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General Construction

Shop Steward Harassment

by Ed Fortier

Employer-harassment of union members, particularly shop stewards in retaliation for their activities on behalf of the union, is a problem that has been with us since the early days of the labor movement. Although the problem is less obvious than it was years ago, union members and shop stewards still get harassed by their employers.

As a result of this Local receiving a number of complaints from our G.C. Shop Stewards charging that they were being harassed by management, Local 1245 instituted a program to, minimize, if not completely eliminate, the problem. About ten months ago, a series of grievances were filed on behalf of our General Construction Shop Stewards. These grievances charged Pacific Gas and Electric Company with harassing specific Shop Stewards in retaliation for their union activities. Business Representative Skip Harris and I met with Don Brand, Vice President in charge of General Construction, to discuss the grievances. At the meeting, we did not discuss individual cases but expressed the overall concerns of our Stewards relative to their particular vulnerability to retaliatory-harassment in the form of transfer. (In General Construction management has the absolute right to send employees wherever there is work for their classification.) Mr. Brand's reply was that if this was happening, it was a practice that he would not want continued. He also opined that, perhaps, what we were hearing from our Stewards was more the result of the "usual GI griping" that accompanied the need to transfer any employee to a work location away from his home for an extended period of time.

After we reported the results of our meeting with Brand to Business Manager Dean Cofer, it was decided that we would not only continue to file grievances over this matter, but that we would also enlist other avenues to remedy the problem. We consulted members of the G.C. Joint Grievance Committee, and talked to various Stewards to get their opinions. As a result, Dean directed Business Representative Charlie Gadzik to prepare a survey that would be mailed to all G.C. Shop Stewards. The purpose of the survey was to determine if G.C. Stewards had been transferred more than other employees in like classifications over a two-year period. The survey was prepared with the assistance of G.C. Staff members, and mailed to G.C. Stewards during the end of February 1979. Shop Stewards were urged to promptly complete and return the forms to the Walnut Creek office. In the meantime, pending grievances continued to work their way through the steps of the grievance procedure, and additional grievances were still being filed.

On the weekend of April 21, General

Construction Business Representative Skip Harris, Mickey Harrington and Ed Fortier attempted to contact the Stewards who had not yet mailed their surveys into the office, and mailed additional copies to those Stewards who had misplaced their original questionnaires. Pending the conclusion of the survey-response period which was May 18, we continued our efforts to resolve the existing grievances with the Company.

The existing grievances, in which we could not clearly prove discrimination for union activity, were settled by the Union. The remainder of the cases were withdrawn "with prejudice", which means that we can continue to pursue the issue at a later date should we obtain additional facts. During our discussions with the Company regarding these grievances, Company informed us that it does not intend to allow its lower level management personnel to get away with treating I. B. E. W., Local 1245 Shop Stewards in a discriminatory manner. Furthermore, we were told that PG&E is currently conducting a program for their first line supervisors in the field to stress the importance of settling problems before they become formal grievances, and that additional counseling will be given to those supervisors who seem to continue to cause problems in this area.

The results of our G.C. Shop Stewards survey indicated that the majority of our stewards don't have any discrimination problems. However, the survey also indicated that some of them appear to have more than their share of problems. This may be attributed, at least in part, to the tendency of some people to be more aggressive or in some cases more abrasive than others, both in management and in the Union. Unfortunately, when there is a confrontation between two individuals with aggressive and/or abrasive personalities, the person most likely to suffer injury is the third party grievant.

In an effort to make everyone's job a little easier, Shop Stewards must keep in mind that their objective is to get the job done for the grievant. That does not mean Shop Stewards should roll over, or approach a supervisor on bended knee. It also does not mean that you should become a part of the problem that you are trying to resolve. You should always make an effort to identify yourself to the supervisor in charge on every job that you go on. (Supervisors often complain that they were not aware that there was a Steward on the job site.) Supervisors should treat you with respect and consult you on problems before they become grievances. There will inevitably be varying degrees of communications of this type based upon both the foreman and the nature of the job. In any event, if you are hereafter threatened or intimi-

(Continued on page two)

YOUR Business Manager's COLUMN

Upcoming PG&E Negotiations...
1979 Softball Tournament...
Anti-Labor forces on the move...



DEAN COFER

Proposals for 1980 general negotiations with the Pacific Gas and Electric Company were called for at the June unit meetings, and will again be accepted at the July meetings. If you have any ideas for changes in the P. G. & E. Physical or Clerical Agreements, I recommend that you write out a proposal, attend your July unit meeting, and present it in the form of a motion to the negotiating committee.

The P. G. & E. Physical and Clerical Agreements will be open for negotiations on wages, hours, and other conditions of employment. The Benefit Agreement will be open on the sole subject of adjustments applicable to employees receiving Long Term Disability Benefits.

During August the Union's negotiating committee will carefully study all of the proposals submitted by the units and prepare our bargaining package. We hope to start holding joint bargaining sessions with P. G. & E. during September, and it is our earnest desire to satisfactorily conclude negotiations prior to January 1, 1980.

* * *

Approximately 1000 people turned out for the Second Annual Slow Pitch Softball Tournament on Sunday, June 10, in Concord. Twenty-eight teams, from all over the State, participated in the tournament and played some real good ball. This, coupled with free beer, hot dogs and helium filled balloons for the kids, provided everyone with a fun filled day in the sun... and it certainly was a hot sun. (See photo coverage of the tournament on pages six and seven.)

On behalf of myself, and my fellow officers, I would like to thank all of the teams that participated and their rooting sections. In addition congratulations and thanks are certainly in order for the following groups and individuals:

*1979 Champions (from Walnut Creek)

Brad Stevens, Manager
Ron Connelly
Lory Engall
Dave Grilli
Rod Krick
Jerry Kroll
Mike Lopez
Freddie Mitchell
Steve Nichols
Mike Rodriguez
Butch Schmidt
Randy Swindell
Mike Vasarhely

*2nd Place Winners (from Santa Rosa)

Bob Blakely, Manager
Mel Clatty
Bob Cotta
Charlie McGill
Bob Puckett

Manuel Garcia
Dick Giorgi
Mike Keefer
Ray Lopez

Danny Romero
Roger Stevenson
Tony Vega
Hervy Williams

*Consolation Winners ("7-ups" from G.C.) Ronald Agrusa, Manager

Greg Anderson
Myron Blackmond
Steve Claxton
Pete Crowhurst
Frank Dalao
Dave Delk
Henry DeWitt
John Folse
Charlie Hernandez
Manny Hernandez
Greg LaComb
Martin Lawrence
Ray Quintana

* "Tournament Director" Jim McCauley who made it all happen.
* All of the volunteers who served as umpires, scorekeepers, hot dog cooks, beer servers, balloon blower-uppers, go-fors, and others who worked so hard to make our Second Annual Slow Pitch Softball Tournament a success.

It was a great tournament and I, for one, look forward to attending the THIRD ANNUAL Slow Pitch Softball Tournament in 1980.

* * *

Most Unions were born in the 1930's and 1940's out of a desperate need, on the part of workers, to put a leash on the unbridled power of employers who barely paid subsistence wages and who exercised total, and often times whimsical, control over hiring, firing and promotions. Our own Local Union was a product of this turbulent era. While we, as a Local Union, have made mistakes and have not always progressed as fast as we would have liked, we can all be proud of the overall achievements and accomplishments of our Local Union, and International, in improving and protecting the wages, benefits, working conditions, and standard of living for our members and their families. However, now is not the time to be complacent: the rightwing, so-called labor consultants, the right-to-workers, and numerous other anti-Union forces are even now working, and working hard, to destroy both the legal and contractual foundations of the American labor movement. Now is the time to return to our roots as Unionists and renew labor's traditional faith in solidarity and unity. *This is your Union, we need your help and participation.*

Employers Must Comply With Child Labor Laws

Washington — With the end of this school year at hand, many of the Nation's youth are either looking for or ready to begin summer jobs. The U.S. Department of Labor reminds parents, young people, and employers that there are child labor laws which must be observed.

Federal child labor laws, enforced by the department's Wage and Hour Division, set standards protecting minors from employment that might interfere with their educational opportunities, or endanger their health or well-being.

Assistant Secretary of Labor for Employment Standards, Donald Elisburg, urges employers to familiarize themselves with federal and state child labor laws that apply to the type of business in which they are engaged. **When both federal and state laws apply, the more stringent law must be observed.**

Under the federal law, the child labor provisions do not apply to anyone aged 18 and over.

At 16 and 17 years of age, youths may be employed without a limit on hours worked and in any non-agricultural occupation other than those that have been declared hazardous by the Secretary of Labor. Hazardous occupations include:

- Working with explosives and radioactive materials;
- Operating certain power-driven woodworking, metalworking, bakery and paper products machinery;
- Operating various types of powerdriven saws and guillotine shears;
- Operating most power-driven hoisting apparatus such as non-automatic freight elevators, fork lifts, and cranes;
- Operating certain power-driven meat processing machines; or most jobs in slaughtering and meat packing establishments;
- Most jobs in mining, roofing, demolition, and in excavation;
- Operating motor vehicles or working as outside helper on motor vehicles;
- Most jobs in logging and sawmill operations; and
- Most jobs in the manufacturing of bricks, tiles and similar products.

Workers 14 and 15 years of age can be employed in a variety of jobs such as clerical and office work; various retail and food service jobs; errand and delivery work by foot, bicycle or public transportation; and they may work at gas stations dispensing gas and oil and performing courtesy service.

Fourteen and 15 year olds are excluded from working in all hazardous occupations, manufacturing or mining; most processing occupations; operating or tending most power-driven machinery; and as public messengers. In work connected with warehousing, storage, transportation, communications, public utilities, and construction, they may hold office jobs.

In any job, those aged 14 and 15 may work between 7 a.m. and 9 p.m. from June 1 through Labor Day, and when school is not in session they may work no more than 8 hours a day, 40 hours a week.

When school is in session, work time is limited to three hours on a school day outside of school hours and totaling no more than 18 hours a week.

The child labor provisions do not apply to newspaper delivery to consumers; performing in theatrical, motion picture or broadcast productions; or to children working for their parents except in manufacturing or nonagricultural hazardous occupations.

Laws pertaining to farm employment are somewhat different. Youths 16 or older have no restrictions; 14 and 15 year olds may work outside of school hours in any farm job other than those declared hazardous by the Secretary of Labor; and 12 and 13 year olds may work in nonhazardous jobs outside school hours with written parental consent or on a farm that also employs the parents. Minors under 12 may work in nonhazardous agricultural jobs outside school hours with written parental consent on farms that have no employees that have to be paid the minimum wage.

Certain hazardous farm work may be done by youths 14 and 15 years old who have received certificates for satisfactory completion of special 4-H or vocational agricultural training courses. The restrictions do not apply to children of any age working on a farm owned or operated by their parents.

Most state child labor laws require employers to obtain employment or age certificates (work permits) for minor employees. The federal Fair Labor Standards Act contains no such requirement. However, employers who make it a practice to obtain permits can protect themselves from unintentionally violating the law.

The federal child labor laws are enforced by wage and hour compliance officers stationed across the U.S.

(Continued from page one)

Shop Steward Harassment

dated by a supervisor, make every attempt to fully document the incident by noting names, dates, places, and most important, witnesses. Then contact your Business Representative as

soon as possible and we will make every effort to put the Company's commitment to the ultimate test.

In short, **our Local Union will not stand still for anyone harassing our Shop Stewards for performing their duties as representatives of this Local.**

We Get Letters...

Editor:

Your article reporting the suit against P.G.&E. discounts on the 1st page of your April 1979 issue further illustrates the total lack of comprehension of economic factors by the general public and in this instance the petitioners in the suit.

If the suit is decided unfavorably both the retired employees such as I and the working employees will no doubt seek balancing compensation in the form of increases in wages and retirement benefits. Such increases will be taxed by both Federal and State agencies so the compensation requested will be at least 35% higher than the amount granted in employee discounts.

As I sit in the sun in my rocking chair it amuses me no end to watch the people in this unthinking world waste themselves striving to satisfy their personal egos in competitive endeavors when the end result is that more money is poured into the State and Federal coffers to be wasted by bureaucrats who don't seem to know what to do with it.

I support your efforts in the discount suit and hope that they will not go unrewarded.

Yours very truly,
Robert E. Cook
Card No. 175518

Editor:

I would like to take this opportunity to thank our Local Union 1245 for affording me the opportunity to attend the shop steward's training school held at Chico, California on March 31-April 1 and April 7-8.

This was a very educational and informative school. I feel it was very beneficial for myself and others in attendance.

Thanks to the excellent speakers who made this school so worthwhile attending.

My thanks to every one associated with organizing the entire program. I hope that in the future our local will continue to provide schools of this nature to its members, and again I will be looking forward to attend.

Thank you.
Sincerely,
James E. Fordyce
Card No. 2508381

Dear Editor:

At a recent Advisory Council meeting a controversial "Unit Recommendation" came before the Council. Many members who spoke against the measure confined their

remarks to verbal attacks and vilification aimed at the "maker-of-the-motion".

It was finally moved and seconded that the "maker-of-the-motion" be permitted to speak.

By democratic vote of a body whose collective intestinal fortitude is as yet unresolved this person was denied the right of rebuttal.

Had this not happened, his words would have been as follows:

"The diners at one restaurant were not permitted to take meals at any other, but they were satisfied because the service and food had always been pretty good.

"However, the new Head Chef decided that the diners should have a less beneficial soup and removed several key ingredients. These were replaced by TURNIPS.

"Although many good ingredients remained, the diners found the soup to be very hard to digest.

"So the Head Chef promoted the dish-washer to the position of Menu-Planner and instructed him to convince the diners that the soup was great and that the Head Chef was great.

"The diners remained unconvinced and had no appetite for turnips unless the price was reduced in an amount proportionate to the number of key ingredients removed.

"The diners now feel that the price of the soup in its' present state is unreasonable and that they have to buy a big funnel next year.

"You ain't gonna' guess in a million years where they wanna' put that soup."

Warmest regards,
George Nighsonger
Card No. 3569949

Editorial Reply: Two bylaw amendments were recently debated and rejected overwhelmingly by the Advisory Council. These amendments, which Brother Nighsonger mistakenly calls unit recommendations, were referred to the Council after already being debated and rejected by the Executive Board.

As required by the Bylaws, the amendments were given two full opportunities to be debated and passed. The democratic process was followed faithfully and the council members voted to reject the amendments. The Local Union democratic process, as established by the membership, does not always work out the way one member might hope, but in the final analysis it works to the benefit of all the members.

Document Forced Overtime

Unit 2412 - San Francisco, submitted a Unit Recommendation to the Executive Board on May 2, 1979 requesting that a notice be put in the Utility Reporter asking our members to keep track of their forced overtime hours, and to give this documentation to their Business Representative for Local 1245's use in testimony before the State Legislature.

The Executive Board concurred with Unit 2412's recommendation and Business Manager Dean Cofer is hereby requesting any member who wishes to do so to document all future incidents of forced overtime. Included in the reports, which should be given to your Business Representative, should be the date of the incident, the type of work assignment (emergency, prearranged, etc.), your response, and the supervisor's reply. The information will be compiled at Local Union headquarters and used as the basis to develop the testimony of Local 1245's representative before the State Legislature.

Background - In 1977 legislation was proposed by Assemblyman Tom Bates (D) to stop forced overtime. Local 1245, the California State Federation of Labor, and numerous other representatives from various labor unions strongly supported passage of the bill. This bill (AB 1295) died in the State Senate's Committee on Industrial Relations in May 1978. Employer groups and anti-labor organizations successfully beat the bill to ban forced overtime.

If the bill receives broad enough support it could be reintroduced again next year. Passage of a bill of this nature would benefit all California workers. We are gathering information to be used if the bill is reintroduced in the future.



the utility reporter

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YOU, YOUR JOB, AND THE LAW



Rehabilitation Benefits

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

Did you ever wonder what rights you would have if you were injured on the job to such an extent that you were unable to continue to perform the duties of your present occupation? **The answer to that question is that you would be entitled to rehabilitation benefits provided to you by your employer or your employer's workers' compensation insurance carrier, as the case may be.** The worker who is found eligible for a rehabilitation program would continue to receive temporary disability indemnity payments at the rate at which he or she was previously receiving them, plus additional living expenses necessitated by the rehabilitation program, together with all reasonable and necessary vocational training, all provided by the employer or the employer's insurance carrier. (Labor Code Section 139.5)

The initial question to be answered in determining whether an injured worker is entitled to rehabilitation benefits is whether or not he or she fits within the definition of a "qualified injured worker." The worker must be determined to be a qualified injured worker before he or she is eligible for enrollment in a rehabilitation program at the expense of the employer or the employer's insurance carrier. **A "qualified injured worker", according to the workers' compensation laws, is defined as follows:**

"An employee whose injury is such as to permanently preclude, or is likely to preclude, the employee from engaging in either his usual and customary occupation or the position in which he was engaged at the time of injury, and who can be reasonably expected to benefit from a rehabilitation program."

The decision of whether or not a worker fits the above definition is based on the medical evidence available in his particular case.

On occasion, the employer voluntarily commences rehabilitation benefits, once it is apparent that the injured worker cannot return to the prior occupation, and therefore is in fact eligible for some type of rehabilitation program. However, **if the employer fails to initiate a program, the injured worker can request of the employer or its insurance carrier that a rehabilitation plan be commenced to assist the worker to return to the mainstream of the work force as soon as possible.** The form used to make such a request is called an RB-5, and it is available at the Workers' Compensation Appeals Board (W. C. A. B.).

After the worker requests that rehabilitation benefits be commenced, the employer will often begin developing a rehabilitation program. However, **if the employer rejects the request to establish such a program, the injured worker can then resort to the Workers' Compensation Appeals Board, and have it decide whether or not the worker is in fact entitled to a rehabilitation program.** The first step

with the Workers' Compensation Appeals Board is through the rehabilitation Bureau of that Board, and it is more or less an informal meeting with a rehabilitation specialist of the W. C. A. B. to see if the differences between the employer and the employee can be worked out and a plan established. **If this informal conference does not result in a suitable determination, the party can then appeal to the Workers' Compensation Appeals Board Judges to have a final determination made as to whether or not the worker is entitled to workers' compensation benefits.**

The goal of a rehabilitation program is the restoration of the employee to "suitable gainful employment" which is defined as employment or self employment which will support the employee, with consideration being given both to the personal and economic factors. Moreover, there is an attempt to return the worker to a field of work which he is qualified in doing, based on his physical limitations, and which will, as nearly as possible, return him to the economic standards he had achieved with his prior occupation.

Assuming that the employer or its insurance carrier has accepted that the worker is eligible for a rehabilitation program, it will be arranged for the worker to meet with a rehabilitation specialist, who will discuss the worker's physical limitations based on his disability, the interests of the worker, the prior work experience of the worker, and all other relevant factors. From this meeting the rehabilitation specialist will develop a plan designed to place the worker in a new field of endeavor, which will hopefully return the worker to the work force as soon as possible. When the worker agrees to participate in a rehabilitation program, that worker has agreed to comply with all the requirements of that rehabilitation program, and work to the best of his or her ability to complete said program. During the time in which the worker is engaged in the program, he or she is entitled to receive the temporary disability benefits which are a maximum of \$154. per week, during the entire time which he or she is in fact participating in the program.

For some time, there was a great deal of confusion surrounding whether a public employee who had become unable to perform his or her regular tasks was in fact eligible for the mandatory rehabilitation program established by Section 139.5 of the Labor Code. It was thought that since there was a voluntary rehabilitation plan under Sections 6200 through 6208 of the Labor Code, that the mandatory program did not apply to the public employee. The voluntary plan provided for rehabilitation benefits to be administered through the State Department of Rehabilitation, and those plans were geared towards returning the injured employees back

to employment with the public entities. However, in a recent Court of Appeals case entitled **State Compensation Insurance Fund v. W. C. A. B.** (Sloten), it was ruled that public employees were in fact entitled to mandatory rehabilitation benefits as set up in Section 139.5 of the Labor Code. The benefits under Section 6200 were merely supplemental or additional benefits provided to the public

employee to encourage that worker to continue to work in the public sector. **Therefore, it was upheld that the public employee who was injured on the job and who was unable to continue in his regular occupation, has a right to have a private rehabilitation plan established, and is not limited to the voluntary rehabilitation programs established pursuant to Sections 6200 through 6208 of the Labor Code.**

In Memorium

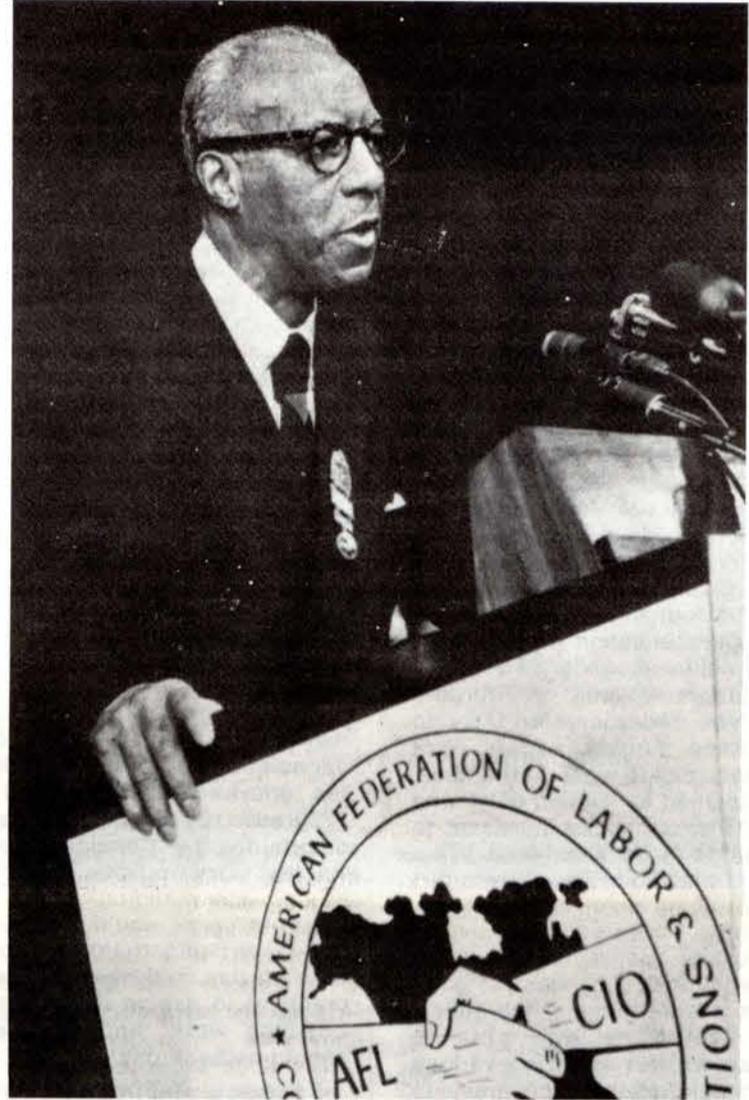


Photo — AFL-CIO News

A. Philip Randolph's Death A Great Loss To All

A. Philip Randolph, president emeritus of the Brotherhood of Sleeping Car Porters and a former vice president of the AFL-CIO died May 16, 1979 at his home in New York City.

Randolph was one of the key organizers of the 1963 civil rights march on Washington. Known for his continuing and outspoken support for the goals and values which he and the labor movement have shared for years, he was just recently honored by the national AFL-CIO Executive Council for a "lifetime of dedication" to organized labor on the occasion of his 90th birthday.

"Brother Randolph's long years of service, integrity and activism continue to inspire all of us who hope to build a society marked by racial equality, justice, and peace" the council said.

In 1925 Randolph organized a small group of sleeping car porters into what became the Brotherhood of Sleeping Car Porters. He made history in 1937 by leading the all-black union to its first contract with the Pullman Company, a victory which took 12 years to obtain. The Brotherhood of Sleeping Car Porters was the first black union to receive a charter from the American Federation of Labor.

Both before and after World War II, Randolph was a leader in the fight for equal treatment of blacks in industry, and the armed forces. He took his cause to the White House in 1941. Threatening to march 100,000 blacks into Washington, he met with Franklin D. Roosevelt that summer and won an executive order banning segregation in defense plants. When Harry S. Truman ordered the first peacetime draft, Randolph mounted a non-violent campaign that prompted an executive order to desegregate the armed forces.

The A. Philip Randolph Institute was founded in the black community by Randolph as a political arm of the AFL-CIO.

The APRI is a national organization, supported by the AFL-CIO, with chapters in 38 states. Business Representative Veodis Stamps, is the President of APRI's Contra Costa Chapter, and praises the tremendous impact that Brother Randolph's life has had on local civil rights and labor activists: "Mr. Randolph's ideals live on in the thousands of Institute members across the country who volunteer their time in voter registration, labor support activities, and political action", Stamps said.

Grievance Settlement

Gary Bissmeyer wins \$5,000 in Back Pay



Gary Bissmeyer

On April 25, 1979, Arbitrator Robert E. Burns ruled that Gary L. Bissmeyer was entitled to receive \$5,000 in back pay.

Gary joined Local 1245 in 1961 when he started work at PG&E. He suffered an industrial knee injury in 1971 while working in San Joaquin Division. In 1974 he transferred to Humboldt Division as a Lineman. Approximately a year later, he complained of knee problems and requested to be relieved of climbing duties. In October 1975, Gary was placed on Workers Compensation (he received Workers' Compensation and Supplemental Benefits equal to 85% of his gross Lineman wages). In February 1976, it was necessary for Gary to undergo knee surgery, and in April 1976 he returned to work. At that time, he was assigned to "limited duty" and received Lineman wages pursuant to the provisions of Section 108.2 of the Physical Agreement. He was not required to climb poles or do underground vault work requiring him to climb a ladder. Between April 1976 and October 1976, Gary was assigned to perform a wide-range of job duties, none of which he was able to accomplish without suffering various degrees of pain related to his previous industrial knee injury.

After the Company received notification from a Company doctor stating that Gary's knee condition was permanent, stationary, and rateable, and that he should not be a "pole climber" but was able, however, to do the rest of the work required in his job (Lineman), supervision at Humboldt Division recommended that Gary be placed in a T&D Driver position rather than remain in a Lineman classification. Thus, the Company demoted Gary from his job as Journeyman Lineman in the Humboldt Division to T&D Driver on December 13, 1976.

Business Representative Darrel Mitchell and Shop Steward Jim Russel immediately processed a grievance against the Company and the long battle to get Gary reinstated to Lineman began. Union's primary arguments were based on the provisions of Section 112.10(b), which the Union interpreted as being mandatory in nature if it was "practical" to give him Lineman work within his ability to perform; that Company must show that there is insufficient work or that the employee's physical impairment is such that he cannot perform the light work available.

Arbitrator Burns determined that the provisions of Section 112.10(b) place some limitations on management's rights, as outlined in Section 7.1, and requires consideration to be given to

industrial disabilities, service, and operating requirements, and in the case of Lineman requires the Company to attempt to assign Journeyman duties which do not require climbing. He further determined that the critical aspects of this case concerned the period after October 1, 1976 (or after October 20, 1976 when the Humboldt Division received the doctor's report). In upholding Union's position, Burn's emphasized that the record did not establish that, contrary to the doctor's report, Gary could not perform non-climbing duties including underground work after October, that there are more than 10 Linemen in the District and there is substantial evidence that in 1977 and 1978 there was sufficient non-climbing Lineman work to fully occupy a non-climbing Lineman for full workweeks. Noting that without direct evidence that grievant could not perform non-pole climbing duties after October 1976, and that the Company attempted after that date to assign the grievant to non-pole climbing duties in the face of the evidence that there was sufficient non-climbing work (including underground work) in 1977 and thereafter, it was concluded by the Arbitrator that the Company did not comply with Section 112.10(b).

The Arbitrator's initial ruling rendered in October 1978, ordered the Company to temporarily restore Gary to his classification of Lineman in the Eureka District and assign him to Lineman duties, except for pole climbing. Jurisdiction over the final settlement of the grievance was retained by the Arbitration Board until it was jointly determined by Company and Union whether Gary would be able to perform all non-pole climbing duties; whether the work crews could be assigned so that Gary had a full day's work every working day, and whether it would be practical to assign Gary to non-pole climbing work; and whether there should be back pay.

Business Representative Robert Gibbs and Division Personnel Manager Jack Battles monitored Gary's work performance and the other conditions specified in the Award from November 15, 1978 through April 14, 1979. By letter dated April 20, 1979, they informed the Chairman and Secretary of the Review Committee of their findings: "...there is sufficient work, within his capabilities to perform, to keep him occupied full time...it is reasonable to believe that there will continue to be sufficient work for him."

The Arbitration Board reconvened April 25, 1979 for the purpose of determining the matters reserved to the Board in the Award dated October 30, 1978. As a result, it was determined that there was sufficient non-climbing Lineman work available for Gary Bissmeyer within his capabilities to perform and that Gary was entitled to back pay in the total amount of \$5,000.

Business Representative Robert Gibbs commented that the paramount factor in obtaining a favorable decision from the Arbitrator was Union's records to substantiate its position that there was enough non-pole climbing Journeyman Lineman work in the Eureka District yard for Gary to perform on a daily basis without being demoted to T&D Driver. He added that Gary's own records to this effect were of considerable value and that without these documented records Union's position would have been more difficult to prove.

Local 1245 Wins

\$2,275 Arbitration Case Against SMUD

Arbitrator John Kagel awarded 23 I. B. E. W., Local 1245 members and 22 freeriders \$2,275 in settlement of a grievance filed by Local 1245 against the Sacramento Municipal Utility District.

In March 1978 the District unilaterally imposed a new apprentice training program in which it used bargaining unit employees to act as instructors. The bargaining unit employees, who volunteered to participate in the program, conducted the training and testing of apprentices after the conclusion of their normal work hours until the program ended in May 1978. They would leave their regular work place, located at SMUD headquarters, at the conclusion of the normal workday at 3:30 or 4:00 p.m. and go to the place of training and testing approximately 8 miles away. The work performed at the training location began at 4:30 or 5:00 p.m., depending on the employee's quitting time, and concluded at 9:30 p.m. After a complaint was raised in April the starting time for those employees getting off at 4:00 was changed to 5:00 p.m., but toward the conclusion of the program period the 5:00 starting time was changed back to 4:30.

Employees who left SMUD headquarters to go to the training location received 1/2 hour's pay prior to the actual beginning of work at the training location which was compensated at the appropriate overtime rates. They additionally received a 1/2 hour's pay after the end of their overtime shift beginning at 9:30.

The Toolroom employees who participated in the program were required to drive the Company trucks. Two got off work at 3:30 and two at 4:00. They all were required to drive the trucks back to SMUD headquarters.

The grievance which arose out of this situation was whether or not the payment of meals and/or time to consume them was in accordance with the Standard District Procedure, which had been adopted by I. B. E. W., Local 1245 and the District.

The Union argued that under SDP

605-5, at least one meal was owed by the District and construction of the policy on the whole giving deference to its manifest intent required that in most instances two paid meal periods and one meal should have been provided; the two Tool Repairmen employees whose regular work ceased at 4:00 should have been paid two meals plus 90 minutes overtime since they worked continuously from their normal quitting time until 10:00 on the basis of the extended shifts provision; that other employees who concluded work at 4:00 should be similarly compensated for meals in that the one-half hour pay from SMUD headquarters should not be treated as travel time but as time in pay status from one job site to another; and Employees who were given a one-half hour off prior to starting for the training location should have been paid for 30 minutes plus 45 minutes and \$4.20 since under Section I, prearranged overtime requires a 30 minute paid meal time and then after four hours another meal.

Arbitrator Kagel, after hearing the arguments of both parties and reviewing the facts of the case, rules; All employees shall forthwith receive one-half hour's pay and at the appropriate overtime rate; The two Tool room employees off work at 4:00 p.m. shall receive compensation as required under SDP 605-5H.; and the identities of employees due monies hereunder and the amounts due them is remanded to the parties, the Board of Arbitration retaining jurisdiction in the event the parties cannot agree thereon.

Assistant Business Manager Mert Walters who oversees the Local's activities in the public sector said, "one of the major factors attributing to Union's victory in this case was the hard work and good record keeping system used by Business Representative Hank Lucas and 1245 members Tom Smiley, William Paynter, Larry Layton and Russ Conroy." Their records showed all of the grievants, and the hours of overtime they worked under the training program.

Letter of Agreement Summaries

Editor's Note: Members of Local 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.

Sierra Pacific Power Company

SPPC No. 79-14: Establishes the schedule of training hours and courses for apprentice electrician maintenance.

Pacific Gas and Electric Company

PG&E No. 79-35: Provides for certain changes in shift schedules, work assignments, and job classifications of employees working at the Oakland Gas Holder Station.

PG&E No. 79-36: Amends Exhibit VI-E of the Job Definitions and Lines of Progression, Gas Meter Repair Plant.

PG&E No. 79-37: Provides for the reevaluation of jobs in the Payment Processing Center, and the establishment of a Sunday through Thursday workweek for part-time positions on the swing shift and full-time employees on the day shift.

PG&E No. 79-39: Terminates the trial period established in a previously signed letter agreement regarding Subsection 305.5(c) - Bypass, and establishes the procedures outlined in that letter on an on-going basis.

PG&E No. 79-46: Changes the hours of work for all Electric T&D, Underground and Gas T&D crews, employed at the Marin District Service Center, San Rafael, North Bay Division, with the exception of two two-man units consisting of a Fitter and Fieldman headquartered in San Rafael.

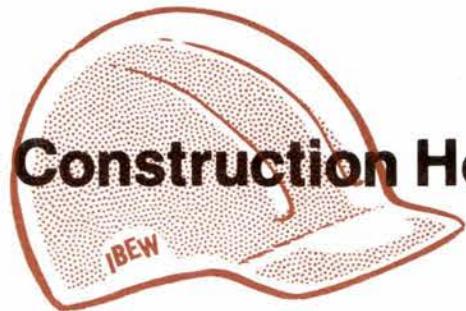
USBR Employee Bulletin

On June 12, 1979, Business Representative Hank Lucas announced that Arbitrator John Kagel had rendered a decision in the wage dispute between Local 1245 and the U. S. Bureau of Reclamation.

Kagel's ruling provides for a 5.5 percent wage increase retroactive to January 1, 1979.

Additional information regarding this award may be obtained from your Shop Steward or Business Representative Hank Lucas.

Outside Construction Hot Line



by John J. Wilder

The results of negotiations were ratified by the combined outside construction membership of I. B. E. W., Locals 47 and 1245. The margin of acceptance was around 4 to 1 in both Locals. At present, the Agreements are making the rounds for signatures, and I anticipate that they will be ready for printing within the next 10 days (July 1).

The work picture remains steady with new work being reported often. The last section of the Sierra Pacific Power Company cross-state transmission line work was awarded to Commonwealth Electric and Harker & Harker. Harker & Harker will be responsible for doing the footings and anchors and some of the deadend towers. Harker started work on June 4, and Commonwealth is expected to begin assembling the rest of the towers (erection and wire stringing) around July 15. Both Contractors' headquarters will be located near Jackpot, Nevada.

Tri-O started the third section of their job. They have crews working in the vicinity of Tuscarora, Nevada.

The second portion of the oil-o-static cable job for SMUD was awarded to Wismer & Becker and Underground Construction. Underground will perform the ditch excavation, putting in the pipe, and welding connected

therewith. Wismer & Becker will do the remaining cable pulling and splicing involved. Underground expects to get underway around July 15 and Wismer & Becker will begin sometime after the other portion of the work is completed.

Overhead Electric started their job for Plumas-Sierra. This is a wood-pole transmission line job. There are about six men working on the job at this time.

Slater Electric is busily at work in Redding and Sacramento doing substation and overhead work. They also have a number of dock crews working for Sierra Pacific Power Company in Reno and Carson City.

B&A Electric's job at Shasta is down to a skeleton crew but I expect the number of crews to build back up when there is sufficient material.

A transmission substation job was awarded to Scott Butner at Lawrence Radiation Laboratory in Livermore, California. At this writing, I do not have any further details because we have not prejobbed this work yet.

We indentured several new apprentices in the last month. Three of Curt Peterson's sons were indentured in our program, and his fourth son, Rodney, is working as a Journeyman Lineman in our jurisdiction. There are a number of other apprentices following in their father's footsteps throughout our jurisdiction.

Regional Transit Strike Ends

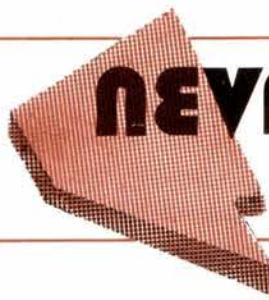
by Al Sandoval

By a margin of 57 to 13 our members employed by the Sacramento Regional Transit District voted to accept the District's revised offer of settlement and to return to work at midnight on May 14.

If any strike can be termed as "successful", this one surely can. We received good media coverage which stimulated a lot of public pressure against the District. This coupled with the fact that our members had vowed to stay out until the District agreed to bargain in good faith motivated management to start negotiating realistically.

When bargaining resumed, Union's Committee was able to get all of management's take-away proposals off the table. They were also successful in obtaining a three-year agreement which provides: a 38¢ per hour general wage increase with a COLA which is almost equal to the cost of living; fully paid hospital and dental coverage for employees and their dependents; \$1,000 life insurance; and more control of hours.

Union's Negotiating Committee consisted of Business Representative Al Sandoval and rank-and-file members Ronnie Ridgeway, Dave Skog, Ned Fox, and Wes Duvall. All of our members at Regional Transit are to be commended for remaining united throughout the strike, and our members who served on the Negotiating Committee in particular for their continued effort to obtain a satisfactory settlement from the District.



NEVADA NEWS

By John Wilder

Sierra Pacific Power Company negotiations are still in progress. We have held several meetings concerning the economic issues. They involved wages, vacations, holidays, sick leave, pension, medical, dental and vision care improvements. We ran into considerable difficulty because of President Carter's Wage and Price Guidelines. At this writing, there is some disagreement over the application of these guidelines.

Union's Negotiating Committee presented an economic proposal which it considered to be within the guidelines. The Company is studying the proposal and another meeting is scheduled to discuss economic improvements on Tuesday, June 19.

Letters have been sent to C.P. National (Elko Telephone and Win-

nemucca Power Division) notifying the Company of Union's desire to commence negotiations. Union's specific proposals have not yet been developed, but they will be formulated and mailed to the Company in the very near future.

Our contract with Mt. Wheeler Power, Inc. is open for negotiations, and Union's proposals have been submitted to the Company. Preparations are currently underway to set up a meeting between the Company and the Union Negotiating Committees.

A Certification Election was held on June 14 in Carson City, Nevada for bargaining unit employees working at Mallory Electric. Local 1245, unfortunately, lost the election.

Lynch Negotiations are concluded. See the article below for details.

Lynch Employees

Ratify Proposed Agreement

by Darrel Mitchell

On May 22, 1979 Lynch Communications and Local 1245 reached a tentative settlement for the 1979 negotiations. On May 23rd the settlement was ratified by the membership with a yes vote cast by over 80% of those voting. Some of the improvements made during negotiations were:

WAGES - Effective June 1, 1979 all the maximum wage rates were increased by 11.5%. Wage rates at other than maximum were adjusted at a lesser rate. Employees at wage rates less than maximum will receive a wage increase ranging from 71¢/hour up to \$1.41/hour some time over the next six months depending when they are in the wage progression. Wages will be increased by 8% on June 1, 1980 and June 1, 1981.

COLA - Cost-of-living adjustments will be applied on January 1, 1980, January 1, 1981, and January 1, 1982 if the Consumer Price Index triggers such applications. The adjustments will be applied on the following basis: **January 1, 1980** - Up to 10¢/hour; **January 1, 1981** - Up to 16¢/hour; and **January 1, 1982** - Up to 20¢/hour. The amount of the adjustments, if any, is determined by the Consumer Price Index of the previous November.

MEDICAL PLAN - The employee coverage is fully paid by the Company. Dependent coverage is paid by the employee at a rate of \$5.59 a week. Additionally, an employee has no change in the premium while on a medical leave of absence for the first 12 months, with full coverage. This is a substantial improvement of 9 months. Employees may carry the medical coverage for an additional 12 months while on leave, for a total of 2 consecutive years.

VACATION - As of June 1st of each year, every employee who has completed their probationary period and worked enough hours will have some vacation coming. Previously an employee may have to work up to 23 months prior to having a paid vacation coming. Additionally, every employee who has completed any increment of 5 continuous years of service as of June 1 will have a **bonus** vacation of 5 days. For the vacation year of June 1, 1979 **only**, every employee who has completed **at least** 5 years will receive the additional 5 days vacation with pay.

PENSION PLAN - Presently the plan provides \$4/month for each year of service for those who qualify. Effective October 1,

1979 this will become \$5/month for each year of service, and on October 1, 1980 \$6/month for each year of service.

EYE CARE - Effective July 1, 1979 an eye care program with Nevada Vision Service will start. This plan is for employee coverage only, with premium fully paid by Company. The plan basically provides for an examination and lens every 12 months after a deductible of \$10 is paid, with frames covered every 24 months. Employees will be receiving brochures on this plan in the near future.

DENTAL CARE - Effective July 1, 1979 a dental plan will be established with improvements being made on June 1, 1980 and June 1, 1981. The employee premium is fully paid by the Company with dependent coverage available at a cost of \$3/month. Further information will be supplied to employees in the near future. **Basically**, the coverage is as follows:

July 1, 1979

30% of the normal charges until the plan pays \$250 in a calendar year.

June 1, 1980

50% of the normal charges until the plan pays \$300 in a calendar year.

June 1, 1981

60% of the normal charges until the plan pays \$350 in a calendar year.

SICK LEAVE - Effective June 1, 1979 employees start earning sick leave days with full pay, with the ability to accumulate such sick leave insurance up to 60 full days. The program is for personal illness with penalties for receiving sick leave pay without being ill. The schedule for earning sick leave pay is:

After 1 year of employment - 5 days
After 2 years of employment - 6 days
After 3 years of employment - 7 days
After 4 years of employment - 8 days
After 5 years of employment - 9 days
After 6 years of employment - 10 days
Over 6 years of employment - 10 days each year

On June 1, 1979 employees were credited with sick leave pay based on the foregoing schedule without accumulation. Sick leave pay is applied after two consecutive work days off for personal illness.

FUNERAL LEAVE - Mother-in-law and Father-in-law is now included as part of the definition of the immediate family.



Second Annual Slow Pit

Photos by Art Tariville and Dean Cofer, Jr.
(Story on page one — see Business Manager's Column)



Second Annual Slow Pitch Softball Tournament

Photos by Art Tariville and Dean Cofer, Jr.
(Story on page one — see Business Manager's Column)



1979 Champions

2nd Place Winners

Consolation Winners

ch Softball Tournament



1979 Champions

2nd Place Winners

Consolation Winners

Free Beer

Free Balloons

Attend Your Local 1245, I. B. E. W. Unit Meeting.

1979 - Unit Meeting Schedule

July - December

San Joaquin

				July	Aug	Sept	Oct	Nov	Dec
1111	FRESNO Eagles Hall 1528 Van Ness	Chairman: D. Mills	Tuesday 7:30 p.m.	3	7	4	2	6	4
1112	BAKERSFIELD Central Labor Council 2000 W. Jeffrey	Chairman: E. Mallory	Thursday 7:30 p.m.	12	9	13	11	8	13
1113	MADERA Malik's Lounge 427 So. Gateway	Chairman: L. Jameson	Thursday 7:30 p.m.	5	9	6	4	8	6
1117	WASCO Power Club 1101-12th St.	Chairman: T.O. Caterlin	Monday 5:00 p.m.	9	13	10	8	12	10
1118	CRANE VALLEY Manzanita Rec. Hall	Chairman: E. Prindiville	Wednesday 7:30 p.m.	*18	8	5	3	7	5
1119	BALCH Power House	Chairman: R. Bugg	Thursday 6:30 p.m.	12	16	13	11	15	13
1121	COALINGA Power Club Jayne & Merced	Chairman: S. Gillespie	Tuesday 7:30 p.m.	10	14	11	9	13	11
1122	MERCED IRRIGATION DISTRICT Pine Cone Coffee Shop 2000 E. Childs	Chairman: J. Goodson	Tuesday 7:30 p.m.	17	21	11	16	20	18
1123	MERCED Pine Cone Coffee Shop 2000 E. Childs	Chairman: M. O'Dell	Tuesday 7:30 p.m.	10	14	11	9	13	11
1124	LOS BANOS Fireman's Hall 520 "J" Street	Chairman: E. Wright	Wednesday 7:30 p.m.	11	15	12	10	14	12

Coast Valley

1211	SALINAS American Legion Hall 14 W. Laurel Drive	Chairman: J. Collenback	Tuesday 7:00 p.m.	3	7	4	9	6	4
1212	MONTEREY Sambos 2031 Fremont St.	Chairman: L. Gonzalez	Wednesday 5:00 p.m.	18	22	19	24	21	19
1213	KING CITY Pozzi's Stampede 207 Broadway	Chairman: Dick Manley	Thursday 5:00 p.m.	19	23	20	25	22	20
1214	MOSS LANDING Odd Fellow Hall 17-A East Beach Watsonville	Chairman: J. Greensides	Thursday 7:30 p.m.	5	9	6	11	8	6
1215	SAN LUIS OBISPO Elks Lodge 222 Elk Lane	Chairman: M. Maysey	Wednesday 8:00 p.m.	11	15	12	10	14	12
1216	SANTA MARIA Vanderberg Inn 1316 So. Broadway	Chairman: D. Woods	Thursday 8:00 p.m.	12	16	13	11	15	13
1217	PASO ROBLES Paso Robles Inn 1103 Spring	Chairman: T. Tweedie	Tuesday 7:00 p.m.	10	14	11	9	13	11
1219	HOLLISTER Paines Restaurant 421 East	Chairman: J. Johnson	Wednesday 5:00 p.m.	11	8	5	10	7	5

Pipe Line

1311	BARSTOW V. F. W. Club Rm. 25214 W. Main St.	Chairman: R. Arredondo	Wednesday 5:00 p.m.	*11	1	5	3	7	5
1312	NEEDLES Eagles Hall Front Street	Chairman: A. Frazier	Thursday 5:00 p.m.	5	2	6	4	1	6

City of Santa Clara

1411	CITY OF SANTA CLARA Clover Hall 99 N. Bascom	Chairman: B. Blankenship	Thursday 7:00 p.m.	12	9	13	11	8	13
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San Jose

1501	SAN JOSE CLERICAL Clover Hall 99 N. Bascom	Chairman: B. Symons	Thursday 8:00 p.m.	5	2	6	4	1	6
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San Jose Continued

				July	Aug	Sept	Oct	Nov	Dec
1511	SAN JOSE Clover Hall 99 N. Bascom	Chairman: L. Williams	Tuesday 8:00 p.m.	17	21	18	16	20	18
1512	BELMONT Good Shepherd Hall 1336 5th Avenue	Chairman: E. Larsen	Wednesday 8:00 p.m.	11	8	12	10	14	12
1513	SANTA CRUZ Arion Hall 230 Plymouth St.	Chairman: A. Barson	Tuesday 8:00 p.m.	10	14	11	9	13	11
1514	SAN JOSE AREA Clover Hall 99 N. Bascom	Chairman: Ron Swilley	Tuesday 8:00 p.m.	3	7	4	2	6	4
4412	DAVEY TREE - SAN JOSE Clover Hall 99 N. Bascom	Chairman: T. Lynch	Thursday 7:30 p.m.	19	16	20	18	15	20

City of Oakland

2211	OAKLAND GENERAL Edgewater Hyatt House 455 Hegenberger Road	Chairman: R. Murphy	Thursday 5:00 p.m.	12	9	13	11	8	13
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East Bay

2311	OAKLAND Edgewater-Hyatt House 455 Hegenberger Road	Chairman: R. Rochel	Tuesday 7:00 p.m.	10	7	4	2	6	4
2312	EAST BAY AREA GENERAL CONSTRUCTION Edgewater-Hyatt House 455 Hegenberger Road	Chairman: R. Brewer	Wednesday 5:30 p.m.	*3	1	5	3	7	5
2314	HAYWARD Holiday Bowl 29827 Mission Blvd.	Chairman: H. House	Wednesday 8:00 p.m.	11	8	12	10	14	12
2316	CONCORD I. B. E. W. Local 1245 3063 Citrus Circle Walnut Creek, CA	Chairman: R. Hoyer	Thursday 7:30 p.m.	12	9	13	11	8	13
2317	ANTIOCH Fibreboard Club 2nd & L Street	Chairman: F. J. Harbrecht	Tuesday 7:00 p.m.	10	14	11	9	13	11

San Francisco

2401	SAN FRANCISCO CLERICAL Sheraton Palace Hotel Market & New Montgomery	Chairman: L. Samson	Wednesday 5:30 p.m.	11	8	12	10	14	12
2412	SAN FRANCISCO War Memorial Center 6655 Mission Street Daly City	Chairman: R. Fitzsimmons	Wednesday 7:30 p.m.	*11	1	5	3	7	5

Stockton

2511	STOCKTON Jesters Club 6011 N. West Lane	Chairman: P. Nickeson	Thursday 7:30 p.m.	12	9	13	11	8	13
2512	ANGELS CAMP Veterans Hall Main Street	Chairman: Newt Hewett	Thursday 5:00 p.m.	5	2	6	4	1	6
2513	JACKSON Native Sons Hall Court Street	Chairman: Wayne Johns	Wednesday 7:30 p.m.	*6	1	5	3	7	5
2514	TRACY Norms Pizza Parlor 2227 Tracy Blvd.	Chairman: Rich Morales	Tuesday 5:00 p.m.	10	14	11	9	13	11
2515	MODESTO Sundial Lodge 808 McHenry, Rm #138	Chairman: Mike Johnson	Wednesday 7:30 p.m.	11	8	8	10	14	12
2516	LODI Sr. Citizen's Hall 113 N. School St.	Chairman: Dennis Jennings	Tuesday 7:30 p.m.	10	14	11	9	13	11
2517	SONORA Wagon Wheel Rest. 128 S. Washington	Chairman: Joe Robinson	Tuesday 7:30 p.m.	3	7	4	2	6	4
2518	MODESTO IRRIGATION DISTRICT Sundial Lodge 808 McHenry, Rm. #138	Chairman: D. Pittman	Tuesday 7:30 p.m.	10	14	11	9	13	11

Pacific Gas Transmission

			July	Aug	Sept	Oct	Nov	Dec	
3021	SANDPOINT Traveler's Hotel	Chairman: R.E. Hess	Wednesday 7:00 p.m.	11	8	12	10	14	12
3023	WALLA WALLA Touchet Fire Station	Chairman: A. Howell	Wednesday 7:00 p.m.	11	8	12	10	14	12
3024	REDMOND Grizzley Bear Pizza 413 W. Glacier St.	Chairman: G. Brewer	Thursday 7:00 p.m.	12	9	13	11	8	13

Humboldt

3111	EUREKA Veterans' Memorial 10 & H Streets	Chairman: B. Jensen	Tuesday 7:30 p.m.	10	14	11	9	13	11
3112	GARBERVILLE Fireman's Hall Locust Street	Chairman: A. Weber	Thursday 5:00 p.m.	12	16	13	11	15	13

Shasta

3211	RED BLUFF Palomino Room 723 Main Street	Chairman: Harvey Iness	Thursday 7:30 p.m.	5	9	6	4	8	6
3212	REDDING Hospitality House 532 N. Market	Chairman: J. Eide	Tuesday 7:30 p.m.	3	7	4	2	6	4
3213	BURNEY Woodworker's Hall	Chairman: W. Rodriguez	Thursday 7:30 p.m.	12	16	13	11	15	13
3216	TRINITY New York Hotel Weaverville	Chairman: Lee Wells	Tuesday 7:30 p.m.	10	14	11	9	13	11

Nevada

3311	RENO IBEW Hall 2713 E. 4th St.	Chairman: P. Lantis	Tuesday 7:30 p.m.	3	7	4	2	6	4
3313	YERINGTON Catholic Center	Chairman: T. Bartel	Wednesday 6:30 p.m.	*18	8	5	3	7	5
3315	ELY Mt. Wheeler Fire Dept. Mtg. Hall	Chairman: J.D. Salvi	Tuesday 7:30 p.m.	10	14	11	9	13	11
3316	RENO MANUFACTURING Carpenter's Hall 1150 Terminal Way	Chairman: A. Spenser	Thursday 7:30 p.m.	12	9	13	11	8	13
3318	ELKO Stockmens Hotel Elko	Chairman: P. Wastun	Wednesday 7:30 p.m.	11	15	12	10	14	12

De Sabla

3411	CHICO Retail Clerks Hall 1st & Sheridan	Chairman: H. Stansbury	Wednesday 7:30 p.m.	11	15	12	10	14	12
3417	PARADISE Veterans Memorial Bldg. Skyway	Chairman: D. Knaus	Tuesday 7:30 p.m.	10	14	11	9	13	11

Drum

3511	AUBURN Moose Lodge Sacramento & High	Chairman: T. Crespillo	Tuesday 7:30 p.m.	10	14	11	9	13	11
3512	ROSEVILLE Villa Rosa Restaurant 1704 Douglas Blvd.	Chairman: W. Webber	Thursday 7:30 p.m.	19	16	20	18	15	13
3513	GRASS VALLEY Nevada County Sportsman Banner Mtn. Trail	Chairman: T. Tutor	Monday 5:00 p.m.	16	13	17	15	19	17

Colgate

3611	MARYSVILLE Da Vinci's 1235 Bridge Street Yuba City	Chairman: F. Riggs	Tuesday 6:00 p.m.	20	21	18	16	20	18
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North Bay

3711	MARIN COUNTY Yuba City Sams, 209 3rd St. San Rafael	Chairman: D. Madden	Thursday 7:30 p.m.	12	9	13	11	8	13
3712	SANTA ROSA Labor Center 1706 Corby Avenue Santa Rosa Ave. Off Ramp	Chairman: H. Stiefer	Tuesday 8:00 p.m.	3	7	4	2	6	4
3714	UKIAH Ukiah Grange South State	Chairman: R. Wattenburger	Wednesday 8:00 p.m.	*18	8	5	3	7	5

North Bay Continued

			July	Aug	Sept	Oct	Nov	Dec	
3716	NAPA American Legion Hall 1240 Pearl Street	Chairman: P. Frasher	Tuesday 8:00 p.m.	10	14	11	9	13	11
3717	FORT BRAGG - PT. ARENA Presbyterian Church Pine & Main, Ft. Bragg	Chairman: D. McDonell	Thursday 5:00 p.m.	5	9	6	4	8	6

Sacramento

3811	SACRAMENTO Local Union Office 1414 21st St. Sacramento	Chairman: G. Johnson	Tuesday 7:30 p.m.	3	7	4	2	6	4
3812	VACAVILLE Chamber of Commerce 400 Monte Vista St.	Chairman: A. Murray	Thursday 7:00 p.m.	12	9	13	11	8	13
3815	**DAVIS G. C. - Sacramento Local Union Office 1414 21st S.	Chairman: N. Brownlee	Thursday 5:00 p.m.	5	2	6	4	1	6

Sacramento Municipal Utility District

3911	SACRAMENTO MUNICIPAL UTILITY DISTRICT Local Union Office 1414 21st St. Sacramento	Chairman: T. Smiley	Wednesday 5:00 p.m.	*18	1	5	3	7	5
3912	FRESH POND (SMUD) Mario's Villa #18 Pony Express Lane Pollack Pines, CA	Chairman: M. Paulsen	Tuesday 4:15 p.m.	3	7	4	2	6	4

Citizens Utilities Company

4012	SUSANVILLE Grand Cafe Main Street	Chairman: M. Kostick	Wednesday 7:30 p.m.	*5	8	5	3	7	5
4013	ALTURAS Elks Lodge Main Street	Chairman: M. Nelson	Tuesday 5:30 p.m.	10	14	11	9	13	11
4014	ELK GROVE Pizza Barn 8610 Elk Grove Bl.	Chairman: T.G. Brown	Wednesday 5:30 p.m.	18	22	19	17	21	19
4015	BURNEY - C. U. C. C. Woodworker's Hall	Chairman: D. Monath	Thursday 5:30 p.m.	12	16	13	11	15	13

General Construction

1514	SAN JOSE AREA GENERAL CONSTRUCTION Clover Hall 99 N. Bascom	Chairman: Ron Swilley	Tuesday 8:00 p.m.	3	7	4	2	6	4
2312	EAST BAY GENERAL CONSTRUCTION Edgewater-Hyatt House 455 Hegenberger Rd.	Chairman: R. Brewer	Wednesday 5:30 p.m.	*3	1	5	3	7	5
3815	DAVIS G.C. Local Union Office 1414 21st St. Sacramento	Chairman: N. Brownlee	Thursday 5:00 p.m.	5	2	6	4	1	6

Public Agencies

2211	OAKLAND GENERAL Edgewater Hyatt House 455 Hegenberger Rd.	Chairman: R. Murphy	Thursday 5:00 p.m.	12	9	13	11	8	13
3911	SACRAMENTO MUNICIPAL UTILITY DISTRICT Local Union Office 1414 21st St. Sacramento	Chairman: T. Smiley	Wednesday 5:00 p.m.	*18	1	5	3	7	5
3912	FRESH POND (SMUD) Mario's Villa #18 Pony Express Lane Pollack Pines, CA	Chairman: M. Paulsen	Tuesday 4:15 p.m.	3	7	4	2	6	4
1411	CITY OF SANTA CLARA Clover Hall 99 N. Bascom	Chairman: B. Blankenship	Thursday 7:00 p.m.	12	9	13	11	8	13

Trees

4411	DAVEY TREE - LAS VEGAS I. B. E. W. Hall 4321 E. Bonanza Rd.	Chairman: J. Turner	Wednesday 7:00 p.m.	*3	1	5	3	7	5
4412	DAVEY TREE - SAN JOSE Clover Hall 99 N. Bascom	Chairman: T. Lynch	Thursday 7:30 p.m.	19	16	20	18	15	20

*Meeting rescheduled due to holiday.
**Meeting location changed.

Shop Stewards Training

Shop Stewards Training Seminars were held April 7 and May 19 for Coast Valley Stewards, April 14 for San Jose Stewards and April 19 for East Bay Stewards.

The Coast Valley meetings were conducted by Business Representatives Ray Shepherd and Corb Wheeler, the San Jose session was directed by Business Representatives Orv Owen and Mike Davis, and the East Bay seminar was lead by Business Representatives Jim McCauley, Veodis Stamps and Scott Thomas.

Some of the topics discussed at the meetings included: Workers' Compensation, the National Labor Relations Act, Arbitration, Grievance Handling, the History of Local 1245, and the History of the Labor Movement.

Stewards present were: (Coast Valley - April 7) John Collenback, Terry Serrano, Olga Estrella, Paul Nelson, Jeff Raymond, Ken Ball, Jr., Felix Cathrein, John Blotti, Glenn Ely, Gerald Carlsen, Nash Nuki, Jerry Smith, Richard Manley, Dan Mitchell, Lorenzo Gonzales, Jr., Jim Mauzey, Charles Kasper and Terry Linebarger; (Coast Valley - May 19) Robert Higgins, Dale Walker, Jeff Raymond, R. Manley, Glenn Ely, Gerald Carlsen, M. Nuki, Cecil Harrell, Larry Gonzales, Paul Nelson, Felix Cathrein, John Collenback, Dan Mitchell, Charles Kasper, Jerry Smith, Jim Schneider, Ken Ball, Terry Serrano, John Blotti, John Delsman and Olga Estrella; (San Jose - April 14) Cy Burr, Fred Baney, R. "Fitz" Fitzpatrick, Mark Hughes, Bill Hennings, Fred Massey, Marshall Massey, James Morgan, Dan Melanephy, Glenn Newton, Lindell Williams, and Scott Williams; (East Bay - April 19) Henry House, Phil Brooks, I.B. Graham, Jr., William C. Smith, Paul Noe, Lynn A. Boone, Robert E. Rochel, Walter Mims, Raymond L. Williams, Raymond E. Kmetz, Mark Smith, Richard Capozzo, Marvin Hessler, Richard C. Avila, Stan H. Ford, Robert Houchins, John Trowbridge, Al Cuellar, Red Heneberry, Bill Sullivan, Alvin Felleciano, Tom Young, David Hurst, Michael Phillpi, R.K. Hoyer, Bill Schuett, Gary Abrahamson, Gary Hughes, Ed Custer, and Martin Griffith.



Coast Valley — Assistant Business Manager Larry Foss explains the principles of grievance handling.



Coast Valley Stewards



Coast Valley Stewards



Coast Valley Stewards



Norm Amundson discusses the history of Local 1245 and the labor movement. Norm, a former Business Representative of Local 1245, is currently the Director of the Center for Labor Research and Education at U.C. Berkeley.



Coast Valley Stewards



Coast Valley Stewards



San Jose — Business Representatives Orv Owen (left) and Mike Davis review the answers to the test they administered at the training meeting.



Coast Valley — Attorney Frank Silver talks about the National Labor Relations Act. Frank is a member of the legal staff at the firm of Carroll, Burdick and McDonough located in San Francisco.

Twenty-six Stewards Earn Training Certificates

Congratulations to the following Stewards for completing the four day Local 1245 Certified Training Program:

<p>PG&E Stockton Division Karl Hansen Richard Moralez Don Custer Joe Robinson Ed Trott Jim Kosta Ernie Delucchi Paul Gomez Mike Johnson Billy Lagomarsino Pete Hansell Litha Saunders Larry Niskern</p>	<p>Modesto Irrigation District Ken Raven Henry Azevedo Tony Coutrakis Sam Montgomery Dave Pittman Randy Inderbitzen</p>
<p>Citizens Utilities Dorothy Gutierrez</p>	<p>PG&E General Construction Jim Taylor</p> <p>CP National - Tahoe Brynn Dawley</p> <p>Truckee-Donner PUD Michael Connell</p>



San Jose Stewards



San Jose Stewards



San Jose Stewards



Attorneys Dave Mastagni (left) and William Gasbarro discuss Workers' Compensation and employee rights with East Bay Stewards.



East Bay Stewards



East Bay Stewards

San Francisco & General Office

Local 1245 Salutes Long-Time Members

by Ed Vallejo

On April 27, 1979 Local 1245 members from San Francisco/General Office Division of PG&E gathered at Nick's Restaurant in Pacifica to celebrate and receive their I. B. E. W. service recognition awards. Business Manager Dean Cofer along with Business Representatives Frank Quadros, Mickey Harrington, Frank Saxsenmeier, and Ed Vallejo paid tribute to the brothers and sisters for their continuing support of the Union over the past 20 years or more. In presenting the awards, Business Manager Dean Cofer made note of the fact that among our distinguished guests was former business representative Norm Amundson, presently Director of Labor Studies at the University of California. Brother Amundson is now actively engaged in assisting Local 1245 in their educational programs for business representatives and shop stewards. Along with the presentations made to the 20 and 25 year members, we were honored to present a 35 year membership award to Brother William Reade, San Francisco Division.

The Brothers and Sisters enjoyed themselves, dining and then dancing by the shores of beautiful Rockaway Beach. The personnel at "Nick's" were most gracious and attended to our guests in a manner befitting the honored occasion. In attendance for 20 years service: Norm Amundson, Claude T. Gorie, Nadine Kovac, Edward H. Murphy, John J. Pavloff, Joseph C. Rezentes, Larry G. Samson, Frank A. Saxsenmeier, and Bob "Bilko" Tainter.

In attendance for 25 years service: Martin Breuer, Joseph Barros, Larry Perry, and Ounice Rax.

In attendance for 35 years service: William R. Reade.

Other Brothers and Sisters unable to attend:

20 Years: L. J. Byrne, Charlene Cardoza, Helen Dahlstrom, Mike Escabosa, Mary J. Fonacier, Barbara J. Ginley, Hugh J. Goulding, S. O. Kristovich, Russell D. Langrell, M. J. Loveless, J. R. McGough, J. E. Renshaw, Helmut Richter, J. E. Roach, Don R. Robinson, Olga Steinhauer.

25 Years: G. Akzam, Robert J. Azzaro, Richard A. Campbell, Robert A. Hancock, Fred Manss, J. Moran, Kimmie L. Patterson, L. L. Welcher, Forrest Wood.

30 Years: Bert A. Blakely, Joe O'Rourke, Robert Sloan, William M. Kennedy.

We salute all of you for your continuing faith in our great Union. Congratulations to each and every one of you.

Dick Daugherty Suffers Heart Attack

Local 1245 regrets to report that Advisory Council member Richard "Dick" L. Daugherty had a heart attack Sunday, May 13, 1979. He is presently recuperating at his home in Elk Grove.

Dick, who has been extremely active in Local Union affairs over the years, is expected to be under his doctor's care for some time. Thus, he will not be able to return to work at the Sacramento Municipal Utility District or to participate in Local Union activities until he is released by his doctor.

Business Representative Hank Lucas reports that Dick is showing signs of improvement and that he would like to hear from his friends in the Union. Please feel free to contact Hank Lucas for further information and/or to send get well wishes to Dick. Cards and letters should be mailed in care of the Sacramento office at 1414 - 21st Street, Sacramento, California 95814. Hank will be happy to forward them.



Officers, Staff and their guests at the head table (left-right) are: Cindy Naranjo, Business Manager Dean Cofer, Susan Cofer, Business Representative Frank Saxsenmeier, Sondra Saxsenmeier, Fran Quadros, Business Representative Frank Quadros, and President Ron Fitzsimmons.



Thirty-five year member Bill Reade (center) celebrates receiving the highest award presented at the ceremony.



Twenty-five year members (left-right) Larry Perry, Joe Barros and Marty Breuer laugh and joke with Joe and Marty's wives.



Award recipients and guests had a great evening.

Notes of Interest

Joyce Peitz, wife of Northern Area Executive Board member Bill Peitz, would like to announce the birth of their new grandson, Jacob Allen Peitz. The eight pounds and ten ounce baby boy was born in Modesto on May 14.

Business Representative Bob Gibbs was recently elected to the Humboldt-Del Norte Central Labor Council's United Way Executive Committee.

Local 1245 members Henry S. Garcia, and Earl Surginer were recently granted Journeyman Lineman status under the provisions of Local Union Policy 22.

Unit 1217, Paso Robles, is the winner of the Local Union Social Fund for the month of May.

Glen Ely, a member of Unit 1212, Monterey, is the winner of the Local Union Unit Drawing for the month of May.

Unit 1214, Moss Landing, is the winner of the Local Union Social Fund for the month of April.

Walter M. Kroll, Jr., a member of Unit 2412, San Francisco Physical, is the winner of the Local Union Unit Drawing for the month of April.

Unit 3512 Honors Zorro Rozic

by Arlie Baker



Unit members celebrate Rozic's honorary membership status. Back row - Paul Boudreau, Coy Eastwood, Larry Ellis and Zorro Rozic; Middle Row - George Fritz, Steve Wolf, and Pat Herigan; Front Row - Daniel Goucher, Hugh Hageman, and Terry J. Tutor, Sr.

The members of Unit 3512, Roseville, at their April unit meeting presented Zorro Rozic with a certificate making him an honorary member of that unit.

In early 1978, when the unit first started holding their meetings at the Villa Rosa Restaurant, proprietor, Zorro Rozic, approached the Business Representative and asked if he could become a member of Local 1245. I told Zorro he could not become a member because he was not employed at the time in the jurisdiction of the local union.

The unit subsequently voted him an honorary member of their unit. The members of Unit 3512 did not make Zorro an honorary member of their unit only because he asked to become a dues-paying member of Local 1245, but mostly because of their great admiration and respect for this gusty individual. I am sure all of you will feel the same after you have learned more of his background.

Zorro Rozic was born on April 12, 1934, in Trieste, Yugoslavia, and moved to Rome in 1948, where he worked as a salesman, cook and mechanic. He came to the United States in 1961, working in restaurants in Chicago and Portland. Later he became a chef and worked for two years in a restaurant in West Sacramento before opening his own restaurant, ZORRO'S, in Orangevale, in 1964. The following year he came to Roseville and opened the Villa Rosa Restaurant. He became a naturalized American citizen on January 15, 1973, saying there is no place else in the world where a foreign-born person can go into business for himself unless he comes from a well-to-do family.

Zorro is also quite active in local politics, and usually backs a prime candidate for any office from Congress to Constable. Zorro circulates petitions at his restaurant and is able to get many of his patrons to sign them. If a person has an opposition petition and would like to try and get signatures from patrons at Zorro's place, he will spread his arms and say, "Sure, IS A FREE COUNTRY". Beware the person who signs this petition and has already signed Zorro's petition, for Zorro will come down on him like a ton of bricks and after yelling at him for about five minutes, throw him out of his establishment.

We are proud of you, Zorro Rozic, and are happy to have the unit's plaque in a place of honor over the back bar of your establishment.

When next you gather with your sisters and brothers, stand up and hold your glasses high and salute a real American, Zorro Rozic.

Member Runs for Mayor

Roy King has been an active member of I. B. E. W., Local 1245 since 1955.

King has worked for Pacific Gas and Electric Company for the last seven years as a Serviceman. He served the Union as a Shop Steward at PG&E. All of his endeavors over the years have been directed toward providing better public relations and service to the people.

This year he ran for the position of Mayor of Petaluma. Although the June 12 ballot results showed that he was unsuccessful in his bid for Mayor of Petaluma, his activities to improve his community are noteworthy and we commend him for his efforts.

The Safety Scene



Editor's Note: Assistant Business Manager Tony Morgado, assigned to direct the Local's activities in the areas of

responsible for all items appearing in the Safety Scene. If you have any suggestions for articles that relate to

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

Stress on the Job

by Janet Bertinuson

Hazard Alert

Users of Rose Rope Grab

Michael Schneider, Deputy Chief — Safety, Division of Occupational Safety and Health, recently warned employees about Rose Rope Grab Model P/N 4550.

Recently, a polyester rope used as part of a descent control device for a window cleaning operation parted. Fortunately, the rope failure did not result in serious injuries to the employees involved. However, the Division of Occupational Safety and Health cautions:

THE ROSE ROPE GRAB (Model P/N 4550) DESCENT CONTROL DEVICE IS APPROVED ONLY FOR USE WITH A 3/4-INCH MANILA ROPE.

Friction of the Rose Rope Grab on polyester or nylon rope generates enough heat to cause the rope to glaze, and to prevent the grab from working properly.

Manufacturer's testing has determined: "A 350 lb. rigid weight dropped a free fall distance of 4 feet will cause sufficient heat build-up by the clamping action of the rope grab around the rope to start melting of surface fibers of 3/4-inch nylon rope. This melting action is a lubricant and will not permit the rope grab to bring the 350 lb. weight to a complete halt. Such action allows the 350 lb. weight to continue falling at an estimated maximum 15 feet per second."

Use of the Rose Rope Grab in any way other than the manner specified by the Division of Occupational Safety and Health is a violation of General Industry Safety Order 3285(c), and can be hazardous.

Phones ring... customers complain... the production line speeds up... quotas have increased... your job bores you... the machines around you are constantly noisy. And off the job a family member is ill... your car breaks down... you win the lottery... you get married... or as a woman worker you juggle work, home, and child-care responsibilities. While all this goes on outside your body, internally changes are taking place to help you cope with increased demands created by the situation you are facing. The demands are called **stressors** and the response of your body is called **stress**.

What Is Stress?

Stress is the response of the body to any demand put on it. It is not simply nervous tension, although the symptoms of stress may include nervousness or irritability. In fact, the stress response is your body's way of gearing up to protect it from harm. When faced with a demanding situation, the body starts a series of internal reactions which include increase in heart beat and breathing rates, increased secretion of stomach acid, and release of hormones that affect metabolism. Emergency release of adrenaline occurs, as well as a rise in cholesterol and energy-rich sugar levels in the blood. More energy goes to your muscles, and the stomach becomes inactive. These are acute reactions to a stressor.

In a normal circumstances the body returns to a balanced state after the stressful situation has been dealt with. But constant demands keep the body off balance, so that protective mechanisms actually become destructive. On a long-term basis this can contribute to serious diseases.

What Are The Long-Term Effects of Stress?

No one really knows all the diseases to which stress contributes, but workers in stressful job situations do have a higher rate of certain diseases. Studies of air traffic controllers found higher than normal rates of peptic ulcers, high blood pressure, and diabetes. In addition, stressful job or life situations have been linked to high cholesterol levels, an increased risk of arteriosclerosis (hardening of the arteries),

heart attack and stroke, migraine headaches, and skin rashes. If a worker has a pre-existing medical problem, such as emphysema, stressful job situations may aggravate the illness. **In California, the Industrial Welfare Commission is considering a study on the relationship between overtime and injuries with special emphasis on relatedness to job stress.**

Effects of continued stress on mental health are not as well-documented or understood. However, studies show that persons in stressful jobs do develop mental health problems or emotional illnesses such as: chronic anxiety and worry; depression, possibly to the point of psychosis; and psychosomatic illnesses. In addition, alcohol and drugs are often used as a reactive method of coping with job pressures and demands.

Many of the above illnesses are now compensable (under Workers' Compensation) in major industrial states, and in several instances there is a **presumption of work relatedness** in the cases of some public employees, i.e. firefighters and police officers. This means that after so many years of service certain illnesses (e.g. heart attacks) are presumed **by law** to be work-related and therefore compensable.

What are Common Job-Related Stressors?

A complete list of stressors is hard to compile because the possibilities are almost endless, and people react differently to demands; this is, a stressor may affect one person only slightly, while another person reacts more strongly. For example, one person making a speech may get an upset stomach; another may get keyed up in anticipation of a pleasurable experience. However, some common stressors are: Lack of job security; Lack of participation in decision-making; Too much, or too little work; Too much, or too little supervision; Little job satisfaction; No opportunity to learn new skills; Monotonous or repetitive tasks; Too fast, or too slow, a pace; Confinement to the work area; Rigid work roles; Little positive support; Threat of physical violence; Working in an environment known to be unsafe or unhealthy.

What Can Be Done?

Stress reduction focuses on the individual and the work environment. Bio-feedback, stress reduction techniques, and meditation have all been used successfully to help people cope with demands or lack of satisfaction in their jobs. But there are other methods that can improve the worker's environment such as: Increasing worker participation in workplace decisions through work councils or labor-management committees; Letting workers change jobs and acquire new skills; Fitting the job to the person; that is, ensuring that the demands of the job can be met by the person and that workers' skills are not underutilized; Providing for exercise programs and adequate rest periods; Providing for more independence; Changing the style of supervision: providing supervisors with training in human relations; Lowering production standards; Redesigning the job; Making the workplace safe and healthy; Doing stress studies to determine the relationship between work requirements and effects on physical and mental health.

Section 12 of Norway's Work Environment Act emphasizes many of these methods for eliminating stressful situations

on the job, and should serve as a model for this country. It contains several important requirements:

"Employees shall be afforded opportunities for personal development and the maintenance development of their skills. Monotonous, repetitive, and machine or assembly work that does not permit alteration of pace shall be avoided. Jobs shall be designed to allow some possibility for variation, for contact with other workers... and for information and feedback to employees concerning production requirements and performance."

Adopting these same principles may be difficult because of the nature of certain jobs, or because management is likely to fight many of these changes. But there are other avenues. Developing contract language related to stress reduction and adequate staffing patterns is one way to approach the problem. **And using union grievance procedures can also be effective.**

And what about using OSHA? Although neither Federal nor California OSHA have regulations covering stressful job situations, in California it is possible to request a special order to protect workers if it is demonstrated that standards do not address a recognized problem. (A request for a special order on increased staffing requirements in a mental hospital is an example.)

That stress is now recognized as a real occupational problem is evidenced by the increasing numbers of workers who have won compensation cases for both mental and physical stress-related conditions. However, when a worker reaches the point of filing a compensation claim, the damage has already been done. Reducing stress-producing conditions in the workplace through concerted action will help prevent stress-related illnesses before they occur.

—The Monitor

Rome Receives Life Saving Award



Brother Percy Rome is being presented an I. B. E. W. Life Saving Award by Business Representative Mike Davis. The award ceremonies were held under a special order of business at the May Advisory Council meeting.

Brother Percy Rome was awarded an I. B. E. W. Life Saving Award for saving the life of Joseph Arlotta.

Brother Rome was working at home in his yard when a 12KV phase conductor broke loose from a nearby pole and fell to the ground. A neighbor of Mr. Rome's, Joseph Arlotta, made contact with the downed conductor and was knocked unconscious. Rome immediately went to his neighbor's assistance. He pulled Arlotta away from the live line and began giving him mouth-to-mouth and cardiopulmonary resuscitation. Rome continued administering first aid to the victim until fire and ambulance crews arrived and took over.

As a result of Brother Rome's actions, Mr. Arlotta survived the incident.

Percy is a long-time member of Local 1245. He formerly served as an Advisory Council member and is currently a San Jose Division Shop Steward.

Member Cited for Safety



Nick Valey was cited for working 30 years without making a single operating error.

Nick Valley, a member of Local 1245 since 1948, was recently cited by Pacific Gas and Electric Company at an area safety meeting for a "job well done".

Nick is employed by the Company as a Relief First Operator at Rock Creek Power House in DeSabra Division. Nick's outstanding safety record was celebrated by Company management personnel and bargaining unit employees at the meeting. He was cited for having gone for 30 years without making a single operating error and given a clock and engraved plaque in recognition of his record in DeSabra Division.