Lees, Tom Dotter, Fred Pederson, Stan Stensrud (back of room), Gene Wallace, Ken Williams, and Don Findley. Not shown are Marvin Shutte, Greg Valley, Guy Marley, and C. Larson.



Dave Mastagni, Local 1245's Worker's Compensation attorney, announced that a new simplified Worker's Compensation Claim form can be obtained from your Business Representative.

The following letter was addressed to the editor of the New Citizen. What's your reaction?

Newcomer's Reaction

Recently our family moved to Modesto. We dearly fell in love with this city about a year ago. The day of our arrival I immediately contacted all the utility companies. We had failed prior to the move to make contact with the Realtor to have this done for us. I found out the electric and gas are from different companies. The city had the water and sewer. I also contacted the garbage company.

It was afternoon before I was able to call. I was told by all the companies that nothing could be turned on until the next day. I accepted this because of the short notice. We stayed in a motel that night. The next day everything was established. The gas company was the last to arrive. It was after 5 p.m. before the man arrived. He was very courteous and explained about the heavy workload for that day.

What I'm concerned about is about three days later a Pacific Gas and Electric Co. representative knocked on the door and said he periodically checks the serviceman's work. I agreed and let him do so. After he left I got to thinking I didn't have any complaints about the serviceman's work and if I did I would have called the P.G.E. office. Maybe if this PGE representative wasn't checking other people's work he could have turned my gas on and I wouldn't have had to wait so long.

Is this what's wrong with our society today? Too many chiefs and not enough braves.

—Modesto New Citizen

New Publication

Summarizes Election Procedures

The Labor Management Reporting and Disclosure Act of 1958 spells out minimum standards to insure that union elections will be fairly conducted. Beyond these basic requirements, elections are conducted according to the constitution and by-laws of individual unions.

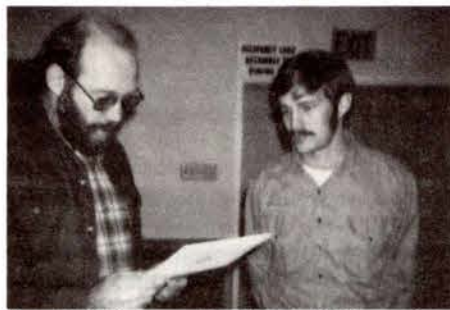
In "Election of Officers of Labor Organizations" rights of union members are summarized. Also discussed is who must be elected, nomination procedures, campaign rules and election procedures.

To order, send \$1.60 to the Superintendent of Documents, US Government Printing Office, Washington, D.C. 20402. Ask for "Election of Officers of Labor Organizations" No. 029-000-00339-4.

Rice honored for rescue attempt

Bradley Rice, a Local Union 1245 member who is employed by Pacific Gas and Electric Company in North Bay Division, was cited by the I.B.E.W. for his efforts to revive a man who collapsed at a restaurant in Napa on October 2, 1978.

Brother Rice and his wife, Joyce, were having lunch when a man in another booth suddenly slumped over the table. Rice immediately went to the man's aid, determined he was not breathing and that he had no pulse. He and an unidentified woman placed the victim on the floor and then alternated in administering mouth-to-mouth resuscitation and external cardiac compression until ambulance attendants took over. The victim



Napa Unit Chairman Stan Sleeper (left) awards an I.B.E.W. Certificate of Recognition to Bradley Rice for his attempt to save the life of a man who collapsed in a Napa restaurant.

was pronounced dead upon arrival at a nearby hospital.

Mackenzie Cited for Rescue Effort

Brother Jack MacKenzie was awarded an I.B.E.W. Certificate of Recognition because of his efforts to revive an unconscious man at the Santa Rosa Veterans Memorial Building.

MacKenzie, a Local Union 1245 member who is employed by Pacific Gas and Electric Company in North Bay Division, was assisting in the preparation of Santa Rosa Gem and Mineral Society exhibit tables on his day off when he heard a call for help from across the room. He responded to the cry and found a member of another mineral club unconscious on the floor. MacKenzie, assisted by the building manager and a registered nurse, applied mouth-to-mouth resuscitation until an ambulance crew arrived and the victim had established a



Local 1245 Vice President-Santa Rosa Unit Chairman Howard Stiefer (left) presented an I.B.E.W. Certificate of Recognition to Jack MacKenzie for his efforts to revive an unconscious man at the Santa Rosa Veterans Memorial Building.

weak pulse. The victim died of a massive stroke two days later in a hospital.

NLRB Slaps J.P. Stevens For The Big Stall (Since '74)

The National Labor Relations Board has upheld an administrative law judge's 1977 ruling that the J.P. Stevens Co. is guilty of bad-faith bargaining in negotiations that began four years ago at the textile firm's Roanoke Rapids, N.C. plants.

The Dec. 14 decision, affirming Judge Bernard Ries' earlier order in which he said Stevens approached collective bargaining with "all the tractability and openmindedness of Sherman at the outskirts of Atlanta," noted that the company was "undermining the collective bargaining process and denigrating the union's status as... bargaining agent," won after workers voted for ACTWU representation in August 1974.

In affirming Judge Ries' decision, the labor board held that Stevens violated the National Labor Relations Act by using delays in contract talks at Roanoke Rapids "to chill the ardor of employees" supporting the union at other Stevens plants. The 3,500 Roanoke Rapids workers still have no contract; neither do more than 40,000 other Stevens employees.

Stevens' violations "go to the very heart of the Act and our national policy," the board pointed out. The new decision criticized Stevens for "keeping the union in the dark regarding information necessary and relevant for the purposes of collective bargaining."

The board said the company timed the announcement or implementation of benefit programs "to preclude any meaningful negotiations" concerning the Roanoke Rapids workers.

'Hobson's choice'

Stevens' tactics "thus confronted the union with a Hobson's choice — either accept or reject unilaterally predetermined modifications in benefit programs," the board noted.

The board required that Stevens "notify the union promptly of any decision to announce or institute system-wide changes in employee benefits" and "produce upon request all information relevant thereto."

The decision marked the 16th case in which the NLRB has found Stevens guilty of labor law violations since workers began organizing in 1965. In the 15 previous cases — each combining scores of individual violations of workers' rights — all but one of the board's decisions were later upheld by federal appeals courts.

New complaint issued

Elsewhere, the NLRB's regional director in Winston-Salem, N.C., issued a new complaint alleging unfair labor practices and harassment of Stevens employees at the company's Woolwine, Va. plant.

The instances of harassment and dis-

Follow-up Seminars on Fed Asbestos Survey Slated

Three follow-up seminars on a unique program launched last Spring to identify Bay Area workers who may be suffering asbestosis or related diseases will be held in Oakland, Vallejo and San Francisco next month.

The seminars, titled "Asbestos Exposure: What it is, What to do," are an outgrowth of a project initiated by the Western Institute for Occupational and Environmental Sciences, Inc., of Berkeley with the support of the California Labor Federation and various affected unions, that involved x-raying more than 2,300 workers who have been exposed to asbestos either during or since World War II.

WIOES Director Dr. Phillip L. Polakoff who described the study as "the first broad public survey of the impact of asbestosis and related diseases in the nation's history," will report and comment on the results of the study, which was known as the Bay Area Asbestosis Surveillance Project, at each of the three seminars.

But, he emphasized, the seminars are not limited to those who participated in the survey but are community seminars open to the public and aimed at informing workers on how to protect themselves and their families from asbestos.

Each of the seminars will include discussions of (1) government regulations

of asbestos; (2) medical information on asbestos; (3) community support devices; and (4) health care reimbursement agencies and procedures.

A panel of experts will be available on each topic and questions from the audience will be fielded by a panel moderator and answered by one or more of the panel members.

The goal of the seminars is not only to report on the Bay Area Asbestosis Surveillance Project but to increase public awareness of employer, employee and government responsibilities in controlling asbestos exposures and to broaden the participants' working knowledge of the medical, legal and scientific implications of asbestos exposure.

In keeping with WIOES policy, there will be no smoking in meeting rooms used for these seminars, Polakoff said.

Scheduled to take part in various sections of the day-long seminars are representatives of Cal/OSHA, the U. S. Labor Department, the Environmental Protection Agency, the National Institute for Occupational Safety and Health, the American Cancer Society, the American Lung Association, the Mental Health Association, the Federal Workers' Compensation programs, the California Workers' Compensation Appeals Board, the California Applicants Attorney's Assn., the Defense Attorney's Assn., as well as medical specialists and industrial hygienists.

The seminars are scheduled as follows:

Saturday, March 10 at Teamsters Local 70 Hall at 70 Hegenberger Road near the Oakland Airport in Oakland;

Saturday, March 24 in McCormack Hall on the Solano County Fairgrounds in Vallejo;

Saturday, March 31 at the International Longshoremen and Warehousemen's Union Local 10 Hall at Fisherman's Wharf in San Francisco.

Each of the seminars will open at 9:30 a.m. and run until about 5:00 p.m.

For further information, phone (414) 845-6476.

—Social Justice

Your 1979 Social Security...

(Continued from page seven)

living costs will be compared with those of the year before. If living costs have increased 3 percent or more, benefits will be increased by the same amount and will be included in checks issued the following July unless Congress has already acted to raise benefits.

While you are working, social security contributions are taken out of your wages. You will pay social security contributions on all wages up to \$17,700 in 1978. After increases to \$22,900 in 1979, \$25,900 in 1980, and \$29,700 in 1981, this amount will increase automatically in future years to keep up with changes in average wage levels as under previous law. This means that a worker paying increased social security contributions can be sure of higher benefits later because benefits will be based on a higher level of earnings.

Social security checks are not subject to Federal income tax.

If you qualify for checks on the record of more than one worker (for example, on your own record and your husband's), you'll get an amount equal to the larger of the two amounts. If, in addition to your social security benefit as a wife, husband, widow, or widower, you receive a pension based on your work in public employment not covered by social security, your benefit as a dependent or survivor will be reduced by the amount of that pension. Under an exception in the law, your governmental pension will not affect your dependent's or survivor's benefit if you become eligible for that pension before December 1982, and, if at the time

you apply or become entitled to your social security benefit as a dependent or survivor, you could have qualified for that benefit if the law as in effect in January 1977 had remained in effect. (At that time, men had to prove they were dependent upon their wives for their support to be eligible for benefits as a dependent or survivor.) Your governmental pension, however, will not affect any social security benefit based on your own work covered by social security.

In addition to monthly benefits, there is a lump-sum payment made at a worker's death. It is \$255.

Q. If I have always earned the maximum amount covered by Social Security, will I get the highest benefit paid during the year I retire?

A. A word of explanation

Some people think that if they've always earned the maximum amount covered by social security they will get the highest benefit shown on the chart. **This isn't so.** Although retirement benefits as high as \$502 a month are shown, payments this high can't be paid to a worker retiring at 65 now. The maximum retirement benefit generally payable to a worker who becomes 65 in 1978 is \$459.80 a month, based on average covered yearly earnings of \$8,257.

The reason the average can be no higher now is that the maximum covered earnings were lower in past years. Those years of lower limits must be counted in with the higher ones of recent years to figure your average covered yearly earnings and this

average determines the amount of your check.

The maximum earnings creditable for social security are \$3,600 for 1951-1954; \$4,200 for 1955-1958; \$4,800 for 1959-1965; \$6,600 for 1966-1967; \$7,800 for 1968-1971; \$9,000 for 1972; \$10,800 for 1973; \$13,200 for 1974; \$14,100 for 1975; \$15,300 for 1976; \$16,500 for 1977; \$17,700 for 1978; \$22,900 for 1979; \$25,900 for 1980; and \$29,700 for 1981.

Q. How can I estimate my check?

A. Estimating your check

Although the exact amount of your retirement check can't be figured until you apply for benefits, you can estimate the amount ahead of time. Ask at any social security office for a copy of the leaflet, *Estimating your social security retirement check*.

Q. Are future increases automatic?

A. Future increases are automatic

The maximum amount of annual earnings that counts for social security will rise to \$22,900 for 1979; to \$25,900 for 1980; and to \$29,700 for 1981. After 1981, the maximum will rise automatically in future years as earnings levels rise as it did before 1979. This will mean higher benefits later because a greater portion of a worker's earnings will be counted towards social security. Every year the increase in average covered wages will be determined, and if wage levels have increased since the base was set last, the base will be raised — but only if there is an automatic benefit increase the same year.

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.



Hazard Alert Bulletin for Electricians on Cable Splice Sealers Containing Isocyanates

Electricians should use extreme caution when sealing telephone cable splices with foam plugs. These urethane plugs may emit isocyanate vapor. Inhaling or breathing even small amounts is harmful particularly when the practice is repeated. Contact with isocyanate liquid or vapor is hazardous in two different ways. First, isocyanates are irritant and corrosive. They can burn the eyes, skin and breathing passages (nose, throat and lungs). Excessive or repeated exposure can cause chronic bronchitis. These reactions may be confused with cold and flu symptoms. The second way isocyanates can be harmful is more serious. They are potent allergic sensitizers, usually, but not necessarily, more likely to affect workers who already have allergic tendencies. Without warning, after one or many contacts, the worker can become sensitized or allergic. Once sensitized an asthmatic like "attack" can occur after inhaling even a very minute amount of an isocyanate. Each "attack" can become more severe and even life threatening calling for emergency hospitalization. Because of the difficulty in breathing, burning chest pain and tightness, sweating and cough, the victim is likely to be treated as if he/she were having a heart attack. When the true cause is not identified the sensitized worker is not warned that he/she is at serious risk if any further exposure to isocyanates occurs. Once sensitized there is no safe limit for exposure.

It may be difficult in some instances to determine if the effects on the lungs and breathing passages are due to the corrosive effects of excessive exposure to isocyanates or from an allergic response. Until there is medical confirmation of which it is, it is best to make the safe assumption that it is an allergic response.

Because the effects of many occupational hazards are rarely seen by most physicians, workers should bring with them to the physician the label or other information about a work hazard which may have something to do with a health problem about which a worker is seeking medical assistance.

This foam plug used to weather proof and seal telephone cable splices is a urethane product. These products are widely used as flexible foam cushioning material in autos and furniture and as rigid insulation in construction, household appliances, refrigerated truck bodies and railroad cars. They have been commercially available only since 1955.

These products are usually available in two separate containers, marked Part A and Part B. These are mixed to produce the urethane foam in the desired amount. Part A invariably contains a chemical known as a diisocyanate (di-iso-cyanate). Upon mixing Part A with Part B, amounts of the diisocyanate are liberated in the form of a gas. The odor level concentration (least amount people can smell) is approximately 100 times the irritation level. Toluene

Diisocyanate (T.D.I.) is the most frequently used isocyanate. California regulations (General Industry Safety Orders) limits exposure of TDI to 0.02 parts of TDI per million parts of air (.02ppm) in the breathing zone of the worker. The National Institute of Occupational Safety and Health has recently recommended that the federal Occupational Health and Safety Administration (OSHA) requirement for isocyanates, including TDI, be made more restrictive (a time weighted average of five parts per billion (5 ppb) for regular work week and a 20 ppb ceiling for no longer than 10 minutes).

One such urethane that is used extensively in the telephone industry is Compound Q. This material was allegedly responsible for a severe reaction of a worker that required extensive hospitalization and treatment in recent months. Recent conversations with this company indicate it has discontinued manufacture of Compound Q.

Workers should read and follow the directions and precautions on the label. The employer is responsible for advising the employee whenever he/she is ex-

pected to work with any material which could be harmful and to provide a working environment which will protect workers from overexposure to hazardous materials such as isocyanates. Local exhaust, dilution ventilation, and, as a last resort, approved respirators should be provided. Less hazardous materials should be substituted whenever possible.

It is particularly important for workers to be medically examined before working with isocyanates. Persons with allergies, particularly asthma, or other chest or lung disease, such as emphysema, bronchitis, and the like should be warned that they should avoid working with isocyanates.

For further information contact the Occupational Health Research and Development Section, 714 P Street, Room 440, Sacramento, CA 95814, (916) 322-2097.

Workers' Compensation Procedures

By David P. Mastagni
Attorney at Law
Marsh, Mastagni & Marsh

The basic premise of the Workers' Compensation Act is that an injured worker should readily receive medical treatment, temporary disability indemnity, permanent disability indemnity, and rehabilitation. The Division of Industrial Accidents (Workers' Compensation Appeals Board) is the vehicle or delivery system which insures that these benefits will be promptly paid to injured workers.

An "injury" is a specific injury, a cumulative injury, or an occupational disease which arises out of the employment relationship. Many injuries that occur or manifest themselves in places other than the place of employment are considered industrial, such as injuries occurring during a commute, lunch break, or arising out of a cumulative exposure.

Once an injury has occurred, or the employee knows of the relationship of the injury to his employment, it should be reported to the proper supervisor. Under current law, a worker has a right to his own physician if he has given prior written notice of his intention to utilize his own treating physician; otherwise, the employer has the right to control medical treatment for the first thirty (30) days following injury. There are exceptions to the right of the employer to control medical for thirty (30) days allowing the worker to choose his own doctor even in the absence of prior written notice. Following reporting the injury to the employer, the next procedural step would be for the worker to report the injury to his business representative or seek legal advice. Often-times, the injured worker is entitled to monetary awards and/or other benefits over and above medical treatment, and is advised of these additional rights by his or her business representative. Workers are often entitled to an award of permanent disability, which results in a monetary award. An additional reason for consulting a business representative or attorney is that there are limited time periods within which claims can be filed; it is imperative that the injured worker protect his or her rights. Then, the next procedural step is to file an Application for Adjudication of Claim before the Workers' Compensation Appeals Board.

If legal counsel is retained, the attorney will generally make arrangements for a medical examination, obtaining statements of witnesses, gathering evidence, and issuing necessary subpoenas. Once the medical reports are obtained, reports are submitted to the Workers' Compensation Appeals Board and a determination as to permanent disability, entitlement to rehabilitation, entitlement to temporary disability, and entitlement to future medical care is made. These reports are paid for by the legal representative, who seeks reimbursement

from the employer or his insurance carrier.

The employer or insurance carrier may also require the employee to submit to medical evaluations. An employee is entitled to mileage (14c per mile round trip) and a day's temporary disability for attending said examination.

Once the reports are submitted for rating (or the doctor is brought to testify before a hearing), a standard disability is set forth. This standard disability is then modified for the age and occupation of the worker and reduced to a rating which results in a monetary award. The legal representative is generally compensated by the Workers' Compensation Appeals Board awarding ten percent (10%) of the permanent partial disability award as attorneys' fees. Permanent disability does not mean that you are unable to do your job. (It is merely a method of determining your monetary entitlement.) The ten percent (10%) attorneys' fee is set by the Workers' Compensation Appeals Board; the attorney has no control over it, and if there is no recovery there is no fee.

The awards are generally paid in weekly increments until a specified sum is exhausted; however, an award can be "commuted" and made payable in a lump sum at a three percent (3%) discount. Also, claims can be settled by way of Compromise and Release. This type of resolution of a claim is closely scrutinized by the attorney and the client, and must be approved by a Judge of the Workers' Compensation Appeals Board.

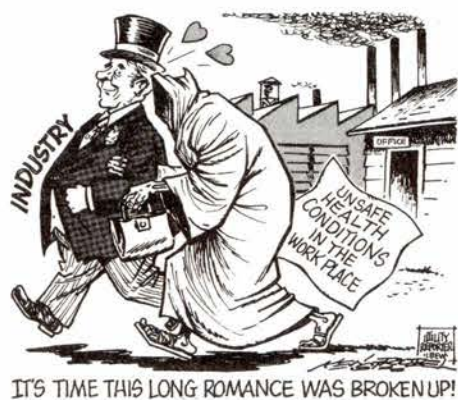
During the pendency of the claim, the employee should receive temporary total disability at the rate

specified in the Labor Code or industrial disability leave as per his working agreement with the employer. In situations where these sums are not voluntarily paid, private employees may file for state disability indemnity (up to six months) and all employees may file for Social Security if a period of twelve (12) continuous months of disability can be shown.

Once the condition becomes permanent and stationary, the percentage of disability is determined and entitlement to rehabilitation is determined. (Note: Permanent disability awards can result in lifetime pensions.)

If a claim is adjudicated by way of trial before the Workers' Compensation Appeals Board, a Workers' Compensation Judge hears all of the medical and lay testimony and receives all evidence just as a Superior Court Judge would. Once the evidence is complete, the Workers' Compensation Judge makes a decision. If either party is unsatisfied with the decision, they may seek reconsideration before the Appellate Department of the Workers' Compensation Appeals Board. Thereafter, further review may be sought by way of Writ of Review in the District Court of Appeal, following which a Petition for Hearing in the Supreme Court can be filed.

The Workers' Compensation Appeals Board has five (5) years' jurisdiction over work-related injuries and petitions to reopen claims less than five years old can be filed and new and further benefits obtained, even though there has been a prior determination as to entitlement under the Workers' Compensation Act.



Do You Rate A Refund On Your D.I. Payments?

If you worked for two or more California employers in 1978 and had more than \$114 in state disability insurance deductions withheld from your earnings, you may be entitled to a refund.

Claims for a refund of the excess may be filed with the Franchise Tax Board when you submit your state income tax return for 1978.

The amount of the claim must be supported by forms W-2 which show the SDI deductions.

All claims for refunds must be accompanied by an income tax return or an amended return for the year in which the excess deductions were made. Employees have up to three years to claim the refund.

Workers who are not required to file a California Personal Income Tax Return but who paid state disability insurance taxes of more than \$114 as a result of working for two or more California Employers may file their refund claims directly with the employment Development by getting Form DE 1964 from an EDD Tax District Office.

Welders Alert Disposable Butane Lighters Are A Hazard

A recent memo circulated at Allegheny Ludlum Steel Corporation suggested adoption of a maintenance policy predicated on the following article:

"Canadian Pacific Rail has adopted a policy in its maintenance shops whereby its personnel are not allowed to carry disposable butane lighters while on duty.

The reason is that a workman — a welder — was killed when his lighter exploded, and another was severely burned in a second mishap.

The death of the welder occurred when the lighter he was carrying in the breast pocket of his shirt exploded after being struck by a spark from his welder's torch. The second injury occurred when a worker carrying a lighter in his trouser pocket

picked up a spark from a torch and the lighter exploded, resulting in severe burns to his hips and groin area.

The policy is stringently being enforced in all CPR Maintenance Shops across the country."

All Local 1245 members employed as Welders are specifically urged not to carry disposable butane lighters in their pockets while on-the-job. Further, no employee who works in the immediate area where welding is being done should carry these lighters on their person. Butane lighters have proven to be a definite safety hazard. Don't wait until an accident occurs on your job before you heed this warning. Stop carrying disposable butane lighters now.