

utility reporter

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Local Union 1245, AFL-CIO
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Fielding questions from the media during a news conference in Sacramento were Hank Lucas, left, business representative assigned to SMUD, and Dean Cofer, Local Union business manager.

Local 1245 strike against SMUD deemed illegal by state court

Over 770 Local 1245 members employed by Sacramento Municipal Utility District (SMUD) made their point with the district last month when they struck the publicly-owned utility. The strike lasted four days and resulted in the arresting of 12 pickets including a member of the Union's negotiating committee and a Local Union business representative.

"The issues were clear," said Dean Cofer, business manager. "Our members wanted a 1-year contract, improved fringe benefits and were sick and tired of the district's arrogant attitude at the bargaining table."

Members voted 522 to 27 in special meetings January 8 and 9 rejecting the district's offer and authorized the business manager to call a job action against the district. At that point a strike was imminent; however, the Local Union's 7-person negotiating committee headed by Hank Lucas, business representative, remained at the bargaining table trying to resolve issues.

Burning the midnight oil on several occasions were negotiating committee members Alex Angel, electrician at Rancho Seco Nuclear Plant; Russ Conroy, lineman, Overhead Line Department; Russ Landino, electrician in hydro operations; Tom Mansfield, light crew foreman, Overhead Line Department; Ken Meyers, lineman, Underground Line Department; and Ruben Ware, building maintenance mechanic.

The strike was scheduled to begin at 6 a.m., Monday, January 14, when the

committee reached a tentative settlement they felt they could recommend to the membership. Editor Susanne Coffey, up from the Local Union's headquarters in Walnut Creek to assist Hank Lucas with media queries, issued a statement to the press regarding the tentative settlement; however, in special meetings held during the weekend and Monday, members overwhelmingly rejected the district's last minute proposals by a vote of 534-68.

Following the vote, the district unilaterally put in a 1-year clause at their board meeting without conferring with the Local Union's negotiating committee. It was clear the district was not willing to bargain fairly. The strike began as planned Monday, January 14, despite a restraining order issued by Superior Court Judge Irving H. Perluss on January 11.

Citizens arrests of 12 pickets at Rancho Seco Nuclear Power Plant Tuesday morning, January 15, took everybody by surprise. The arrests were initiated by SMUD security and enforced by Sacramento Sheriff's Department. Arrested and later released on their own recognizance were: Al Sandoval, Local 1245 business representative; Alex Angel, negotiating committee member; and Gary Bjork, Dwight Brown, Michael Delgado, Carlos Flores, Jose Gutierrez, James Love, Jr., Michael Maltby, Thomas Nichols, Al Underwood and Mac Wilson.

"The arrests were precipitous actions by SMUD," said Dean Cofer.

Continued on page 12

Submit nominations for union office at April unit meetings

Nominations will be open for Local 1245 officers at April unit meetings. Local Union bylaws Article III provides for nominations for the following offices: president, vice president, recording secretary, treasurer, business manager-financial secretary, southern area executive board member, northern area executive board member, central area executive board member, at-large executive board member, and advisory council seats.

Per Article III, Section 2 of our Local Union bylaws, the office of financial secretary shall be combined with the office of business manager and must be filled by a member holding an "A" membership (EWBA) as required by the IBEW Constitution.

The entire Local Union membership elects the offices of president, vice president, recording secretary, treasurer and business manager-financial

secretary. Union members employed in areas or groups outlined on pages 8-11 of Local 1245's bylaws shall elect the southern area executive board member, central area executive board member, northern area executive board member, and the at large executive board member.

By virtue of the offices, business manager-financial secretary and president shall be delegates to the IBEW International Convention.

Qualifications of and procedures for nominating candidates are provided in Local 1245 bylaws, Article III, as follows:

Article III, Section 5 — Members elected or appointed to Local Union office must be able and available to attend all regular and special meetings, and to conduct affairs of their office in the city of Walnut Creek without

Continued on page 3



Striking employees at Monterey Peninsula TV Cable include, from left, Charles Armstrong, Nate Hatton, Jim Floyd and Sam Sloan. (Photo by Business Rep Corb Wheeler)

Morale high in MP TV Cable strike

Monterey Peninsula TV Cable has been the sight of a strike since December 13. Thirty-eight Local 1245 members employed as cable TV installers, technicians and construction workers voted on the job action to protest management's inadequate bargaining table proposals.

According to Corb Wheeler, Local 1245 business representative assigned to MPTV Cable, members have asked for an increase in money over the next three years and pay-

ments of medical premiums.

"MPTV Cable employees receive salaries 17½ percent below the lowest paid worker in three other TV cable companies owned by Western Communications, Inc.," said Corb.

Bargaining continues with the members rejecting a proposal 26-1 at a meeting January 22.

Although the strike has been a lengthy one, Corb reports that morale is high among our members and they are proud of their Local Union.

YOU, YOUR JOB, AND THE LAW



Forced Overtime and Workers' Rights

by Siona D. Windsor
Attorney-at-law
Marsh and Marsh

Under California and federal law, there are no restrictive statutes on the number of hours an employer can demand an employee work overtime. In general, if an employee refuses to work the overtime, she/he can be terminated.

Regulation of the rate of overtime pay is provided for under the Fair Labor Standards Act; and by the California Industrial Welfare Commission. Additionally, collective bargaining agreements can provide for the manner of overtime pay that does not violate applicable state or federal law.

The Fair Labor Standards act is the basic federal law regulating hours and overtime throughout private industry. The act regulates the conditions under which the hours must be compensated at the premium rate.

Under Section (7)(a)(1) of this act "no employer shall employ any of his employees... for a workweek longer than forty hours unless such employee receives compensation for his employment in excess of the hours above specified at a rate not less than one and one-half times the regular rate at which he is employed." This law goes into considerable detail regulating how to determine what are hours worked and what is the regular rate of pay under different operating conditions. The wages and hours administrator has determined that the employer has almost total discretion to decide what constitutes the work week. It may begin on any day, at any hour and may be changed at any time.

The California Industrial Welfare

Commission also regulates wages and overtime pay for certain industries. Currently its provisions also state that hours worked in excess of 40 per week must be compensated at time and one-half the regular rate of pay.

For members of IBEW, Local 1245 the conditions under which an employee must work overtime and the rate of compensation are provided for under the collective bargaining agreement. Every worker should be thoroughly aware of these provisions to insure proper compensation for hours worked.

By way of example, Section 208 and Section 308 of the agreement applying to operation, maintenance and construction employees between PG&E and Local 1245 pertains to overtime. Section 208.1 pertaining to division employees and Section 308.1 pertaining to general construction employees defines overtime as: "(a) time worked in excess of 40 hours in a workweek, (b) time worked in excess of eight hours on a work day, (c) time worked on a non-work day, (d) time worked on a holiday as provided for in Title 103, and (e) time worked outside of regular work hours on a work day..."

Section 208.2(a) and 308.2(a) provided that the above defined overtime will be compensated at 1½ times the straight rate of pay.

The contract provides for overtime compensation at two times the regular rate of pay under certain conditions. For example Section 208.2(b) provides that: "The time worked in excess of 12 consecutive hours and continuing until



In Memoriam George Meany 1894 - 1980

"A giant has fallen and freedom has lost a friend," said Secretary of Labor George Marshall after hearing of George Meany's death January 10. "I have lost a dear friend and a wise advisor, and we have all lost a great American, a man of deep compassion, conviction and strength. George Meany leaves a legacy to all of us of a better, more decent and equitable society. Working people throughout the world live fuller, safer lives because of George Meany."

the employee is dismissed from such work shall be paid at the rate of two times the employee's straight rate of pay."

Forced overtime is the reality for workers today. They are protected in the rate of compensation for this overtime. But our members' best protection is through familiarity with the overtime provisions of the collective bargaining agreement under which they work.

3-yr. M.O.U. for Orange Cove I.D.

by M.A. Walters
Assistant Business Manager
IBEW 1245

Local Union members employed by the Orange Cove Irrigation District recently accepted the District's last offer of settlement. The term of the new Memorandum of Understanding is from January 1, 1980, through December 31, 1982, and provides for a 12-percent general wage increase in the first year and for cost of living adjustments in the second and third years.

Other improvements included the establishment of a dental care program and increased vacation entitlement tied to a revised vacation scheduling procedure. In the second year water-tenders will receive 12 hours compensatory time off for work performed on holidays and an additional holiday is to be established. In the third year employees will be entitled to payoff of up to 30 days of unused sick leave upon retirement.

Union's negotiation committee was composed of Kenneth Loy and Adolph Martinez together with Business Representative Pete Dutton and Assistant Business Manager Mert Walters.

Cost Clarification on Union Stickers

Union label stickers for your checks come in sheets of 100 at 25 cents each, not 25 cents per label as previously printed. A line was inadvertently left out in the January *Utility Reporter* article (page 11) printing insufficient information for our members wanting to purchase these special labels.



the utility reporter

Telephone (415) 933-6060



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
AFL-CIO

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Letter to The Editor

Editor's note: Letters from our readership are always welcome. If you have comments and/or suggestions about the Utility Reporter or Local 1245 and its operations, please address your letters to the editor in care of Union headquarters, P.O. Box 4790, Walnut Creek, CA, 94596. For publication purposes, please keep in mind that we reserve the right to edit letters due to space limitations.

Dear Editor:

In reading the December issue of the *Electrical Workers Journal*, I was pleasantly surprised to learn that your Local Union has employed Ms. Juliann J. Sum as a full time industrial hygienist.

Let me be among the first to commend your Local Union for this progressive effort.

As former Business Manager, Finan-

cial Secretary of L.U. 84, IBEW in Atlanta and in my present job, I am certain your membership will enjoy healthier and safer working conditions as a result of this wise move on the part of your Local Union.

Best wishes and Fraternally yours,

J. W. Giles
Safety Programs Labor Liaison
Officer
U.S. Department of Labor



City of Healdsburg maintenance and electric employees represented by Local 1245 include, from left, Pete Frates, lineman; Joe McMasters, electrician; Jim Lynd, apprentice lineman; Dave Taylor, lineman; and Line Department Shop Steward Larry Giovannoni, electrical technician. Not pictured are Bob Jensen, a shop steward in the Maintenance Department, and Mike Hayes, an electric line foreman.

Nominations accepted in April

Continued from page 1

compensation or expenses other than provided for in Article X. Assistant business manager and/or business representatives shall not be eligible to hold any elective or Local Union office. They shall, however, be eligible to run as delegates to the International Convention.

Article III, Section 6(a) — Nominations shall be made under a special order of business at 8:30 p.m. at April unit meetings.

Article III, Section 11 — Nominees shall have been members in good standing for two years prior to April 1, 1980, and have tendered dues for the month of February, 1980. Nominees should not have their names recorded in the minutes as candidates if they know they do not qualify.

Article III, Section 12 — In order to qualify as a candidate, members must attend the unit meeting at which they are nominated. The only exception is if members notify the Local Union

recording secretary in writing on or before April 1, 1980, that they will run for a specific office if nominated.

Article III, Section 13 — Members shall not accept nomination for more than one office of the Local Union unless the offices are combined by our bylaws. If members are nominated for more than one office, they must notify the recording secretary promptly in writing not later than May 15 for which office they will be a candidate, and decline all other nominations for Local Union offices. Candidates nominated for the Advisory Council or other Local Union office may be nominated as delegates to the International Convention.

You have a duty to encourage able members to be candidates for office keeping in mind the officers you elect will guide Local 1245 for the next three years.

Attend your April unit meetings at the locations listed on pages 6-7 of the December, 1979, *Utility Reporter*.

YOUR Business Manager's COLUMN

A membership to be proud of



DEAN COFER

January was a proud but difficult month for many of our union brothers and sisters, as two stubborn employers forced our members to strike. Both strikes made Local 1245 history. The strike against the Sacramento Municipal Utility District (SMUD) was the largest ever undertaken by this local, while the Monterey Peninsula TV Cable strike, with no settlement in sight, is already the longest.

Our brothers at Monterey TV Cable have been striking since December 13, 1979. Despite the long lapse since their last paycheck (at a time when holiday bills are due) their spirits remain high. All but two of the 38 members are honoring the picket line. The solidarity shown by these members is to be admired by all of us.

The strike at SMUD, while not as long, was just as serious. The district thought the union was weak, ignoring the fact that Business Representative Hank Lucas and his dedicated group of stewards had increased the membership from less than 300 to 700 of the 800 eligible employees in just two short years. Management was arrogant. It insulted the dignity of our members by using tactics of fear and intimidation.

The threats may have insulted our members, but they did not dampen our unity. In all my years as a unionist, I've never seen a greater spirit of brotherhood than our SMUD members showed on the picket lines and in the meeting halls. I was proud to be there with them.

Twelve members deserve special recognition. While all 700 of us ran the risk of arrest by ignoring the court order to end the strike, 12 members (including a negotiating committee member and a business representative)

were put under citizens arrest by SMUD and willingly went to jail for civil disobedience rather than abandon their picket line. They did it because of dedication to a principle—the kind of dedication present also among our members at Monterey TV Cable.

* * *

Another Union principle—democracy—was demonstrated by our PG&E membership last month when they voted to reject the tentative bargaining settlement with the company. Even though I recommended the settlement, I don't begrudge the results of the ballot. The members' democratic right to vote on their wages and working conditions is basic to the union movement. Now that the members have spoken, we have gone back to the bargaining table.

* * *

I'm proud to announce the completion of the PG&E Contract Index, a document that lists each of the many thousand PG&E review committee decisions, letters of agreement, and arbitration decisions according to the section of the contract they affect. In a matter of minutes, stewards or business representatives using this index can find a summary of any agreement or contract interpretation that affects their problem.

An index like this has been needed for years. It took 12 months of diligent work by Administrative Assistant Patricia Rutherford to complete this massive project, but the result was worth waiting for. It has already been provided to the officers and staff. Stewards will receive a copy during 1980 training conferences.

Local 1245 Acknowledgements...

Dean Cofer, Local 1245 business manager, is a new appointee to the Executive and Energy Committees for the California Council for Environmental and Economic Balance.

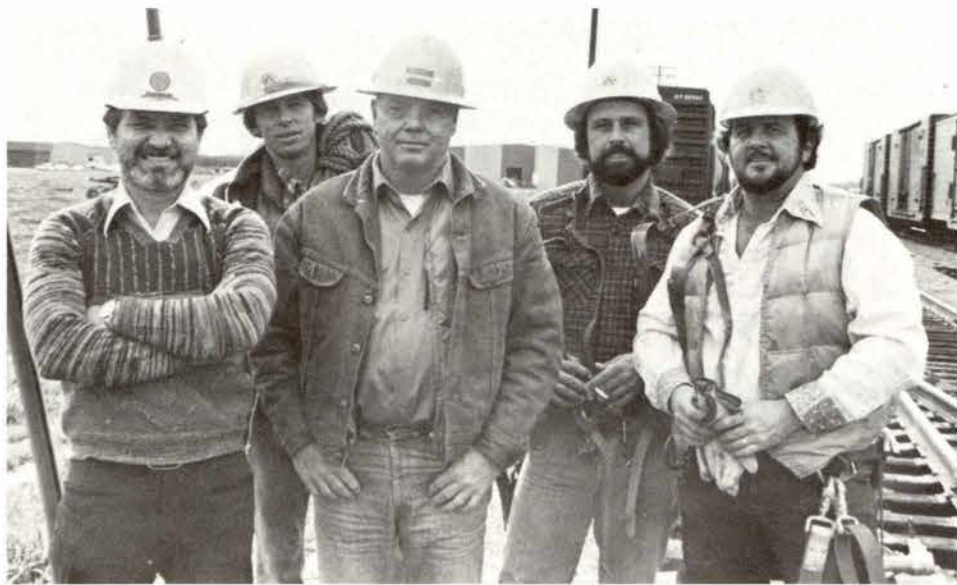
PG&E Electrician **Richard Madden** was appointed to the Private Industry Council of Marin County Employment and Training Commission. A shop steward and Advisory Council member, Dick works in the Marin District of PG&E's North Bay Division.

Frank Quadros, assistant business manager assigned to direct Local 1245 safety and health and apprenticeship and training programs, has

been appointed to the Statewide Advisory Committee to the University of California on Occupational Health Centers. Frank is also a task force member for the Occupational Health Centers' Funding Sub-committee.

Roger Stalcup, PG&E field clerk in North Bay's General Construction, is a new trustee for the Napa Central Labor Council.

Local 1245 Industrial Hygienist **Juliann Sum** has been appointed to the Labor Conference of the National Safety Council.



Local 1245 Business Representative Pete Dutton, left, posed with MID linecrew Troy Weese, apprentice lineman; Glenn Evans, foreman; Randy Inderbitzen, lineman; and Shop Steward Dave Pittman, lineman. In addition to his position with our Local Union, Pete also serves as president for the Stanislaus and Tuolumne Counties Central Labor Council.

Spotlighting...

Modesto Irrigation District

Employees at Modesto Irrigation District voted to affiliate with IBEW Local 1245 in 1978. "The issues were 60 percent economics and 40 percent job security," said Henry Azevedo, former president of the MID Employees Association. "Various unions were considered before association members agreed Local 1245 could best represent us." With a service area covering over 102,000 acres, MID generates 55 megawatts of their own power and is currently constructing a peaking power plant capable of delivering

another 49 megawatts of power. Peak consumption exceeded 340 megawatts last year. The additional power was purchased from the city of San Francisco and PG&E. Some of the responsibilities of our Local Union members employed by MID include handling files and billing for 62,000 electrical customers, and building and maintaining 193 miles of transmission lines, 10,006 miles of distribution lines, 107 miles of open canal and 37 miles of pipe canal. Over 62,000 acres are irrigated by the district.



Sandy Smith, left, billing analyst, and Don Dermond, clerk, clarify a point with Assistant Billing Supervisor Sterling Fountain. A Local 1245 Shop Steward, Sterling is also on the Union's Negotiating Committee for Modesto Irrigation District.



Warehouseman Leamon Bean receives paperwork and inventories a shipment of wire.



Clerk Mary Gingrich reviews a meter's history card with Henry Azevedo, an MID meter technician and Local 1245's Chief Shop Steward. In addition to other duties, Mary maintains history cards for 12,000 transformers, 60,000 meters, and various instruments the district uses.



Senior Meterman Gary Fromm tests a transformer brought in from the field by energizing the transformer at the primary voltage.



Lynn Carroll is a material control clerk at the MID warehouse and also serves as Unit No. 2518 recorder.



Tom Mote, warehouseman.

Outside Construction Hot Line



OFFICIAL NOTICE APPRENTICESHIP OPPORTUNITY ELECTRICAL POWER LINEMAN (CONSTRUCTION)

Applications may be obtained by written request or in person at the following location:

California-Nevada Training Trust
16392 Gothard St., Suite F
Huntington Beach, CA 92647
Phone: (714) 842-0551

DATE: December 1, 1979 on a continuing basis.

HOURS: 10 a.m. to 12 noon (in person)
QUALIFICATIONS OF APPRENTICESHIP APPLICANTS:

All applicants must meet the following minimum qualifications to apply.

1. Age - 18 years (Birth certificate or proof of age required)

2. High School Graduate or G.E.D. (High School Transcript required)

a. One year (2 semesters) Algebra with a passing grade.

3. Physically fit to perform the work of the trade.

a. Aptitude test (S-154R) scheduled at E.D.D. offices.

All applicants who meet the minimum requirements will be notified for an interview appointment.

All applications are received without regards to sex, race, color, religion or national origin.

Santa Clara members ratify bargaining table settlement

by Orv Owen
Business Representative
IBEW Local 1245

Local 1245 members employed by City of Santa Clara recently voted 28 to 2, to ratify the bargaining table settlement reached between the two negotiating committees. The Santa Clara City Council approved the agreement on behalf of the City.

The settlement provides for a 3-year Memorandum of Understanding, providing 11.05 percent wage increase to lineman benchmark classifications and 12.16 percent to the electrical estimators benchmark classifications on January 6, 1980.

Wage increases in 1981 and 1982 will be determined by computing the total compensation effective October 1 of each preceding year afforded classifications comparable to the lineman and estimator benchmark classifications at the comparing agencies.

Effective on January 6, 1980, the lineman based wage rate will be \$12.23 per hour. Electrical estimator's rate will be \$12.71 per hour.

Other improvements in the settlement provide for 20 days vacation after

ten years; an additional holiday, all Sunday work paid at double time rate of pay; 5 percent shift premium based on the employee's wage rate on either straight time or overtime; improvements in rest period provisions; improvement in meal provisions; establish improved inclement weather provisions; and interim negotiations on an expanded employee leave program, which includes potential improvements in sick leave, emergency family leave, bereavement leave, disability insurance leave and medical appointment leave.

Members of Local 1245's committee were Robert Blankenship, electric technician; Wayne Ware, electric and water system control operator; Neil Feldhouse, lineman; Robert Gehrke, meterman foreman; William Wallace, electrical maintenance worker; and Pat Greco, principal electrical estimator. They were assisted by Assistant Business Manager Mert Walters and Business Representatives Mike Davis and Orv Owen.



Melba Gregory, Local 1245 member employed by Lynch Communications in Reno, Nevada, recently celebrated her 76th birthday.

76-year-old Local 1245 member active and involved in union

Seventy-six-year-old Melba Gregory is an active working member of Local 1245. An IBEW member for 16 years, Melba is a senior tester at Lynch Communications, an electronics manufacturing plant in Reno, Nevada.

"I looked for work originally when my husband became ill," said Melba who has been a widow for the last seven years. "I've continued working because it beats sitting home. I like to have people around me."

The mother of two grown children, Melba has four grandchildren and three great-grandchildren.

Melba is an enthusiastic union member and serves as the Sunshine Lady for her Reno unit. "Local 1245's print shop provides the get-well cards I send to our members when they're ill," she said.

Born in Middletown, Lake County,

California, Melba is now a Reno resident. She has seen Lynch Communications expand in almost 17 years from a family business with ten employees to a corporation with 600 employees.

While she doesn't consider herself a radical union member, Melba feels she is doing her share to support other union workers and continues to work towards solving senior member concerns. At a recent unit meeting she made a motion that Local 1245 consider eliminating the 65 year age limit from death benefits and life insurance.

Melba's interests outside of work includes reading. "I always read Local 1245's monthly publication, the *Utility Reporter*," she said.

Melba is a real contribution to Local 1245. We're proud to count her as one of our active union members.



Local 1245 members on the CP National-Lassen Negotiating Committee are, from left, Mike Anderson, central office repairman headquartered at the Westwood telephone operation, and Joann Villalovos, customer service clerk and Kelly Holmes, meter reader/collector, both headquartered in Susanville.

The Safety Scene



The 1979 General Construction Joint Grievance Committee met for the last time recently in Walnut Creek. Receiving thanks for a job well-done were, front row from left, Jan McCracken, PG&E field clerk; Ed Fortier, Local 1245 business representative; Bill Twohey, gas working for man; and Skip Harris, Local 1245 business representative. In the back row are, from left, committee chairman Ray Friend, electrician; alternate committee member Miles Gordon, carpenter, Civil Hydro Department; Don McKinley, lineman; and Mickey Harrington, Local 1245 business representative.

In answer to your health and safety questions—

by Juliann Sum
IBEW 1245 Industrial Hygienist
and Frank Quadros
IBEW 1245 Assistant Business Manager

Q. Can Mine Safety Appliances (MSA) Pocket Type Respirator, #46735, be used instead of a regular respirator which would require facial hair to be shaved (so that an air tight seal can be obtained)?

J. Roscoe
Shop Steward
Pittsburg Power Plant

A. MSA Pocket Type Respirator, #46735, is no longer approved by the Mine Safety and Health Administration and is therefore not approved in Cal/OSHA regulations.

MSA Mouthpiece Respirator, #460600, is very similar and is currently approved by NIOSH (National Institute for Occupational Safety and Health) and is therefore approved in Cal/OSHA regulations. However, this respirator is approved only for emergency use in chlorine contaminated atmospheres.

Q. The communications building of PG&E's Salinas Service Center was

formerly occupied by Ortho, a pesticide manufacturer. What toxic materials are present in the dust found in the building?

Corb Wheeler
Business Representative

A. Measurable quantities of the following drugs have been found:

DDT
(dichlorodiphenyltrichloroethane),
DDE
(dichlorodiphenyldichloroethylene, a degradation product of DDT), and DDD
(dichlorodiphenyldichloroethane, or TDE)

These chemicals can be inhaled and absorbed through skin, as well as swallowed. Very high doses can cause nervous system disorders and liver damage. DDT is a suspected agent of liver cancer. Agricultural use of DDT was prohibited in the U.S. in 1973 because of environmental damage.

We recommend that the dust be cleaned up.

Fix the workplace, not the worker

Workplace design is the key to eliminating job safety and health hazards.

That is why the Occupational Safety and Health Administration (OSHA) requires employees to try to reduce hazards by changing the work environment or work practices, rather than by permanently burdening workers with respirators, ear plugs, or other personal protective equipment.

Personal protective equipment is often needed while other controls are being installed, or in emergencies. But there are several reasons why it generally is not the best permanent solution.

First, personal protective equipment doesn't always work. For example, the difficulty of fitting standardized masks on faces of all shapes and sizes — some with sideburns — means there are bound to be leaks.

Second, personal protective equipment can create its own health and safety hazards. Ear plugs, for instance, can cause infections and outer ear canal problems for some workers. In some cases, they may also prevent workers from hearing necessary communications and warnings.

Goggles can sometimes become scratched and fog up during use, reducing visibility. Rubber gloves can collect chemicals and trap them against the skin. A dust-clogged respirator may make breathing difficult, especially if strenuous work must be performed.

Third, personal protective equipment is often uncomfortable. For short periods of time, this discomfort may be

bearable. Over extended periods, it usually isn't, and may lead to lowered productivity.

Fortunately, most hazards can be controlled without using personal protective equipment. This may be done in a number of ways.

— Changes in work processes. Dangerous materials often can be replaced. It may be possible to accomplish a task with a process which produces lower levels of noise, dust or fumes.

— Isolation and enclosure. Closed systems can be designed so that hazardous dusts or fumes are drawn away without ever entering the workplace air.

— Maintenance and housekeeping. Hazards may often be reduced simply by devoting more time to maintaining equipment and keeping the workplace clean.

— Work practices. Rotation of workers in and out of the most dangerous jobs, while it doesn't eliminate the hazard, will limit the exposure of any one worker until a permanent engineering solution is found.

If you have ideas for workplace changes which would help your employer meet OSHA standards, you or your union should bring them to your employer's attention. Your employer can get free advice on correcting hazards through OSHA's "consultation services" program.

—by Eula Bingham
Assistant Secretary of Labor for
Occupational Safety and Health

Blue Cross tips to good health

LOW CHOLESTEROL PINEAPPLES — Food producers have discovered the appeal of more natural foods and may be exploiting consumers' lack of knowledge. Products as diverse as canned pineapple and cooking oil are now advertised as having "no cholesterol". That isn't surprising, since cholesterol is present only in foods of animal origin.

TOUGH-HEARTED WOMEN — Women's ability to exercise declines much slower with age than men's. Females' ability to exercise declines only two percent per decade, but men's declines 10 percent. A 60-year-old woman should be able to do 90 percent of the exercise she did at age 20, while her 60-year-old male counterpart has only 60 percent of his youthful exercise capacity.

A PAIN IN THE BACK — Lower back

pain is one of mankind's most common ailments. Pain occurs when specific nerve endings are abnormally stimulated to send messages to the brain. The back muscles react to the signal of pain and may try to protect the back by going into a spasm to hold the back immobile and quiet. The most frequent causes of low back pain are poor posture, lack of exercise, and overweight. Sitting and walking tall, and strong abdominal muscles will help prevent back problems.

THE WISDOM OF SOLOMON — A large epidemiological study has confirmed the relationship between happiness and longevity. It's as Solomon said: "A cheerful heart is good medicine, but a downcast spirit dries up the bones." (Proverbs 12:22)

— Blue Cross of Northern California

Health regulations require that employers fix workplace first

by Juliann Sum
Local 1245
Industrial Hygienist

You will find support for minimizing health standards in your workplace in occupational health regulations enforced by federal and state agencies. These regulations state that your employer must consider engineering and administrative controls before requiring you to wear personal protective devices.

Hearing protection

The federal OSHA standard states that when sound levels exceed specified limits, feasible administrative or engineering controls shall be utilized. If these controls fail to reduce sound levels within the specified limits, personal protective equipment shall be provided and used (*Code of Federal Regulations*, Title 29, Part 1910, Section 95(b)(1)).

Although unfortunately in some court cases, "feasibility" has been limited by financial cost, the basic standards require engineering and administrative controls be considered first.

If you work in a state with a state occupational health program (California, Nevada, Oregon, Washington), you

will find similar language written in the regulations.

Respiratory protection

The federal OSHA standard states that generally, respirators shall be used only when effective engineering controls are not feasible or while engineering controls are being instituted (*Code of Federal Regulations*, Title 29, Part 1910, Section 134(a)(1)).

For certain very hazardous materials, such as asbestos and inorganic arsenic, regulations also state that respirators may be used in emergencies.

For a small number of very hazardous chemicals, such as methyl chloromethyl ether and beta-Naphthylamine, respirators must almost always be used, but in conjunction with strict engineering and administrative controls.

You will find similar language written in state occupational health regulations.

Thus with few exceptions, your employer must, by law, observe this basic principle: "Fix the workplace, not the worker."

Updated staff assignments



Local 1245 business representative formerly assigned to PG&E's Stockton Division, **Gary Hall** replaces **Ron Van Dyke** in the San Joaquin Division. A staff member for 1½ years, Gary worked for PG&E in the Line Department. Gary has been an active member of Local 1245 for 20 years. Born and raised in Watsonville, Gary has two daughters, Renee, who is 18, and Dawn, 16. Former business representative Ron Van Dyke resigned from his position at Local 1245 to pursue an active career in real estate. Local 1245 staff wishes Ron the best of luck.

In addition, **Mike Davis**, business representative for the San Jose Division resigned for personal reasons and returned to his previous employment with PG&E. Mike leaves Local 1245 with all good wishes from the staff with hopes that he will return at some future point.



Business Representative **Charlie Gadzik** has been assigned the duties and responsibilities of servicing Local Union members employed by Davey Tree, East Bay area, formerly handled by Reps Jim McCauley, Veodis Stamps and Scott Thomas. A staff member for over two years, Charlie is also assigned to the Local Union's research and education program coordinating the efforts of two administrative assistants and an economics intern. Charlie is originally from Wisconsin where he earned a master's degree in labor relations from the University of Wisconsin. He and his wife, Kerry, live in Richmond.

Letter of Agreement Summaries

PACIFIC GAS & ELECTRIC CO.

79-108: Changes hours of work of gas mechanic, San Rafael, to correspond to hours of Gas and Electric T&D crews.

79-109: Changes hours of foreman's clerk, Napa Service Center, to permit pre-check of materials delivered from Rohnert Park.

79-110: Fitter, Central District Gas T&D Department, Oakland, returned from LTD to his former classification.

79-111: Changes hours of two Substation Department electricians to coincide with hours of work of other employees headquartered at Geysers Power Plant.

79-113: Employee on rehabilitation payroll, temporarily placed as Clerk D, Concord, to become permanent after one (1) year.

79-117: Revises lines of progression, General Services Department, General Construction. Includes definitions of service mechanic, parts leadman, special driver, painter, lead painter, carpenter, lead carpenter, welder, AWS certified welder, lead welder and lead mechanic.

79-119: Reclassifies temporary and additional auxiliary operators at Kern Power Plant, as auxiliary operators with full bidding, demotion and layoff rights.

79-120: Revises gas serviceman and reserve gas serviceman's entrance requirements and training.

79-123: General Construction groundman appointed as groundman, Bay District.

79-124: Gas serviceman, Richmond, returned from LTD to former classification. Because of classification, redesignation as "temporary assignment only".

79-125: Light truck driver, Hydro Generation, Tiger Creek, will be considered as helper, for purposes of job bidding.

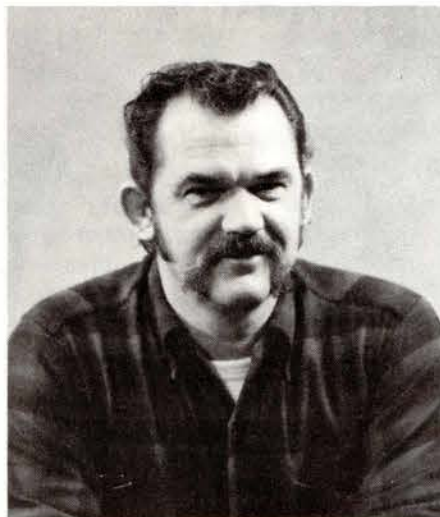
79-126 and 79-127: Waives 30 minute travel time for two (2) gas servicemen, Richmond.

79-129: Changes hours of foreman's clerk, Marin District, Operating Clerical Department.

79-133: Change of hours for second shift, 12/24 and 12/31, Fremont Gas Meter Shop.

SIERRA PACIFIC

79-34: Within electric occupational group establishes classification of facilities locator, revises lines of progression and working hours, effective 12/31/79.



Mickey Harrington has been reassigned from General Construction to PG&E's Stockton Division. Born in Oklahoma City, Oklahoma, Mickey has lived in California for 35 years. A 20-year member of Local 1245, Mickey is also a former executive board member and Local Union recording secretary. He has served on various union committees and as delegate to several Union conventions. Mickey and his wife, Joan, have three grown children, Dawn, Larry and Cherie.



Newly appointed Business Representative **Gene Wallace** takes over Mickey Harrington's old assignment in General Construction. Gene joins the staff with 14 years employment with PG&E, most recently as a Station Department mechanic in General Construction. He is a former shop steward, member of the Mechanical Training Program Committee, Grievance Committee, Ballot Committee, PG&E Negotiating Subcommittee and General Committee. Originally from Seminole, Oklahoma, Gene is a 10-year member of our Local Union. In his new position Gene shares assignments with Skip Harris and Ed Fortier. He and his wife, Karleen, have a son Ricky Gene, 17, and a married daughter, Darlyn Dee. They are also new grandparents to 4-month-old Maria Lynn.

Making the Union Work for You



Using your unit meeting

Should the union support your choice in the coming national presidential election?

Do you want the union to negotiate a change in your medical plan?

Issues like these are the business of a unit meeting, the heart of Local 1245's democratic process. Unit meetings are like small pieces which, when added together, make up one big union meeting. They are held each month in nearly eighty locations across the union's jurisdiction, from Walla Walla, Washington, to Bakersfield, California. Each one gives members in that area the opportunity to find out about and influence their union's activities.

Communication is one of the unit meeting's major functions. A business representative attends every meeting to answer your questions and report on the union's activities. Reps can give you up-to-date information on the progress of negotiations, and they can find the answer to any work-related question you have. No matter where you live or work, you can always find a rep by attending your unit meeting.

The meeting can also be used to communicate with the business manager or the executive board. A unit recommendation asking these officers for an explanation or clarification of an issue will always receive an official response.

Unit meetings are crucial in communicating bargaining goals and priorities. Just before negotiations begin, members at unit meetings are asked to submit bargaining proposals.

The union's negotiating committee carefully examines these proposals. Those that are logical and supported by the membership are incorporated into the union's bargaining program and submitted to the company as negotiation demands.

The second major function of unit meetings is giving members the opportunity to influence union policy. Suppose you want the union to take an official position endorsing a specific individual for U.S. president. You would start by making a motion at the meeting supporting him or her. If the members of your unit "second" and approve the motion by majority vote, it becomes a unit recommendation and goes to the executive board for consideration.

At their next meeting, the executive board will act on all of the recommendations submitted by the various units. It will summarize its actions (which may include approval of the presidential recommendation) in the executive board report, which is sent back to the units for approval or rejection.

The units might approve all or just a part of the report. For example, if a majority of the members in all of the units prefer someone else for president, they could reject the board's recommendation but approve the rest of the report.

Your shop steward can tell you the time and place of your unit meeting if the schedule isn't posted on your bulletin board. Please attend. It's your chance to speak and be heard.

Next: THE EXECUTIVE BOARD



It was standing room only as 72 Merced Irrigation District members attended their January unit meeting to vote on the district's latest proposal. In voting the members considered the fact that during the recent 2-year drought, management asked them to help the financially struggling district by accepting wage increases below rises in the cost of living. From left to right are Pete Dutton, Local 1245 business representative; John Goodson, unit chairman and negotiating committee member; and Duane Bartlow, unit recorder.



Robert Telles, right, roddman on a survey crew, cast the last vote, the 72nd out of a possible 92. The membership rejected the package 65 to 7. Ballot committee members were Ed Del Dotto seated in photo above; Robert Telles; and Judge Duane Bartlow. (Update: Merced members ratified a contract 63-16 at a meeting Thursday, January, 17. The new 3-year contract calls for a 9.5 percent wage increase, watch for additional details in the next "Utility Reporter".)

Negotiations concluded with Nevada Irrigation District

by M. A. Walters
Assistant Business Manager
IBEW Local 1245

Negotiations for Nevada Irrigation District have ended. The District's revised offer to conclude negotiations was accepted by the involved membership by a vote of 36 to 7.

The terms of the settlement provide that Yuba-Bear River Project employees shall receive wages on a tandem relationship with PG&E. All other employees received an 8 percent general wage increase effective January 1, 1980, and will receive an additional 4 percent effective July 1, 1980.

Further, the parties have agreed that wage negotiations for 1981 shall start with discussions of at least an 8 per-

cent increase in gross income or the amount of the increase in the Consumers Price Index, whichever is lower.

Additionally, the District agreed to pay 100 percent of the cost for employees' hospitalization, medical, sickness and accident benefits and life insurance, and 100 percent of the cost for the first dependent's medical and hospital coverage for 1980.

Union's negotiation committee was composed of Thomas A. Santos, W. L. Baum, Paul Blocker and Larry A. Richerson, together with Business Representative Arlie Baker.

Public and private sector stewards meet in Sacramento

by Hank Lucas
Business Representative
IBEW 1245

Local 1245 members employed in both the public and private sector attended the final session of the certified Shop Steward Training Program in Sacramento recently.

Stewards from SMUD, PG&E, Regional Transit, City of Lodi, Water and Power Resources (formerly Bureau of Reclamation), and Pacific Tree met in workshops designed for their particular problem areas. Training subjects included arbitration, labor law, safety and grievance procedure and handling.

Completing the certified training program in this session were City of Lodi Shop Steward Gary Mai; SMUD Stewards Tom Bayne, Russell Conroy, Dick Daugherty, Jack Dubois, Gary Hansen, Russell Landino, Ken Meyer, Jack Noble, Pete Ramon, Tom Smiley, Reuben Ware, Ike Williams; Water, Power and Resources Services Stewards James Beasley, Barry Brownson, Carl Cook, George Downs, Marshall Duarte, Roderick Knehans, John Lineback, Richard Martin, Larry Mather, William Peitz, Richard Pender.



Attending the recent Sacramento Shop Steward Training Program from the Water and Power Resources Service, Shasta Field Division were, from left, Larry Mathis, Chuck Eriksen, Bill Chambers, Dick Martin and Barry Brownson.



Attorney Maureen Whelan, standing at left, conducted the labor law workshop at the Sacramento stewards' training session. Benefitting from Maureen's legal expertise were Local Union members, front row from left, J. Q. Murphy, Ned Fox, Perry Zimmerman, Cindy Lepenske, Chris Lay, Dwain Zahn; back row from left, Maureen, Leo Heer, Wes Duvall, Dave Skog, Art Murray, Business Representative Al Sandoval, and Austin McNamara.



Jerry Taylor

Monterey Bay lures fisherman

by Corb Wheeler
Business Representative
IBEW Local 1245

After traveling for 3½ years in General Construction, Jerry Taylor is now a T&D line subforeman in PG&E's Coast Valleys Division. He settled in Monterey because of his interest in fishing.

Having fished all his life for fresh and salt water fish, Jerry has had a part-time business for the last ten years as a commercial fisherman specializing in salmon and albacore. He has leased and owned several boats, and is now restoring his own classic 32-foot Monterey Clipper.

For the past three years, Jerry has been on the board of directors of the Monterey Bay Commercial Fishermen

Association, representing part-time fishermen. He was also on the board of directors of the Monterey Bay Salmon and Trout project which raises salmon and steelhead to put back in the ocean supplementing sport and commercial catches.

Jerry also has been an instructor for PSEA in fly tying and has instructed courses at Monterey Peninsula College and Monterey's recreation center on fly tying and casting.

You'll never guess what his hobby is. He collects fishing lures from all over the world, and has approximately 5,000 in his collection!

APPOINTMENTS CENTRAL LABOR COUNCILS

Humboldt-Del Norte

Richard Flohaug

Monterey County

Margaret C. Cruse

Sonoma County

Jim Garretson

Sonoma-Mendocino-Lake Counties

Larry Wood

NEGOTIATING COMMITTEES

CP National — Elko Power

Pamela Anderson

Charles Morgan

Pacific Tree

Douglas Bonham

Morris W. Colbert, Jr.

Austin McNamara

1980 BALLOT COMMITTEE

Oroville-Wyandotte Irrigation District

Michael Keehn

Curtis McElhaney

Pacific Gas and Electric Company

Charles Bianco

Gene Javillo

Fred Pederson

Ray Brewer

Mike Johnson

Marshall Proschold

Robert Burchfield

Stan Justis

Jack Prosser

Anthony Gonsalves

Charles E. Kasper

Jimmy Russell

Charles R. Gordon

Charles Larsen, Jr.

Perry Zimmerman

Harvey Iness

George Lazaneo



BARGAINING ROUNDUP



Alameda Bureau of Electricity

Effective January 1, 1980, wages for Local Union 1245 members employed by the Bureau were increased 9 percent. This is in addition to the 6½ percent interim general wage increase which was effective November 15, 1979. As a result of the foregoing, the journeyman rate is now \$11.80 per hour. Union's Negotiating Committee was composed of Ralph Murphy, Jim Naleway and William Hanson together with Business Representative Veodis Stamps.

Local 1245's petition for recognition as the representative of the Bureau's office and clerical employees is still pending with a decision expected in the near future.

City of Roseville

Negotiations are continuing. We are hopeful that a satisfactory conclusion will be reached in the near future.

City of Santa Clara

Contract ratified December 21, 1979. See article on page five.

Placer County Water Agency

On January 1, 1980, the membership voted to accept the Agency's offer of a 10 percent general wage increase effective January 1, 1980. Union's Negotiating Committee was composed of Jim McMahan, Alvin Tallman and Business Representative Arlie Baker.

Yuba County Water Agency

Negotiations are continuing on matters other than wages. Some progress has been made. We are hopeful that an early conclusion will be reached. Wages are tied to PG&E and will be adjusted accordingly.

Glenn-Colusa Irrigation District

Negotiations are continuing with progress being slow. A meeting between the parties is scheduled for January 28, 1980.

Merced Irrigation District

Merced members ratified a contract 63-16 January 17, 1980. The contract calls for a 9.5 percent wage increase. Next month's *Utility Reporter* will include a complete report on the new agreement.

Nevada Irrigation District

See article on page eight.

Orange Cove Irrigation District

Reached a settlement December 14, 1979. See article on page two.

Oroville/Wyandotte Irrigation District

On December 19, 1979, the membership voted to reject the District's second offer of settlement. At press time the Union was preparing to submit the District's third offer to the membership with a recommendation to accept.

Pacific Gas and Electric Company

Bargaining table settlement ratified by Clerical members 1,152 to 982 in voting January 31, 1980; however, Physical members voted down their contract 3,290 to 5,552. Negotiations with the company continue on the Physical agreement.

Sacramento Municipal Utility District

See article on page one.

Truckee Donner Public Utility District

On January 19, 1980, the involved membership voted 12-0 to reject the District's second proposed offer of settlement. Union is attempting to meet with the full Board of Directors in an effort to resolve negotiations. The issues are District's proposed take-aways and lag in total compensation.

U.S. Water and Power Resources Agency

On December 29, 1979, Arbitrator William B. Gould issued his decision as to which entities the parties should be looking at for wage comparisons. Unfortunately, the arbitrator's decision was unfavorable to the Union. We now have to conclude the wage survey as set forth by the arbitrator in order to proceed on wage negotiations.

Davey Tree Surgery Company

Members are voting on a tentative settlement reached January 23, 1980.

Pacific Tree Expert Company

Negotiations are continuing; however, the parties are considerably apart in their efforts to reach a conclusion.

Citizens Utilities Company of California

On January 15, 1980, the Company made an offer of settlement to conclude negotiations with respect to benefit programs. This offer was rejected by the Union's Committee which presented the Company with a counter proposal. We are now awaiting the Company's response.



George Johnson, center, stood out in front with his 35-year IBEW membership. Also honored at the awards presentation were, from left, G.E. Whipple and Robert Fletcher, both with 25 years; and Manuel Valente and Cliff Carpenter, with 20 years service. (Photo by Executive Board member Bill Peitz)



Doug Burrichter, left, received his 25-year award while Lenora Blurton was honored for her 30 years service to Local 1245. (Photo by Executive Board member Bill Peitz)

Local 1245 members honored at Redding awards presentation

by Rich Hafner
Business Representative
Local 1245

Local Union 1245 members with 20 or more years of service in the IBEW were recently honored by the Local Union at an awards presentation banquet in Redding.

The affair was held at Bridge Bay Resort on the shores of Lake Shasta and was attended by members employed by Water and Power Resources (formerly Bureau of Reclamation) and by PG&E in Shasta Division and General Construction.

Special guests of the evening were Shasta Division Advisory Council member Lee Thomas and his wife Idella, and Northern Area Executive Board member William "Bill" Peitz. Also attending representing the Local Union were Larry Hope and wife Pat, Dave Rossi and wife Priscilla, and myself and Donna Rizzi.

Bill Peitz presented awards to: Cliff Carpenter, PG&E Shasta Division and Manuel Valente, PG&E General Construction, for 20 years of service; Doug Burrichter, William Chase, Robert Fletcher, Ruel Osburn, Jack Shelnut, Gill Whipple, from PG&E, and Gary Inlow, Water and Power Resources, 25 years of service; and Tom Wilkerson, John Yochum and Lenora Blurton from PG&E, 30 years.

The highest service award presented during the evening went to George "Olie" Johnson with 35 years of membership in the IBEW. Congratulations, Olie!

A great time was had by all those who attended the dinner. I am truly looking forward to the 1980 Pin Awards Presentation Banquet.

Union membership expands with addition of 321 new people

Three hundred twenty-one people applied for membership into IBEW Local 1245 between October 26 and November 21, 1979, and qualify for membership in accordance with our IBEW constitution and Local Union bylaws. Our membership now stands at 19,063. Local 1245 extends a hearty welcome to the following new members:

CITIZENS UTILITIES

Josephine Baker
Dana J. Burden
Carol E. Carpenter
Paul A. Catanzaro
David W. Davis
Richard C. Daniel, Jr.
Kenneth C. Epperson
Glenna A. Gipson
Hector M. Guerrero
David R. Haley
David A. Rudh
Charles P. Hetzer
Shelley L. Holloway
Virginia B. Rucker
James F. Steele
Thomas P. Thronton
Joan C. Tyquengco
Elizabeth A. Vinson
Randall A. Watson
Steve C. Wilkison

COAST VALLEYS

Carlos B. Bedia, Jr.
Davis S. Coates
Donna M. Forbes
Martin L. Henderson
Becky S. Husted

COLGATE

Michael A. McDermott

CP NATIONAL-LASSEN

James M. Miller

DAVEY TREE

Javier C. Avalos
Richard L. Beltram
Paul M. Campbell
Francisco Carlos
Robert Castillo
David B. Chauan
Danny Davis
Brian C. DeBerry
Gary L. DeLozier
Adolfo C. Del Real
Leonard R. Ellis
Arturo G. Expinoza
David A. Finley
Fred A. Forti
Philip D. Freeman
Randall G. Freeman
Charles C. Gilliam
Edward M. Gilliam
Stephen R. Hamilton
Paul J. Hoyt
Floyd A. Huggins
John J. Johnson
Manuel Landa
Arthur J. LeVan
John P. Loftis
Gordon A. Malm
John R. Martinez
Ken R. Martin
Dennis W. McMamon
Keith E. Neal
Robert L. Nichols
Dale R. North
Stephen D. Perryman
Charles W. Peterson
John G. Rankins
Richard J. Rector
Daniel L. Rhodes
Ronald W. Santos

James W. Scott
Bruce A. Sessions
Santa Singl
Ken B. Steele
Jeffery W. Thierry
Fritz L. Thomsen
Javier Urena
Andrew M. Urstadt
Paul Vella
Lloyd T. Weldon
L. Rush William
Kernell D. Williams, Jr.
Robert G. Williams
Chris L. Young
Chuck W. Vaca

DE SABLO

Charles D. McCulley
Mary K. Rickson

DRUM

John H. Donahue
Donald V. Mayes

EAST BAY

Margaret C. Bader
Joe Buresh
Sharon A. Clancy
Georgia L. Floyd
Mauricio J. Garcia
Richard S. Grant
Gard A. Grove
James B. Haggerty
Sandra A. Hewitt
Shuh-Huan Hsieh
Vera A. Lopez
Marta Melchior
Herbert A. Morean
Peter W. Mury
Kenneth E. Rogers
Thomas M. Shannon
Paula A. Silva
Charles E. Yaughn

GENERAL CONSTRUCTION

Nikki E. Allred
Reginald Bailey
Michael E. Berbena
Steve Boeder
Tony Bollinger
William T. Brown
Edward L. Bursleson
Timothy G. Caires
Cole Carter
Rudy L. Chaulet
Ronald Clifford
William D. Huggins
Martin T. Connolly
Robert L. Crawford
Richard L. Crow
Jeffery A. Duarte
Lelauti T. Elisaia
Richard C. Elkin
William R. Elliott
Ben D. Flanagan
Albert H. Fox
Ed F. Friedrich
Eugene T. Gallagher
Troy L. Gibson
Gary L. Gordon
Jesse E. Greer
Abdul Hafiz
James B. Haggerty
K. L. Harrison

Louis D. Hodge
James Hollis
Gary A. Johns
Bernard D. Johnson, Jr.
James D. Kennedy
Kerry L. Kelly
Gordon R. Lent
Bart A. Linnenbrink
Aires S. Lomba
Arnold F. Lone
Dave J. Lopez
Don L. Lynn
Thomas Mahoney
Daniel B. Massey
Ray May
Hunter L. McKeeser
Rodney McLaughlin
Larry O. Miller
Clyde R. Moulton
John M. Norris
Felix Ortiz, Jr.
George W. Packard, Jr.
Jeffrey W. Palmer
Richard R. Park
Debra D. Peck
Daniel Perez
Jose A. Quiroz
James H. Ramsey
Dennis K. Riley
Robert J. Rudek, II
Roger S. Schultz
Wayne J. Schoonmaker
Franklin D. Smith
Timothy O. Sorahan
Peter J. Stanke
James L. Tackett, Jr.
Michael J. Tippet
Marco Ulloa
George R. Votaw
David J. Walker
Keith D. Whitten
Paul L. Wittenmeier
Aaron T. Wride
Edward W. Zickowski

GENERAL OFFICE

Leadell M. Augustus
Priscilla I. Carnero
Celia K. Chan
Larry D. Chew
Catherine C. Coscarelli
Lorna S. Cruz
Timothy R. Green
Alice R. Henry
Robin L. Hooper
Miesha S. Jihad
Donald A. Matheson
Deborah A. McCullough
Marie Mvi
Anita Ng
Diana A. Richardson
Delena J. Roan
Camron A. Samii
Christine L. Snelgro
Sheryl A. White

LYNCH COMMUNICATION

Rita M. Avants
Jaren J. Boyanowski
Diane E. Figari
Joann L. Gates
Patricia A. Heckman
Dorothy M. Sauer

Pamela J. White
Diedra P. Williams

NEVADA IRRIGATION DISTRICT

Roy J. Finnega

NORTH BAY

Edward Bressoud
Josephine A. Dougherty
William T. Evans
Richard L. Ferguson, Jr.
Kenneth W. Morrison
James F. Staats
Gerald W. Tillman
Sonja L. Yeubanks

PACIFIC TREE

Jerry A. Baker
Kevin T. Carmody
Gary G. Cooper
Kirk G. Harmon
Tom R. Harrell
Howard G. Jensen
John C. Murphy
Billy H. Roberts
Jim E. Simerly, Jr.

PLACER COUNTY WATER

George E. Stokes

CITY OF REDDING

Mike R. Light
Jerry D. Smith

SACRAMENTO

Tony C. Acosta
Michael J. Barnett
Jan W. Bernhardt
Forrest M. Coss
Sandra Craig
Joan L. Davison
James R. Jurkiewicz
Marta D. Mayes
Randy C. Uda

SAN FRANCISCO

Jim D. Davis
Andre G. Lumsey
Christopher C. Nutile
Tranquilino Veneracion
Edwardo S. Zermenio

SAN JOAQUIN

Joy A. Crabb
Ron D. De Canio
Cathy A. Doyel
Marshall L. Elijah
Jeff W. Heidinger
James B. Kirk
Greg A. Schmall
Mark S. Shoulet
Jess R. Vargas
G. Aleen Wilkie

SAN JOSE

Michael K. Akay
James S. Brand
Donald J. Clark
Pamela A. Costa
Sonja J. Gamez
LoVanne T. Gonzales
Jenny R. Herrera
Steven W. Isbell
Joseph Jackson
Steven R. Kennedy
Olivia Martinez

John J. Moura
Scott O. Wirgler
Julius Yap

SHASTA

Richard Fitchette
Richard E. Keaton, Jr.

SIERRA PACIFIC POWER

Michael L. Chisum
Douglas C. Hansen
Dennis J. Kretch
Michael J. Martin
Mark L. Vawter
Charles M. Wilson
Elizabeth M. Young

SACRAMENTO MUNICIPAL UTILITIES DISTRICT

Alice F. Amistani
Charles Baird
Jerry H. Baker
Richard Beasley
Max A. Berger
Ted F. Burkholder
Lee W. Callison
Manuel L. Corey
Louis Earles
Verlyn D. Eisert
Craig S. Fraser
Lawrence E. Glass
Paul Gloeden
Joaquin R. Guerrero
Douglas E. Hooker
Hugh M. Hughes
Timothy A. Jones
Benito Jualez
Robert A. Karle
Michael R. Lawson
Eric J. Lindsten
Lee P. Louthier
Keith W. Maher
George T. McAfee
John D. Moe
Daniel J. Ortiz, Jr.
John W. Peacock
Christopher C. Pompey
Bruce V. Potts
Edward E. Prady
Kaoru F. Sakamoto
Thomas D. Santiago
Larry W. Skisgel
Robert A. Swayze
Ronald Turner
Foster Tyler
Joe J. Valadez
Dan J. Ward
Lee N. Washington
Thomas L. Watson
Donald W. Worthen

STOCKTON

Cathy A. Powell
Larry Q. Rios

TELEPROMPTER OF NEWARK

Jon R. Aliasen

TELEPROMPTER OF UKIAH, WILLITS, FT. BRAGG

Vicki A. Bowman
Julie J. Orsi

U.S. BUREAU OF RECLAMATION

James H. Blankenship
Lester F. Pingree
Ronald Swank



Local 1245 members picketed five SMUD facilities including Rancho Seco Nuclear Power Plant and the "Big House", general office, pictured above. (Photo by Business Rep Al Sandoval)

4-Day strike for SMUD members

Continued from page one

"They were acts depriving our members of due process, and their constitutional and legal rights. Further, we were shocked that our pickets were arrested. Our union leadership including myself, negotiating committee members and chief shop stewards had been issued temporary restraining orders (TRO), and we were fully prepared and expecting to be arrested."

"After all," said Hank Lucas, "It was inconceivable to us that striking employees who are pro-nuclear would be arrested by the same employer who bought coffee and donuts for anti-nuke demonstrators at the same facility only a few weeks earlier."

Immediately upon hearing of the arrests at Rancho Seco, Dean Cofer and Hank Lucas met with union attorneys to halt further arrests by getting Judge Perluss to schedule a hearing Wednesday morning, January 16. In addition, Dean talked by phone with Gray Davis, Governor Brown's chief of staff, to request the governor's office to intercede and act as mediator to convince SMUD to get back to the bargaining table.

At Wednesday's hearing Judge Perluss issued an injunction against the strike and added up to 1,000 John Does to the list of Union officers originally named in the TRO. The injunction did three things, 1) ordered the strikers back to work and, 2) ordered an end to picketing and, 3) most importantly, instructed the parties to meet and confer in good faith in a reasonable effort to resolve differences.

As a result of the injunction, Local 1245 members took down their picket

signs at 2 p.m. January 16, but kept the integrity of the lines intact. Judge Perluss' order indicated that he considered picketing as physical carrying of signs, so the signs were put aside while our members continued to walk wearing Local Union hats.

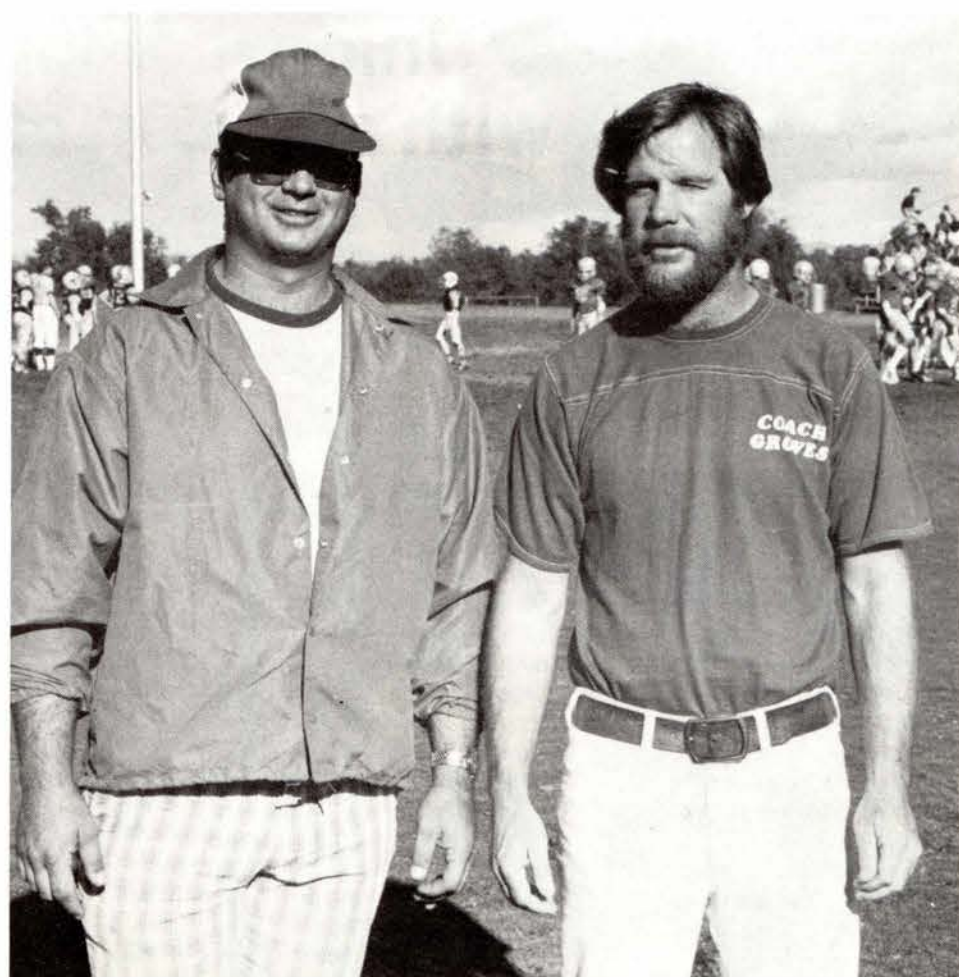
As the public was anxious to hear how the Local Union was going to handle the illegal strike, Union leaders Dean Cofer and Hank Lucas fielded questions from members of the media at a news conference at 3:30 p.m. attended by reporters and camera persons from TV channels, 10, 13, and 3; radio stations FM 102 and KGNR; and the Sacramento Union and Bee.

The next morning at 10 a.m. approximately 650 members attended a general membership meeting where they listened to recommendations to return to work Monday, January 21, to maintain their jobs and to allow the negotiating committees to resume bargaining.

The membership accepted the recommendations by acclamation and returned to work fully aware that SMUD was under a court order to bargain in good faith. If SMUD refused to bargain it was Local 1245's intention to request a contempt citation against them sending their negotiating committee and board of directors to jail for a change.

Bargaining between both parties resumed Thursday, January 17, with optimism that negotiations would soon be successfully completed.

Editor's note: Watch for more pictures and an update of SMUD negotiations in the March *Utility Reporter*.



Redding Colts Head Coaches Dave Miles, left, and Lou Groves are both Local 1245 members employed by the Water and Power Resources Service at Keswick Dam. Dave is a plant mechanic while Lou is a communications and instrumentation mechanic.



Pictured from left are Enterprise Eagles Junior Midgets Assistant Coaches Tom Wilkerson, PG&E light crew foreman in Redding, and Gary Rohrbaugh, PG&E troubleman in Anderson; Chuck Eriksen, Enterprise Eagles Pee Wees assistant coach, Water and Power Resources Service electrician at Keswick Dam; and Lou Mello, Enterprise Eagles Pee Wees head coach, senior control relief operator also at Keswick Dam.

Redding members serve youth

by Rich Hafner
Business Representative
IBEW 1245

IBEW Local 1245 members are really into youth football in the Redding area. The Redding Colts and the Enterprise Eagles of the Northern California Federation of Youth Football have turned out some winning teams

with a large share of the credit going to the coaches and assistant coaches pictured above. We acknowledge this fine community service by our Local Union members. Good luck in the 1980 season, coaches!