

utility reporter

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Eighty-three members vie for 35 elective union positions

Cast your votes for the candidates of your choice in Local 1245 union elections June 1-16. Held every three years, the Local Union membership of over 20,000 people will elect qualified people to fill the following positions: union president; vice president; recording secretary; treasurer; business manager-financial secretary; executive board members from the southern, central and northern areas, and at-large; and Advisory Council seats. Nominations for each office were made during April unit meetings.

Local 1245's 1980 Election Committee, consisting of 24 rank-and-file union members, first met March 27 and 28 to clarify their roles as committee members, determine a timetable for future meetings and elect a committee judge, vice chairman and secretary. Additional committee duties tackled at later meetings include contacting candidates to request resumes and photos for May's special election issue of the *Utility Reporter*, confirming candidate eligibility according to Local Union Bylaws Article III, Section 11 & 12, prepare precise election copy for the *Utility Reporter*, and count ballots after 10 a.m., Monday, June 16.

Mert Walters, Local Union Assistant Business Manager, serves as staff advisor for the committee chaired by Chuck Larson, election judge. Bob Burchfield and Gail Alston were selected to serve as vice chairman and

secretary, respectively. These committee members lead the group in ensuring the election runs according to Local Union Bylaws and the Labor-Management Reporting and Disclosure Act of 1959 (Landrum-Griffin).

Election ballots went first class mail to all Local Union members May 30. If members have not received a ballot by the time they receive May's special election issue of the *Utility Reporter*, they should contact union headquarters at (415) 933-6060, come in person to the Walnut Creek office, 3063 Citrus Circle, or write the election judge at P.O. Box 4790, Walnut Creek, Ca., 94596. Each member is entitled to one vote. Ballots must be received by 10 a.m., June 16.

Election results are reported to unit recorders immediately following the tabulation and certification of ballots by the Election Committee.

Per Article III, Section 15, of our Local Union Bylaws, please turn to pages 11-16 for a complete listing of election candidates and qualifications for your review.

\$20,000 check settles firing of legislator

A \$20,000 back pay check marked the successful conclusion of an IBEW union member's battle to serve in the state legislature without giving up his job rights as a utility company lineman.

At issue was whether the Public Service Co. of New Mexico could apply a double standard by allowing a Republican not in the bargaining unit to serve in the legislature without penalty but refusing the request of Democrat Ron Gentry for an unpaid leave of absence after he was elected to the state House of Representatives.

Gentry was a shop steward for Local 611 of the International Brotherhood of Electrical Workers and his union won first an arbitration decision and then a court enforcement order on the ground that the unequal treatment amounted to political discrimination.

The company, which had refused to give Gentry his job back after the legislature adjourned, finally bowed to the court decision. It reinstated Gentry with full seniority and back pay. After having established the principle, Gentry then resigned to operate a lighting store and work as an electrician for firms under contract with Local 611. "I am a union member first, last and always," he said.



A letter of agreement providing a 30 percent increase in payments to Local 1245 members on long-term disability (LTD), was signed into effect recently by Dean Cofer, Local Union Business Manager. Approximately 500 people employed by PG&E who went on LTD in 1977 or earlier, receive benefits retroactive to January 1, 1980. Members going on LTD during 1978 will receive 30 percent increases effective January 1, 1981, while those members going on LTD in 1979 receive 30 percent adjustments beginning January 1, 1982. LTD Subcommittee members who negotiated the letter of agreement between the union and PG&E included, seated, Stuart Neblett, left, and Gary Abrahamson. Standing from left are Willie Stewart, Local Union Senior Assistant Business Manager, and Ron Fitzsimmons, Local Union President. Also on the committee, but not pictured, are Bill Sullivan and Joe Robinson.

Complaint filed against GCID on behalf of Local 1245 members

When Cal OSHA shut down an unsafe construction job at Glenn-Colusa Irrigation District (GCID) last February, Local 1245 members working on the job lost two days work. In response to the district's action, because they willfully operated an unsafe job, and for failure to bargain in good faith, Local 1245 filed a \$1 million complaint against GCID on behalf of the Local Union Membership.

According to Local Union attorneys at Marsh and Marsh, 12 union members employed by GCID were laid off in retaliation for allegedly reporting the unsafe job to Cal OSHA. "Because there was always plenty of work, even during the drought, GCID historically has reassigned workers to other jobs rather than lay them off," said Rob Glusman, attorney. "As far as we know, these are the first lay offs ever at GCID."

Ironically, the workers being retaliated against did not report the unsafe conditions to OSHA. They contacted Local 1245 Business Representative Larry Hope who called the state agency. Specific unsafe work prac-

tices cited by OSHA are: 1) operating a boom too close to high voltage power lines, a serious and willful safety violation, and 2) irresponsible supervision, including failure to make regular inspections of all excavations.

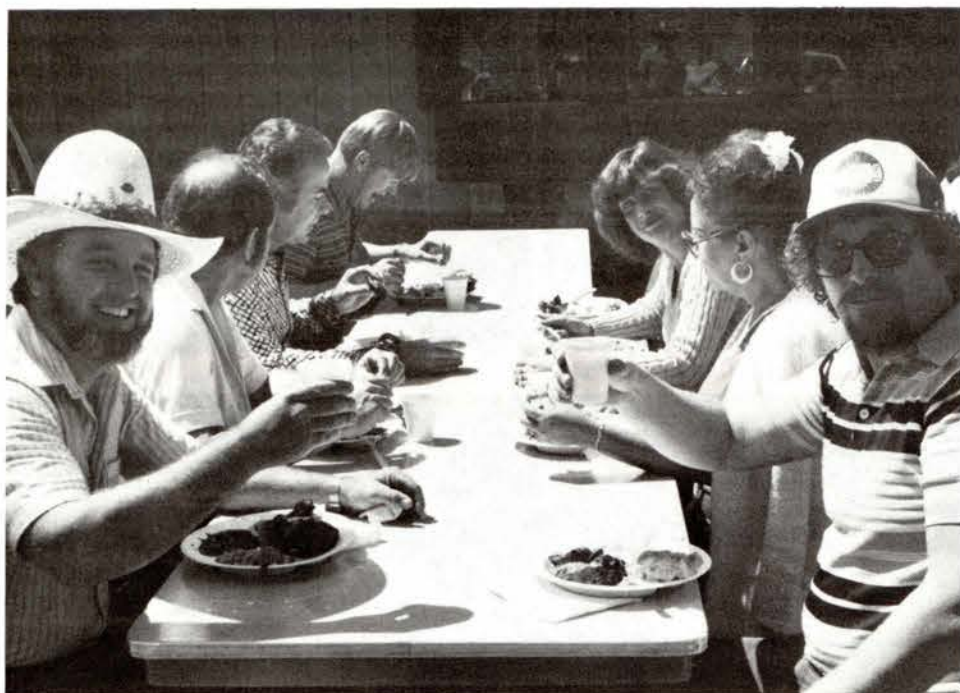
A claim, which immediately precedes a legal suit, was filed with an arbitrary \$1 million amount, and rejected by the district's board of directors. In the resulting legal complaint, Local 1245 asks for two days pay for each of the 12 members laid off, general damages for the union and membership, and punitive damages for willful violation of California Administrative Code, Title 8, Construction Safety Orders, Section 1509(a).

The code states: "Every employer shall inaugurate and maintain an accident-prevention program. The program shall provide that capable, responsible supervisors shall make regular inspections of all excavations, forms, scaffolds, stairs, ladders, structures, machinery, and equipment at frequent intervals; shall take immediate corrective measures to eliminate the hazards

Continued on page 9

This issue at a glance —

- Election Candidate Resumes/Photos pages 11-16
- Health and Safety Scene page 6
- An Interview with Mert Walters page 5
- Spotlight: PG&E's San Joaquin Division page 4



PG&E Negotiating Committee members were honored at a noontime picnic bar-b-que in Walnut Creek recently. The event was hosted by Local Union clerical staff. Physical workers joined the PG&E clerical unit in ratifying a new 3-year contract May 1. Based on the company's April 3, 1980, offer, 9,060 physical employees voted for ratification with 6,521 "yes" votes and 2,530 "no" votes.

Former Labor Secretary honored

A ceremony renaming the Labor Department's headquarters the Frances Perkins Building — in honor of the nation's 4th Secretary of Labor and first woman Cabinet officer — highlighted the observance of the 100th anniversary of Perkins' birth last month.

Perkins served as Secretary of Labor under President Franklin Delano Roosevelt from 1933 to 1945, longer than any other person in that post. Her tenure in the Cabinet is exceeded only by former Interior Secretary Harold Ickes, who also served under President Roosevelt.

As a top advisor to the president during the Great Depression, Perkins earned a reputation for championing the causes of human rights and better conditions for workers.

Among her greatest achievements were to win enactment of the Social Security Act and minimum wage, overtime pay and child labor provisions embodied in the Fair Labor Standards Act.

Perkins was also instrumental in establishing the federal-state unemploy-

ment insurance system and many other lasting programs originating during the New Deal years.

The U.S. Postal Service issued a 15-cent stamp commemorating Perkins to coincide with the building dedication ceremony.

CLUW offers contract booklet

The Coalition of Labor Union Women has produced a 32-page booklet on "Effective Contract Language for Union Women."

It is designed to provide model language for labor-movement contracts to protect women's rights in such areas as equal pay for comparable work, non-sexist language, pregnancy benefit clauses, maternity leave, child care and non-discrimination clauses.

The booklet was created by the CLUW Task Force on Contract Language. Single copies may be purchased for \$1 each, ten copies for \$7.50 and 50 copies for \$25. Write Naomi Baden, CLUW, 770 Broadway, New York, NY 10003.

YOU, YOUR JOB, AND THE LAW



Whirlpool Loses Court Ruling on Job Safety

by Susan Gwinn
Law Intern
IBEW Local 1245

In June, 1974, George Cowgill was killed. A 56-year-old maintenance worker at Whirlpool's home appliance manufacturing plant in Ohio, George fell through a horizontal wire mesh guard screen suspended 20 feet above the floor. The screen protected employees from overhead conveyors. George's job, like that of several other employees, was to retrieve fallen objects from the screen and perform maintenance on conveyors.

The safety of the aging screen had been questioned since 1973. Three other workers fell through the mesh but caught themselves. Another crashed to the floor but lived. Cowgill was not so fortunate.

In response to his death, the company made some minor repairs and issued orders that strictly forbid maintenance workers from walking on the screen. Still the work had to continue, so a cumbersome method utilizing a power-raised platform and hooks was employed to remove objects and make repairs.

Nine days after Cowgill's death, two of his co-workers, Deemer and Cornwell, met with the plant safety officer to point out dangerous areas on the screen. When the safety officer disagreed that the screen was unsafe, Deemer and Cornwell called OSHA and reported the safety hazard.

Three days later when Deemer and Cornwell reported for their shift, they were ordered by their foreman (who considered the screen safe) to perform their regular duties. This involved walking on the screen. The two men refused, claiming the screen was unsafe.

Having bucked a superior, they were led to the personnel office, told to go home and docked \$27.50 each. The next day letters of reprimand for insubordination were placed in their personnel files. The case of *Marshall* (Department of Labor) vs. *Whirlpool* had begun.

Five years later in February, 1980, the U.S. Supreme Court reached a decision. Controversy surrounding the case involved a Department of Labor regulation implementing the 1970 Occupational Safety and Health Act's prohibition of employers discharging or discriminating against employees who exercise "any right afforded by the Act".

Though highly complex, the regulation basically states that an employee would be protected from employer dis-

crimination if he or she refuses a job under these circumstances:

1) A "reasonable" employee must believe in "good faith" that the work assigned poses a danger of serious injury or death.

2) The employee must try without success to have the employer correct the danger.

3) There must be insufficient time to contact an outside agency (most commonly OSHA) and arrange for an inspection.

The Act and the regulation in question both assume rightly or wrongly that a hazard "... will ordinarily be corrected by the employer once it is brought to his attention" and neither affords employees the right to walk off their jobs because of potential unsafe conditions at the workplace. Likewise, neither requires an employer to pay an employee who, having met all the requirements listed in the regulation, refuses to do a dangerous job.

It must be remembered that "reasonable" and "good faith" are legal terms. A court will apply its own interpretation in any given case, and it seldom complies with the layman's understanding of the terms.

Nevertheless, the regulation did give American workers a right they had never had before—the right to make an independent decision concerning the safety of their work environment. A slight shift in the balance of power between industry and worker, whether unionized or not, had occurred.

No sooner had this shift been instituted than it was immediately challenged. The first challenge came from an action by a Georgia iron worker named Jimmy Simpson who refused to bolt steel beams in high winds. He was fired and OSHA attempted to defend him. The 5th Circuit Court of Appeals ruled against Simpson declaring the regulation void since "Congress did not intend for OSHA to grant workers a right to walk off a job when faced with what they believed to be a dangerous work condition".

The Whirlpool case was filed in the 6th Circuit whose judges were appalled at the 5th's reasoning. An outraged Judge Keith declared the regulation valid because "... a worker should not have to choose between his job and his life". Because of the con-

Continued on page 7



the utility reporter

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Letters 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:

I was notified on March 18, 1980, that I will be promoted to Shift Foreman effective April 1, 1980. As of April 1, 1980, I request an honorary withdrawal from IBEW Local Union 1245.

I am presently on, or directly involved in the following Union activities: 1) Shop Steward, 2) Vice-Chairman Eureka Unit 3111, 3) Executive Committee Member Eureka Unit 3111, 4) Union Chairman Humboldt Division Joint Grievance Committee, 5) Humboldt-Del Norte Central Labor Council, and 6) one of the signatures

required on the Unit 3111 Social Fund checking account.

Per my telephone conversation with Bob Gibbs (a mighty fine man, a great rep, and a good friend); I will turn all of my Union material over to Shop Steward James Crow.

I have greatly enjoyed my 13-year involvement in Union activities. The people, both on the staff and in the general membership, are a pleasure to know.

Fraternally,
Richard P. Flohaug



It took two years work, but Local 1245 whittled down PG&E's General Construction Substation Mechanic Training Program from 26 courses to 18. Above, Gene Wallace, Business Representative assigned to GC, Blake Massey, PG&E Mechanic, and Tony Morgado, Assistant Business Manager, went over training courses one last time before meeting with the company. The three Local Union members reviewed courses submitted by PG&E and course application.



Last year's Local 1245 scholarship winner, Kevin Baker, is a mathematics major at the University of California in Santa Cruz. Kevin's winning essay on the Constitutional Convention and its effects on labor earned him \$2,000 towards a 4-year education. After his first year of college, Kevin appreciates the need for students to set their goals and objectives as early as possible. "You're expected to declare a major right away," said Kevin. "It's easier if you've steered your career goals in a certain direction and can narrow them down by the time you reach college. You can always change your declared major, but it's important to have an idea of what you want initially." Kevin encourages all interested students to apply for the union's 1980 Educational Assistance Program. Besides the scholarship contest, this year's assistance program includes two \$500 trade school grants. Application deadline is June 16. For further information, see your IBEW Shop Steward or Business Representative.

YOUR Business Manager's COLUMN



DEAN COFER

PG&E contract ratified — USBR transferred

I'm pleased, and frankly somewhat relieved, to announce that the PG&E Physical contract offer was overwhelmingly accepted by the membership on May 1, 1980. The vote was 6,521 to accept and 2,530 to reject.

I would like to take this opportunity to thank the members of this year's negotiating committee, and committee spouses who put up with absences spanning a 10-month period, for a job well done under very difficult conditions.

Americans were faced with an unprecedented rate of inflation and loss of spending power this year leaving your committee, in the final analysis, no other practical choice left except to threaten PG&E with a strike. The strike threat enabled your committee to gain some significant improvements to the package, which led to the successful ratification vote reported here.

Hard times are no longer coming... they're here now! With interest rates sky-high, and construction at a virtual standstill, our Brothers in the Building Trades are, in the majority of cases, unemployed and smack in the middle of a depression.

Small businesses are going bankrupt right and left and, in addition, Senator Ted Kennedy's bill to freeze wages and prices is making headway in the U.S. Senate. All things considered, it is my opinion, that in a year or less when our PG&E members have an opportunity to look back at this period of America's economic history they will come to recognize, and appreciate (if they don't already), the package that their negotiating committee was successful in bargaining with PG&E.

Our members employed by the federal government are still experienc-

ing very difficult problems with their employer. With a stroke of a pen the government determined that USBR line crew members, who have been represented by our Local for almost 20 years, would be transferred to the brand new Department of Energy.

To add insult to injury the government bureaucrats then ruled that, since these members no longer work for the United States Bureau of Reclamation, they are suddenly no longer covered under Local 1245's bargaining certification.

After a hearing chaired by more of Uncle Sam's bureaucrats the Union lost its bid to continue representing our federal line department members under our long-standing certification. We are currently going through the necessary steps to be recertified as the recognized bargaining agent for these members.

Sound crazy? It certainly is crazy, but it also points up why your Union leaders constantly stress the need for our members and their Local Union to be politically active. I assure you that it is not just a slogan when we say "what we gain at the bargaining table can be taken away with a stroke of a pen by legislators", or in the case cited here by government bureaucrats.

We are only as strong as our solidarity makes us. The IBEW logo proudly displays a clenched fist radiating electricity that symbolizes Unity and Solidarity. It is a reminder that **Unions were born because of a proven need for workers to speak with one united voice when dealing with their bosses.** With your help and support your Local Union can keep the spirit of Brotherhood alive, while continuing to advance the welfare of all of our members.

Local 1245 Acknowledgements...

Dan Conwell, son of Local 1245 Advisory Councilman **Tom Conwell**, attended the Hugh O'Brien Leadership Conference in San Mateo recently after being honored as an outstanding sophomore at Hamilton Union High

School in Hamilton City. One of 92 students attending the weekend conference, Dan has a chance to visit UCLA for a week in the Spring and possibly win a scholarship.

Spotlighting...

San Joaquin Division

IBEW Local 1245 Business Representative Wayne Weaver services approximately 700 union members employed in PG&E's San Joaquin Division, Pipeline Operations and General Construction. Responsible for members in a 5-county service area, Wayne spends a lot of time on the road while representing the Local Union Business Manager at monthly unit meetings and providing the day-to-day member services. Wayne also serves as vice president for the Kern Inyo and Mono Counties Central Labor Council.



Working on the joint GC and Pipeline Operations project are Local 1245 members employed in GC, Charlie Springer, Heavy Truck Driver; Joe Joiner, Miscellaneous Equipment Operator B; Steve Belmont and Kenny Hall, Arc Welders.



Business Rep Wayne Weaver, right, gets an update from a PG&E foreman on a General Construction and Pipeline Operations joint project involving a major tie in between PG&E's present gas supply system and future liquefied natural gas system. The new system will also link PG&E with Southern Cal Gas Company allowing them to trade available LNG supplies.



Tommy Buster, a 10-year Local 1245 member, is a Power Plant Operator at Kern Power Plant.



Ron Grimes, PG&E Gas Measurement and Control Mechanic in San Joaquin Division's Gas Department, recently was honored by Local 1245 for 20 years of service to the union. "I enjoyed a good dinner at the Service Awards Banquet," said Ron. "And, I definitely feel working for PG&E is a lot better with Local 1245 than it would be without it."



A Local 1245 Shop Steward for 20 years, Wilma Cook particularly appreciates the union's efforts which resulted in improved clerical bidding procedures, improved vacation, and more advancement opportunities for meter readers.



Bob Dremel, an Apprentice Fitter in the Gas Department and a 4-year member of Local 1245, watched pressure gauges for the Bakersfield tap into the new PG&E LNG supply system.



Mert Walters

"Resident historian" Mert Walters celebrates 30 years with 1245

When PG&E employees selected IBEW as their sole bargaining representative over the CIO union in 1950, M.A. "Mert" Walters was there. When the IBEW International Office merged Local Union 1324 with Local 1245 in 1952, Mert was there. Fact is, Mert's been around longer than anybody. "Resident historian is what they call me," said Mert, Local Union Assistant Business Manager, who marks his 30th year anniversary on IBEW 1245's staff this month.

The Utility Workers Union of America (UWUA), CIO, represented PG&E employees in the four Bay Area divisions and in Materials Distribution when Mert started as a groundman in Redwood City in 1944. IBEW Local 1245 represented workers in all other PG&E divisions, Pipeline Operations and General Construction.

"The UWUA had eight autonomous local unions servicing their memberships," said Mert. "The IBEW had only one local union. I felt the UWUA was unable to present a united front to the employer and that the fight between the two organizations only benefitted the employer. So a number of us in the Bay Area petitioned the IBEW for a separate charter, which was granted November 1, 1948, to organize into the IBEW the old CIO jurisdiction." The charter they received was for Local Union 1324.

Leaving his lineman's position, Mert served as a 1324 business representative. His organizing efforts on behalf of Local Union 1324 culminated in 1950 when a system-wide vote certified IBEW as the collective bargaining agent on PG&E's property.

Mert was considered a radical in 1950 when he joined 15 off-the-job IBEW members and representatives of the I.O. staff to bargain the first single agreement at PG&E. "We had two Local Unions with totally different philosophies attempting to bargain the agreement," he said. "It was only because of the direct involvement of the International Secretary that we

were able to get the two committees working as a team."

The I.O. merged Local 1324 with 1245 in 1952, and included Local 50, representing Alameda-Contra Costa Transit District and the cities of Alameda, Oakland and Berkeley, as well as Outside Construction.

"It was never anyone's intent to maintain two IBEW Local Unions forever," said Mert. "Local 1324 was formed only as an organizing tool, for which it was very effective."

However, Bay Area members of 1324 were not willing to go directly into 1245 until some changes were made. One of the most important changes was the establishment of a Policy Committee, now known as the Advisory Council. It was, and continues to be, the only Advisory Council in the IBEW.

"The Advisory Council was one of the things we pushed for hard," said Mert. "We saw it as a means of bringing the people on the job closer to the leadership. We wanted to keep the leadership in touch with the members."

From the beginning Local 1245 has been respected as a leader in the labor movement and in the political arena. "Our advice and consultation is constantly sought out even more so today," said Mert. "A clear indication of our organization's success is demonstrated by the fact that our membership has grown from 5,000 to 20,000 in 30 years."

Also, since the start of our organizing efforts in 1952, employees have sought us out to represent them in their work places. Besides our members in private utilities, we've been selected to represent a number of groups in the public sector including municipalities, irrigation districts and cable TV companies.

According to Mert, Local 1245 has continued to develop and expand upon the basic concepts of unionism initiated under the leadership of Ronald T. Weakley, the Local Union's first business manager.

"We are just as creative today as we

Making the Union Work for You



Rank-and-file committees make decisions

by Charlie Gadzik
Research Director
IBEW Local 1245

How can you tell if a union is democratic? One way is to examine whether rank-and-file members take part in the making of important decisions.

For instance, do rank-and-file members help decide how grievances are settled? Do they make bargaining strategy and decide bargaining priorities? Do they monitor union spending?

When it comes to Local 1245, the answer to all of these questions is yes. Thanks to the committee system, Local 1245 members participate directly in nearly every important activity the union undertakes.

Last year over 200 members temporarily left their regular jobs to serve on a union committee. They served on grievance committees, safety committees, ballot committees, negotiating committees, labor councils and on the trustee committee that acts as the watchdog on union spending. While working for the union their only pay was their regular wage and reimbursement for necessary out-of-pocket expenses.

Negotiations provide a good example of how the committee system works. Before any negotiating takes place, the Local Union president appoints a group of members to act as the negotiating committee. Members are chosen to represent a cross-section of the membership so that as many job classifications, departments and headquarters as possible can be represented at the bargaining table.

This committee is present at all meetings with the employer. With a Business Representative acting as spokesperson, the committee plots strategy and priorities, trying at all times to reflect the desires of the membership. Their influence is substantial. Although the union constitution gives the Business Manager final authority for conducting negotiations, few (if any) decisions are ever made without the committee's approval.

Several other committees play key roles in the union's operation.

Grievance Review Committee: A PG&E committee with one member from the union staff and three from the

rank and file. Together with a management committee, it judges PG&E grievances at the highest level before arbitration. Similar committees deal with lower level grievances.

Trustee Committee: Three rank-and-file members who meet once every two weeks. They review all checks before payment to make sure the money is spent according to policies approved by the membership.

Ballot Committee: Whenever the membership votes on a contract, rank-and-file members count the ballots.

Election Committee: A rank-and-file committee supervises the election of union officers as well as the counting of ballots.

Safety Committee: Seven members from several different employers. This committee plays an active role in developing Local 1245's health and safety program.

Labor Council delegates: Labor councils are composed of all unions present in a geographical area. Rank-and-file members are included as delegates representing IBEW Local 1245 on these councils.

When a committee's responsibilities affect only one employer group, as in the case of a negotiating committee, only members working for that employer serve on the committee. If a committee's work affects all Local 1245 members, the committee members are drawn from several different employers.

How does a member get appointed to a committee? One way to receive consideration is to tell your Business Representative that you're interested in serving on a particular committee. Another way is to write to the union president, who makes the actual appointment. You can also write the Business Manager, because his recommendations for committee appointments are given great weight by the president.

Local 1245 and its leadership count on the committees. Their hard work and commitment are behind much of the union's achievements.

were then," said Mert. "Local 1245 has changed with the times to successfully meet the challenges of the changing work place. Although we face more sophisticated and complex problems, we remain successful in resolving them for the majority of our membership."

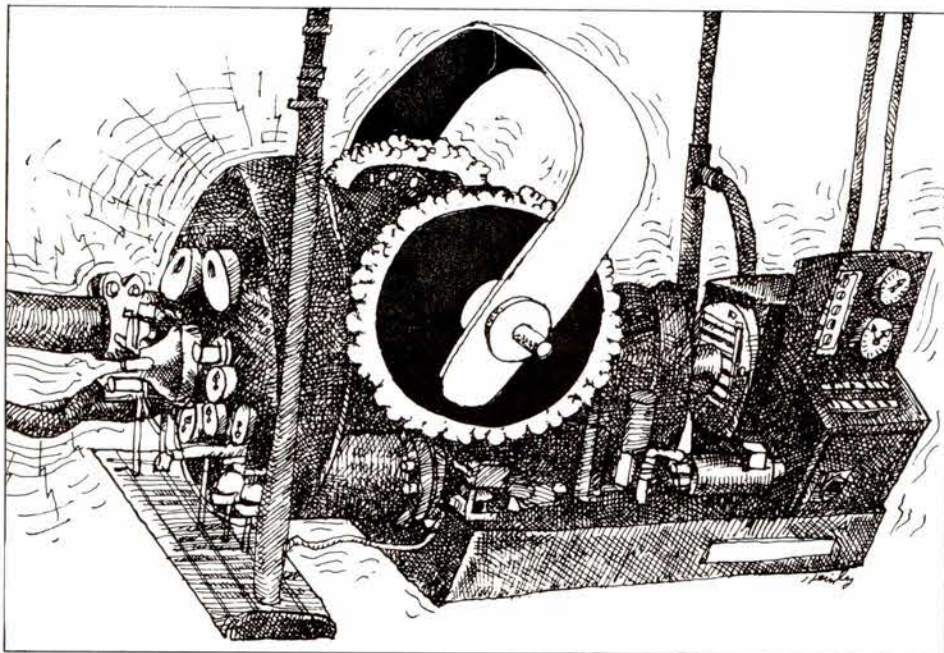
Identifying two factors impacting on the union's ability to do its job effectively, Mert cited the growing involve-

ment of governmental agencies in the collective bargaining process, i.e. Equal Employment Opportunity Commission and the National Labor Relations Board, and our membership's inability to recognize the cost of operating a union.

Without leaving the impression that he doesn't feel some of the govern-

Continued on page 16

The Safety Scene



Noise controls in the workplace can help prevent hearing loss

by Juliann Sum
Industrial Hygienist
IBEW Local 1245

Many of you know that excessive noise in your workplace can cause temporary hearing loss that you can sense right after work and can eventually lead to permanent hearing loss.

Did you know that excessive noise in your workplace can also cause ringing in your ears, increased blood pressure, increased nervousness and irritability, and possibly, by altering hormone levels, increased susceptibility to cancer causing agents?

Our most available means of limiting workplace noise exposures is through OSHA (Occupational Safety and Health Administration) Permissible Noise Exposures. You should not be exposed unprotected to continuous noise levels greater than 90 dBA (decibels) for eight hours in a workday, or to levels greater than 140 dBA at any time. Ninety dBA is about as loud as the shouting of someone standing close to you. One hundred forty dBA is about as loud as a jet engine. OSHA also has time limits on workday exposure to noise levels up to 115 dBA.

Unfortunately, these noise standards, even if enforced, do not protect all persons from harmful effects. Even within the OSHA limits, hundreds of thousands of American workers will still suffer hearing loss great enough that the understanding of spoken sentences in quiet environments is impaired. Many more workers will suffer a lesser degree of hearing loss or other harmful health effects from excessive noise. (Susceptibility to these effects varies greatly from person to person.) NIOSH (National Institute for Occupational Safety and

Health) and EPA (Environmental Protection Agency) have recommended that OSHA reduce the 8-hour time-weighted average limit from 90 dBA to 85 dBA.

The most effective method of noise control in the workplace is proper design and placement of equipment or sound barriers around noise sources. Your employer should consider absorptive materials, materials which control vibration, mufflers, lagging, balancing, acoustical barriers and enclosures, and other methods to reduce noise exposures.

The next most effective method is rotation of workers to reduce the time period that any one person spends at a noisy location, or scheduling rest periods away from the noise.

The least effective method of noise control is personal hearing protection — ear plugs and ear muffs. These devices are least effective because of inconvenience, discomfort, and interference with wanted sounds such as conversation. Furthermore, personal protective devices do not always protect to the degree advertised by their manufacturers. However, if personal protective devices are the only method available to you, you should make sure to ask for them, to receive fitting instructions, and to wear them whenever they are needed.

Your employer should monitor your hearing with audiometric tests every year if you are exposed to noise levels which require personal hearing protection. An audiometric test involves wearing a headphone which emits

Continued on page 7

In answer to your health and safety questions—

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

During a recent visit in Chico with Business Representative Laurence Hope, Industrial Hygienist Juliann Sum met members from Chico Gas Department to discuss health hazards on the job. Brother Bud Winters raised the question of heat stress on the job, particularly with the coming of summer weather. Here are tips provided to Brother Winters and his crew on preventing heat stress:

- 1) Wear cotton underwear, medium to heavy weight cotton socks, and perhaps a cotton head covering to absorb sweat.
- 2) On clear, sunny days, light layers of cotton clothing on arms and legs and a head covering, instead of bare skin, will minimize heat gain to the body from the sun.
- 3) Drink plenty of water throughout the day to prevent dehydration. Weight loss at the end of the workday should not exceed 1.5 percent of your body weight. For example, if you weigh 200 pounds, you should not lose more than three pounds in one day from your work.
- 4) Include salt in your meals and possibly take salt tablets to prevent salt loss and dehydration. Important: See your physician on salt intake if you have cardiovascular,

kidney, liver, metabolic, respiratory, or skin problems.

If a worker suffers heat cramps, faints, or otherwise shows symptoms possibly related to heat stress, move the worker to a cool location, lying down, and apply cool wet clothing. Call a physician immediately.

These tips on heat stress are particularly important for individuals who have not adjusted to the higher temperatures.

Q. What are the health hazards of welding galvanised steel?

A. Steel products are galvanised, or coated with zinc, to provide protection against corrosion.

A major health hazard of welding galvanised steel is metal fume fever caused by zinc fumes. Metal fume fever resembles a 24-hour flu — fever, sweating, chills, nausea, throat dryness, cough, fatigue, and general weakness and aching. This condition occurs more frequently following a weekend or a holiday.

Depending on the specific material being welded, other hazards may be present due to coatings such as phosphate rust-proofing or alloys such as lead.



Roving Operator John Laughlin explains power generating equipment to Industrial Hygienist Juliann Sum during her recent visit with members in Feather River Canyon, PG&E's DeSabra Division.

Law column

Continued from page 2

flicting opinions, the Supreme Court agreed to decide the issue.

Drawing upon the legislative history surrounding the passage of OSHA, Justice Stewart upheld the regulation. Congress had deleted two provisions from the original bill which would have provided remedies for unsafe working conditions, 1) the so-called "strike with pay" clause requiring employers to pay employees regular wages when they refused to work for safety reasons, and 2) the Department of Labor was given authority to temporarily close all or part of an offending employer's operations in imminent danger situations.

The Supreme Court reasoned that the regulation implicated neither of these two actions. Furthermore, neither the Act nor the regulation gave employees the power to order their employer to correct hazardous conditions or to prevent future hazards. Moreover, an employee acting in reliance on the regulation still risks discharge or discipline should a court later find that he or she acted "unreasonably" or in "bad faith".

For the above reasons, and because the regulation "... simply permits private employees of a private employer to avoid workplace conditions that they believe pose grave dangers to their own safety", the regulation was declared valid.

The Court found that Deemer and Cornwell were subjected to discrimination when they received letters of reprimand. The back pay issue went back to the lower court for decision.

The result is not so much an improvement in employees' rights, but a resolution of a right they have had for 10 years. In light of recent attacks on the labor movement, perhaps this could be called a victory.

The most revealing thing about the case is the extent to which employers will go to keep employees faced with the choice of "your livelihood or your life" in matters of safety. During the five years Whirlpool refused to settle, they spent tens of thousands of dollars to avoid paying 55 percent in back pay and a probably \$600 fine on the OSHA citation.

Ultimately, job safety is a question of strength in the workplace. A court decision takes a long time, but union support and backing is only a phone call away.

In Memoriam

Members of Local 1245 extend heartfelt condolences to the parents of recently deceased PG&E General Construction Lineman Joe Barrera. Joe suffered a fatal on-the-job accident last month. According to reports, he was disconnecting a streetlight wire while belted off at the 25-foot level of a wooden pole when it fell to the ground. Joe was a Local Union member for almost three years.

San Jose area stewards attend 40th conference

by Orv Owen
Business Representative
IBEW Local 1245

Davey Tree, PG&E's San Jose Division, and San Jose area General Construction membership met recently for the necessary on-going stewards' training and education of Local 1245.

Just as unions are not built overnight, neither are shop stewards. Local 1245 stewards' training and educational programs must be a continual process and must be well attended by those the program is designed to assist.

The following stewards were able to schedule a Saturday meeting away from their families and weekend chores in order to keep abreast of Union news and improve their steward skills: Warren "Cy" Burr, Robert P. Barre, Michael Davis, Wayne Fluss, Reynolds G. Fitzpatrick, Wayne Freitas, George Graham, Bill Hennings, Jack B. Hill, Bruce Hughes, Fred Massey, Daniel Melanephy, James R. Morgan, John Moro, Glenn E. Newton, Isaiah L. Reynolds and Harold A. Zirpel.

Jack B. Hill reported on the status of PG&E negotiations and answered questions in a spirited discussion on PG&E's offer of settlement for this year's bargaining program.

Attorney Maureen C. Whelan discussed the law relating to picketing, picket lines and secondary boycott. Picket activities have been on the increase in the San Jose area as a result of non-union contractors.

In addition, stewards discussed grievance handling and settlements and viewed a film on job safety.

Stewards' discussion of local problems unique to the San Jose area, resulted in a productive exchange of thoughts. Also, recommended solutions were developed.

New Business Representative Wayne Greer and I advised the stewards that this was the 40th stewards conference held in San Jose Division since February 1964, and thanked the stewards on behalf of the Business Manager and Local 1245 for their dedicated service over the years.

Noise controls

Continued from page 6

sounds to each of your ears in order to determine minimum levels of sound that you can hear. Audiometric testing is believed to be an indicator of the effectiveness of your employer's hearing conservation program.

OSHA may eventually use results of studies which rely on employer's audiometric tests in order to determine whether OSHA will reduce its present Permissible Noise Exposures. Cal/OSHA is currently holding advisory committee meetings to determine whether California standards for occupational noise exposure will be reduced.

Chico meeting draws 50 stewards

by Larry Hope
Business Representative
IBEW Local 1245

Fifty Local 1245 stewards representing 20 employer groups attended a Shop Steward Training Conference in Chico recently.

Following introductions, the meeting was led off by Business Manager Dean Cofer. Dean spoke on the state of the Union with special emphasis on PG&E bargaining. He gave a special welcome to shop stewards from the newly organized City of Chico. Next on the agenda was Senior Assistant Business Manager Willie Stewart who spoke in detail concerning the PG&E negotiations.

Attorney Dave Mastagni instructed shop stewards in workmen's compensation law and some recent changes. Dave went into detail concerning an employee's right to a safe and healthy work environment. The special advantages afforded Local 1245 members by having an industrial hygienist on staff was also discussed in detail. After Dave finished with his portion of the program a film was shown on occupational health and safety, the employee and the work place.

The remainder of the afternoon was dedicated to discussing unfair labor practices by employers. Attorney Siona Windsor spoke on the National Labor Relations Act for private

employer groups and the Myers-Milias-Brown Act for public employer groups.

The session was well received by shop stewards, and they indicated they are looking forward to the next one. Stewards in attendance included: Mike F. Cronin, Chuck Adams, John G. Ehorn, William C. Wade, Jerry Smith, Ted W. Smith, Fred E. Wannamaker, Randy Slawson, Paul Felkin, Jack G. Osburn, Martin Brutlag, Larry Casserly, Doyal Babcock, Thomas A. Santos, R.M. Butler, Ron Fardkull, E.H. Saunders, Will Rodriguez, W.M. Ward, Harvey L. Iness, James M. Connolly, Michael W. Brady, C.D. Felkins, Aric B. Cook, H. Chuck Ertelt, Luis Sabala, Ken Prince, Floyd F. Sinyth, Jr., Ken Young, James V. Johnson, Anne M. Byera, Jack H. Belmont, Herb Stansbury, John F. Jaster, Bill Wadman, Blanche I. Gonzales, Marianne Kostick, Lawrence W.J. Neame, Charles J. Catson, Dwight Johnson, Joseph P. Aquilio, T.G. Brown, John R. Chelonis, Dorothy Gutierrez, Marilyn Marsh, Joe Straub, Monte Nelson, David Monath, Fred H. Pedersen, and Barry J. Hampshire.

This conference was developed and presented by Business Representatives Arlie Baker, Rich Hafner, Larry Hope, Dave Rossi and Gene Wallace.



Shop Stewards attending the recent training conference in Chico included, from left, David Monath, Chuck Ertelt, Luis Sabala and Ken Prince.



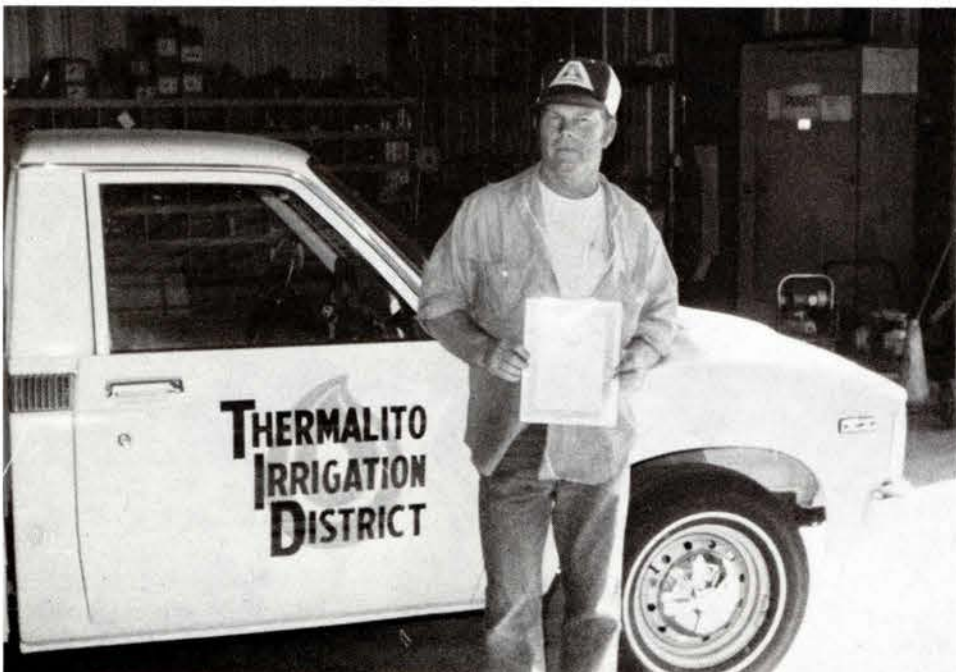
Local 1245 Business Representative Gene Wallace, right, visited with Stewards Fred Pedersen, left, and Barry Humphrey at the Chico Stewards' training conference.



Pacific Tree Negotiating Committee members are, from left, Morris (Bill) Colbert, Austin McNamara, Douglas Bonham and Business Representative Albert Sandoval.



Oroville/Wyandotte Irrigation District members recently received Certificates of Recognition for their participation in union-district negotiations. Local 1245 Business Representative Larry Hope presented the awards to Jimmy Higgins, left, of the district's Power Division, and Chuck Lee, right, employed in the Water Division.



Local 1245 member Dale Loomis was honored for serving on the union's negotiating committee with Thermalito Irrigation District recently. Serving on the committee with Local Union Business Representative Larry Hope, Dale received the union's Certificate of Recognition.

President's Comments

by Ron Fitzsimmons
President
IBEW Local 1245

In conformance with the Local Union 1245 Executive Board's action to have a President's Column, I will start with the timely subject of Local Union elections. The rules are specific in the IBEW Constitution and Local Union Bylaws as to when the elections take place, the mechanics of nominating and balloting procedures. The election of officers are to be held in June, 1980.

In accordance with Article III, Section 8, I have appointed a 23-member Election Committee. The committee met at the Local Union headquarters March 27 and 28 and elected Charles Larsen, Jr., chairman of the committee and judge of the election.

The judge of the election shall direct the conduct of the Local Union election in strict accordance with Local Union 1245 Bylaws and the IBEW Constitution. The elections must also conform to the Labor-Management Reporting and Disclosure Act of 1959 and Landrum-Griffin.

Some of the positions on campaigning and elections can be cited here as a guide to unit officers, candidates and the membership as a whole. Cam-

paigning must be conducted on the candidate's own time and at their own expense.

Unit chairman should be familiar with the rules governing meetings of the Local Union pertaining to Local Union elections, i.e. candidates' literature may be distributed before or after the meeting. Campaign buttons and T-shirts may be worn during a meeting but shall in no way cause a disturbance or disrupt the meeting.

Discussions of the qualifications of the candidates may be allowed during the Good of the Union, the chairman shall keep such discussion within reason and as outlined in the Unit Officers' Manual. In order to insure that there will be no protests and possible expense of another election, every effort should be made to conform to the laws and constitution governing elections.

I will address future articles to legislative updates, Local Union participation in local, state and national politics, and to encourage the membership to become more active in Local Union 1245.



Union members serving on the Sierra Pacific Power Negotiating Committee coordinated their contract package in Walnut Creek recently after 17 meetings with the company between January and March, 1980. The group went over negotiating results and explanations before contract copies were mailed to over 500 union members employed at Sierra Pacific Power. Negotiating Committee members are, standing, from left, John Stralla, Local 1245 Business Representative; Kurt Vanderbundt, Lineman; and Louis Johnson, Fitter Welder. Seated are Nancy O'Dell, Customer Service Clerk, and Pat Lantis, Electric Department Inspector.

PG&E COLA clause praised at IBEW Regional Utility Conference

by Charlie Gadzik
Research Director
IBEW Local 1245

Are other utilities using the audit system to harass gas servicemen?

What are other local unions doing to bargain cost of living protection?

Questions like these were hot topics between delegates from dozens of local unions gathered to discuss common problems in the utility industry. The occasion was the IBEW Regional Utility Conference held recently in Anaheim. The conference joined IBEW local unions from the west coast and the north central states for three days of lectures and workshops.

The lectures covered important topics like utility strikes and bargaining for cost of living protection. Conference speakers pointed out that cost of living (COLA) clauses are still rare in the utility industry. As late as 1974, there were only 25 COLA clauses listed among the 1,100 contracts on file with the International Union. They are becoming more common however, as evidenced by the COLA proposed in the 1979-80 PG&E negotiations. This clause was praised by conference speakers as one of the best in the industry.

Other lectures covered arbitration, legal developments in the utility industry, the effects of the Three Mile Island accident, and strikes. Recently released information confirmed the long standing pattern that utility strikes

are long strikes. The average utility strike in 1979 lasted more than seven weeks.

The most useful information was found in the workshops that took place when the conference divided up into groups of gas workers, electric workers, and clerical workers. The workshops allowed delegates to talk face-to-face about the special problems of their craft.

The gas workshop provides a good example. In a discussion with delegates from more than a dozen different utilities, Local 1245 delegate Jim McCauley learned that PG&E was the only utility at the conference that used gas service audits as a basis for discipline. Other utilities conducted occasional audits, but did not use the results to discipline employees. This information will help Local 1245 in its continuing fight to stop audit harassment.

Not every session was as useful as the gas workshop, but most of Local 1245's delegates agreed that the 8-hour long daily sessions were worth attending.

Local 1245's delegates were: Ron Fitzsimmons, Leroy Foster, Charlie Gadzik, Richard Madden, Jim McCauley, Frank Quadros, Willie Stewart, Barbara Symons, and Bob Thomson.

Complaint filed against GCID

Continued from page 1

directly under the control of the employer; or shall report violations of Safety Orders and safe practices to the responsible employer."

In addition, Local 1245 asks for an injunction forbidding any future action of this sort by the district. The complaint was filed and served GCID. Local Union attorneys are awaiting a response from the district before taking further legal action.

The Union's initial civil action was amended to include GCID's failure to bargain in good faith when the district unilaterally put a contract into effect after Local 1245 members voted it down. According to Local Union attorney Rob Glusman, this violates the employer's duty to meet and confer in good faith as required under government code 3500.

"Contrary to what the district would have people believe, union membership has not dropped as a result of the district's actions. In fact, membership has increased," said Larry Hope, Business Representative assigned to serve union members employed by GCID. "This only reinforces our members' conviction that they need Local 1245 to protect them against an employer that is dishonest and untrustworthy.

It's a blatant disregard for California state law requiring GCID to meet and confer.

"Local 1245 will continue to fight," said Larry, "until employers like Glenn-Colusa Irrigation District come to the realization that working men and women have rights. These rights include a safe working environment and the selection of a union to represent them."

GCID employees voted to affiliate with Local 1245 in December, 1978, and have battled with the district for recognition of the union as their bargaining representative.

Per an article on page 5 of the October, 1979, *Utility Reporter*, Glenn County Superior Court ruled in August, 1979, that GCID could not delay recognizing Local 1245 while it established rules regarding formal recognition procedures. Specifically, the court said the district's failure to recognize the Local Union would constitute undue restriction, limitation and emasculation of the employees attempt at union representation.



Local 1245 Recording Secretary Kathy Tindall joined Claude (Blackie) Evans, center, Secretary Treasurer of Nevada State AFL-CIO, and Stan Jones, right, Business Representative of Northern Nevada Central Labor Council, in supporting the Nevada State AFL-CIO Committee on Political Education. To raise money for the committee, they offer T-shirts and hats for \$5 each. Shirts come in medium, large and extra large. Color choices are red or blue. Shirt sayings are: "Nevada State AFL-CIO, don't agonize. Organize. Vote Union", "Nevada State, Davis-Bacon Works" or "Nevada State, Right to Work is a rip off". To order shirts or hats, write to Nevada State AFL-CIO, P.O. Box 2115, Carson City, Nevada, 89701.

APPOINTMENTS CENTRAL LABOR COUNCILS

Monterey
Bryan LeGare
San Joaquin-Calaveras Counties
Mickey Harrington

NEGOTIATING COMMITTEES

CP National-Lassen
Richard Carr
CP National-Needles
Tony Frazier Mike Andrews
City of Chico
Ron Faulkner Ken Young
Citizens Utilities
Joseph Belle T.G. "Jerry" Brown David Monath
Susan Russell Patricia Herndon
City of Healdsburg
Larry Giovannoni Bob Jensen
Paradise Irrigation District
Randall Bane Richard R. Terrano, Jr.
Teleprompter of Reno
Lela Beer
Teleprompter of Santa Cruz
Clifford J. Schaeffer
Teleprompter of Ukiah, Willits, Ft. Bragg
Robert Reid
Western TV Cable
Randall Kversten

BALLOTING COMMITTEES

Citizens Utilities
Joe Aquilio John Chelonis
Pacific Tree
Allen Sargent Rick E. Morris

LOCAL UNION

Safety Committee
Olga Estrella

DELEGATES

Pre-Primary COPE Convention
Dean Cofer Ron Fitzsimmons
Al Sandoval Bill Peitz
Willie Stewart Bob Thomson

Union membership expands with addition of 318 new people

Three hundred eighteen people applied for membership into IBEW Local 1245 between February 25 and March 21, 1980, and qualify for membership in

accordance with our IBEW constitution and Local Union bylaws. Local 1245 extends a hearty welcome to the following new members:

BAY CABLEVISION

Larry McBride

CP NATIONAL-ELKO TELEPHONE

Maria Albarran

Dixie Farner

Merlene Guldager

CP NATIONAL-NEEDLES

Michael Forsythe

Daniel Johnson

CITIZENS UTILITIES

Robert Krett

Sylvia Oconnor

Shannon Peek

George Russell

Richard Shepherd

David Zerner

COAST VALLEYS

Lori Farmer

Paul Hunter

Donna Morales

Kathleen Marasca

David Olea

David Rawson

R. Spatari

John Spear

COLGATE

Jackie Robinson

Janis Short

Jill Slawson

CONCORD TV CABLE

Dennis Johnson

DAVEY TREE

Marty Bacoccini

Scott Barnhart

Paul Bennett

Dennis Boatman

James Dasher

Michael Day

Toby Diaz

Paul Dietz

Joseph Dirkx

Greg Dutra

Joseph Furnish

Orvis Gaston

Donald Gregg

David Harris

Alfonso Herreria

Albert Horm

John Kenney

Bradley Lamela

John Leeper

Edward Luque

Donald Needles

Gary Rainwater

Daniel Rosemont

James Scott

David Smith

Sam Smith

Lee St. John

Jesse Standard

James Strode

Paul Valle

Carl Van Dyke

Mike Vass

Roger Wilborn

Dale Wright

DE SABLA

Denise Brooks

Robert Hanford

Elizabeth Zumwalt

DRUM

Marilyn Beyer

Carole Hopper

Michael Kincheloe

EAST BAY

Steven Benedict

Steve Blasquez

Theresa Cadenazzi

Bonnie Davis

Beanna Ewig

Donald Fox

Matthew Kissner

Stephen Lydon

Pete Martinez

Jeffrey Miller

Edward Murur

Thyrone Russ

Joel Russo

Judi Sierra

Leonard Silva, Jr.

Alfred Valenzuela

GENERAL CONSTRUCTION

Joseph Abiecunas

Arnold Beck

Michael Benesh

Darlene Bergamasco

Kathryn Bruns

Charles Caldwell

John Caltty

Scott Carr

Cecil Clevenger

James Clowers

Monte Cummings

Danny Davis

Julio Escude

Dennis Fivella

Enrique Flores

Randall Gieber

Todd Gracyk

Samuel Grigsby

Daniel Halbert

Larry Hansen

Craig Harris

E.E. Hinton

Daniel Hitchman

Gary Hjerrild

John Hughes

William Jones

Alan Kisse

Nelly Lang

Jesse Langley

Robert LeRoy

Cappy Major

Stephen Mays

Daniel McFadcan

James McManus

Edward Murer

Lawrence Murphy

Deborah Nystrom

Neil Orem

Jesse Padilla

Joseph Pearce

Bruce Peters

Barry Prior

Kenneth Rowe

Calvin Rucker

Charles Sears

Donald Slaybaugh

Wesley Smith

Robin Soares

Terence Sowers

Donald Spurlock

Donald Stepro

Kenneth Stockton

Charles Storni

Maua Teofilo

Ruth Tietsen

Laura Tucker

John Useton

Charles Williams

Tim Williams

Charles Winn

Kathleen Wright

GENERAL OFFICE

Rosie Agustin

John Baladad

Sammy Behn

Carlos Cabrera

Claire Choy

Kevin Corrigan

Melvin Craig

Yolanda Diaz

Tranquilino Dolay

Michael Doporto

Lawrence Eiden

Maria Farris

Madeline Fong

Paul Fuentecilla

Ephraim Galang

Gary Hackett

Valerie Herbert

Lawrence Jackson

Kathlene Krile

Karen Kwong

Mary Louie

George McQuillister

Cynthia Mulvaney

Robert Olague

Donald Ottavis

Shelia Peltier

Lori Prince

Michele Reynolds

Emelina Sandoval

Joe Scaroni

Elaine Suen

Randolph Tancio

Arthur Theobald

Michael Truex

Michael Wing

Mark Wix

CITY OF HEALDSBURG

Joe Mendez

HUMBOLDT

Dorothy Shrout

LYNCH COMMUNICATIONS

Gabriele Gentscheff

Roxanne Grimm

Ludovico Image

MATERIAL DISTRIBUTION

Mack Guynn

Ernest Hill

James Wedge

MERCED IRRIGATION DISTRICT

Brian Belloli

Earnest Mitchell

MODESTO IRRIGATION DISTRICT

Angresa Andrews

Olen Meadows

John Tabor

MONTEREY PENINSULA TV CABLE

Charles Armstrong

Ricardo Barnes

Laurence Riecki

Mark Wall

Alan Watts

NEVADA IRRIGATION DISTRICT

Robert Bagley

Lynn Winget

NORTH BAY

Richard Johnson

Dean Ohlen

Mary Ortiz

Steve Partee

Anna Perry

Kevin Smith

George Tinaza

Laura Vitali

CITY OF OAKLAND

Gary Mierkey

PACIFIC TREE

Larry Beeler

Davis Nocholls

Larry Rowell

George Wright

PIPELINE OPERATIONS

Shirles Burck

Charles Parmer

SMUD

Fern Arthru

Robert Brewton

Victor Mirchell

Lealon Raley

SACRAMENTO

Robert Garton

Margie Kirkhouse

Henry Montano

Susan Weyrens

SAN FRANCISCO

Patrick Cantwell

Michael Cisneros

Evelyn Cosino

Danny Durant

William Ekberg

Steve Erickson

Richard Flippo

Brett Herman

Paul Jaber

Kevin Mahoney

Mike Moglia

Gerald Morgan

Jack Reno

Melvin Washington

SAN JOAQUIN

David Ashton

Merry Greco

Ronald Groves

Dallas Harp

Ann McClintock

Deborah Owens

Adam Valdez

SAN JOSE

Linda Alaga

Mary Andreucci

Michael Carr

Timothy Iaconis

Eldwin Jackson

Jennifer McNay

Harry Ryles

Douglas Stowell

Daryl Turner

Gretchen Von Emster

Timothy Wallach

SHASTA

Everett Leffen

Daniel Padilla

SIERRA PACIFIC POWER

Gary Ackerman

James Andrews

Michael Armstrong

Greg Bates

Clayton Bloom

Kenneth Brown

John Bush

Roy Callahan

Carl Crawford

Audrey Edwards

Alvin Feleciano

Robert Flury

Johnny Gorc

Onalee Hibbard

Jerry Holt

Virginia Holt

Tim Hunt

Stanley Kinder

Thomas Kirckof

Robert Kutnock

George Layfield

Joel McVickers

Donald Marshall

Tom Martino

William Oroszi

Michael Perumean

Joseph Pickett

John Ramsey

Alyce Reese

Kenneth Reimers

Ronald Rich

Clinton Rimington

Loran Robinson

Benjamin Saucier

Timothy Slavin

Roy Stralla

Chris Strawn

Allen Teixeira

Robert Warne

Eugene Wiedenbeck

Randolph Yates

STOCKTON

Holly Hawkins

Kathleen Hobbick

Emma Jefferson

Union Candidates List Qualifications

PRESIDENT

(Delegate to International Convention)



Ronald G. Fitzsimmons

Was initiated by Local Union 1245 on August 1, 1969. Is a member of Unit 2412, San Francisco. Is employed by PG&E as a Cable Splicer in San Francisco. Is the Local Union President and Chairman of the Executive Board and was Local Union Vice President 1977-78. Is the Chairman of Unit 2412 and has served on the Executive Committee of Unit 2412 since 1971 and has been a Shop Steward, Electrical T&D Department, since 1971. Attended 1974 Leadership Conference; Delegate to the San Francisco Central Labor Council 1976 to 1979; Delegate to Alameda Central Labor Council since 1979; Delegate and Co-Chairman of Local Union 1245's Delegation to the 1978 IBEW International Convention; attended 1977, 1978, 1979, and 1980 IBEW Utility Conference; attended 1977, 1978, 1979 IBEW Ninth District Progress Meeting; Inter-Union Gas Conference 1978; California State Federation of Labor AFL-CIO Convention 1978; California State Electrical Association 1977, 1978, 1979 & 1980. Labor Management Public Affairs Committee (LAMPAC) 1978, 1979 & 1980. Joint Executive Conference of Northern California Electrical Workers 1977, 1978, 1979 & 1980; California State Federation of Labor Legislative Conference 1978 & 1979; International Foundation of Employee Benefit Plans for New Trustees, Advanced Trustees and Administrators Educational Program 1980; attended and completed numerous shop stewards trainings since 1971; IBEW Leadership Training 1977; University of California Certificate of Completion from Center for Labor Research and Education; Institute of Industrial Relations for Psychology of Leadership, 1978; Labor Law Certificate from University of California Labor Research Center, 1978; California State Federation of Labor AFL-CIO Pre-Primary Convention 1980; Ad Hoc Committee for Cable Subforeman and Cable Splicer 1974-1975; PG&E Wage Negotiations Committee, 1976; PG&E General Negotiating Committee, 1977; Member of the San Francisco Division Joint Grievance Committee 1972 to 1978; Chairman of the Advisory Council since 1978; member of the Local Union Wage and Benefit Committee since 1978; member of the Local Union Ways and Means Committee 1977-78; member of the Local Union Political Education Committee and Chairman 1977-78; active Ex Officio member of the Local Union Ways and Means, Political Education Committee and Safety Committee since 1978; member of the International

Foundation of Employee Benefit Plans since 1979; Trustee to the Local Union Pension Plan since 1979; member and Chairman of the Lines of Progression Negotiating Committee, 1977; member of the Board of Directors of IBEW Local Union 1245 Energy Workers Center, Inc. 1977-78 and its President since 1978; member of the PG&E Health and Safety Committee since 1978; member of the PG&E Joint Labor Management Committee since 1978. Has served on numerous Ballot Committees since 1977.

VICE PRESIDENT

J. A. Arnold

Was initiated by Local Union 1245 on May 1, 1951.



Nannette R. Brownlee

Initiated by Local Union 1245 on November 1, 1970. Is a member of Unit 3815, Davis. Is employed by PG&E as a Clerical Assistant in General Construction, Sacramento. Has served as Local Union Treasurer since 1977 to present. Has served as Chairman of Unit 3815 since 1977 and was Unit Recorder 1976-77. Was a member of the PG&E Ballot Committee, 1977 and is a delegate to the Sacramento County Central Labor Council. Attended the Women in the Work Force Conferences in 1977, 1978 and 1979, serving on Steering Committee in 1978; Woman's Equality Day Breakfast in 1979; Ninth District IBEW Progress Meetings in 1977 and 1979. Was a delegate to the IBEW International Convention in 1978. Attended the California Labor Federation Legislative Conference in 1980 and has been a Shop Steward, General Construction, Service Center, since 1976. Has attended numerous Shop Steward and Leadership Training Sessions.



Donald R. Custer

Was initiated by Local Union 1245 on July 1, 1964. Is a member of Unit 2511, Stockton. Is employed by PG&E as a Communication Technician in Stockton. Has served as Chairman of Unit 2511, 1971-74, Vice Chairman 1969-71 and Executive Unit member 1974-77. Has been a Shop Steward in

Stockton Sub Station Department since 1966. Has served as a member of the Stockton Joint Grievance Committee since 1972 and Chairman since 1975; delegate to the San Joaquin Calaveras Central Labor Council 1970-78; served as an Alternate Advisory Council Member for Stockton Division 1968-69; completed the Shop Steward Training Program in 1979.

Gary L. Kelley

Was initiated by Local Union 1245 on December 1, 1973.

Alanna A. Vierra

Was initiated by Local Union 1245 on July 1, 1969.

RECORDING SECRETARY



Enid E. Bidou

Was initiated by Local Union 1245 on April 1, 1964. Is a member of Unit 2301, East Bay Clerical. Is employed by PG&E as a Service Representative II at Richmond. Is Chairman of Unit 2301 and Advisory Council member, Clerical-at-Large. Served as a Local Union Trustee and has been a Shop Steward at Richmond office, 1965-68, 1969-74, Berkeley office, 1968, Departmental Shop Steward, Oakland office, 1974-77, Concord office 1977-79, and Richmond office since 1979; Contract Revision Committee and the Clerical Subcommittee for PG&E General Negotiations in 1980.



Jan M. McCracken

Was initiated by Local Union 1245 on November 1, 1973. Is a member of Unit 1111, Fresno. Is employed by PG&E as a Field Clerk in General Construction at Madera. Was Unit Recorder for Unit 1111, 1978-79 and has been a Shop Steward in General Construction since 1977. Was a member of the Local Union Ballot Committee, 1979, and is a member of the General Construction Joint Grievance Committee, having served since 1978. Has attended Shop Steward Training Conferences and was a delegate to the 1978 Women's Occupational Health Conference.



Kathy F. Tindall

Was initiated by Local Union 1245 on August 1, 1973. Is a member of Unit 3311, Reno, Nevada. Is employed by Sierra Pacific Power Company as a Warehouseman at Reno. Has served as Local Union Recording Secretary since 1977 and previously served as Northern Area Executive Board Member, 1976-77. Served as an Alternate Advisory Council Member, Sierra Pacific Power Company in 1976. Was Chairman of Unit 3313 Christmas Party Committee, 1979. Is a Shop Steward at Sierra Pacific Power Company. Past Member of the Local Union Communications Committee; past Secretary of the Local Union Administrative Committee and is currently a member of the Local Union Political Education Committee. Served on the 1974 Sierra Pacific Power Company Ballot Committee and was a member of the Sierra Pacific Power Company Negotiating Committee 1975-76. Delegate to the IBEW Regional Utility Conference and California AFL-CIO Women in the Work Force in 1977; California State Legislative Conference in 1977; delegate to the Ninth District Progress Meeting in 1977; Nevada State AFL-CIO Conference in 1977. Attended the Local Union Leadership Conference in 1977. Delegate to the Women in the Work Force Conference in 1978; on the 1978 Lt. Governor Mervyn Dymally's Planning Committee for Women in the Economy Conference; was a delegate IBEW International Convention, 1978; delegate 1979 Nevada State AFL-CIO Convention and served as Chairman of the Local Union Label Committee, 1979; delegate, 1980 IBEW Regional Cope conference, is a delegate to the Northern Nevada Central Labor Council and is a member of that body's Committee of Political Education.



James F. Wilburn

Was initiated by Local Union 1011 in 1955 and deposited a Travelling Card in Local Union 1245 on April 1, 1962. Is a member of Unit 1111, Fresno. Is employed by PG&E as a Communication Technician in Fresno. Was Executive Board member-Southern Area, from March 1976 to March 1977 and Local Union Vice President in 1977. Vice Chairman of Unit 1111 1969 to 1972; Chairman 1973-74; and Recorder 1974-76. Was Shop Steward from July 1965 to March of 1976; member of PG&E Pension and Benefit

Negotiating Committee 1973-74; member and Secretary of Local Union Benefit Committee June 1976 to 1977; member and Secretary of Ways & Means Committee June 1976-77; member of Communications Committee from June 1976 to 1977; member of Policy and Resolution Committee from June 1976 to 1977; and was Chairman of Political Education Committee, 1977. Has been a delegate to Fresno-Madera Central Labor Council since April 1970; delegate to California AFL-CIO Legislative Conference in May, 1976; delegate to California Labor Federation, AFL-CIO Convention in September 1976 and served as a member of the Credentials Committee; delegate to the California State Association Electrical Workers Conferences, 1976 and 1977. Is currently a member of the Communications Technicians Saturday Work Committee.

TREASURER

Leo R. Heer

Was initiated by Local Union 1245 on January 1, 1969.



Charles E. Kasper

Was initiated by Local Union 1245 on September 1, 1974. Is a member of Unit 1214, Moss Landing. Is employed by PG&E as a Machinist at Moss Landing. Vice Chairman and Sergeant of Arms of Unit 1214. Departmental Shop Steward at Moss Landing. Member of Safety Committee of Unit 1214 and the Cal-OSHA walk-around representative. Served on PG&E Ballot Committee in 1980. Completed the 1979 Shop Steward Training program.

Stuart E. Neblett

Was initiated by Local Union 1245 on May 1, 1968. Is a member of Unit 1512, Belmont. Employed by PG&E as a Communications Technician at Belmont. Chairman of Unit 1512, 1971-74, Unit Recorder 1974-77. Shop Steward in General Construction in San Francisco in 1969 and has been a Shop Steward in San Jose Division since 1972. Has served on San Jose Joint Grievance Committee and the 1979-80 PG&E General Negotiating Committee.

BUSINESS MGR - FINANCIAL SECY (Delegate to Int'l Convention)



Dean Cofer

Was initiated by Local Union 1245 on December 1, 1963. Was first employed by the Local Union on September 1, 1966 as an Organizer. On January 1, 1967 was hired by the Local Union as a Business Representa-

tative. Resigned Business Representative position on April 4, 1977 in order to be a candidate for Business Manager-Financial Secretary. Elected Business Manager-Financial Secretary on June 16, 1977.

As a Business Representative served Local Union members employed by De Sabla Division, Citizens Utilities Company of California, CP National (Lassen Division), State TV Cable, Paradise Irrigation District, Pacific Tree Expert Company, General Construction, Sacramento and Colgate Divisions, Oroville-Wyandotte Irrigation District, Thermalito Irrigation District, Richvale Irrigation District, and Yuba County Water Agency. While a Business Representative was responsible for organizing Yuba County Water Agency, City of Gridley, State TV Cable, and Thermalito Irrigation District.

As Business Manager-Financial Secretary directs the daily operations of the Local Union including supervision of staff and clerical personnel, and overall supervision and responsibility for all negotiations with 63 employers under contract with the Local Union.

Negotiating experience with the Local Union includes: Member 1966 PG&E Wage and Contract Negotiating Committee. Chairman of 1967-68 GC Data Processing Centers Negotiating Committee. Member of 1971 Pacific Tree Expert Company Negotiating Committee. Staff advisor to 1971 Special Negotiating Committee for GC Lines of Progression. Member of 1972-73 Substation Interim Bargaining Committee. Has served as Union spokesman for negotiating committees at OWID, RID, Yuba County Water Agency, TID, State TV Cable, CP National Lassen Division, and Citizens Utilities Company of California. Since July 1977 has supervised and had responsibility over all Local Union bargaining committees.

Has served in the following positions: Was a member and Executive Committee member of Unit 3815, Davis, in 1963 and 1964. Was a Shop Steward in GC from 1963 to 1966. Was a member and Chairman of the General Construction Department Grievance Committee from 1963-66. Was a delegate, First Vice President, Chairman of the Law and Legislation Committee, and Executive Board Member of the Butte and Glenn Counties Central Labor Council. Was a delegate and Executive Board Member of the Sacramento Labor Council. Was the Labor Representative on the Butte County Personnel Appeals Commission 1971-77. Member of Resolutions Committee for 12th Convention of the California Labor Federation in 1978. Member of Resolutions Committee for IBEW International Convention in Atlantic City in 1978.

Currently serving in the following positions: Vice President of the California Labor Federation, AFL-CIO. Executive Board Member of California Labor Federation Committee on Political Education (COPE). Member of California Labor Federation standing committee on Occupational Health and Safety. Executive Board Member of the California State Association of Electrical Workers. Member of the Board of

Directors for the California Council for Environmental and Economic Balance. Executive Editor of the Utility Reporter and Shop Stewards Newsletter. Member, Industrial Relations Research Association. Member, International Labor Press Association. Member, Western Labor Press Association. Delegate, Contra Costa County Central Labor Council. Executive Board Member for the Institute of Industrial Relations, University of California at Berkeley. Advisory Board Member for California Occupational Health Centers. Advisory Committee Member, Health Hazards Repository and Hazardous Chemicals Alert System, State of California.

Has attended numerous conferences as a delegate of the Local Union, such as: Local Union Conferences at Asilomar and Oakland. Local Union Clerical Conference in 1967. Unit Officer Training Conferences at Konocti in 1969, Claremont in 1971, Concord in 1974 and Oakland in 1977. Wage-Price Control Seminar at U.C., Berkeley in 1971 and 1978. Northern California Electrical Workers Conferences in 1966, 1968, 1970 and 1977 through 1980. State AFL-CIO Conferences on Public Employment Collective Bargaining in 1973, 1974 and 1975. IBEW Utility Conferences 1976 through 1980. California Labor Federation's Biennial Convention in 1978, annual Pre-Primary Endorsing Conventions 1977-80, and annual State Federation Legislative Conferences 1977-80. IBEW International Convention in 1978.

Educational activity on behalf of the Local Union includes: Attended Shoring Safety School in Sacramento in 1974. Graduate of the Morris Hurley Management and Industrial Relations Program in 1968. Graduate, Collective Bargaining Course, AFL-CIO Labor Studies Program in 1973. Completed IBEW Basic Laws and Policies Training Course in 1977. Has represented Local Union 1245 before the Public Utilities Commission. Has served as a witness and/or panel member in numerous arbitration hearings. Guest lecturer before the San Mateo County AFL-CIO Organizing Committee in 1978, Modesto AFL-CIO Organizing Committee in 1979, Santa Clara County AFL-CIO Organizing Committee in 1980, and College of Pacific, and Merritt College, Industrial Relations classes. Guest speaker, 1978 Wage and Price Control Conference, University of California, Berkeley. Guest speaker at 1980 Federal OSHA Compliance Officers Convention.



Jack McNally

Was initiated by Local Union 1245 on October 1, 1960. Was employed as a Lineman and Line Subforeman for PG&E in San Joaquin Division. Served as Business Representative and as an Assistant Business Manager from 1968 to 1978. He resigned from current employment in order to be a can-

didate for Business Manager-Financial Secretary.

While employed by PG&E, served as a Shop Steward and Unit Vice-Chairman of Unit 1123 Merced. In 1965, he served as a member of the Local Union Job Protection Committee for the Line Department. He served as Advisory Council Member for the San Joaquin Division from 1965 to 1968 and was a delegate to the Merced-Mariposa County Central Labor Council.

As a Business Representative, he was assigned to General Construction and later to East Bay Division. Also served as Director of Research and Education. He served as a delegate to the Alameda County Central Labor Council. He also served as delegate and Executive Board member of the Contra Costa County Central Labor Council and its representative on the Board of Directors of HEALS Health Maintenance Organization (HMO) in Berkeley.

He was a member of the 1972 and 1976 PG&E General Negotiating Committee and member and Spokesperson of the 1973-74 PG&E Pension and Benefit Negotiating Committee. He was a member and Spokesperson of the 1974 Health and Dental Negotiating Committee and served as member and Spokesperson on Pension and Benefits in 1977 PG&E General Negotiations.

He served on Pacific Gas Transmission (PGT) Negotiating Committees in 1972, 1974, 1976, 1977, and on the PGT Grievance Review Committee. Served as Spokesperson for City of Berkeley Negotiating Committee in the 1972 Strike settlement. Also served as Spokesperson for Central California Communication Corporation Negotiating Committee in the 1974 Strike settlement.

Attended Unit Officer Training Conferences in 1969 and in 1971. Planned and conducted the Unit Officers Training Conference at Concord in 1974 and the Clerical Conference at Concord in 1975. He was delegate to numerous IBEW Utility Conferences and IBEW Progress Meetings since 1971. Attended seminars and conferences dealing with OSHA, EEOC, and FEPC.

Graduate: Labor Law, Labor Arbitration, Collective Bargaining Techniques, Negotiated Fringe Benefits, Pension and Insurance for Labor Trustees, courses through the AFL-CIO Labor Studies Center at the University of California, Berkeley. Graduate: Labor Management School on Unfair Labor Practices for Unions and Employers, University of San Francisco.

Served as a consultant in 1978 to Local 1245 on PG&E Pension Plan. Testified and developed arguments presented before California Public Utilities Commission defending the right of employee discounts for PG&E employees.

EXECUTIVE BOARD - SOUTHERN AREA

K. L. Ball, Jr.

Was initiated by Local Union 1245 on December 1, 1973. Member of Unit

1212, Monterey. Employed by PG&E as a Fitter in Monterey. Has served as Unit Recorder of Unit 1212 since March 1974. Departmental Shop Steward, Monterey Gas, since December 12, 1978. Member of Coast Valleys Division Joint Grievance Committee since May 1979. Chairman, Northern Coast Valleys Division Joint Safety Committee. Has attended the Shop Stewards training school.

Robert G. Contreras

Was initiated by Local Union 1245 on October 1, 1971.



Barbara Symons

Was initiated by Local Union 1245 on June 1, 1968. Is a member of Unit 1501, San Jose Clerical. Is employed by PG&E as an Operating Clerk-Steno at Edenvale. Is the Executive Board Member, Southern Area, having been appointed in October, 1979. Was Advisory Council Member, Clerical-At-Large, 1977-79. Has served as Chairman of Unit 1501 since 1975 and was the Unit Recorder 1973-74. Has been a Shop Steward since April, 1973 — first at Cupertino Service Center until July, 1976, and at the Edenvale Service Center since July, 1976. Was a member of the Clerical Subcommittee, 1979 PG&E Negotiations; served on Ad Hoc Negotiating Committees, 1974 and 1975. Was a member of the Advisory Committee to the Advisory Council 1979-80; served as alternate to the Advisory Council, Clerical-At-Large 1975 and 1976. Has been a delegate to the Santa Clara Central Labor Council since 1979; was a delegate to the Women in the Workforce Conferences 1978 and 1979; IBEW Utility Conference, 1980; Citizens for Adequate Energy, 1980; California AFL-CIO Legislative Conference, 1980.

EXECUTIVE BOARD - CENTRAL AREA



Jay H. Burton

Was initiated by Local Union 1245 on May 1, 1956. Is a member of Unit 2412, San Francisco. Employed by PG&E as a Light Crew Foreman in San Francisco. Has been the Central Area Executive Board Member since 1979 and was Advisory Council Member for San Francisco Division and General Office 1971-77 and 1978-79. Has served as Recorder of Unit 2412 since 1973. Has been a Shop Steward in San Francisco since 1970 and is presently Gas T&D Departmental Shop Steward. Has been a member of the

San Francisco Joint Grievance Committee since 1977. Was member of 1980 PG&E Contract Revision Committee; member of Advisory Committee of the Advisory Council and Chairman of Local Union Safety Committee 1978-79. Member of Local Union Ways and Means Committee and Political Education Committee and Benefit Committee. Delegate to San Francisco Central Labor Council. Delegate to Health and Safety Conference, 1980; delegate to Golden West Safety Committee, 1980; Inter-Union Gas Conference, 1979. Attended Local Union Conferences in Oakland, Berkeley, and Concord. Was delegate to California AFL-CIO Legislative Conference in 1980. Has participated in Shop Steward training programs.



Svend Petersen

Was initiated by Local Union 1245 on June 1, 1966. Is a member of Unit 2401, San Francisco Clerical. Is employed by PG&E as an Accounting Clerk in General Office.

EXECUTIVE BOARD - NORTHERN AREA

Allan Maclean

Was initiated by Local Union 1245 on April 1, 1975.



W. H. "Bill" Peitz

Was initiated by Local Union 1245 on July 1, 1949. Member of Unit 2514, Tracy. Is employed by Water and Power Resources Service, U.S. Government, as a Communication and Instrumentation Mechanic at Tracy Pumping Plant. Is the Northern Area Executive Board Member, having served since July, 1978. Was Chairman of Unit 2514 1965-68, Recorder, 1964 and 1974-77; member of Executive Committee 1971-74. Served as Shop Steward in PG&E 1949-56 and Water and Power Resources Service, 1956 to present. Was member of Ways and Means Committee, July 1978 to October 1979; member Communications Committee 1978-79; Chairman of Political Education Committee, October 1979 to present. Chairman, Advisory Committee to Advisory Council, April, 1979-May 1980. Member Joint Apprentice Committee, USBR, 1962-67; Labor-Management Committee, USBR, 1964-67; USBR Negotiating Committee, 1957-77. Delegate to San Joaquin-Calaveras Counties Central Labor Council since 1978. Delegate in 1975 to USBR-IBEW Joint Government Operations Conference; special Conference Photographer for IBEW Journal

(for above item); delegate to IBEW Workshop on Civil Service Reform Act, 1979; delegate to State Electrical Workers Association Conference, 1979; delegate to California State Federation of Labor Legislative conference, 1979 and 1980; delegate to Ninth District Progress Meeting, 1979; delegate to AFL-CIO COPE Convention, 1980; delegate to California State Federation of Labor Pre-Primary Convention, 1980; member of Credentials Committee (for above Convention); Attended Shop Stewards Conferences 1971-79. Attended Unit Officers Conferences in 1971 and 1975; has received IBEW Life Saving Award.

Allen J. Simontacchi

Was initiated by Local Union 1245 on September 1, 1970.

Allen L. Weber

Was initiated by Local Union 1245 on December 1, 1971.

EXECUTIVE BOARD - AT LARGE



Raymond Friend

Was initiated by Local Union 1245 on September 1, 1972. Is a member of Unit 3712, Santa Rosa. Is employed by PG&E as an Electrician in the General Construction Department. Has been a Shop Steward in General Construction since 1974. Was member of the General Construction Joint Grievance Committee from 1975-80. Was a member of the 1979 Wage Negotiating Committee and the 1978 GC Committee for General Negotiations. Was a member of the Local Union 1245 Safety Committee. Attended the Labor Occupational Health and Safety Conference in Berkeley in 1979. Is a delegate to the Sonoma/Mendocino and Lake Counties Central Labor Council.

Richard E. Hedley

Was initiated by Local Union 1245 on July 1, 1969.

Alex Washington

Was initiated by Local Union 1245 on May 1, 1965.

ADVISORY COUNCIL SAN JOAQUIN DIVISION, PG&E

Peter A. Castaneda

Was initiated by Local Union 1245 on November 1, 1966. Is a member of Unit 1123, Merced. Is employed by PG&E as a Light Crew Foreman at Merced. Has served as Unit Recorder of Unit 1123 and Chairman of Unit Safety Committee. Has been Shop Steward, Merced Gas

T&D, for six years. Has attended Shop Steward training programs, LIC meetings and served on the Safety Inspection Committee.

Jim Contrestano, Jr.

Was initiated by Local Union 1245 on September 1, 1967.

Thomas Garcia

Was initiated by Local Union 1245 on October 1, 1967. Is a member of Unit 1111, Fresno. Is employed by PG&E as a Lineman in Fresno. Is currently a member of the San Joaquin Division Joint Grievance Committee. Was a Shop Steward in San Jose Division: Redwood City, 1970-71, Cupertino, 1972, San Jose 1973-75; San Joaquin Division: Corcoran, 1976-78; Fresno, 1979 to present. Attended the Joint Health and Safety Committee Meeting in February 1980.

Ronald C. Moon

Was initiated by Local Union 1245 on May 1, 1974. Is a member of Unit 1123, Merced. Is employed by PG&E as a Lineman in Merced. Has been a Shop Steward since January 1979 and attended Shop Steward Training Conferences in 1979.

Daniel W. Morey

Was initiated by Local Union 1245 on October 1, 1971. Is a member of Unit 1112, Bakersfield. Is employed by PG&E as a Gas Mechanic in Bakersfield. Has served as Vice Chairman of Unit 112 since 1977. Is a Shop Steward. Served as a member of the Safety Inspection Committee 1978-79. Has attended Shop Steward Training Program.

Charles W. Nugent, Jr.

Was initiated by Local Union 1245 on May 1, 1965.

Geary W. Weaver

Was initiated by Local Union 1245 on July 1, 1971.

COAST VALLEYS DIVISION, PG&E

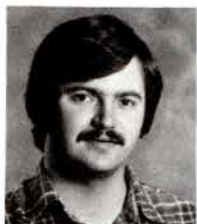


John Collenback

Was initiated by Local Union 1245 on June 1, 1956. Is a member of Unit 1211, Salinas, and is employed by PG&E as a Communication Technician at Salinas. Has served on several Unit Committees for Retirement and Service Awards Dinners. Was Vice Chairman of Unit 1211 1971-77 and has been Chairman of Unit 1211 since June 1977; has been a Shop Steward since 1977; delegate to Monterey Central Labor Council since 1975; elected to the Advisory Council in 1977. Attended the 1245 Leadership Conference, 1978; attended Shop Steward training 1978 and 1979.

William Jack Graves

Was initiated by Local Union 1245 on March 1, 1953.



Daniel A. Mitchell

Was initiated by Local Union 1245 on June 1, 1975. Is a member of Unit 1220, Diablo Canyon. Is employed by PG&E as an Apprentice Electrician at Diablo Canyon Power Plant. Has been a Shop Steward since 1978; was a member of the Los Padres District, Coast Valleys Division, Safety Inspection Committee 1978-79. Has completed the Local Union's Certified Shop Steward Training Program.



Paul E. Nelson

Was initiated by Local Union 1245 on February 1, 1972. Is a member of Unit 1214, Moss Landing. Is employed by PG&E as a Machinist at Moss Landing; Chairman of Antioch Unit 1975-76; Shop Steward, Contra Costa Power Plant 1975-76 and Moss Landing Power Plant 1977-79. Is a member of the Walk-Around Safety Inspection Committee. Completed the Shop Steward Training Program in 1979.

PIPELINE OPERATIONS DEPT, PG&E



Ruben Arredondo

Was initiated by Local Union 1245 on October 1, 1952. Is a member of Unit 1311, Barstow. Is employed by PG&E as a Senior Compressor Plant Operator at Hinkley Compressor Station. Advisory Council member-Pipeline Operations, since 1974. Is Chairman of Unit 1311; was Vice Chairman 1977-79. Has been a Shop Steward at Hinkley Compressor Station since 1973; attended the California Labor Federation Legislative Conference, 1980.

Charles L. Ebersohl

Was initiated by Local Union 1245 on January 1, 1968.

Mark B. Smith

Was initiated by Local Union 1245 on July 1, 1965. Is a member of Unit 2317, Antioch. Is employed by PG&E as a Gas Control Mechanic, Antioch. Vice Chairman of Unit 2317 and

served as Unit Recorder 1977-79. Has served as a Shop Steward since 1972 and has been a member of the Pipeline Operations Joint Grievance Committee since 1976. Member of the Local Union Election Committee, 1977 and a graduate of the Certificated Shop Steward Training Program. Assisted in the organization of the Pipeline Operations Clerical Unit, 1979.

CITY OF SANTA CLARA AND SAN JOSE DIV, PG&E

Daniel K. Melanephy

Was initiated by Local Union 1245 on December 1, 1970. Is a member of Unit 1511, San Jose. Employed by PG&E as a Gas Serviceman, Cupertino. Appointed to the Advisory Council as Advisory Council Member-City of Santa Clara and San Jose Division of PG&E in October, 1979. Shop Steward in the Cupertino Gas Service Department. Member of the San Jose Safety Inspection Committee, 1978-79. Has served as a delegate to Santa Clara County Central Labor Council. Completed Shop Stewards Training Course, 1979.

Robert R. Wood

Was initiated by Local Union 1324 on November 1, 1948. Is a member of Unit 1501, San Jose Clerical. Is employed by PG&E as an Adjustor in Mt. View. Served as a member of the Executive Committee and Vice Chairman, Unit 1512, Belmont. Is a Shop Steward; was a delegate to the San Mateo County Central Labor Council.

ALAMEDA/CONTRA COSTA TRANSIT DIST AND EAST BAY MUNICIPALITIES

Edward N. Myall

Was initiated by Local Union 1245 on January 1, 1974.

EAST BAY DIVISION AND MATERIALS CONTROL DEPT, PG&E



Gary W. Abrahamson

Was initiated by Local Union 1245 on August 1, 1966. Is a member of Unit 2311, Oakland. Is employed by PG&E as a Corrosion Mechanic, Oakland. Has been a Shop Steward since 1974. Member of the PG&E Review Committee 1977 to present. Is Recorder for Unit 2311. Served previous terms as Unit Recorder 1971-1974 and 1975-1977. Member of Local Union Election

Committee, 1977; member of General Negotiating Committee-PG&E 1979-80. Has completed Certificated Shop Steward Training Program, 1979. Is the Advisory Council Member — East Bay Division and Material Distribution, served a previous term 1972-74.



George H. Adas

Was initiated by Local Union 1245 on July 1, 1968. Is a member of Unit 2311, Hayward. Employed by PG&E as a Materialsman at Hayward.

S F DIVISION AND GENERAL OFFICE, PG&E

Steven Lee

Was initiated by Local Union 1245 on May 1, 1975. Is a member of Unit 2412, San Francisco. Is employed by PG&E as a Lineman in San Francisco. Appointed to the Advisory Council, San Francisco Division and General Office, November 1979; Vice Chairman of Unit 2412 and Chairman of Unit 2412 Health and Safety Committee, 1977; Shop Steward at Colma 1976-78 and San Francisco since 1978; member of the Joint Grievance Committee since 1978; member of the Local Union Health and Safety Committee since 1978; Ballot Committee, 1978; delegate to San Francisco Labor Council. Attended the Golden West Safety Conference and graduated in the Local Union Certificated Shop Steward Training course. Attended the Labor and Education Health Project (LOHP) Training Course.

John D. Malloy

Was initiated by Local Union 1245 on June 1, 1972. Is a member of Unit 2412, San Francisco. Is employed by PG&E as a Gas Serviceman in San Francisco. Has been Executive Committee member, Unit 2412, since 1977 and a Shop Steward in San Francisco since 1975; member of Unit Social Committee, since 1976.

STOCKTON DIVISION, PG&E AND CITY OF LODI

Jim Coe

Was initiated by Local Union 1245 on April 1, 1952. Is a member of Unit 2516, Lodi. Is employed by PG&E as a Light Crew Foreman in Lodi. Is a Shop Steward in the Gas Department; past Chairman of Unit 2511; past Chairman of Unit 2513; member of the Stockton Division Joint Grievance Committee; Gas Department Negotiating Committee, 1966.

Manuel S. Franco

Was Initiated by Local Union 1245 on July 1, 1969.

Wallace V. McCord

Was initiated by Local Union 1245 on December 1, 1970. Is a member of Unit 2512, Sonoma. Is employed by PG&E as a T&D Driver in Sonoma. Is Recorder for Unit 2517 and served as a Shop Steward since November, 1978; member of the Safety Inspection Committee, Mother Lode District, since October, 1979.



Joseph "Joe" Robinson

Was initiated by Local Union 1245 on April 1, 1959. Is the Unit Chairman for Unit 2517, Sonoma. Is employed by PG&E as a Water Systems Sub-Foreman in Sonoma. Has been a Shop Steward since 1973; served as a member of the PG&E Water Department Interim Negotiations Committee for five (5) years; a member of the 1978-79 PG&E Wage Negotiations Committee; a member of the 1979-80 PG&E General Negotiations Committee; is a delegate to the Stanislaus-Tuolumne Central Labor Council and has also completed the Certified Steward Training and Cal/OSHA training.

PACIFIC GAS TRANSMISSION CO

Frank R. Locati

Was initiated by Local Union 1245 on May 1, 1962. Is a member of Unit 3023, Walla Walla, Washington. Is employed by Pacific Gas Transmission, Central Area as a Mechanic. Is currently the Advisory Council member from PGT and served a previous term, 1971-74. Was Recorder for Union 3023, 1962-64. Has been a Shop Steward since 1962. Has been a member of the PGT Joint Grievance Committee since 1971 and served on the PGT Negotiating Committee, 1966-80; member of the PGT Ballot Committee, 1980 and completed the Shop Steward Training Program.

HUMBOLDT DIV



Howard Darington

Was initiated by Local Union 1245 on October 1, 1951. Is a member of Unit 3111, Eureka. Is employed by PG&E as a Control Technician at Humboldt Bay Power Plant. Was the Local Union President and Chairman of the Local Union Executive Board 1974-1978; served as Advisory Council member from Humboldt Division during the periods of 1965-1971 and 1972-1974; and as the Chairman of the

Advisory Council 1974-1978.

Was Vice Chairman of Unit 1214, Watsonville/Moss Landing in 1957 to 1959, Chairman, 1959-1961, and Recorder 1961-1962. Was Vice Chairman of Unit 3111, Eureka in 1962-1963, Recorder 1965-1967, 1971-1974, and 1978 to present; Chairman 1963-1965 and 1974-1978. Was a Shop Steward in Coast Valleys Division from 1959 to 1962 and in Humboldt Division from 1962-1974. Served on PG&E Joint Grievance Committees as a member and Union Chairman of Coast Valleys (1960-62) and Humboldt (1963-74) Divisions; member of PG&E Steam Advisory and Steam Departmental Negotiating Committee 1958-1977.

Member of PG&E General Negotiating Committee 1966-74; Chairman in 1969-70 and 1972; Ex Officio member 1974-78; member 1969 and 1974 PG&E Pension and Benefit Negotiating Committee, Chairman in 1968; member 1970 Contract Language Revision Committee; member and Chairman of Local Union Building Committee 1975-76 and Administrative Committee 1974-78; member of Local Union Employee Wage and Benefit Committee 1975-78. Active Ex Officio member of the Local Union Ways and Means Committee, Communication Committee and Political Education Committee 1974-78. Member of PG&E Health and Safety Committee and PG&E Joint Labor-Management Committee 1974-77. Attended Local Union Conference 1958-60; Shop Steward Conferences 1961; Clerical Conference 1967 and 1975; Konocti Seminar 1969; Unit Officer Conference 1974 and 1977; delegate on behalf of Local Union 1245 to COPE Workshop Conference, Eureka 1965, and to the Health Conference, Eureka, 1968. Member of Committee to Evaluate Nuclear Job Problems at Humboldt Bay Power Plant 1968-69. Speaker on behalf of Local Union 1245 at the "Conference on Alternatives to Corporate Control," Berkeley, 1975; member of the Board of Directors and President of IBEW Local Union 1245 Energy Worker's Center, Inc. 1974-1978.

Member and Chairman of Local Union 1245's delegation to the IBEW International Convention 1974; IBEW Utility Conference 1975, 1976, 1977 and 1978; IBEW Ninth District Progress Meeting 1974, 1975, 1976, 1977, and 1978; Inter-Union Gas Conference 1975, 1976, 1977, and 1978; California State Federation of Labor, AFL-CIO Joint Legislative Conference 1975, 1976, 1977 and 1978; California State Electrical Association 1975, 1976, and 1977; Joint Executive Conference of Northern California Electrical Workers 1975, 1976, and 1977; California State Federation of Labor AFL-CIO Conference "Women in the Workforce" 1976 and 1977; Labor and Management Public Affairs Committee (LAMPAC) 1974, 1975, 1976, 1977 and 1978; California COPE Convention 1976; AFL-CIO Convention 1977; California State Federation of Labor, AFL-CIO Pre-Primary Convention 1976 and 1978; delegate to Humboldt-Del Norte Central Labor Council 1976 to present, delegate to and Trustee of Humboldt Labor Temple Association representing the Humboldt-Del Norte Central Labor Council 1979 to pre-

sent; Chairman Humboldt County Joint Central Labor Council/Democratic Central Committee "Candidates and Issue Day", 1980. Attended Labor Education Programs and Seminars; Conference on Fair Political Practices Act 1974; Conference on Equal Employment Opportunities under Title VII 1975; IBEW Leadership Training Course 1977; and University of California Labor Law Seminar 1978.

Jimmy S. Russell

Was initiated by Local Union 1245 on December 1, 1961.

SHASTA DIV, PG&E

Will J. Rodriques

Was initiated by Local Union 1245 on April 1, 1970. Is a member of Unit 3213, Burney. Is employed by PG&E as an Electrician at Burney. Is Chairman of Unit 3213. Has been Departmental Shop Steward in Burney since 1974. Has been a member of the Shasta Division Joint Grievance Committee since 1977. Served on the 1978 PG&E Medical Negotiating Committee and completed Certificated Shop Steward Training Program in 1979. Attended the Leadership Conference in 1977.

SIERRA PACIFIC POWER COMPANY

Jay R. Killgore

Was initiated by Local Union 1245 on July 1, 1963. Is a member of Unit 3311, Reno. Is employed by Sierra Pacific Power Company as an Apprentice Meterman T&M at Reno. Has served on the Advisory Council for Sierra Pacific Power Company since 1978 and has a previous term June 1974 to June, 1977. Recorder for Unit 3311, 1966-68 and 1970 - present. Has been Shop Steward since 1966. Served on the Sierra Pacific Power Company General Negotiating Committee in 1971 and Interim Negotiating Committee 1970-74. Is delegate to Northern Nevada Central Labor Council and has been delegate to Inter-Union Gas Conference in 1976 and 1979. Delegate to Nevada State AFL-CIO Convention 1975, 1976, 1977, 1978 and 1979. Attended Leadership Conference in Oakland in 1968, Berkeley in 1970, and Officers Training Conference in 1977. Has completed the Local Union 1245 Certificated Shop Stewards Training Program.



Kurtis P. Vanderbundt

Was initiated by Local Union 1245 on August 1, 1964. Is a member of Unit 3312, South Lake Tahoe. Is employed by Sierra Pacific Power Company as a Lineman at South Tahoe. Was Vice Chairman of Unit 1219, Hollister 1976-

78; Vice Chairman of Unit 3312, 1979 to present. Was Shop Steward in Hollister, 1969-78 and at South Tahoe 1978 to present. Was on PG&E Lineman Definition Committee in 1970 and the Sierra Pacific Power Company Negotiating Committee 1980.

DE SABLA DIVISION OF PG&E

Anthony T. Gonsalves

Was initiated by Local Union 1245 on July 1, 1971.



Marci A. Mearns

Was initiated by Local Union 1245 on February 1, 1977. Is a member of Unit 3411, Chico. Is employed by PG&E as an Equipment Operator at Chico. Has been a Shop Steward since 1977 at Chico Gas T&D. Delegate to California Labor Federation, AFL-CIO, Women in the Work-force Conference, 1979. Has completed Shop Steward Training Program, 1979.

DRUM DIV, PG&E

Stanley P. Justis

Was initiated by Local Union 1245 on January 1, 1947. Is a member of Unit 3511, Auburn. Is employed by PG&E as a Troublemaker in Auburn. Is a member of Advisory Council having served since July 1, 1956. Has served three terms as Chairman of Unit 3511; two terms as Vice Chairman; and three terms as Recorder; and two terms on Unit Executive Committee. Shop Steward, Electric T&D, Auburn, 1953 to present. Joint Grievance Committee Member since 1956; six years as Chairman of same. Has been a member of Bylaws Advisory Committee. Has attended all Unit Officers Conferences since 1952 and numerous Shop Steward training classes.

COLGATE DIV, PG&E

L. H. Casserly, Jr.

Was initiated by Local Union 1245 on February 1, 1955.

Jack G. Osburn

Was initiated by Local Union 1245 on June 1, 1970. Is a member of Unit 3611, Marysville. Is employed by PG&E as an Electrician at Marysville. Chairman of Unit 3611 and has been Shop Steward, Substation Maintenance since 1978. Member Marysville District Safety Inspection Committee and has attended Shop Stewards Training Programs since 1978.

NORTH BAY DIVISION, PG&E

Richard R. Madden

Was initiated by Local Union 1245 on February 1, 1968. Advisory Council member, North Bay Division PG&E,

having served since August 1977. Chairman of Unit 3711 since July, 1977 and Chairman Unit Safety Committee since July, 1977. Is alternate to North Bay Joint Grievance Committee. Shop Steward in San Francisco Division 1969-72. Shop Steward, North Bay Division since 1972 and Departmental Shop Steward since 1977. Delegate to Marin County Central Labor Council since December 1977 and has been Second Vice President since July, 1978. Member of the Committee on Political Education Committee of the Marin Central Labor Council since April, 1978; Vice President Second Congressional District of COPE, February 1980 to present. Delegate to 1980 IBEW Utility Conference. Has graduated from two Local Union 1245 Shop Steward schools.



Lawrence B. Wood

Was initiated by Local Union 1245 on September 1, 1971. Is a member of Unit 3711, San Rafael. Is employed by PG&E as a Lineman in Vallejo. Vice Chairman of Unit 3711. Was a Shop Steward at San Rafael in 1977; and at Vallejo from 1977 to present. Delegate to Sonoma, Mendocino and Lake Counties Central Labor Council.

SACRAMENTO DIVISION, PG&E



Arthur D. Murray

Was initiated by Local Union 1245 on April 1, 1970. Is a member of Unit 3812, Vacaville. Is employed by PG&E as a Lineman in Vacaville. Chairman Unit 3812. Was Shop Steward in General Construction 1970-72; and Vacaville Service Center since 1972. Member of Unit 3812 Safety Committee 1972-77. Attended 1977 Leadership Conference and the Certificate Shop Stewards Training Conferences.

P. M. Zimmerman

Was initiated by Local Union 1245 on December 1, 1964. Is a member of Unit 3811, Sacramento. Is employed by PG&E as a Relief Service Operator in Sacramento. Shop Steward, Sacramento Service Department. Has served as alternate for Advisory Council Member, Sacramento Division of PG&E. Member of P.G.&E. Ballot Committee 1979-80 and Serviceman Audit Committee 1979-80.

An interview with Mert Walters

Continued from page 5

ment agencies are needed, Mert stresses his concern for the time required of Local 1245 to respond to charges by disgruntled individuals when our union's record for proper representation is consistently upheld.

Mert suggests that the agencies were developed because of organizations unable to keep up with the changing times, unlike Local 1245. He feels the outside involvement in union affairs has gone too far. "I just feel our time could be better spent serving our members," said Mert.

A pressure from inside the organization that concerns Mert very deeply is the members' seeming misunderstanding of the cost of their representation. "People must recognize that the cost of operating a union is just as much affected by inflation as the cost of running a household," said Mert. "The pressures developing among some people to reduce dues would adversely impact on the Union's ability to properly represent its membership."

Mert is a far cry from the biochemistry career he envisioned as a student at San Francisco City College and the University of California, Berkeley. Half way through his education he found he was allergic to the chemicals he had planned to work with. The doctors told him to find a job in the outside environment for a while, and that's how he ended up with PG&E.

"If I had to do it over again, I'd do exactly the same thing," said Mert. "A union leader works a lot of hours and experiences many frustrations, and when you accomplish a job there aren't too many congratulations or thank yous. But they do occur often enough to make it well worth while, and it's most satisfying when it comes from the member who you've assisted."

A native of Omaha, Nebraska, Mert grew up in San Bruno and San Francisco, and now lives in Oakland with his wife Fay. They have two daughters and two grandsons.

Members urged to support Cranston

By Bill Peitz
Chairman, Political Education Committee
Local Union 1245 Executive Board

In the April issue of the *Utility Reporter* I urged members to support Senator Alan Cranston in the coming elections. A letter from a concerned member raised questions about supporting the senator, because of the senator's co-sponsorship of S. 2153 (the Schweiker Bill to destroy OSHA).

At the AFL-CIO COPE Conference in Los Angeles, Senator Cranston explained his reasons for his co-sponsorship of this bill. His concern over the constant riders on many important bills chipping away the benefits of OSHA, was one of the reasons Senator Cranston gave for supporting S. 2153.

Due to the many letters from labor organizations and workers opposing S. 2153, Senator Cranston has put the bill into an oversight committee. This stopped rider amendments until the bill can be brought to the floor.

In an interview with the California

State Federation of Labor, the senator said that he will not support this bill as it now stands.

Senator Cranston has a 90.4 percent favorable voting record on labor issues. I continue to urge the membership to support Senator Cranston in the coming elections. We cannot afford the consequences of another anti-worker senator. The California State Federation of Labor endorsed Senator Cranston at the Pre-Primary Convention in San Francisco in April.

In response to one of the suggestions received from a Local Union member, I recommended to the *Utility Reporter* editor that labor voting records of candidates be printed during the 1980 political campaigns.

This will give the members an opportunity to see how their representatives have supported them on pro-worker legislation.

SAC MUNICIPAL UTILITY DISTRICT

Gary Hanson

Was initiated by Local Union 1245 on June 1, 1974.

Jackie L. Noble

Was initiated by Local Union 1245 on August 1, 1971. Is a member of Unit 3912, Fresh Pond and is employed by Sacramento Municipal Utility District as a Hydro Operator at Fresh Pond. Is Recorder of Unit 3912 and served as its Chairman 1974-77. Was a Shop Steward 1972-79 and Chief Shop Steward 1979 to present. Served on SMUD General Negotiating Committee 1973-75. Member SMUD Joint Grievance Committee 1977-78 and alternate 1979 to present. Was SMUD Advisory Council Member 1973-74. Attended the Unit Officers Conference in 1974. Attended Certificated Shop Stewards Training Program 1979 and served as temporary Business Representative for Local 1245 in 1977.

Thomas M. Smiley

Was initiated by Local Union 1245 on June 1, 1974. Is a member of Unit 3911, Sacramento Municipal Utility District. Is employed by SMUD as a Lineman. Is current Chairman of Unit 3911 and Chief Shop Steward at the Sacramento headquarters for SMUD. Was a member of the 1976 SMUD Negotiating Committee. Has attended various Shop Steward Schools and is a recipient of the I. B. E. W. Life Saving Award.

U S BUREAU OF RECLAMATION REGION 2

Charles "Chuck" Eriksen

Was initiated by Local Union 1245 on February 1, 1969.

William R. Miller

Was initiated by Local Union 659 on October 14, 1957 and deposited a traveling card into Local Union 1245 on June 1, 1962. Is a member of Unit 2514, Tracy. Is employed by Western Area Power Administration, U.S. Department of Energy as a Line Foreman 3 at Tracy. Has served as Advisory Council Member since 1969 and as Local Union Treasurer 1965-67, and member of the Advisory Committee to the Advisory Council 1979-80.

CITIZENS UTILITIES COMPANY OF CA

Theodore G. Brown

Was initiated by Local Union 1245 on December 1, 1969.

GENERAL CONST, PG & E

Harold R. Blackshire

Was initiated by Local Union 1245 on March 1, 1978.

Fred H. Pedersen

Was initiated by Local Union 1245 on March 1, 1968.



Bill Twohey

Was initiated by Local Union 1245 on May 1, 1969. Is a member of Unit 1514, San Jose Area General Construction. Is employed by PG&E in

General Construction as a Miscellaneous Equipment Operator A at San Jose. Has served as Advisory Council member for General Construction since 1977. Chairman of Unit 1514 and was Unit Recorder 1977-79. Has been a Shop Steward since 1974. Served as a member of the PG&E Wage Committee 1975-76; PG&E General Negotiating Committee 1977; member of the General Construction Joint Grievance Committee, having served since 1976. Delegate to Santa Clara County Central Labor Council since 1979. Attended the Inter-Union Gas Conference 1979. Member of the Advisory Committee of the Advisory Council 1979-80.

Alvin J. Wolf, Jr.

Was initiated by Local Union 1245 on March 1, 1971.

TREE TRIMMER COMPANIES

James R. Turner

Was initiated by Local Union 1245 on January 1, 1975.

CLERICAL AT-LARGE, PG&E

James J. Mitchell

Was initiated by Local Union 1245 on July 1, 1967. Member of Unit 1513, Santa Cruz. Is employed by PG&E as a Senior Service Representative at Santa Cruz. Has been a Shop Steward for the past eight years.

Ted W. Smith

Was initiated by Local Union 1245 on May 1, 1969. Member Unit 3511, Auburn. Employed by PG&E as a Customer Services Representative at Auburn. Has been a Shop Steward since 1970 and a member of the Drum

Division Joint Grievance Committee since 1970. Served as member of the 1979 Clerical Subcommittee for PG&E General Negotiations.

SAN FRANCISCO VICE PRES and COMPTROLLER'S OFFICE, PG&E

Cindy S. Naranjo

Was initiated by Local Union 1245 on July 1, 1973. Member of Unit 2401, San Francisco Clerical. Employed by PG&E in its General Office as a Clerk C in San Francisco. Is Recorder for Unit 2401 and has served as Shop Steward since September 1977. Was a member of the PG&E Medical Negotiating Committee 1978-79; P.G.&E. General Negotiating Committee 1979-80 and member of Clerical Subcommittee.

CATV OPERATING COMPANIES

Thomas A. Coleman

Was initiated by Local Union 1245 on November 1, 1972.

IRRIGATION DIST

E. Duane Bartlow

Was initiated by Local Union 1245 on October 1, 1968. Member of Unit 1122, Merced Irrigation District. Employed by Merced Irrigation District as a Park Ranger at Lake McClure. Advisory Council Member for Irrigation Districts having served since 1971. Recorder of Unit 1122. Has been a Shop Steward since 1970 and served on the Safety Committee at Merced Irrigation District 1970-71.