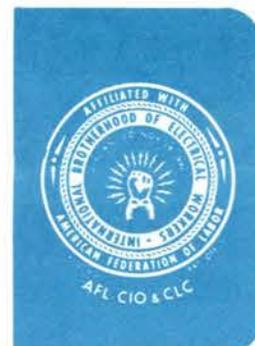


Utility reporter

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Organize or Die



Contra Costa Central Labor Council Executive Secretary-Treasurer Tony Cannata (left), State Department of Industrial Relations Director Donald Vial (center), and Business Representative Dorothy Fortier discuss organizing tactics during break at the Council's June Organizing meeting.

by Dorothy Fortier

"Organize or die" was the theme of the Contra Costa Central Labor Council's June 28 Organizing Committee meeting. The delegates attending the meeting, headed by Tony Cannata, Executive Secretary-Treasurer of the Contra Costa Central Labor Council, discussed the adverse affects of failing to continually organize and shared tactics on improving their methods of obtaining new members.

What does a union do if it has petitioned for recognition and the odds of winning change in the employer's favor? One of the delegates at the meeting replied, "make a request to withdraw the petition without prejudice." Normally, a petition is withdrawn because the union decides on its own, that: (1) it requires additional time; (2) the unit sought is inappropriate; (3) a contract bar exists; (4) the union has an insufficient interest showing; or (5) it cannot win a board election.

The delegates present at the meeting represented a number of AFL-CIO affiliated unions representing employee-groups employed within Contra Costa County. The AFL-CIO's Constitution prohibits raiding between affiliate unions and has internal procedures for dealing with interunion disputes. As a result, AFL-CIO affiliated union representatives throughout the country work together for the benefit of the labor movement. At meetings such as the one held in Concord, sister unions throughout the country are able to meet and discuss organizing techniques and often times find workable solutions to their problems.

Business Representative Scott Thomas urged delegates not to give up on their attempts to organize new plants. He pointed out that it doesn't matter how large or how small a plant is. The important thing is to recruit as many new members as possible. As an example, he cited Local 1245's recent success in organizing the Pipe Line Operation Clerks at Pacific Gas and Electric Company. Scott said, Local 1245 had previously tried and lost twice to gain exclusive bargaining rights for these employees. The third

time was the charm and we won recognition last month.

The luncheon speaker at the meeting was Donald Vial, Director of the Department of Industrial Relations. His department is charged with protecting and advancing the rights of working people in California. Vial talked about organizing and on-the-job health and safety programs. He pointed out that in 1950 43% of the employees in California were organized and that in 1979 the number of organized workers in California had dropped to 23%. He said, the only area of growth is with women. The open-shop movement is growing in California and the impact is threatening prevailing rates and apprenticeship programs. In an effort to combat these anti-labor forces, Vial urged delegates to tell their unions that the Department of Industrial Relations needed stronger, better and more consistent communications between the State Department of Industrial Relations and Labor.

In the area of safety, Vial reiterated the workplace is the early warning system for all toxic chemicals which are introduced into the environment. Accordingly, the OSHA budget is expected to be increased and one of the new programs to be established under the auspices of OSHA is the Occupational Health Center which will be set up at U.C. Berkeley. He also discussed the fact that workers' compensation costs are going sky high and that improvements are needed in benefits. At present the maximum benefit payable for an employee with a 90% disability is \$70.00 per week. The whole concept of the system when it was originally established was that workers would give up their right to sue for guaranteed compensation. Today, because of the increase in the cost of living, the tradeoff is no longer in the worker's best interest.

Many other interesting topics were discussed, such as: the adverse affects of gas deregulation; the International Association of Machinists' \$137 billion suit against OPEC; the status of entrance denials to OSHA investigators by employers; on-the-job safety inspection committees; the benefits of

joining forces with members of the A. Philip Randolph Institute and the Labor Council of Latin American Advancement and Retiree groups to aid in organizing unorganized plants; and passage of worker oriented legislation.

This Organizing Committee meeting was one of several planned for 1979. Delegates attending as representatives of Local 1245 were Business Representatives Manny Mederos, Scott Thomas and Dorothy Fortier.

Business Manager Visits Crews



Shop Steward Don Armanasco (pointing in the vault) and Willie Fratini, both Cable Splicers in San Francisco Division, explain one of the operational procedures of their job to Business Manager Dean Cofer (center).

Supreme Court Upholds Discount

The California Supreme Court rejected another attempt to take away the PG&E employee discount. Union sponsored legal action helped bring about the court's decision.

Unless our opponents take the unlikely step of appealing the decision to the U.S. Supreme Court, the discount is now safe. Nothing except death and taxes is completely certain, however, and it is possible that other attempts will be made in the future. If so, the Union will be prepared to defend it and our other rights. We keep our rights only as long as we remain strong and ready to use our strength.

Attention: All Local 1245 Members

The California toll free number
for the Legal Services Plan has been
changed. The new number is:

(800) 852-7581

YOU, YOUR JOB, AND THE LAW



Prevailing Wage Laws

by Harry M. Marsh
Attorney-at-Law

The rules described in the article below are directly applicable to the work of outside contractors employed by the state of California and the federal government. These rules provide for union scale wages to be paid outside contractors. They indirectly affect 1245 members employed by governmental agencies, because the rules discourage these agencies from contracting out the work of their employees. These rules are the result of lobbying by 1245 and other labor unions. Additionally, the rules extend the benefits of union scale to other workers making it the industry standard.

This article is intended to provide a complete and comprehensive discussion regarding the significant provisions governing contractors undertaking public works projects within the State of California. At the outset, it is important to determine whether or not the involved project includes any sort of Federal funding. If Federal as well as State monies are supporting the project in question, then the contractor must comply with the provisions of Federal law discussed below as well as the applicable provisions of the law in the State of California.

As you are undoubtedly aware, there is no requirement of the law that public works projects be performed only by Union shops. However, the California Labor Code (LC §1774) specifically provides that on any work of public improvement, the contractor must pay the prevailing wage rate for each craft. These rates are based upon appropriate Union scale in effect, including applicable fringe benefits. In this regard, it is significant that the State Department of Industrial Relations has recently adopted prevailing wage rates for each craft which must be complied with by the involved contractor. Additionally, State law requires that an apprentice ratio of at least one to five be maintained for each craft doing work in the project (LC §1777.5). If, in fact, a labor agreement is in effect for a

particular craft calling for a smaller ratio, the required ratio under the law is so reduced. This has presented a problem in the past on some public works projects, and, accordingly, it is strongly recommended that this particular aspect be emphasized to the awarding public entity prior to the outset of construction work. If there is any question about this, the awarding public entity should be notified in writing of the applicable smaller required ratio before the work actually commences.

State law additionally requires that every contractor and subcontractor on a public works project keep and maintain accurate, open records showing the actual per diem wages paid to each craftsman on the job involved (LC §1776). Even though it is the obligation of the awarding public entity to supervise and police the work of public improvement, it is important that each local Union, when dealing with a non-union contractor, periodically inspect these wage rates and conduct on-the-job verifications in order to determine that the proper wages are being paid and that the appropriate number of apprentices are on the job for each craft.

If any degree of Federal funding is involved in the project, the contractors and subcontractors must comply with the applicable Federal statutes, commonly referred to as the Davis-Bacon Act, in addition to the above provisions of State law (40 USC §§276a, *et seq.*). Under the Davis-Bacon Act, the contractor or subcontractor must pay unconditionally, and not less often than once a week, to all mechanics and laborers employed directly upon the site, the full amounts accrued at the time of payment, composed at rates not less than those stated in the advertised specifications, which rates shall be posted at the site of work. The wages referred to also must be at least equal to the prevailing wage standards in effect for each craft involved, including the cash equivalent of all applicable union fringe benefits customarily

paid. These particular provisions of Federal law are quite significant and are often overlooked by the awarding public entities. Therefore, at the outset of every project, all local unions should be conscious of any and all sources of funding for the project and, if applicable, should specifically call these provisions of Federal law to the attention of the awarding body prior to the outset of work on the project.

Penalties for violations of both State and Federal law are serious. These penalties include blacklisting the contractor or subcontractor for specified terms of time, monetary penalties, and appropriate withholdings from progress payments by the public entity. Also, criminal provisions apply to any contractor or subcontractor who wilfully fails to keep accurate records regarding the project and its payroll. (See California Labor Code Section

1777.5 and Section 1777.7, and 40 USC §276a, *et seq.*)

The law places the ultimate responsibility for insuring compliance with these laws on the public entity who has let the contract in question. When dealing with a contract which has been awarded to a non-union contractor, it is, in our opinion, important for all Local trades and crafts affiliates to advise the governing body of the awarding public entity of these requirements. In many cases, such governing bodies are unaware of their responsibility in this area. We emphasize the need to do this when dealing with non-union contractors because when the general contractor is a union contractor he is, in large measure, monitored by internal union procedures and therefore a great deal of the responsibility is taken off the shoulders of the involved public entity.

Last CVP Machinist Retires



Brother John M. Borejko (Tracy Unit #2514) retired on June 30, 1979, after 26 years as a Machinist at the Central Valley Project's Tracy Pumping Plant.

John has the distinction of being the last man to hold the job title of Machinist in the Mid-Pacific Region of the U.S.B.R. All other employees in the Bureau's machine shops are classified as Maintenance Mechanics.

Borejko has been an active photographer (both movie and still) for thirty years, frequently contributing photos to the Utility Reporter.

Outside Construction Hot Line



by John J. Wilder

The last 110-mile section of the Sierra Pacific Power Company cross state transmission line started on June 4. Harker and Harker is doing the footings, anchors and some of the dead-end towers.

Commonwealth Electric subcontracted a tower assembly job to Taylor Construction Company of Ogden, Utah. We met with Taylor and Commonwealth in a pre-job conference on June 28th. Taylor Construction has called for their first group of men. Gary Nolan will be the General Foreman on this job.

Tri-O is still working on their section of the Sierra transmission line. They have about 35 men working on the job. Irv Schlauch is the Shop Steward. All reports indicate our men are doing a great job.

The Oil-O-Static job started July 2nd. Underground Construction is doing the excavation, putting in the pipe and the welding connected with it. We have about six men on the job at the present time. The cable pulling and splicing will not start until approximately October.

The overhead job for Plumas-Sierra and the B & A Electric job in Redding are both going a little slow at the

moment because there is a lack of material.

Another 100-plus mile transmission line is expected to break for Sierra Pacific Power Company early next year.

We have a little jurisdictional problem with one of our sister locals on the transmission substation work which Scott Butner will be doing at the Lawrence Radiation Laboratory in Livermore, California. As soon as we obtain prints of the job we will meet jointly with the International in an effort to work out any problems.

Merle Tufts was awarded the Hurley Substation job in Sacramento. At this writing we have not talked with this contractor. Hopefully we will be able to schedule a pre-job meeting in the near future.

The U.S. Bureau of Reclamation has a transmission job which, hopefully, will be put out in the very near future.

Our enemies are making strong efforts in Washington to overturn the Davis-Bacon Act (prevailing rate laws). Write your Congressman — tell them to leave the Davis-Bacon Act intact. Without this Act, our wage scales would just go to hell.



the utility reporter

Telephone (415) 933-6060



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Please Return Surveys

Several weeks ago, a cross section of Local 1245's membership was asked to take part in a survey conducted by the University of California. The initial response was encouraging, with many of the original 2,000 questionnaires being returned. But a significant number of people still haven't responded and the deadline is coming up fast.

The survey results will help the Union provide better service to the members, but more completed questionnaires are needed for the results to be accurate. The better the response, the better the Union can respond to your needs.

If you received a questionnaire and haven't sent it in yet, please do so promptly. And if you know anyone else who's received a questionnaire, please encourage them to send it in. It doesn't matter how active you are or how much you know about the Union. Everybody's opinion is valuable. *Send in your questionnaire today!*

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. 79-6: Provides for the reorganization of the Operating Services and General Maintenance Occupational Group.

SPPC No. 79-9: Provides for the reduction of the complement of Customer Servicemen by one and the posting of a Customer Serviceman Apprentice vacancy at the Reno Service Center.

SPPC No. 79-12: Provides for the reduction of the complement of Customer Servicemen by one and the posting of a Customer Serviceman Apprentice vacancy at the Reno Service Center.

SPPC No. 79-13: Establishes a revised shift schedule for Shift Helpers at the Fort Churchill Station.

SPPC No. 79-15: Provides for the reclassification of a Helper to Meter Reader and establishes a wage rate at the six-month step of the wage progression for the employee placed in that classification.

Pacific Gas and Electric Company

PG&E No. 78-47: Establishes the procedure to be used in the conversion of the job bidding and transfer systems to a computer application system.

PG&E No. 78-70: Amends the guidelines of the Apprentice Transmission Mechanic Training Program.

PG&E No. 79-19: Amends the provisions of a previous letter agreement signed July 5, 1972, for San Joaquin Division by changing the functional responsibility and line of progression to provide that Division Files Stationery, Accounting and Mail Processing be changed to the General Services Department from the Customer Services Department and preserves the individual bidding rights of a Clerk B and Clerk C to bid to jobs in the Customer Services LOP.

PG&E No. 79-28: Changes the Clerical Agreement Test Procedure, Item A for the San Francisco area from the Personnel Research Institute Name Comparison Test to the Number Perception Test (passing score: 86 points), and allows for the substitution for the Employee Aptitude Survey Test No. 2, Numerical Ability, the Differential Aptitude Test - Numerical Ability (passing score: 14 points). In addition, stipulates that the passing score for the Differential Aptitude Test for transfer to, or employment as, a Meter Reader will be 18 as opposed to a passing score of 27 for the Employee Aptitude Survey Test.

PG&E No. 79-42: Establishes the provisions of the General Construction Master Apprenticeship Agreement.

PG&E No. 79-43: Establishes the provisions of the General Construction Apprentice Lineman Training Program, Overhead Section.

PG&E No. 79-44: Establishes an Insulator Wiper classification and rate of pay in the General Construction Department to be used, for temporary purposes only.

PG&E No. 94-47: Allows Company to reschedule the basic workweek in order to grant three-day holidays to employees of the Payment Processing Center who are on the Sunday-Thursday workweek.

PG&E No. 79-49: Settles General Construction grievance numbers 3-75-7, 3-75-30, 3-75-32, 3-75-38, 3-76-2, 3-76-5, 3-76-9, 3-76-20, 3-76-21, 3-76-22, 3-76-23, and 3-76-24.

PG&E No. 79-50: Temporarily waives the provisions of Section 205.5 of the Physical Labor Agreement in order that Company may hire four temporary additional Auxiliary Operators at Humboldt Bay Power Plant, and once trained place them into the shift rotation as Auxiliary Operators without giving consideration to transfers from other employees.

PG&E No. 79-53: Allows for an employee formerly classified as Heavy Truck Driver to be placed in a Leadman Driver's classification at the Materials Department in North Bay Division.

PG&E No. 79-55: Changes the work schedule for Communication Technicians at Rodgers Flat and Chico.

PG&E No. 79-58: Makes the provisions of Items 12 and 13 (mileage reimbursement and time rates) of Standard Practice 724.5-1, as revised applicable to bargaining unit employees effective May 1, 1979.

PG&E No. 79-60: Establishes a summer-winter schedule of hours of work for the Water Treatment Plant Operator in Willits.

YOUR Business Manager's COLUMN



Organizing... The Lifeblood of Labor

DEAN COFER

Organizing the unorganized is the key to labor's survival and to our continued ability to protect and advance the interests of working men and women.

As I have stated more than once in the last two years, we must continue, and intensify, our efforts to organize the unorganized within our jurisdiction. Not only is it necessary to constantly organize new workers employed by non-union employers, but it is equally important to sign up the "free riders" at companies currently under contract with our Local Union.

I, for one, dislike paying dues to carry non-union workers, and I have been actively advocating and implementing organizing activities, both on properties where the Local is already certified, and on new properties not previously organized. Organizing is, and has been, stressed in Stewards' training courses because ultimately the union worker on the job is the person in the best position to sign up their non-union co-workers. This can be done in a variety of ways ranging from union members persuading their co-workers of the worth of their union, to mild forms of ostracism (but whatever the method employed, the in-house organizing activities must remain a continuing effort).

In the last two years the Local Union Staff has successfully organized a number of new employer groups, including a number of previously unorganized segments of the PGE system (i.e., PLO Clerks,

Meteorological Instrumentmen, Design Drafting, and the Console Operators in the Data Processing Department). In addition, the Local Union has just recently organized the Reprographics Department in General Office. Since July of 1977, our Local Union's membership has increased by over 1800 members (this figure represents a gain of over 1300 new members in PG&E).

Employers throughout the country, aided by the right-to-workers, and numerous other anti-union forces, are even now mounting a campaign to destroy the labor movement and in their words "create a Union-free environment". If they are successful, we can look forward to a return to the sweatshop conditions of the 1930s. Let me assure you that I am not crying wolf when I sound this warning. The Union-busters are already making headway... (after unprecedented lobbying efforts and spending by big business, a crucial vote on Labor Law Reform was lost last year in the U.S. Senate by a single vote; and a little Davis-Bacon Act [which is a law guaranteeing that public works projects be done at prevailing wages] was recently repealed in Florida).

How can we, as Unionists, stop the union-busters dead in their tracks and reverse the dangerous decline in our collective strength? The answer to this question is *organize the unorganized and return to our roots as Unionists by renewing our traditional faith in solidarity and unity.*

On the Move



Dorothy Fortier, former managing editor of the Utility Reporter has been reassigned to a Business Representative position. Dorothy is now assigned to service our members in North Bay Division and at the City of Healdsburg.



Frank Saxsenmeier, former Business Representative assigned to service members in North Bay Division and at the City of Healdsburg has been reassigned to handle the responsibilities previously assigned to Business Representative Frank Quadros in San Francisco Division and Western TV Cable.



Frank Quadros, former Local Union Business Representative assigned to service members in San Francisco Division and at Western TV Cable has been reassigned to the Union headquarters and promoted to an Assistant Business Manager position.



Nevada Legislature Closes

by Darrel Mitchell

On May 29, 1979 the longest legislative session in the history of Nevada ended. Regular sessions of the legislature are held biennially beginning the third Monday in January of odd-numbered years. Nevada is one of the 14 states which have biennial sessions. Of those 14, four states split their single sessions so that they in fact meet annually.

The Nevada legislature has 60 members, 40 in the Assembly and 20 in the Senate. The Nevada constitution sets the maximum size of the legislature at 75. All legislative districts are based on equal population. Based on the 1970 census, each assemblyman represents about 12,280 people with senators representing twice that number in single-member districts.

In order for a bill to be passed it must go through the following basic steps.

1) The bill is drafted from an idea from a legislator, a member of the judiciary or an executive agency. The bill drafter writes the idea into legislation.

2) The bill is then introduced by a legislator or a legislative committee in either house, and given a number.

3) The bill is then assigned to a committee. The committee may report the bill back to the full house in one of four ways: Do Pass, Do Pass As Amended, Do Not Pass or Without Recommendation.

4) If the bill receives a Do Pass, Do Pass as Amended, or Without Recommendation, it goes before the full house for consideration. At this point,

the bill may be accepted, rejected or further amended.

5) If the bill is passed by the original house, it is then referred to the other house, and then follows the steps above.

6) After approval of both houses, the bill is sent to the Governor for his signature.

Much of labor's legislative effort is spent in trying to stop unfavorable legislation as more and more anti-worker bills are being introduced in the United States. Therefore, it is necessary to not only look at the bills passed but also to consider the bad bills that were defeated when analyzing a legislative session.

Working in conjunction with Claude Evans of the Nevada AFL-CIO were Local 1245's registered lobbyists Darrel Mitchell and John Stralla.

Following is a breakdown of legislative bills affecting our members in Nevada.

Favorable bills passed

AB 84: Provides for permanent partial benefits for workers partially disabled. New hearing systems under NIC, and time limits.

AB 470: Provides for industrial insurance coverage for paid firemen injured while performing certain voluntary services off the job.

AB 489: Increases burial benefit for industrial deaths to \$2,500.

AB 564: Provides NIC coverage for certain musicians.

SB 384: Sets requirements for notice and hearing before closing of NIC claims.

SB 405: Provides 15% increase for certain widows of fatally injured workers and certain totally disabled workers.

Favorable Bills Lost

AB 491: Requires re-employment for employees off due to industrial injuries.

AB 537: Includes heart disease as industrial disease.

AB 526: Requires nurses on certain construction projects.

AB 568: Amends eligibility for unemployment claims.

SB 445: Provides postcard registration.

Unfavorable Bills Passed

AB 241: Provides for unemployment benefits to be denied to employee misconduct. (This bill makes Nevada the toughest state in the nation to be eligible for unemployment benefits.)

Unfavorable Bills Lost

AB 230: Requires employee contributions for occupational disease coverage.

AB 238: Revises guidelines for determining suitability of work under unemployment law.

AB 239: Changes basis for denial of unemployment where employee is discharged in connection with a crime.

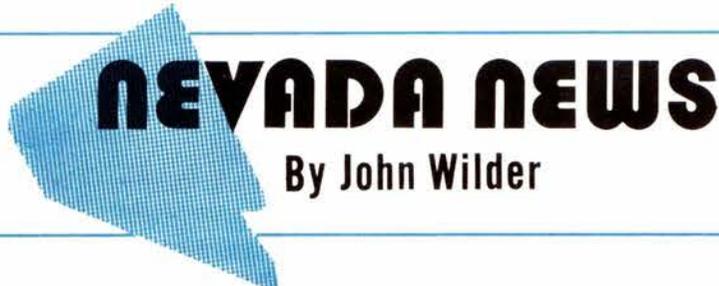
AB 240: Requires 1 week waiting period prior to being entitled to receive unemployment compensation.

AB 242— Reduce unemployment compensation.

AB 243: Reduces the maximum amount of compensation which may be used to determine industrial insurance premium.

AB 559: Provides three-way system of industrial insurance coverage.

AJR 22: Puts Nevada's "right-to-work" law in the constitution.



Negotiations between Local 1245 and Sierra Pacific Power Company are tentatively completed. The package the membership is voting on includes improvements in wages, the sick leave pay-off plan and a vision care plan for employees and their dependents. Ballots will be counted on the 12th of July.

Negotiations with CP National Winnemucca are completed. The membership will vote on the results in the very near future.

Negotiations will start on July 18th in Elko for the telephone employees at CP National.

Negotiations will commence on July 17th with Mt. Wheeler Power, Inc. The whole contract is open for amendments.

Our members in Nevada are in the process of voting, at their Unit Meetings, to elect their delegate to attend the upcoming Nevada State Federation of Labor Convention.

Nevada Members in Action





Members

During the period April 25 through June 22, 1979, applications for membership were received from the following persons:

SAN JOAQUIN DIVISION

Adams, A.S. Lackey, S.E.
Bell, J.M. Lindsey, S.T.
Bolander, C.A. Marten, S.P.
Centers, D.L. Mork, P.B.
Cortinas, L.V. Myers, M.D.
Dunlap, K.J. Nicholas, W.P.
Dwyer, F.E. Parrish, V.
Grossen, W.E. Paschke, B.L.
Helms, L.F. Roder, S.L.
Hubbard, J.M. Silva, A.C.
Jones, S.A. Smith, J.B.
Kalvass, P.E. Tucker, S.R.

COAST VALLEY DIVISION

Bauguess, J.R. Freeman, J.S.
Brattin, T.M. Galvin, P.
Brewer, M.D. Harrell, T.L.
Cardiel, H.L. Hiatt, S.A.
Egan, S.L. Sullivan, J.M.
Evangelista, P.J. Thorne, D.K.

SAN JOSE DIVISION

Atondo, R. McDeauitt, D.
Boynton, S.K. Mercado, O.I.
Coronel, R.S. Milan, A.T.
Ernest, D.K. Perez, J.M.
Froessel, J.A. Povey, P.D.
Gist, C.D. Shearer, D.A.
Gonzales, Y.M. Sherry, R.D.
Goody, K.E. Weeks, B.M.
Henderson, W.D. Wilfong, A.J.
Lewis, C.M. Williams, G.M.
Libbey, S.E. Windom, R.A.

EAST BAY DIVISION

Anderson, R.E. Pacheco, C.A.
Bowen, R.C. Roybal, M.J.
Godfrey, K.M. Serna, R.A.
Howard, P.K. Stone, H.R.
Ide, D.L. Thompson, T.J.
Jenning, R.E. Voil, R.L.
Jimenez, A.P. Walko, M.P.
Martinez, P.A. Wong, L.
Meadows, P.M. Wood, Jr., H.S.
Newfeld, P.W.

CONCORD TV CABLE

Davis, R.M. Shea, M.J.
Redmond, P.T. Travers, M.R.

BAY CABLEVISION

Whitworth, T.W.

SAN FRANCISCO DIVISION

Beierly, R.J. Givens, M.S.
Boyle, C.J. Heath Jr., R.E.
Cajita, R.C. Hickey, M.L.
Carta, P.M. Joe, N.
Cortese, D. Ketchum, G.E.
Crater, M.V. Koch, K.A.
Dempsey, K.W. Kraft, G.R.
Docena, D.D. Lee, B.
Fagan, D.B. Liuzunie, V.C.
Fesperman, D.K. Pon, W.
Franco, M.G. Spindler, C.J.
Fryer, P.J. Vargas, V.K.
Gerardo, P.A. Vigil, L.J.

GENERAL OFFICE

Alston, P.J. Pollard, N.B.
Anselosante, D.A. Tanner, A.A.
Ashby, J.L. Tse, M.L.
Ayers, G.L. Vance, L.R.
Borries, T.A. Velez, D.J.
Cervantez, R.
Choi, G.S.
Crater, M.V.
Crittendon Jr., U.
Dalley, M.
Dehuzman, M.N.
Dronet, A.G.
Huey, V.
Husbands, B.D.
Kamin, M.L.
Kahn, M.L.
Lau, J.K.
Lamkin, M.L.
Lee, D.C.
Luhman, W.C.

STOCKTON DIVISION

Geniceros, T.M. Martin, D.E.
Hood, L.W. Martini, R.R.

HUMBOLDT DIVISION

Hicks, D.W.
Syvertson, P.K.

SHASTA DIVISION

Dye, R.L.
Schmaltz, R.N.
Schneider, M.H.

SIERRA PACIFIC POWER COMPANY

Brown, Bruce Greco, D.E.
Bright, Eugene Henninger, R.F.
Calderon, B.L. Kirsten, G.E.
Currier, W.L. Lightfoot, J.R.
Depew, D.W. Walker, J.D.
Downs, S.A.

CP NATIONAL (ELKO)

TELEPHONE

Herrera, J.
Shifflett, C.L.
Steele, R.A.

CP NATIONAL (ELKO-POWER)

Fleischman, R.D.
Urigen, C.M.

WELLS RURAL ELECTRIC

Durazo, E. Hildestad, L.A.
Hall, L.E. Sharp, D.W.

LYNCH COMMUNICATIONS

Baldwin, L.M. Cobbs, A.D.
Barker, M.L. Haggard, M.
Beam, D.A. Heenan, S.
Bedford, D.R. Henson, J.A.
Bonham, R.L. Hughes, R.S.
Brown, J.A. Kaczmarek, H.O.
Brown, K.J. Kelley, T.S.
Chester, L.M. Kesterson, P.A.
Choo, T.L. Killman, T.A.
Crane, S.L. Kollmar, T.A.
Doyle, L.M. Lafave, L.C.
Dyrmon, R.M. Martin, B.F.
Eigenman, M.C. Miller, C.J.
Emm, M.A. Montgomery, L.E.
Fair, M.A. Random, J.L.
Farnocchia, W. Simpson, G.D.
Farr, B.J. Strickler, L.D.
Farr, D.T. Webb, T.A.
Fernandez, W.E. Whitely, J.A.
Fowler, L.C.

TELEPROMPTER OF

SANTA MARIA

Stricklen, R.D.

SONIC CABLE TV

Schmidt, T.W.

TELEPROMPTER OF

SANTA CRUZ

Crane, J.T. Kumcel, S.J.
Daniels, A. LaValley, W.E.
Diethrick, G.L. Mauro Jr., D.J.
Dobson, S.A. Mendonsa, M.
Edwards, L. Murray, K.M.
Gobbo, J.

TELEPROMPTER OF NEWARK

Eversole, R.V. McDonald, S.M.
Fearn, R.G. McGrieanor, B.D.
Jeremy, D.D. Pappas, M.J.
Lunsford, S.W.

SAC. REGIONAL TRANSIT

Badhan, S.S. Fortes, C.L.
Cappelletti, S.H. Reece, B.J.

CITY OF REDDING

DeRosa, J.R.

TRUCKEE, DONNER PUD

Hossack, L.J.

S M U D

Fernandez, R. Middleton, T.
Guerra, R.W. Pasillas, L.M.
Jones, J.W. Wagner, N.J.

DE SABLA DIVISION

McNary, R.L.
Phillips, C.L.

DRUM DIVISION

Cummings, W.E. McCarty, K.V.
Knapp, J.A. Uyeda, S.K.
Neal, R.C.

NEVADA IRRIGATION DISTRICT

Towery, B.A.

COLGATE DIVISION

Buist, D.C.
Thibodeau, D.L.

NORTH BAY DIVISION

Brown, M.J. Grandrath, D.
Bunney, T.A. Hight, J.M.
Coleman, G.L. Steiger, E.A.
Dooley, E.S.

SACRAMENTO DIVISION

Henderson, C.L.
Montiero, P.R.

U. S. B. R.

Goss, R.E.
Harris, W.D.
Hopper, D.L.

CITIZENS UTILITY COMPANY

Aebi, C.R. Morrison, D.L.
Alley, P.M. Mullins, L.J.
Bauer, D.L. Noda, D.M.
Bryant, N.D. Ochinero, P.L.
Cavleris, A.S. Perry, S.W.
Chavez, H. Preciado, T.B.
Condon, J.A. Reicher, D.J.
Daniels, N.J. Ring, J.W.
Fine, J.A. Rippy, B.W.
Fleenor, A.L. Shepphird, J.W.
Geissert, L.J. Simonds, W.J.
Gist, J.M. Smith, E.D.
Harden, R.A. Soder, D.L.
Hellar, A. Stevenson, G.R.
Higgins, K.D. Vega, E.A.
Horn, D.C. Williams, K.L.
Hunter, S.M. Wissmath, L.G.
Kohn, M.J. Woods, T.B.
Kuersten, N.G. Wright, E.T.
Mantell, J.R. Young, M.C.
Manthel, A.R. Zeidler, R.F.
Miller, D.J. Zinn, C.M.

GENERAL CONSTRUCTION

Aberham, F.E. Cates, D.L.
Ames, S.C. Ceratto, M.F.
Ammon, J.B. Clark, R.R.
Armour, J.E. Cleary Jr., P.B.
Asher, S.P. Coakley, J.L.
Bailey, J.A. Cochnauer, B.
Bandt, M.A. Conrad, M.J.
Bargess, R. Copus, N.A.
Barnes, S.G. Cramer, R.A.
Barre, R.E. Creed, T.L.
Battiato, R.J. Cudd, K.J.
Benze, L.A. Cummings, C.R.
Black, R.L. Danielson, B.R.
Bolen, A.D. DeMello, V.G.
Boles, R.L. Detwiler, R.A.
Bradbury, W.J. Dewater, R.A.
Branton, H.E. Dion, O.M.
Bravo, M.L. Dooley, R.A.
Broker, L.H. Dorer, R.A.
Brooks, R.S. Dougherty, K.M.
Brownrigg, W.J. Douglas, R.L.
Brumer, F.R. Ferguson, J.D.
Bucuo, V.O. Fish, W.D.
Bunn, M.N. Frakes, D.E.
Burner, T.A. Frey, G.M.
Burrow, R.W. Gadd, E.D.
Campbell, M.K. Gardner, B.A.
Canez, M. Garza, A.E.
Cash, R.G. Gauschildt, V.

Glaze, T.L.
Gregory, J.N.
Grimes, L.E.
George, J.E.
Gonsalves, R.A.
Gonzales, D.J.
Hamilton, L.L.
Hanna, L.L.
Haven, K.W.
Hayes, J.A.
Hendrix, L.R.
Henson, P.L.
Herrenkohl, T.J.
Hibbard, T.K.
Hill III, E.W.
Hullender, R.C.
Imhof, S.C.
James, D.R.
James, T.L.
Jerpe, R.D.
Jeschien, N.R.
Johnson, D.M.
Jojola, R.S.
Kane, J.L.
Keller, M.D.
Kelly, J.B.
Kelly, W.L.
Kilmer, T.C.
Kennedy, R.M.
King, L.S.
King, P.
Kuhn, G.Q.
Lanza, R.L.
Lauderbaugh, E.M.
Lees, S.M.
Llamas, J.R.
Logan, K.M.
Lyon, J.P.
Malfatti, R.M.
Manion, J.L.
Marshall, W.C.
Mathis, R.M.
McGee, A.
McNamara, K.J.
Mendonsa, R.E.
Messenger, T.E.
Miller, D.N.
Mills, S.F.
Mitchell, B.R.
Moore, W.W.
Muir, J.R.
Munson, D.L.
Musgrove, G.B.
Myers, C.R.
Myers, S.G.

Nachand, S.L.
Neelands, J.A.
Norman, B.L.
O'Mara, N.S.
O'Neill, P.G.
Overbey, F.L.
Parker, D.L.
Parks, G.O.
Perales, M.A.
Peterson, J.C.
Pitt, R.L.
Platt, R.L.
Pine, S.J.
Potman, W.L.
Quintana Jr., R.D.
Rajanan, M.P.
Ramos, J.G.
Ray, P.E.
Riccobuono, G.A.
Riecker, F.A.
Riley, D.R.
Rose, P.M.
Salas, J.
Sanders, A.R.
Scamara, D.W.
Schuman, P.M.
Scott, R.L.
Secord, W.H.
Sherrod, K.W.
Shubert, K.A.
Smith, G.W.
Stanfill, T.J.
Stein, R.J.
Stevenson, J.S.
Stewart, C.P.
Storanski, R.J.
Strosnider, D.A.
Szesze, D.P.
Thall, B.A.
Thompson, L.D.
Thorp, P.L.
Toars, G.L.
Townsend, D.W.
Turner, T.D.
Vallejo, C.A.
Voris, G.C.
Wade, E.B.
Webster, A.H.
Welborn, D.L.
Wess, T.A.
Whitehead, D.R.
Whitten, K.R.
Wicker, J.D.
Williams, K.L.
Williams, R.

Wilson, J.W.
Wright, A.L.

DAVEY TREE COMPANY

Avda, D.R.
Cameron, S.
Creelman, J.W.
Esquibel, J.R.
Freeman, R.A.
Harman, T.M.
Hernandez, G.L.
Jared, R.A.
Jennings, G.A.
Laurie, R.P.
Maria, M.T.
Morris, R.D.
Pate, R.G.
Perreault, L.W.
Ressler, S.M.
Roberts, D.C.
Scroggins, L. W.

PACIFIC TREE EXPERT COMPANY

Barlow, R.G.
Chavarria, A.
Goforth, S.R.
Helie, J.R.
Pitts, S.M.
Price, G.S.
Saunders, M.
Walker, M.L.

OUTSIDE CONSTRUCTION

Benton, B.
Blacker, R.
Greer, A.
Muncy, M.
Rozenski, D.
Stewart, T.
Wagstaff, O.

TRAVELERS IN

Bremmer, R.J.
Burks, T.E.

MISCELLANEOUS

Ghilarducci, T.

OUTSIDE TELEPHONE

Scotti, J.

MODESTO ID

Manning, M.

APPOINTMENTS

BALLOT COMMITTEE

Pacific Tree
Austin McNamara
Tim Wilson

APPRENTICE COMMITTEE

Sierra Pacific Power Company
Donald Moler

NEGOTIATING COMMITTEES

City of Berkeley

John C. Hall
Charles E. Bulkley

Pacific Gas and Electric Company General Negotiating Committee

Gene Wallace
Gary Abrahamson
Jack Hill
Stuart Neblett
Ed Busbee
Paul Frasher

Bill Haynes
Olga Estrella
Tom Conwell
Joe Robinson
Cindy Naranjo
Bill Sullivan

Contract Revision Subcommittees

Gary Abrahamson
Lindell Williams
Lee Thomas

Enid Bidou
Geary Weaver
Jay Burton

General Construction Subcommittee

Gene Wallace
Barry Martin
Ron Swilley

Keith Testerman
Ray Martin
Leo Heer

Clerical Subcommittee

Jack Hill
Cindy Naranjo
Ted Smith
Barbara Symons

Enid Bidou
Fred Wannamaker
Dorothy Hill

Paradise Irrigation District

Richard R. Terrano

Randall Bane

Plumas Sierra

Hayward Hand

Truckee-Donner Public

Utility District

Merrilyn Marsh

Michael Connell

Advisory Council adds

by Char



Dick Daugherty, a Lineman, represents the Sacramento Municipal Utility District.



Joe Valentino is a Senior Computer Operator representing the San Francisco Vice President and Comptroller's Office of PG&E.



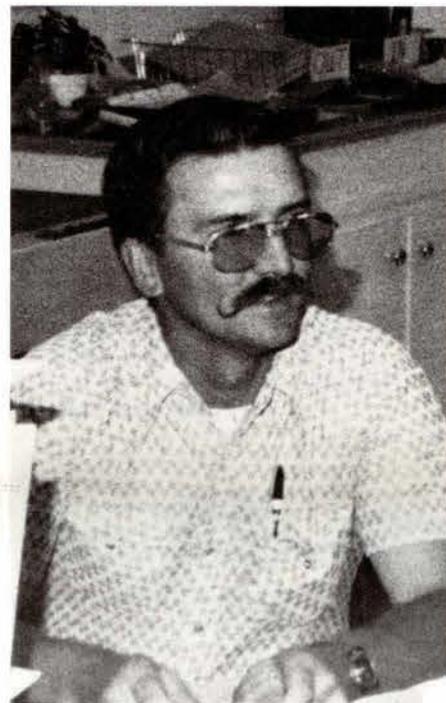
Dick Madden is an Electrician representing PG&E's North Bay Division.



Duane Bartlow represents the irrigation districts and works as a Park Ranger for the Merced Irrigation District.



John Collenback represents the Coast Valleys Division of PG&E while working as a Communications Technician.



Jerry Brown represents Citizens Utilities where he works as an Installation Foreman.



Larry Ryan, an Electrician for the Alameda Bureau of Electricity, represents the East Bay public agencies.



Len Simmons, representing cable TV members, works as an Installer for TeleVue Systems.



Lee Thomas represents PG&E's Shasta Division where he works as a Line Subforeman.



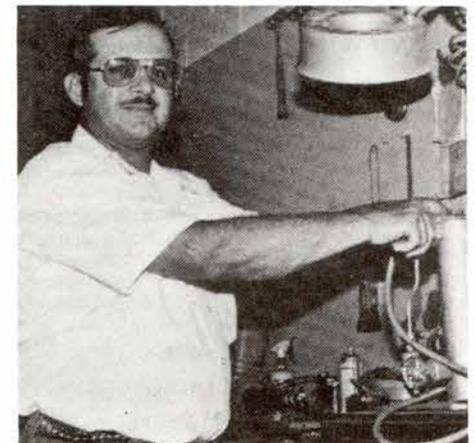
Jay Burton, Light Crew Foreman for PG&E, represents San Francisco Division.



Jimmy Russell is a PG&E Lineman representing Humboldt Division.



Barbara Symons, Clerk "C" from San Jose, represents PG&E clerical members as an at-large delegate.



Frank Locati is a Mechanic representing Pacific Gas Transmission Company.

Twenty-seven rank and file members will gather in early August for a meeting of the most unique assembly in the IBEW, the Local 1245 Advisory Council. It is the only such council in all of the 1,600 IBEW local unions. After twenty-seven years, it plays a vital role in maintaining Local 1245's democratic tradition.

An important part of that tradition is the belief that all members of the union should have a voice in its direction. The Advisory Council translates this belief into reality. Each subgroup of union members has a representative on the Council to communicate their views. Even the cable TV companies, with a combined membership of only 218 people, have their own delegate to speak for them.

The Council has two important roles: First, to keep the Business Manager and Executive Board informed of the needs of the members whom the Council Member represents. Second, to advise the Board and Business Manager on union policy. And third, to act as a review panel for Bylaw Amendments and Unit Recommendations rejected by the Executive Board.

In their role as a review panel, the Council may overrule the Executive Board. This is one of the Council's most important functions. It gives every rejected unit recommendation referred to a Council Member a second chance to be debated. And in the Council debate, every subgroup in the union can present its views. If the Council overrules the Executive Board's decision on the recommendation, the issue is presented to the membership for a final decision.

The Council's composition is designed to enhance communication between the various industrial, geographic, and company subgroups within the union. In addition to the cable TV members, the tree trimming

strong rank & file voice

lie Gadzik

and irrigation district members each have their own representative on the Council. Citizens Utilities, Sierra Pacific Power, Pacific Gas Transmission, SMUD, USBR, and Sacramento Regional Transit also have representatives of their own. Several seats are distributed geographically according to the Divisions within PG&E. Finally, there are representatives from PG&E's General Construction, PG&E Clerical (at large), and public agencies.

These Council members represent a wide range of people, and keeping on top of the concerns of these people is a big job. Stan Justis exemplifies the work done by a Councilman. Brother Justis is the most senior member of the Council and is the only member to have served continuously since its founding.

In preparation for a Council meeting, Stan will carefully review the minutes from the meetings of the units he represents. Later, he will have to report what he learns to the Council. If a unit directs him to present an issue to the Council, he will contact the unit for more detailed information on the subject. The issue may be a unit motion rejected by the Executive Board, in which case Stan must have all the facts in preparation for Council debate on the matter.

After the Council meeting, Stan will give a report to the units on the issues they presented. Whenever possible, he travels to the different units and presents a report on the total Council proceedings. This all contributes to communication within the union, which in Stan's opinion, is the Council's most important function.

Council meetings are open to all members. The next meeting is scheduled for August 4th and 5th at the Concord Inn, 1401 Willow Pass Road, Concord, California. Everyone is welcome and encouraged to attend.



Bill Miller represents the U.S. Bureau of Reclamation and the Department of Energy, where he works as a Foreman.



Tom Conwell, Lineman and Underground Electric Instructor, represents PG&E's De Sable Division.



Jay Killgore represents Sierra Pacific Power, where he works as a Serviceman.



Lindell Williams, Electrical Technician, represents PG&E's San Jose Division and the City of Santa Clara.



Bill Twohey represents PG&E General Construction. He is a Working Foreman "C".



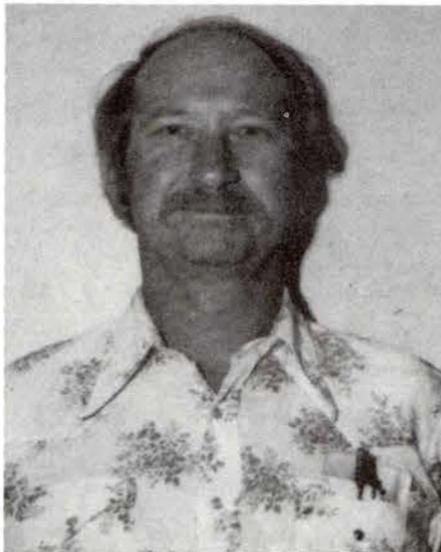
Gary Abrahamson is the delegate from PG&E's East Bay Division, where he works as a Corrosion Mechanic.



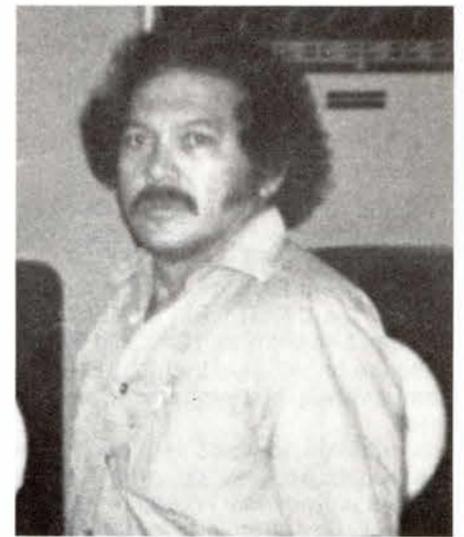
Stan Justis, a PG&E Troublemaker, represents Drum Division.



Larry Casserly works as a Materials Leadman and represents Colgate Division of PG&E.



Tom Thomas is a Line Subforeman representing PG&E's San Joaquin Division.



Ruben Arredondo works as a Senior Compressor Operator while representing the Pipe Line Operations Department of PG&E.



Pat Nickeson is a Gas Serviceman representing PG&E's Stockton Division and the City of Lodi.



Ned Fox represents Sacramento Regional Transit where he works as a Diesel Mechanic.



Bill Tomlinson represents PG&E's Sacramento Division where he is a Lineman.



Due to the resignation of Dave Dockter, the Advisory Council seat representing the tree trimming companies is now vacant.

PG&E Tool List

(The Materials Distribution list will appear in a future issue.)

DIVISIONS

Pacific Gas and Electric Company employees working in certain Division, Materials Distribution and General Construction classifications are required to furnish specific hand tools.

The current Division and General Construction Tool Lists are reprinted in this issue of the UTILITY REPORTER. These lists may be changed only by agreement between Local Union 1245 and Pacific Gas and Electric Company.

Please be advised that PG&E **will not** furnish any of the tools listed below. The Company **will**, however, under the provisions of Section 107.3(b) **replace** the tools listed.

In addition to tools required for apprenticeship training, all apprentices are required to accumulate, prior to progression to journeyman, all remaining tools which a journeyman is required to furnish. Additional requirements concerning the accumulation of tools by apprentices are shown in the lists.

Employees in classifications above the journeyman level are also required to provide those tools listed for journeymen who are engaged in their same type of work or activity.

Employees are only required to provide the tools listed below. **Do not** bring personal tools from home, other than those listed, to perform Company related job assignments. The Company will not replace lost or stolen tools which do not appear on the agreed to lists negotiated by Company and Union. It is the Company's responsibility to provide any other tools which are necessary to perform your work.

Any member desiring additional information, concerning the PG&E employee tool lists shown below, should contact Assistant Business Manager Tony Morgado at Local Union Headquarters (415/933-6060).

APPRENTICE LINEMAN AND LINEMAN

1. Body Belt
2. Safety Strap (Employee Provides first strap; Company provides replacements.)
3. Climber with Pads and Straps
4. 8" Klein Pliers or Equivalent
5. Pliers — Channel Lock No. 420 or Equivalent
6. Skinning Knife
7. 6' Non-Metallic Folding Ruler
8. Gauge for Gaffs which cannot be measured on the Fargo Gauge provided by Company

APPRENTICE CABLE SPLICER AND CABLE SPLICER

1. 8" Klein Pliers or Equivalent
2. Long Nose Pliers
3. Pliers — Channel Lock or Equivalent
4. Skinning Knife
5. 6' Non-Metallic Folding Ruler

COMMUNICATION TECHNICIAN AND APPRENTICE COMMUNICATION TECHNICIAN

1. Box, Tool and/or Tool Pouch (8 1/2" x 6 1/4")
2. Hammer, Ball Peen, Small
3. Knife, Electrician's
4. Level, Torpedo, 9"
5. Mirror, Inspection
6. Pliers, Channel Lock, 9 1/2"
7. Pliers, Diagonal 6"
8. Pliers, Diagonal, Miniature
9. Pliers, Long or Needle Nose 6"
10. Pliers, Long or Needle Nose, Miniature
11. Punch, Center, 1/4"
12. Rule, Wood Folding, 6'
13. Screwdrivers, Electrician's — 1 Set
14. Screwdriver, Offset
15. Screwdriver, Stubby
16. Screwdriver, Ratchet
17. Screwdriver, Holding, Small
18. Screwdriver, Holding, Large
19. Screwdrivers, Phillips Head — 1 Set
20. Spintight Nut Drivers, Hollow Shank, Miniature — 1 Set
21. Stripper, Wire
22. Tweezers
23. Wrenches, Allen Key — Short Arm, .05" — 3/16" — 1 ea.
24. Wrench, Crescent, 4" — 6" — 8" or Equivalent — 1 ea.
25. Hemostat (Surgical Scissor)

Apprentice Communication Technicians are expected to accumulate all required tools during the first 6 months of classification.

ELECTRICIAN AND APPRENTICE ELECTRICIAN

1. Box, Tool
2. Bar, Pry
3. Chisel, Cold, 1/2"
4. Chisel, Small Wood
5. Clamps, 4" C — 2
6. Frame, Hacksaw, 12"
7. Gauges, Thickness .0015" — .2" — 1 Set
8. Hammer, Ball Peen, 12 Oz.
9. Hammer, Small Ball Peen or Plastic Head
10. Hammer, Carpenter's Claw Ripping
11. *Knife, Electrician's
12. Knife, Putty
13. Level, Aluminum, 24"
14. Level, Torpedo, 9"
15. Mirror, Inspection
16. Pin Drift, 3/16, 1/4, 5/16, 3/8" — 1 Set
17. *Pliers, Klein (Lineman) 8"
18. *Pliers, Channel Lock, 9 1/2"
19. *Pliers, Diagonal, 6"
20. *Pliers, Long or Needle Nose
21. Pliers, Vice Grip
22. Punch, Center, 1/4"
23. Punch, Center, 3/8"
24. Punch, Pin, 1/16" to 3/8" by 16ths — 1 Set
25. Retriever, Flexible
26. *Rule, Wood Folding, 6'
27. Scissors
28. Scraper, Paint
29. Screwdriver, Angle with Ratchet
30. *Screwdrivers, Electrician's — 1 Set
31. Screwdriver, Holding, Small
32. *Screwdriver, Holding, Large
33. Screwdrivers, Phillips Head — 1 Set
34. Screwdrivers, Offset — 1 Set
35. *Screwdriver, Stubby, Small
36. *Screwdriver, Stubby, Large
37. Scribe
38. Snips, Tin
39. Spintight Nut Drivers, Deep Hollow Shank — 1 Set
40. Square, Combination Try and Mitre
41. Square, Carpenter's, Steel, 24"
42. Stone, Carborundum, Sharpening
43. *Stripper, Wire
44. Tweezers
45. Wrenches, Allen Key — Short Arm, .05" to 5/8" — 1 Set
46. Wrenches, Allen Key — Long Arm, 5/64" to 3/8" — 1 Set
47. Wrenches, Box End, 3/8" to 7/8" by 16ths — 1 Set
48. Wrenches, Open End, 3/8" to 7/8" by 16ths — 1 Set
49. Wrenches, Combination, 3/8" to 7/8" by 16ths (Alternate for Box End and Open End Sets) — 1 Set
50. Wrenches, Open End Midgets — 1 Set
51. *Wrenches, Crescent, 4", 6", 8", 10" 12" or Equivalent (*6" only) — 1 Set
52. Wrench, Pipe, 8"
53. Wrench, Pipe, 10"
54. Wrench, Socket Set, Deep, 1/2" Ratchet Drive with Extensions, 3/8" to 7/8" by 16ths — 1 Set

ELECTRICAL TECHNICIAN AND APPRENTICE ELECTRICAL TECHNICIAN

1. Box, Tool
2. Drafting Equipment: Triangle, Protractor, Compass, Engineer's Scale — 1 Ea.
3. Files, Jeweler — 1 Set
4. Frame, Hacksaw, 12"
5. Gauges, Feeler — 1 Set
6. Hammer, Ball Peen, 12 oz.
7. Hammer, Small Ball Peen or Plastic Head
8. Knife, Electrician's
9. Level, Torpedo, 9"
10. Mirror, Inspection
11. Pliers, Klein (Lineman), 8" or Equiv.
12. Pliers, Channel Lock, 9 1/2" or Equiv.
13. Pliers, Diagonal, 6"
14. Pliers, Long or Needle Nose
15. Pliers, Jeweler's
16. Pliers, Vice Grip
17. Punch, Center, 1/4"
18. Punch, Pin, 1/16" to 3/8" by 16ths — 1 Set
19. Retriever, Flexible
20. Rule, Wood Folding, 6'
21. Scissors
22. Screwdriver, Angle with Ratchet
23. Screwdrivers, Electrician's — 1 Set
24. Screwdriver, Holding, Small
25. Screwdriver, Holding, Large
26. Screwdrivers, Jeweler's — 1 Set
27. Screwdrivers, Phillips Head — 1 Set
28. Screwdrivers, Offset — 1 Set
29. Screwdriver, Stubby, Small
30. Stripper, Wire
31. Scribe
32. Snips, Tin
33. Spintight Nut Drivers, Deep Hollow Shank — 1 Set
34. Slide Rule
35. Square, Combination Try and Mitre
36. Stone, Carborundum, Sharpening
37. Stripper, Wire
38. Tweezers
39. Wrenches, Allen Key — Short Arm, .05" to 5/8" — 1 Set
40. Wrenches, Box End, 3/8" to 7/8" by 16ths — 1 Set
41. Wrenches, Open End, 3/8" to 7/8" by 16ths — 1 Set
42. Wrenches, Combination, 3/8" to 7/8" by 16ths (Alternate for Box End and Open End Sets) — 1 Set
43. Wrenches, Open End Midgets — 1 Set
44. Wrenches, Crescent, or Equivalent — 1 Set

Apprentice Electrical Technicians are expected to accumulate all required tools during first 6 months in classification.

ELECTRICAL MACHINIST AND APPRENTICE ELECTRICAL MACHINIST

1. *Box, Tool
2. Bar, Pry
3. Bar, Pinch Aligning
4. Calipers, 6" Inside
5. Calipers, 6" Outside
6. Chisel, Cold, 3/8" & 5/8" — 1 Ea.
7. Frame, 12" Hacksaw
8. Gauges, Thickness .0015" — .2" — 1 Set
9. Gauge, Wire and Drill No. 1260
10. Hammer, Ball Peen
11. Hammers, 12 & 16 oz. — 1 Ea.
12. *Knife, Electrician's
13. Knife, Putty
14. Mallet, Rubber/Rawhide
15. Mirror, Inspection
16. *Pliers (Channel Lock, 9 1/2") or Equiv.
17. *Pliers, Diagonal, 6"
18. *Pliers, Klein (Lineman), 8" or Equiv.
19. *Pliers, Long or Needle Nose — 1 Pr.
20. Pliers, Vice Grip — 1 Pr.
21. *Stripper, Wire
22. Plumb Bob
23. Punch, Center, 1/4" & 3/8" — 1 Ea.
24. Punch, Drift, 3/16" to 3/8" by 16ths — 1 Set
25. Punch, Pin, 1/16" to 3/8" by 16ths — 1 Set
26. Retriever, Flexible, Magnetic
27. Rule, 6" Steel
28. Rule, 12" Steel
29. *Rule, Wooden 6'
30. Scale, 12" & Crosshead
31. Scraper, Bearing
32. *Screwdrivers, 4", 6", 8", 10", 12" — 1 Ea.
33. Screwdrivers, Offset — 1 Set
34. Screwdrivers, Phillips Head — 1 Set
35. Screwdrivers, Quick, Wedge, Small, Medium and Large — 1 Set
36. *Screwdrivers, Stubby, Small & Large 1 Ea.
37. Scribe
38. Snips, Tin — 1 Pr.
39. Sockets, 1/2" Drive, Set, Deep
40. Square, Combination Center Head and Protractor, 12"
41. Tweezers, Heavy Duty
42. Wrenches, Allen Key — Short Arm .05" to 5/8" — 1 Set
43. Wrenches, Allen Key — Long Arm 5/64" to 3/8" — 1 Set
44. Wrenches, Box End, 3/8" to 7/8" by 16ths — 1 Set
45. *Wrenches, Crescent, 4", 6", 8", 10" 12" or Equivalent — 1 Set
46. Wrenches, Open End, 3/8" to 7/8" by 16ths — 1 Set
47. Wrench, Pipe, 12" — 14" — 1 Ea.
48. Spintight Nut Drivers, Deep Hollow Shank — 1 Set
49. Level, Torpedo, 9"
50. Micrometer, Outside, 0-1 & 1-2 — 1 Ea.
51. Micrometer, Inside, 2" & 8" — 1 Ea.
52. Gauge, Thread Pitch
53. Machinists Manual
54. Wedges, Parting

*Items to be supplied by Apprentice Electricians during first 3 months in classification.

EQUIPMENT MECHANICS

1. Socket Wrench Sets — 1/4", 3/8" and 1/2" Drive Sets with Necessary Accessories — Standard and Deep Sockets as required through 1-1/4"
2. Set, Wrench, Box and Open End
3. Set, Wrench, Flare Nut
4. Set, Wrench, Tappet
5. 3 Straight Screwdrivers
6. 2 Phillips Head Screwdrivers
7. 2 Clutchhead Screwdrivers
8. Chisel and Punch Set
9. Ignition Tool Set
10. Feeler Gauge Set
11. Spark Plug Gap Gauge
12. Pliers, Gripping
13. Pliers, Vice Grip, or Equivalent
14. Pliers, Water Pump
15. Pliers, Needle Nose
16. 2 Pliers, Snap Ring (1 External & 1 Internal)
17. Diagonal Cutters
18. Hammer, Ball Peen
19. Hammer, Plastic or Soft Tip Type
20. Adjustable Wrenches, 6", 10" 12" — 1 Ea.
21. Hacksaw Frame
22. Allen Wrench Set through 3/8"
23. Brake Service Tools — Adjusting Tools, Brake Spring Pliers, Cylinder Clamps
24. Pry Bar
25. File Assortment Set (Initial Set Only)
26. Circuit and Spark Tester
27. Steel Tape Rule
28. Tool Box or Cabinet

APPRENTICE EQUIPMENT MECHANIC

1. Socket Wrench Set — 1/2" Drive with Necessary Accessories through 1"
2. Set, Wrench, Box and Open End through 7/8"
3. Chisel and Punch Set
4. 3 Straight Screwdrivers
5. Pliers, Gripping
6. Diagonal Cutter
7. Hammer, Ball Peen
8. Adjustable Wrenches — 6" and 10" 1 Ea.
9. Brake Repair Tools — Adjusters, Brake Spring Pliers
10. Feeler Gauge Set
11. Spark Plug Gap Gauge
12. Tool Box or Cabinet

GENERAL CONSTRUCTION

CARPENTER (DAVIS)

- | | |
|---|--|
| <ol style="list-style-type: none"> 1. Hammer, Claw 2. Brace with Wood Bit Set 1/4" to 1" 3. Expansion Bit, for Wood, to 2-1/2" 4. Saw, Hand, Cross Cut 5. Saw, Hand, Rip 6. Saw, Hand, Fine Tooth, Finish 7. Saw, Keyhole 8. Level, 24" Carpenter's 9. Tape, Measuring, 16' 10. Square, Forming | <ol style="list-style-type: none"> 11. Square, Try (Combination) 12. Line, Chalk 13. Set Chisels, Wood, 1/4", to 1" 14. Plane, Hand, 10" 15. Plane, Block 16. Cutter, Side 17. Wrench, Crescent, 10", 12", 8" (or Equivalent) - 1 ea. 18. Screwdrivers, Straight - 2 19. Screwdrivers, Phillips - 2 |
|---|--|

FIELD GARAGE MECHANIC "C"

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. Socket Wrench Sets - 1/2" Drive Sets with Necessary Accessories - Standard and Deep Sockets as required through 1" 2. Wrench Sets - Box and Open End to 1" 3. Screwdrivers, Straight - 3 4. Screwdrivers, Phillips Head - 2 5. Screwdrivers, Clutch Head Type - 2 6. Chisel and Punch Set 7. Pliers, Vise Grip or Equivalent 8. Pliers, Gripping 9. Pliers, Water Pump 10. Pliers, Needle Nose 11. Pliers, Snap Ring Type - 2 (1 Internal and 1 External) | <ol style="list-style-type: none"> 12. Diagonal Cutters 13. Hammer - Ball Peen 14. Adjustable Wrenches - 6", 10", 12" - 1 ea. 15. Hack Saw Frame 16. Allen Wrench Set - Set through 3/8" 17. Brake Service Tools - Adjusting Tool 18. Pry Bar 19. File Assortment (Initial Set Only) - 1 Set 20. Circuit Tester 21. Steel Tape Rule 22. Tool Box or Cabinet |
|--|--|

FIELD GARAGE MECHANICS A & B AND LEAD

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Socket Wrench Sets - 3/8" and 1/2" Drive Sets with Necessary Accessories - Standard and Deep Sockets as required through 1-1/4" 2. Set, Wrench, Box to 1-1/4" 3. Set, Wrench, Open End to 1-1/4" 4. Set, Wrench, Flare Nut to 3/4" 5. Screwdrivers, Straight - 3 6. Screwdrivers, Phillips Head - 2 7. Screwdrivers, Clutch Head - 2 8. Chisel and Punch Set 9. Ignition Tool Set 10. Feeler Gauge Set 11. Spark Plug Gap Gauge 12. Pliers, Gripping 13. Pliers, Vise Grip or Equivalent 14. Pliers, Water Pump 15. Pliers, Needle Nose | <ol style="list-style-type: none"> 16. Pliers, Snap Ring Type - 2 (1 Internal and 1 External) 17. Diagonal Cutters 18. Hammer, Ball Peen 19. Hammer, Plastic or Soft Tip Type 20. Hammer, Single Jack 4 lb. 21. Adjustable Wrenches - 6", 10", 12" 1 ea. 22. Hack Saw Frame 23. Allen Wrench Set through 3/8" 24. Brake Service Tools - Adjusting Tools, Brake Spring Pliers, Cylinder Clamps 25. Pry Bar 26. File Assortment (Initial Set Only) 1 Set 27. Circuit and Spark Tester 28. Steel Tape Rule 29. Tool Box or Cabinet |
|--|---|

MECHANICAL INSPECTOR (DAVIS)

- | | |
|---|--|
| <ol style="list-style-type: none"> 1. Socket Wrench Sets - 3/8" and 1/2" Drive Sets with Necessary Accessories - Standard and Deep Sockets as required through 1-1/4" 2. Set, Wrench, Box to 1-1/4" 3. Set, Wrench, Open End to 1-1/4" 4. Set, Wrench, Flare Nut to 3/4" 5. Screwdrivers, Straight - 3 6. Screwdrivers, Phillips Head - 2 7. Screwdrivers, Clutch head - 2 8. Chisel and Punch Set 9. Ignition Tool Set 10. Feeler Gauge Set 11. Spark Plug Gap Gauge 12. Pliers, Gripping 13. Pliers, Vise Grip or Equivalent 14. Pliers, Water Pump | <ol style="list-style-type: none"> 15. Pliers, Needle Nose 16. Pliers, Snap Ring Type - 2 (1 Internal and 1 External) 17. Diagonal Cutters 18. Hammer, Ball Peen 19. Hammer, Plastic or Soft Tip Type 20. Hammer, Single Jack 4-lb. 21. Adjustable Wrenches - 6", 10", 12" 22. Hack Saw Frame 23. Allen Wrench Set Through 3/8" 24. Brake Service Tools - Adjusting Tools, Brake Spring Pliers, Cylinder Clamps 25. Pry Bar 26. File Assortment (Initial Set Only) 1 Set 27. Circuit and Spark Tester 28. Steel Tape Rule 29. Tool Box or Cabinet |
|---|--|

APPRENTICE EQUIPMENT MECHANIC (DAVIS)

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|--|---|
| <ol style="list-style-type: none"> 1. Socket Wrench Set - 1/2" Drive with Necessary Accessories through 1" 2. Set, Wrench, Box 3. Set, Wrench, Open End through 1" 4. Chisel and Punch Set 5. Screwdriver Set, Straight - 2 6. Screwdriver Set, Phillips - 2 7. Pliers, Gripping 8. Diagonal Cutters | <ol style="list-style-type: none"> 9. Hammer, Ball Peen 10. Adjustable Wrenches - 6" and 10" - 1 ea. 11. Brake Repair Tools - Adjusters, Brake Spring Pliers 12. Feeler Gauge Set 13. Spark Plug Gap Gauge 14. Tool Box |
|--|---|

EQUIPMENT MECHANIC (DAVIS)

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Socket Wrench Sets - 3/8" and 1/2" Drive Sets with Necessary Accessories - Standard and Deep Sockets as required through 1-1/4" 2. Set, Wrench, Box 3. Set, Wrench, Open End 4. Set, Wrench, Flare Nut 5. Screwdrivers, Straight - 3 6. Screwdrivers, Phillips Head - 2 7. Screwdrivers, Clutch Head - 2 8. Chisel and Punch Set 9. Ignition Tool Set 10. Feeler Gauge Set 11. Spark Plug Gap Gauge 12. Pliers, Gripping 13. Pliers, Vise Grip 14. Pliers, Water Pump 15. Pliers, Needle Nose | <ol style="list-style-type: none"> 16. Pliers, Snap Ring Type - 2 (1 Internal and 1 External) 17. Diagonal Cutters 18. Hammer, Ball Peen 19. Hammer, Plastic or Soft Tip Type 20. Hammer, 4 lb. Single Jack 21. Adjustable Wrenches - 6", 10", 12" - 1 ea. 22. Hack Saw Frame 23. Allen Wrench Set - Set through 3/8" 24. Brake Service Tools - Adjusting Tools, Brake Spring Pliers, Cylinder Clamps 25. Pry Bar 26. File Assortment (Initial Set Only) - 1 Set 27. Circuit and Spark Tester 28. Steel Tape Rule 29. Tool Box or Cabinet |
|--|---|

MACHINIST (DAVIS)

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Box, Tool 2. Bar, Pinch Aligning 3. Calipers, 6" Inside 4. Calipers, 6" Outside 5. Chisel, Cold 3/8" & 5/8" 1 ea. 6. Frame, 12" Hacksaw 7. Gauges, Thickness .0015" - 2" - 1 Set 8. Hammer, Ball Peen 9. Hammers, 12 & 16 oz. - 1 ea. 10. Mallet, Rubber/Rawhide 11. Pliers, Channel Lock 9-1/2" or Equivalent 12. Pliers, Diagonal 6" 13. Pliers, Long or Needle Nose - 1 Pr. 14. Pliers, Vice Grip 15. Punch, Center 1/4" & 3/8" - 1 ea. 16. Punch, Pin 1/16" to 3/8" by 16ths - 1-Set | <ol style="list-style-type: none"> 17. Rule, 6" Steel 18. Rule, 12" Steel 19. Scraper, Bearing 20. Screwdrivers, 4", 6", 8", 10", 12" - 1 ea. 21. Screwdrivers, Phillips Head - 1 Set 22. Scribe 23. Snips, Tin 24. Square, Combination Center Head and Protractor, 12" 25. Wrenches, Allen Key - Long Arm, 5/64" to 3/8" - 1 Set 26. Wrenches, Crescent or Equivalent - 6", 8", 10", 12", - 1 Ea. 27. Micrometer, Outside 0-1 & 1-2 - 1 ea. 28. Micrometer, Inside 2" & 8" - 1 Ea. 29. Gauge, Thread Pitch 30. Machinists Manual |
|--|---|

ELECTRICIAN (DAVIS)

- | | |
|---|--|
| <ol style="list-style-type: none"> 1. Box, Tool 2. Bar, Pry 3. Chisel, Cold 1/2" 4. Frame, Hacksaw 12" 5. Gauges, Thickness .0015" - 2" - 1 Set 6. Hammer, Ball Peen 12 oz. 7. Hammer, Small Ball Peen or Plastic Head 8. Knife, Electrician's 9. Pin, Drift, 3/16, 1/4, 5/16, 3/8" - 1 Set 10. Pliers, Klein (Lineman) 8" or Equiv. 11. Pliers, Channel Lock 9-1/2" or Equiv. 12. Pliers, Diagonal 6" 13. Pliers, Long or Needle Nose 14. Pliers, Vise Grip 15. Punch, Center 1/4" 16. Punch, Center 3/8" 17. Punch, Pin 1/16" to 3/8" by 16ths - 1 Set 18. Retriever, Flexible 19. Scissors 20. Screwdrivers, Electrician's - 1 Set 21. Screwdriver, Holding, Small 22. Screwdriver, Holding, Large | <ol style="list-style-type: none"> 23. Screwdrivers, Phillips Head - 1 Set 24. Screwdrivers, Offset - 1 Set 25. Screwdriver, Stubby Small 26. Screwdriver, Stubby Large 27. Scribe 28. Snips, Tin 29. Spintight Nut Drivers, Deep Hollow Shank - 1 Set 30. Square, Combination Try and Nitre 31. Square, Carpenter's, Steel 24" 32. Stripper, Wire 33. Tweezers 34. Wrenches, Allen Key - Short Arm .05" to 5/8" - 1 Set 35. Wrenches, Allen Key - Long Arm 5/64" to 3/8" - 1 Set 36. Wrenches, Combination 3/8" to 7/8" by 16ths (Alternate for Bos End and Open End Sets) - 1 Set 37. Wrenches, OPEN END midjets - 1 Set 38. Wrench, Socket Set, Deep, 1/2" Ratchet Drive with Extensions, 3/8" to 7/8" by 16ths - 1 Set |
|---|--|

TOWERMAN AND APPRENTICE TOWERMAN

- | | | |
|--|---|--|
| <ol style="list-style-type: none"> 1. Body Belt | <ol style="list-style-type: none"> 2. Safety Strap | <ol style="list-style-type: none"> 3. Bolt Bags |
|--|---|--|

(Employee furnishes first strap; Company provides replacements.)

GROUNDMAN, LINE TRUCK DRIVER, AND MATERIALMAN

1. Klein Pliers or Equivalent

RIGGER (LINE CONSTRUCTION)

- | | | |
|--|---|--|
| <ol style="list-style-type: none"> 1. Body Belt | <ol style="list-style-type: none"> 2. Safety Strap | <ol style="list-style-type: none"> 3. Climbers (Complete) |
|--|---|--|

(Employee furnishes first strap; Company provides replacements.)

PAINTER (LINE CONSTRUCTION)

Employee required to furnish 1) body belt and 2) safety strap* if assigned duties which involve climbing activities.

*Employee furnishes first strap, Company furnishes replacements.

ELECTRICAL TECHNICIAN

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. Tool Box 2. Chisel, Cold 1/2" 3. Drill, Yankee Push w/Drills 4. 8" Rat Tail File 5. 6" Flat Smooth File 6. Hacksaw Frame 7. Pocket Knife 8. Level, Torpedo (6" or 8") 9. Pliers, Channel Lock or Equivalent 10. Pliers, Diagonal, 5" 11. Pliers, Long Nose, 5" or 6" 12. Pliers, Needlenose 13. Pliers, Duck Bill 14. Pliers, Elect. Sidecutter 15. Center Punch 16. Set, Screwdrivers, Reg. 17. Set, Screwdrivers, Holding 18. Set, Screwdrivers, Phillips 19. Set, Small Allen Wrenches 20. Crescent Wrenches, 4" & 6" - 1 ea. or Equivalent | <ol style="list-style-type: none"> 21. Wooden Folding Rule, 6' 22. Cutter, Small Bolt 23. T-Handle (For Taps) 24. Wire "Mike" 25. Set, Nut Drivers 26. Wire Stripper 27. Hammer, Ball Peen 28. Set, Wrenches, Open End 29. Set, Wrenches, Box End 30. Set, Ignition Wrenches 31. Set, Jewelers Screwdrivers 32. Set, Feeler Gauges 33. Comb. Square, 12" 34. Offset Screwdriver 35. Inspection Mirror 36. Fuse Remover 37. Pliers, ViseLock, 7" or equivalent 38. Socket Set, 1/4" Drive 39. Small "C" Clamp 40. Pliers, Curved Nose 41. Scissors |
|--|--|

COMMUNICATION TECHNICIAN

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Tool Box 2. Chisel, Cold 1/2" 3. Drill, Yankee Push w/Drills 4. 8" Rat Tail File 5. 6" Flat Smooth File 6. Hacksaw Frame 7. Pocket Knife 8. Level, Torpedo (6" or 8") 9. Pliers, Channel Lock or Equivalent | <ol style="list-style-type: none"> 10. Pliers, Diagonal, 5" 11. Pliers, Long Nose, 5" or 6" 12. Pliers, Needlenose 13. Pliers, Duck Bill 14. Pliers, Elect. Sidecutter 15. Center Punch 16. Set, Screwdrivers, Reg. 17. Set, Screwdrivers, Holding 18. Set, Screwdrivers, Phillips |
|--|---|

GENERAL CONSTRUCTION (Continued)

COMMUNICATION TECHNICIAN

- | | |
|--|--|
| 19. Set, Small Allen Wrenches | 30. Set, Ignition Wrenches |
| 20. Crescent Wrenches, 4" & 6" 1 ea. or Equivalent | 31. Set, Jewelers Screwdrivers |
| 21. Wooden Folding Rule, 6' | 32. Set, Feeler Gauges |
| 22. Cutter, Small Bolt | 33. Comb, Square, 12" |
| 23. T-Handle (For Taps) | 34. Offset Screwdriver |
| 24. Wire Calipers | 35. Inspection Mirror |
| 25. Set, Nut Drivers | 36. Fuse Remover |
| 26. Wire Stripper | 37. Pliers, Viselock, 7" or equivalent |
| 27. Hammer, Ball Peen | 38. Socket Set, 1/4" Drive |
| 28. Set, Wrenches, Open End | 39. Small "C" Clamp |
| 29. Set, Wrenches, Box End | 40. Pliers, Curved Nose |
| | 41. Scissors |

ELECTRICIAN

- | | |
|---|------------------------------|
| 1. Pliers, Vice Grip (Locking) or equivalent | 22. Tool Box |
| 2. Pliers, Channel Lock, 9" - 14" or Equiv. | 23. Buzzer |
| 3. Pliers, Klein, 9" or Equivalent | 24. 2 Center Punches |
| 4. Pliers, Round Nose | 25. Center Punch, Auto |
| 5. Pliers, Duck Bill | 26. Chalk Line |
| 6. Pliers, Needlenose | 27. 2 Cold Chisels |
| 7. Pliers, Diagonal | 28. Calipers |
| 8. Folding Wood Rule, 6' | 29. Dividers |
| 9. Sharpening Stone | 30. Gauge, Feeler |
| 10. Metal Scribe | 31. Gauge, Wire |
| 11. Square, Comb. 12" | 32. Gauge, Drill |
| 12. Set of 5 Screwdrivers, Reg. Slot | 33. Hacksaw Frame |
| 13. Set of 3 Screwdrivers, Phillips | 34. Hammer, Ripping |
| 14. Set of 2 Screwdrivers, Holding | 35. Hammer, Ball Peen |
| 15. Set, Sockets, 1/2" Drive | 36. Pocket Knife |
| 16. Wire Caliper | 37. Putty Knife |
| 17. Wire Stripper, (Firm Jaw) | 38. Level, Torpedo, 8" - 10" |
| 18. Set, Allen Wrenches | 39. Set, Nut Drivers |
| 19. Set, Open End Wrenches, 3/8" - 1" | 40. 2 Pin Punches |
| 20. Set, Wrenches, Box, 3/8" - 1" | 41. Plumb Bob |
| 21. Set, Wrenches, Crescent, 4" - 10" or equivalent | |

APPRENTICE ELECTRICIAN

- | | |
|---|---|
| 1. Pliers, Vice Grip (Locking) or equiv. | 18. Set, Wrenches, Open End, 3/8" - 1" |
| 2. Pliers, Channel Lock, 9" - 14" or Equivalent | 19. Set, Wrenches, Box, 3/8" - 1" |
| 3. Pliers, Klein, 9" or Equivalent | 20. Set, Wrenches, Crescent, 4" - 10" or Equivalent |
| 4. Pliers, Round Nose | 21. Tool Box |
| 5. Pliers, Duck Bill | 22. Buzzer |
| 6. Pliers, Needlenose | 23. 2 Center Punches |
| 7. Pliers, Diagonal | 24. Center Punch, Auto |
| 8. Wooden Folding Rule, 6' | 25. 2 Cold Chisels |
| 9. Metal Scribe | 26. Gauge, Wire |
| 10. Square, Comb. 12" | 27. Gauge, Drill |
| 11. Set of 5 Screwdrivers, Reg. Slot | 28. Hacksaw Frame |
| 12. Set of 3 Screwdrivers, Phillips | 29. Hammer, Ball Peen |
| 13. Set of 2 Screwdrivers, Holding | 30. Pocket Knife |
| 14. Set, Sockets, 1/2" Drive | 31. Level, Torpedo, 8" - 10" |
| 15. Wire Caliper | 32. Set, Nut Drivers |
| 16. Wire Stripper, Fixed Jaw | 33. 2 Pin Punches |
| 17. Set, Wrenches, Allen | |

MECHANIC (STATION CONSTRUCTION)

- | | |
|---|------------------------------|
| 1. Pliers, Vice Grip (Locking) or equiv. | 20. Tool Box |
| 2. Pliers, Channel Lock, 9" - 14" or Equivalent | 21. Jimmy Bar, 14" |
| 3. Pliers, Klein, 9" or Equivalent | 22. 2 Center Punches |
| 4. Pliers, Duck Bill | 23. Center Punch, Auto |
| 5. Pliers, Needlenose | 24. Chalk Line |
| 6. Pliers, Diagonal | 25. 2 Cold Chisels |
| 7. Folding Wood Rule, 6' | 26. Cutter, Small Tube |
| 8. Sharpening Stone | 27. Calipers |
| 9. Metal Scribe | 28. Dividers |
| 10. Spark Lighter | 29. Feeler Gauge |
| 11. Square, Comb. 12" | 30. Wire Gauge |
| 12. Set of 5 Screwdrivers, Reg. Slot | 31. Drill Gauge |
| 13. Set of 3 Screwdrivers, Phillips | 32. Hacksaw Frame |
| 14. Set, Sockets, 1/2" Drive | 33. Hammer, Ripping |
| 15. Tin Snips | 34. Hammer, Ball Peen |
| 16. Set, Wrenches, Allen | 35. Pocket Knife |
| 17. Set, Wrenches, Open End, 3/8" - 1" | 36. Putty Knife |
| 18. Set, Wrenches, Box 3/8" - 1" | 37. Level, Torpedo, 8" - 10" |
| 19. Set, Wrenches, Crescent, 4" - 10" or equivalent | 38. 2 Pin Punches |
| | 39. Plumb Bob |

CARPENTER A & B (STATION CONSTRUCTION)

- | | |
|---|------------------------------|
| 1. Pliers, Klein, 9" or Equivalent | 16. Center Punch, Auto |
| 2. Folding Wood Rule, 6' | 17. Chalk Line |
| 3. Square, 24" Steel | 18. Set, Wood Chisels |
| 4. Square, Comb. 12" | 19. Hacksaw Frame |
| 5. Square, Tee, 6" | 20. Hammer, Claw |
| 6. Saw, Keyhole | 21. Hammer, Ripping |
| 7. Saw, Rip | 22. Pocket Knife |
| 8. Saw, Crosscut | 23. Putty Knife |
| 9. Set of 5 Screwdrivers, Reg. Slot | 24. Level, Torpedo, 8" - 10" |
| 10. Set, Wood Bits | 25. Level, 24" |
| 11. Set of Wrenches, Crescent, 4" - 10" or Equivalent | 26. Nail Set |
| 12. Tool Box | 27. Nail Bar |
| 13. Bar, Gooseneck | 28. Nail Puller |
| 14. Bar, Jimmy, 14" | 29. Plumb Bob |
| 15. Brace | 30. Plane, Block |
| | 31. Sharpening Stone |

CARPENTER C (STATION CONSTRUCTION)

- | | | |
|------------------------------------|--------------------|------------------|
| 1. Pliers, Klein, 9" or Equivalent | 5. Tool Box | 9. Nail Set |
| 2. Folding Wood Rule, 6' | 6. Bar, Jimmy | 10. Nail Bar |
| 3. Saw, Rip | 7. Hammer, Claw | 11. Plumb Bob |
| 4. Saw, Crosscut | 8. Hammer, Ripping | 12. Pocket Knife |

TRUCK DRIVER (STATION CONSTRUCTION)

- | | |
|---|--|
| 1. Pliers, Channel Lock, 9" - 14" or Equivalent | 5. Set, Wrenches, Crescent, 4" - 10" or Equivalent |
| 2. Set of 5 Screwdrivers, Reg. Slot | 6. Hammer, Ball Peen |
| 3. Set, Wrenches, Open End, 3/8" - 1" | 7. Pocket Knife |
| 4. Set, Wrenches, Box, 3/8" - 1" | |

CRANE OPERATOR (STATION CONSTRUCTION)

- | | |
|---|--|
| 1. Pliers, Channel Lock, 9" - 14" or Equivalent | 5. Set, Wrenches, Crescent, 4" - 10" or Equivalent |
| 2. Set of 5 Screwdrivers, Reg. Slot | 6. Hammer, Ball Peen |
| 3. Set, Wrenches, Open End, 3/8" - 1" | 7. Pocket Knife |
| 4. Set, Wrenches, Box, 3/8" - 1" | |

WELDER (STATION CONSTRUCTION)

- | | |
|---|------------------------------|
| 1. Pliers, Vice Grip (Locking) or Equivalent | 18. Center Punch, Auto |
| 2. Pliers, Channel Lock, 9" - 14" or Equivalent | 19. 2 Cold Chisels |
| 3. Pliers, Klein, 9" or Equivalent | 20. Calipers |
| 4. Folding Wood Rule, 6' | 21. Dividers |
| 5. Metal Scribe | 22. Goggles |
| 6. Spark Lighter | 23. Gauge, Feeler |
| 7. Square, Comb. 12" | 24. Gauge, Wire |
| 8. Set of 5 Screwdrivers, Reg. Slot | 25. Gauge, Drill |
| 9. Set of 3 Screwdrivers, Phillips | 26. Hacksaw Frame |
| 10. Set, Sockets, 1/2" Drive | 27. Hammer, Chipping |
| 11. Tip Cleaners | 28. Hammer, Ball Peen |
| 12. Set, Wrenches, Allen | 29. Hood, Welding |
| 13. Set, Wrenches, Open End, 3/8" - 1" | 30. Pocket Knife |
| 14. Set, Wrenches, Box 3/8" - 1" | 31. Putty Knife |
| 15. Set, Wrenches, Crescent, 4" - 10" | 32. Level, Torpedo, 8" - 10" |
| 16. Tool Box | 33. Level, 24" |
| 17. 2 Center Punches | 34. 2 Pin Punches |

APPRENTICE LINEMAN AND LINEMAN

- | | |
|---|---|
| 1. Body Belt (including attachments) | 6. Skinning Knife |
| 2. Safety Strap (Employee provides first strap; Company provides replacements.) | 7. 6' Non-metallic Folding Rule |
| 3. Climber with Pads and Straps | 8. Gauge for all gaffs which cannot be measured on the Fargo Gauge provided by Company. |
| 4. 8" Klein Pliers or Equivalent | |
| 5. Pliers - Channel Lock No. 420 or Equivalent | |

ROUTINE CABLE SPLICER AND CABLE SPLICER

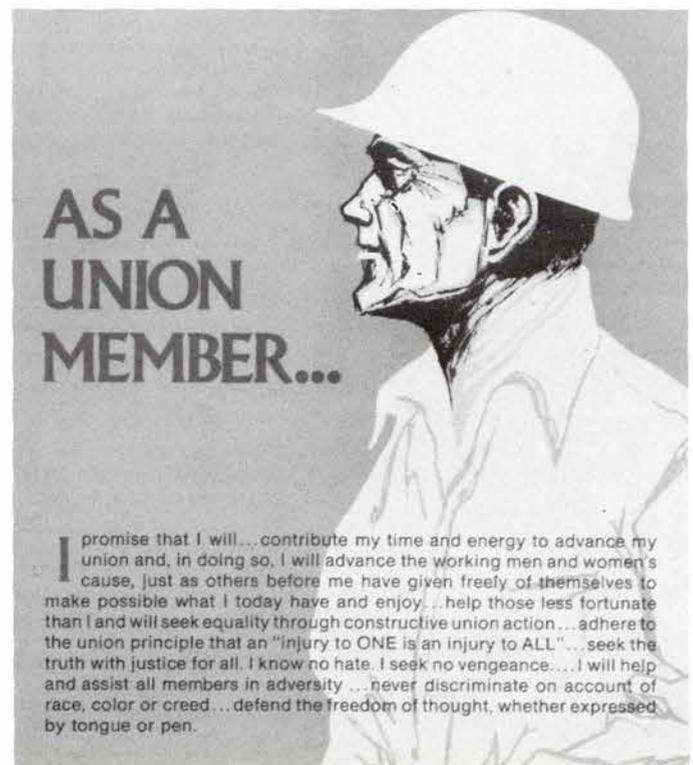
- | | |
|--|----------------------------------|
| 1. 8" Klein Pliers or Equivalent | 4. Skinning Knife |
| 2. Long Nose Pliers | 5. 6' Non-metallic Folding Ruler |
| 3. Pliers - Channel Lock or Equivalent | |

WORKING FOREMAN AND SUBFOREMAN

Tools of the craft through which the employee progressed.

CARPENTER A & B (Gas - Civil and Hydro)

- | | |
|-------------------------------------|-----------------------|
| 1. Pliers | 17. Set, Wood Chisels |
| 2. Roll Up Tape | 18. Hacksaw Frame |
| 3. Square, 24" steel | 19. Hammer, Claw |
| 4. Square, comb. 8" | 20. Hammer, Ripping |
| 5. Square, Tee, 6" | 21. Pocket Knife |
| 6. Saw, Keyhole | 22. Putty Knife |
| 7. Saw, Rip | 23. Level, 24" |
| 8. Saw, Crosscut | 24. Nail Set |
| 9. Set of 5 Screwdrivers, Reg. Slot | 25. Nail Bar |
| 10. Set, Wood Bits | 26. Nail Puller |
| 11. Tool Box | 27. Plumb Bob |
| 12. Bar, Gooseneck | 28. Plane Block |
| 13. Bar, Jimmy, 14" | 29. Sharpening Stone |
| 14. Brace | 30. Adze |
| 15. Center Punch, Auto | 31. Hand Axe |
| 16. Chalk Line | |



I promise that I will... contribute my time and energy to advance my union and, in doing so, I will advance the working men and women's cause, just as others before me have given freely of themselves to make possible what I today have and enjoy... help those less fortunate than I and will seek equality through constructive union action... adhere to the union principle that an "injury to ONE is an injury to ALL"... seek the truth with justice for all. I know no hate. I seek no vengeance... I will help and assist all members in adversity... never discriminate on account of race, color or creed... defend the freedom of thought, whether expressed by tongue or pen.

Local Union Committees in Action



Local Union Safety Committee

Safety Committee Chairman Bob Thomson (second-right) and Assistant Business Manager Frank Quadros (second-left) meet with Local Union Safety Committee members (left-right) Steve Lee, Bill Attinger, and Sandy Zraggen at Local Union headquarters in Walnut Creek. The Secretary of the Committee, Assistant Business Manager Tony Morgado, and Committee member Ray Friend are not shown. The Local Union Safety Committee is composed of six members and meets not less than once a month.



Advisory Council Advisory Committee

The Advisory Council Advisory Committee is composed of four Advisory Councilmembers and two Executive Board members. The newly appointed Committee meets as necessary. Committee members (left-right) Stan Justis, Barbara Symons, Bill Peitz, Bill Miller, Red Henneberry and Bill Twohey discussed the structure and history of the Council at their last meeting.



Computer Operations Interim Negotiating Committee

Headed by Business Representative Ed Vallejo and Senior Assistant Business Manager Willie Stewart (seated at the head of the table left-right), Computer Operations Committee members (left-right) Rene Giger, Joe Vallentino, Horatio Harper and Tom Spencer review the Company's last counter proposal.



Sierra Pacific Power Company Negotiating Committee

Union's Negotiating Committee members Dave Herman, John Wilder, Jerry Fondy, Ron Walters and (second photo) Pat Lantis and Janis Strum go over their bargaining strategy before Company's Negotiating Committee members return to the bargaining table.



Substation Rerate Interim Negotiating Committee

Union's Committee members gather at Local Union headquarters before going to San Francisco to meet with Company's committee members. Left to right are: Business Representative Scott Thomas, Gary Outlaw, Bruce Roessler, Tom Young, Charles Stockham, Bill Hosford, Bill Wade, Bill Ellard, and Assistant Business Manager John Wilder.



Lynch Negotiating Committee Members

Union's members of the Lynch Negotiating Committee were awarded Certificates of Recognition by Business Representative Darrel Mitchell (right). Committee members (left to right) are: Anne Spencer, Jan Davis, Jackie Gribble and Izetta Kiester. Absent is Dusty Cecchi.



Pacific Tree Ballot Committee

Ballot Committee members Austin McNamara and Tim Wilson count ratification ballots at Local Union headquarters June 1.

Coming Events

Coast Valley Division members of Local 1245, in conjunction with the United Labor Committee of San Luis Obispo County, are sponsoring their Second Annual Union Family Barbeque. The affair will be held at Cuesta Park from 12:00 Noon to 4:00 p.m., Saturday, August 18, 1979. Admission is \$5.00 for adults and \$3.00 for children under 12. Admission includes top sirloin steak, beans, salad, bread, salsa; games, prizes and a guest speaker. For tickets and/or information, contact Business Representative Ray Shepherd at (805) 925-8988.

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

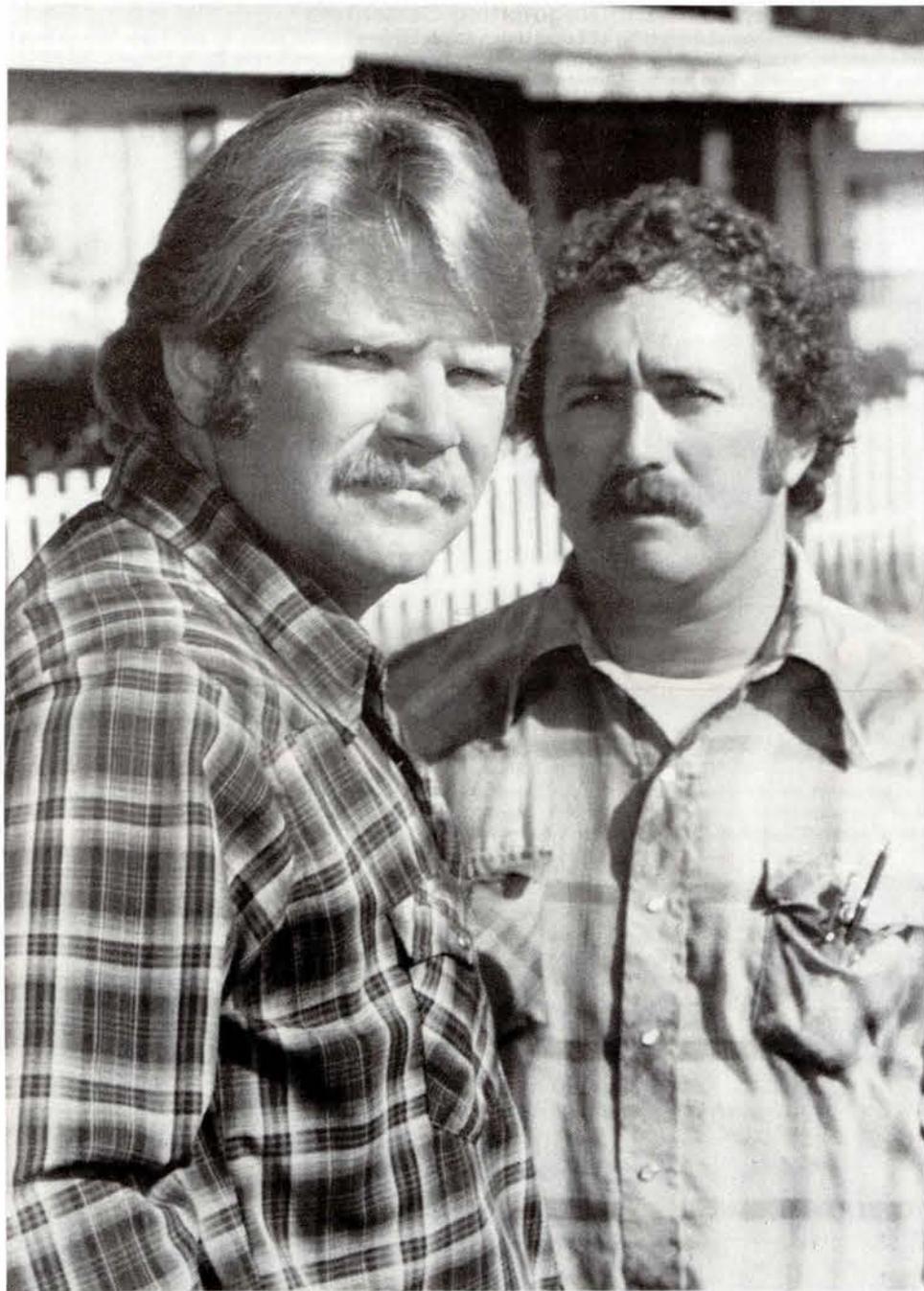
responsible for all items appearing in the Safety Scene. If you have any suggestions for articles that relate to

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



Fire Rescues

Hummel and Tweedie get Heroism Awards



Jonathan Hummel (left) and Terence Tweedie cited for heroism.

Two IBEW, Local 1245 members employed by Pacific Gas and Electric Company have received the utility's top lifesaving awards and will soon be presented IBEW Life Saving Awards by Coast Valley Business Representative Ray Shepherd for racing into a burning house in Paso Robles and rescuing four people.

Terence Tweedie, 34, and Jonathan Hummel, 29, both of Atascadero, earned the company's and union's awards for their parts in the December 13th rescues.

The two members were installing a transformer when Tweedie yelled "fire", said Hummel, an electric line truck driver.

Tweedie, a line crew subforeman, told George Wagner, another member of the four-man PG&E crew, to call the fire department. Tweedie and Hummel ran into the house where smoke was billowing from the living room window.

They found a dazed Marilyn Twyman, 26, with her son Brian, 4, and a neighbor's child, Damian Atkins, 2. Each man picked up a

child and escorted Mrs. Twyman outside. Mrs. Twyman then told her rescuers that her daughter, Amy, 2, was still inside.

Tweedie re-entered the house and found Amy. He then slammed his fist through a nearby window, handed the child to another crew member Frank Herrera, and dived through the opening into the yard to escape the flames.

"I did a pretty good job getting through that window," Tweedie said. "I took one step back and dove right through."

Meanwhile, Hummel spotted Mrs. Twyman, who was trying to re-enter the house. He led her back to safety.

Tweedie and Hummel were treated at the scene for smoke inhalation and minor cuts. Amy was treated for minor cuts. Firemen later determined that the fire was caused by a cigarette ash, which ignited clothes stacked on a living room chair. Damage was estimated to be about \$20,000.

—PG&E News Bureau

Shift Work May Be Dangerous to Your Health

by Bob Thomson, Chairman
Local Union Safety Committee

Shift work may be dangerous to your health. Evidence suggests that the irritability, indigestion and lack of sleep that many shift workers experience may be a direct result of their hours. In fact, many health problems experienced by shift workers may be compensable by Worker's Compensation.

It has been demonstrated that workers on the 2nd and 3rd shifts experience a significantly greater difficulty in adapting to work schedules than do day shift workers. Rotating shift workers who not only work at unconventional hours, but who move from shift to shift, clearly encounter the most difficulty in adjusting their physiological rhythms and patterns to their work schedules. Shift work may well pose a distinct health hazard for certain rotating shift workers.

Dividing the 24-hour day into three equal divisions of work time is attractive for different reasons. For service industries such as police and fire departments, transportation firms, and utilities, operating around the clock may be not only economically desirable, but necessary to provide needed consumer services. It may also happen in the near future that variable energy rates will greatly increase the use of energy during hours of low demand and thus increase the use of shift work systems.

There is extensive research on shift work systems. Most of the work reported is directed at analyzing the relationship of shift work to shift health patterns. Apparently, an inevitable effect of shift work is the reduction of the number of sleep hours. Rotating shift workers average 6.5 hours of sleep, compared with 7.5 for workers permanently assigned to the day shift. During intervals when rotating shift workers were assigned to the night shift, their sleep was greatly disrupted. They averaged only 5.5 hours of sleep.

Rotating shift workers who must sleep during the day complain that even though they usually get the same amount of sleep, it is of inferior quality. The major complaint about daytime sleep is noise from children, traffic, telephones, aircraft, etc.

Shift workers also suffer general physiological effects. Shift work affects the body's rhythms, which are related to a number of bodily processes, including temperature, pulse, blood pressure, urine flow and certain endocrine functions. Adjusting to a disruption of the sleep-wake cycle may take anywhere from a few days to three weeks. It has been identified that a number of basic physiological func-

tions which follow a Circadian cycle bear directly upon worker performance and efficiency. Individuals performing tasks during day and night hours find their work capacity, sensory acuity and neuromuscular activity are impaired during the night hours.

Next to sleep complaints, eating and digestion problems appear to cause shift workers the most discomfort and ill health. There is a decreased frequency in the number of meals eaten during evening and night shifts as compared to day shifts. It also has been observed that disruption in the social lives of non-day workers tends to foster an increase in alcohol consumption. An increased consumption of alcohol, caffeine, and tobacco in non-day workers can contribute to gastrointestinal disorders. There is a relationship between digestion and nervousness. The trouble that night shift workers have in sleeping after a shift can lead to irritability and restlessness that, in turn, can have a detrimental effect upon digestion. There are more complaints of constipation among afternoon, night and rotating shift workers than among day shift workers.

Shift workers adapt best to their work environment if: (1) They are not too neurotic; (2) They are satisfied with their shift schedule; and (3) They are satisfied with the type of work they are doing.

In summary, do not accept problems of shift work as "conditions". They may be compensable under Worker's Compensation.

References: Stanford Research Institute, National Institute for Occupational Safety and Health.



THE COMPANY WON'T ACCEPT THIS REPORT ON UNSAFE WORKING CONDITIONS. ITS NOT TYPED DOUBLE SPACED!