

# UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

## AFL-CIO VP SPEAKS OUT

### 'Reagan's cutbacks hit women hardest'

Joyce Miller, AFL-CIO vice president and president of the Coalition of Labor Union Women was among the featured speakers at the recent California Labor Federation "Women in the Workforce" Conference in San Francisco, which drew participants from throughout the state.

Her thought-provoking speech, emphasizing the injustices of the Reagan Administration policies and how they most adversely affect women, and minorities is presented here.

The Reagan administration budget cuts hurt all American workers — but women and minorities most of all.

The administration's cuts in Social Security hurt all senior citizens, especially older women. While the White House buys \$1,000 a place setting of china with a finger bowl, a 75-year-old widow is being cut off from her \$122 a month minimum Social Security benefit; cutbacks are being made in children's lunches and much needed nutrition programs; and child care centers for working parents do not exist.

The cutbacks of children's lunches, See back page



Photo: Carol Bedsole

AT THE RECENT California Federation Women in the Work Force Conference panelist Bill Callahan, AFSCME Council 57, San Jose, Business Representative, left, details Comparative Worth issues for IBEW Local 1245's representatives, Adminis-

trative Assistant Pat Rutherford, center, and Assistant Business Manager Roger Stalcup, right. Kathleen Kinnick, state federation Women's Activities Director coordinated the three-day program.

## Health, safety bulletin

### PCBs

At a special Cal-OSHA standard's board public hearing on PCBs called at the request of Local 1245, staff and members of the union testified on behalf of a PCB standard currently proposed by the standard's board.

At the October 29 hearing, the union emphasized the need for improvements in the areas of medical surveillance, training, protective clothing, and a lower permissible exposure level.

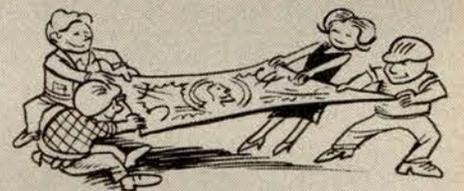
Business Manager Jack McNally spoke on the members' need for a protective standard.

Full details of the hearing will be in the next issue of the *Utility Reporter*.

### Study cut

Because of Reagan cutbacks in NIOSH, the pentachlorophenol (Cellon Pole) study has been called off indefinitely.

## New COLA adjustment stretches shrinking dollar



As a result of a formula negotiated in 1980, all workers in the bargaining unit at PG&E, Standard Pacific Gas Line, Inc., and PGT, covered under PG&E contracts will receive a two-part wage adjustment of: (1) 3% of current salary — without the 1981 COLA of \$37.20, and (2) an across the board COLA for all employees equaling \$35.60. To compute your January 1, 1982, wage add:

Your 1981 weekly salary less \$37.20	= \$ _____
3% of the above	+ _____
Add the 1981 COLA back on	+ 37.20
Add the 1982 COLA	+ 35.60
<b>Total January 1, 1982</b>	<b>\$ _____</b>
Rounded to next highest nickel	\$ _____

The adjustment is based on the negotiated formula, Section 500.3 of the Physical Contract and 25.3

of the Clerical Contract.

From August 1980 to August 1981 the Consumer Price Index rose from 249.6 points to 276.5 points, for a total increase of 26.9 points. Using the formula, the increase of 26.9 points was divided by .3, resulting in an adjustment of 89¢ an hour or \$35.60 a week for all employees across the board.

Some General Construction classifications will receive an added wage adjustment as negotiated in 1980 bargaining. Those adjustments will be announced in a subsequent issue of the *Utility Reporter*.

### EXAMPLES:

#### LINEMAN

1981 Salary (\$513.45)	= \$476.25
— \$37.20	+ 14.28
3% of above	+ 37.20
1981 COLA	+ 35.60
1982 COLA	

<b>Total January 1, 1982</b>	<b>\$563.33</b>
Rounded	\$563.35

#### ELECTRICIAN (G.C)

1981 Salary (\$534.65)	= \$497.45
— \$37.20	+ 14.92
3% of above	+ 37.20
1981 COLA	+ 35.60
1982 COLA	

<b>Total January 1, 1982</b>	<b>\$585.17</b>
Rounded	\$585.20

#### GAS SERVICEMAN

1981 Salary (\$491.05)	= \$453.85
— \$37.20	+ 13.61
3% of above	+ 37.20
1981 COLA	+ 35.60
1982 COLA	

<b>Total January 1, 1982</b>	<b>\$540.26</b>
Rounded	\$540.30

#### OPERATING CLERK

1981 Salary (\$440.60)	= \$403.40
— \$37.20	+ 12.10
3% of above	+ 37.20
1981 COLA	+ 35.60
1982 COLA	

<b>Total January 1, 1982</b>	<b>\$488.30</b>
Rounded	\$488.30



# YOUR LEGAL RIGHTS

## Utility Reporter

VOLUME XXVIX NUMBER 10  
Circulation: 24,000

**(415) 933-6060**

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Published monthly at 3063  
Citrus Circle, Walnut Creek,  
California 94598. Official  
publication of Local Union 1245,  
International Brotherhood of  
Electrical Workers, AFL-CIO,  
P.O. Box 4790, Walnut Creek,  
CA 94596.

Second Class postage paid at  
Walnut Creek and at additional  
mailing offices. USPS No.  
654640. ISSN No. 0190-4965.

POSTMASTER: Please send  
Form 3579, Change of Address,  
and all correspondence to  
Utility Reporter, P.O. Box 4790,  
Walnut Creek, CA 94596.



### CREDITS

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## Updated IBEW Local 1245 Legal Services Plan

### What is Group Legal Services Coverage?

Coverage under the IBEW 1245 Group Legal Services Plan assures you, and members of your immediate family, of having access to quality legal service at reduced rates.

### How The Plan Works

By providing for free consultations and easy access to lawyers, the Plan allows members to act preventively and to consult with lawyers before problems become serious. By offering reduced fees, the Plan significantly decreases the cost of retaining legal representation.

Participating law firms have been carefully selected by IBEW 1245's attorneys, Neyhart, Anderson, Nussbaum, Reilly & Freitas. Union members enjoy the benefit of this selection process. By contract, Group Legal Services attorneys are accountable both to the IBEW 1245 members who utilize their services and to the Union and Neyhart, Anderson, Nussbaum, Reilly & Freitas.

### Who Is Covered?

Only present and retired members in good standing and their immediate families are covered by the Plan. ("Immediate Family" includes only a spouse, dependent children up to the age of 21, or children still in school and supported by their parents.)

### Benefits

Each year, every individual Covered by the Plan is entitled to:

1. Two free half-hour initial consultations;
2. Representation at reduced rates which may be no greater than in the attached fee schedule.

### What Is An Initial Consultation?

An initial consultation takes place when you describe your problem to an attorney and discuss the alternative actions available to you. Two half-hour initial consultations are provided free of charge during each membership year.

### What Is A Reduced Rate Fee Schedule?

Attached is the current maximum schedule of rates which you may be charged under the Plan. In some areas the rates charged are lower. In general, these rates are 20-30% lower than prevailing rates

charged by attorneys in your area. A current Reduced Rate Fee Schedule is on file at all times with each contracting attorney's office participating in the Plan and available for review by individual members upon request. Your shop steward will also have a current schedule. A quotation of approximate fees is included in the initial consultation. (Fees may be higher for work which requires travel outside the surrounding community).

### The Following Is A Partial List Of Legal Services Available Under The Plan:

Adoption  
Bankruptcy  
Civil Litigation  
Consumer Fraud  
Incorporation  
Marital Problems  
Criminal Charges  
Partnership Agreement  
Personal Injury  
Collection Remedies  
Debt Problems  
Landlord-Tenant  
Guardianship  
Property Damage  
Real Estate  
Traffic  
Wills  
Workers' Compensation

### How To Use The Plan

IBEW 1245 Legal Services Plan lawyers are located in offices throughout California. If you wish to use the Plan, call (800) 652-1569; and in Nevada, call (702) 358-1086. You should identify yourself as a member of the IBEW 1245 and describe briefly the problem you wish to discuss. Depending upon the type of problem you have, you will either be immediately connected with an attorney or you will be given the telephone number of the contracting attorney's office nearest your home. If no attorney is available to take your call at the time you call, leave a message and your call will be returned as soon as possible.

You may discuss your problem by telephone, or, if you prefer, make an appointment to meet with the attorney. In some instances, the attorney may request that you make an appointment. **WHETHER HANDLED BY TELEPHONE OR BY OFFICE APPOINTMENT, THE INITIAL CONSULTATION IS FREE OF CHARGE.**

The attorney with whom you consult will advise you of your legal rights and remedies, and may

recommend a course of action to you. You will also be told what fees and costs, if any, you can expect to pay in order to follow the various avenues available to you.

### Conflicts

Conflicts between members, and conflicts between any member or members and IBEW 1245 are not covered under the Plan. Also excluded are any claims arising under or pursuant to any collective bargaining agreement to which IBEW 1245 is a party. In any case involving or potentially involving a claim by the spouse against the other, only the spouse who is a member of IBEW 1245 may be represented by Plan attorneys. In the event both spouses are members of IBEW 1245, the local attorneys will by lot or other appropriate impartial means determine which spouse shall be entitled to his or her services under the Plan. The other spouse should then call the (800) number for assignment to an alternate attorney in the closest geographical area to his or her home.

### Authorization

This program has been authorized by the California State Bar and is subject to all applicable State and Federal laws and rules of the California State Bar.

### Right To Other Counsel

Members have the right to secure the services of legal counsel of their choice. Group Legal Services Plan reduced rates, however, can only be obtained through your Group Legal Services Plan law firms.

### No Agency Relationship

In performing services under the Plan, the law firm in no way functions in an agency capacity with respect to the Union. The Union derives no benefits from the provision of services to individual members. All information divulged by members to participating attorneys and staff is held in strictest confidence.



# Fee Schedule

Each member is entitled to two initial consultations (advice only) per year free of charge. It is contemplated that each such consultation

## 1. Estate Planning

A. Simple Will - Single Person	\$ 60.00
B. Simple Will - Husband & Wife (2 Wills)	
(1) Substantially Same Provisions	100.00
(2) Dissimilar Provisions	120.00
C. Simple Codicil	
(1) Single Person	40.00
(2) Husband & Wife	50.00
D. Will with Testamentary Trust for Minors	
(1) Single Person	175.00
(2) Husband & Wife	200.00
E. Estate Planning	
(1) Interview Only (review and analysis of assets with recommendations)	60.00*
(2) Complex Estate Planning (generally, assets in excess of \$100,000)	55/hr.
F. Planning Services Miscellaneous	
(1) Simple Community Property Declaration	35.00
(2) Power of Attorney	35.00

\*In addition to charge for preparation of Will.

## 2. Real Property

A. Purchase/Sale/Lease	
(1) Simple Deed	40.00
(2) Purchase/Sale of Private Residence (preparation of agreement of sale, review of escrow instructions, deeds, other closing documents)	250.00
(3) Purchase/Sale of Commercial Property	300.00
(4) Simple Lease	150.00
(5) Negotiation of Disputes	55/hr.
B. Landlord/Tenant	
(1) Notice to Vacate	75.00
(2) Filing Lawsuit (Unlawful Detainer)	250.00
(3) Obtaining Judgment (uncontested)	100.00
(4) Obtaining Judgment (contested)	55/hr.
(5) Enforcing Judgment	55/hr.
(6) Defense (\$150.00 min.)	55/hr.
C. Declaration of Homestead	35.00

## 3. Business

A. Partnerships	
(1) Simple Partnership Formation	250.00
(2) Simple Partnership Dissolution	250.00
B. Corporations	
(1) Small Business Incorporation (new business)	350.00
(2) Small Business Incorporation (on going)	350.00+
(3) Stock Permit, Non-Public (new business)	55/hr.
(4) Simple Non-Profit Incorporation	300.00
(5) Dissolution of Small Corporation	300.00
	55/hr.

## 4. Family Law

A. Domestic Relations	
(1) Dissolution of Marriage, Uncontested. Assets Not Exceeding \$5,000	300.00
(2) Dissolution of Marriage, Uncontested. Assets including any one of the following: family residence; retirement, pension, or profit sharing plan; other assets exceeding \$5,000	425.00
(3) Dissolution of Marriage, Uncontested. Assets including any two of the above	400/500
(4) Dissolution of Marriage, Contested	55/hr.
(5) Obtaining Preliminary Orders (Order to Show Cause)	135.00*
(6) Modification or Enforcement of Support or Visitation Orders (one appearance)	250.00
(7) Modification or Enforcement of Support, Custody, or Visitation Orders (full hearing)	55/hr.

\*In addition to above.

## B. Adoption

(1) Agency, Uncontested	200.00
(2) Independent or Step-Parent, Uncontested	275.00

will not exceed one-half hour in length. The basic rate for subsequent consultation is \$55.00 per hour.

(3) Petition for Sole Custody, Uncontested	200.00
(4) To Establish Birth	
(a) By Affidavit	75.00
(b) By Court Hearing	150.00
(5) Any of the above, if contested	55/hr.
C. Change of Name	
(1) Uncontested	150.00
(2) Contested	55/hr.
D. Paternity Actions	
(1) Uncontested	250.00
(2) Contested	55/hr.

## 5. Creditor/Debtor

A. Demand Letter	100.00
B. Negotiations with Creditor (minimum retainer)	55/hr.
C. Bankruptcy	
(1) Uncontested. Assets less than \$10,000	
(a) Single Person	250.00
(b) Husband and Wife	350.00
(2) Contested. Assets less than \$10,000	
(a) Single Person	250.00
(ii) Litigation	55/hr.
(b) Husband and Wife	350.00
(i) Filing Petitions	350.00
(ii) Litigation	55/hr.
(3) Uncontested. Assets in excess of \$10,000	Negotiable*
(4) Contested. Assets in excess of \$10,000	Negotiable**
D. Wage Earner Plans (Chapter XIII, etc.)	Negotiable**

\*Fees based on complexity of transactions and number of creditors.

\*\*Retainer based on complexity; \$55.00/hr. for litigation.

## 6. Personal Injury

A. If case settled prior to filing of suit	25% of Recovery
B. If case settled after filing of suit and prior to trial date	
(1) For amounts under \$50,000	33 1/3% of Recovery
(2) For amounts between \$50,000 & \$150,000	30% of Recovery
(3) For over \$150,000	27 1/2% of Recovery
C. If case brought to judgment or settled during trial	
(1) For amounts under \$50,000	40% of Recovery
(2) For amounts between \$50,000 and \$150,000	37% of Recovery
(3) For amounts over \$150,000	35% of Recovery

## 7. Criminal Defense

In general, fees will be based on nature of charges. In misdemeanor cases, fees will not exceed \$55.00/hr. In the event minimum retainer is required in misdemeanor cases no such retainer shall exceed \$250.00. Felony retainers and charges will be subject to negotiations between the member and the representing attorney.

## 8. Consumer

A. Evaluation (including initial research and investigation)	100.00
B. Negotiations	55/hr. (minimum retainer)

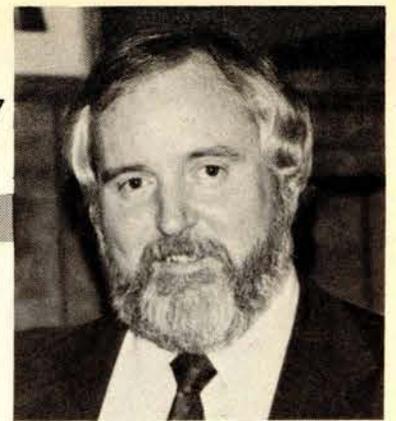
### Note:

- This schedule covers attorneys FEES only. It does NOT include costs (i.e., filing fees, service of process, depositions, transcripts, long distance telephone charges, hand-delivery service, extraordinary mail service charges, travel expenses, or photocopying).
- The firm retains the right to bill matters deemed to be extraordinarily complex at the rate of \$55.00 per hour, rather than at the scheduled fee.
- This schedule is subject to amendment on reasonable notice.

# POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



## Most valuable resource — trained, skilled employees

Utilities across the nation are suffering from the high cost of money, drastic drop in new business, and the constant squeeze by the Public Utilities Commission. These factors affect the employment opportunities in the utility industry.

We are finding that many utilities have imposed hiring freezes and moratoriums on filling higher level jobs. They are cutting many of their budgets and have almost stopped all maintenance work. The high cost of money, the rule that does not allow the utilities to include in their rates the cost of building new generation facilities, and the environmental problems have almost stopped the utilities from building large new generating plants.

As utility rates increase, our members continually find themselves in a fish bowl and are criticized and blamed by the public for high energy bills, and this coupled with budget cuts and fewer employees adds more pressures to the job. Our members have an interest in their jobs and the company for whom they work and bear this burden right along with management.

There are pressures by the Public Utilities Commission and others on the utilities to contract more work. This comes at a time when there is not much work. This creates a somewhat severe problem at the present time for the PG&E General Construction Department. There have been a number of lay-offs over the last year in this department, and it is anticipated there may be more in the future. Trained and skilled employees are a large investment and a valuable resource for any company, and particularly now every effort should be made to utilize these employees on jobs for which they are trained, big or small, before going outside.

Despite all the rhetoric, we are in an economic recession; hopefully, it will be short term. In the meantime, management decisions should take into consideration their own employees and the investment that has been made in their jobs.

In Unity—

*Jack McNally*

## IBEW Local 1245 Legal Plan

To use the plan call:

In California: 800-652-1569

In Nevada: 702-358-1086

## Reaganomics

# Enriching the rich... while poor tighten belts

### Budget cuts

When the Reagan Administration budget went to Congress, Americans were told that we must *all* sacrifice. Now that the budget is nearly completed, it is clear who made the sacrifices—the workers, the children, the students, the laid-off and the sick. But no sacrifices by the wealthy and the large corporations.

Here's who is making the sacrifices in the Reagan budget...

**Social Security**—Eligibility tightened and minimum benefit eliminated for three million elderly people: **-\$11 billion**

**Medicare**—Elderly required to pay more for medical services: **-\$4 billion**

**Unemployment Insurance**—Reduced ability to trigger extended benefits except for very high-level, short-term, high-unemployment situations: **-\$3 billion**

**Trade Adjustment Assistance**—Elimination of original payment levels; reduced benefits for fewer workers hurt by imports: **-\$3 billion**

**Federal Employees**—Pay increases held to below comparability level, full inflation adjustment for retirees eliminated. Injury compensation reduced: **-\$17 billion**

**Comprehensive Employment and Training**—Elimination of all public service jobs: **-\$16 billion**

**Higher Education**—“Needs” test applied to Guaranteed Student Loans, and grants to students from low-income families reduced: **-\$3 billion**

**Elementary and Secondary Education**—Reduced aid where federal facilities place burden on community: **-\$2 billion**

**Medicaid**—Reduced payments to states, causing higher costs or reduced medical care: **-\$3 billion**

**Food Stamps**—Coverage eliminated for one million working poor and strikers' families: **-\$6 billion**

**School Lunch**—Costs to children from near-poor families increased: **-\$5 billion**

**Energy Assistance**—Assistance reduced to low-income people with high fuel bills: **-\$2 billion**

**Aid to Families with Dependent Children**—Benefits reduced, primarily those available to the working poor: **-\$4 billion**

**Housing**—Subsidized housing reduced, rents increased, and funds for repairs reduced: **\*\*-\$1 billion**

\*\*\$43 billion in new budget authority, which would have been spent in subsequent years.

**Rail**—AMTRAK subsidies cut, CONRAIL to be sold in whole or in parts: **-\$2 billion**

**Highways, Airports and Mass Transit**—Funds reduced for construction and purchase of equipment: **-\$5 billion**

**Maritime**—Funds eliminated to rebuild merchant marine: **-\$0.1 billion**

**Economic Development**—Funds for urban and rural economic development reduced: **-\$2 billion**

**Postal Service**—Postage costs for non-profits, such as labor, religious and education groups increased. Some post offices may be closed: **-\$3 billion**

Other social service, health, education, nutrition, economic development and energy programs: **-\$48 billion**

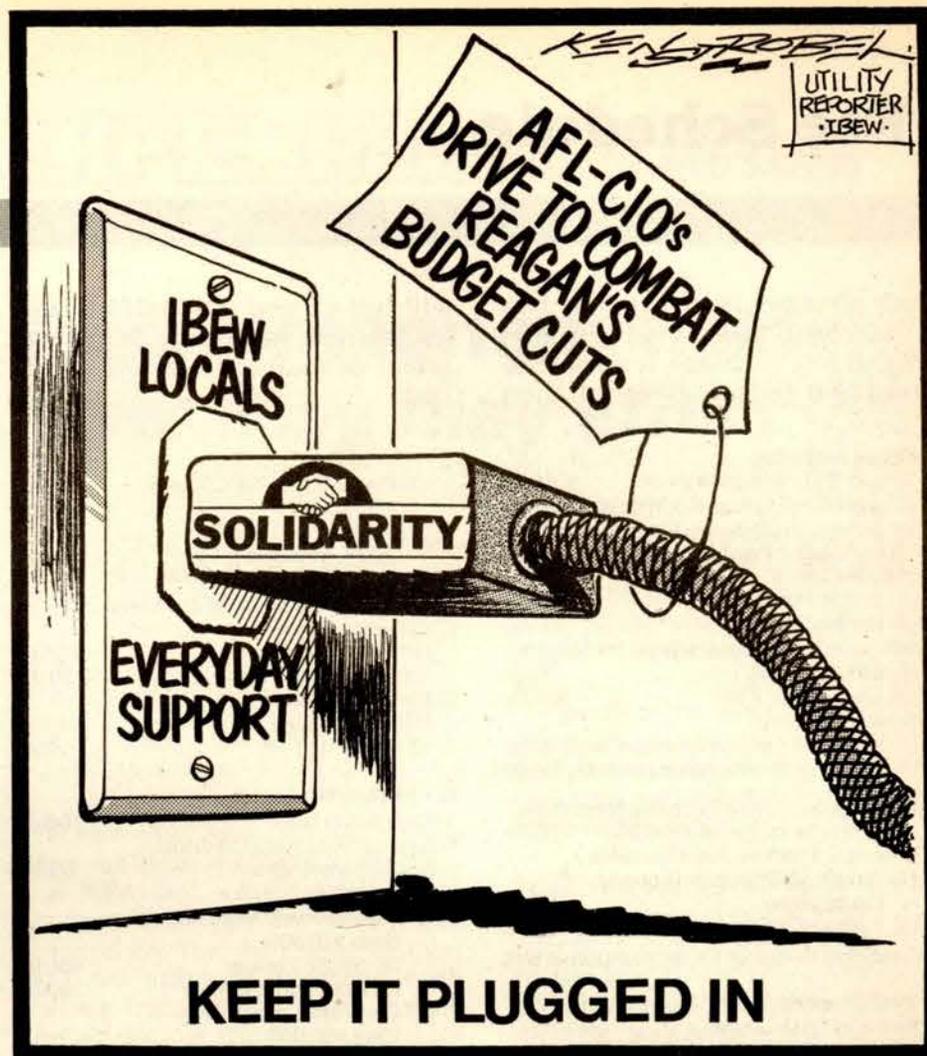
**Subtotal:** **\$140 billion**  
Unspecified Reagan cuts in 1983 and 1984: **-\$74 billion**

**Total cumulative cuts by 1984:** **\$214 BILLION**

### Tax cuts

Then, when the Reagan Administration's tax-cut package went to Congress, Americans were told it was an “across-the-board” cut for all. But with final enactment of the Reagan tax bill, it's clear who is getting the hefty cuts and a lot more—the rich and the large companies.

By 1984, these will be the tax giveaways to the rich...



**KEEP IT PLUGGED IN**

**Tax Cuts for Wealthy Persons**—About one-third of total rate cuts go to those now earning more than \$50,000—yet they are only six percent of all taxpayers. Cost to Treasury of cuts for the wealthy: **-\$55 billion**

#### Estate and Gift Tax Cuts

Combined limit on estates and gifts subject to tax raised from \$175,000 to \$600,000: **-\$3 billion**

Tax rate on net estates in excess of \$2.5 million slashed from a 70% top marginal rate to a 50% rate: **-\$1 billion**

Special valuing gimmicks for estate-tax purposes widened for wealthiest farms, woodlands and other business real estate: **-\$1 billion**

Annual exemption from gift increased from \$6,000 to \$20,000 for married couple (\$3,000 to \$10,000 for single): **-\$600 million**

#### Oil Tax Cuts

\$2,500 windfall-profit tax credit for oil royalty owners replaced by two-barrels-per-day exemption in 1982-1984: **-\$2.9 billion**

Phased-in reduction of windfall profits tax rate on “new” oil from 30 percent to 15 percent: **-\$400 million**

Exempt tax on stripper oil production by independent producers: **-\$700 million**

Continue percentage depletion deduction for oil and gas production at a 22 percent rate, instead of scheduled phasedown: **-\$2 billion**

**Foreign-Earned Income**—Phased-in exclusion from taxes by 1986 of \$95,000 for Americans working overseas, plus additional special deductions for housing costs and a shortened period of overseas residence to qualify: **-\$1.5 billion**

**Depreciation**—Provides monstrous across-the-board speed-up for government to absorb costs of businesses, buildings, equipment and vehicles. Greatest benefactors of these provisions are electric and gas utilities and oil companies: **-\$55.8 billion**

#### Retirement Funds

Increases and extends individual retirement account provisions which primarily benefit upper-income persons: **-\$3.5 billion**

Double deductions for self-employed individuals (from \$7,500 to \$15,000) that they can take annually by setting up a retirement for themselves: **-\$300 million**

#### Unearned Income

Cut top rate on capital gains to 20 percent and shorten holding period for long-term capital-gain treatment: **-\$600 million**

Create special exemption of \$2,000 from tax for savings certificates (\$1,000 for single): **-\$4.7 billion**

**Tax Straddles**—Continue to exempt from tax the income of professional commodity traders (would have resulted in a revenue gain for Treasury of \$400 million).

**Extension of So-Called Targeted Jobs Tax Credit**—Subsidizes employers. Otherwise would have expired at the end of this year: **-\$500 million**

**Giveaway cuts by 1984:** **\$133.5 billion**

Above are only the outrageous tax giveaways. Overall, the tax reductions amount to far more in individual and business reductions during the next several years.

**Additional cuts by 1984:** **\$152.6 billion**

**Total cumulative cuts by 1984:** **\$286.1 billion**

## Legislative update

# Two key labor bills signed; Comparable Worth, Public Agencies

### Comparable Worth

Assemblyman Bill Lockyer, a Democrat from San Leandro, has long been a friend of Local 1245 and Organized Labor.

The Legislature recently enacted and Governor Brown recently signed a very important piece of legislation introduced by Assemblyman Lockyer, AB 129, which requires the State Personnel Board to establish pay scales for state jobs held largely by women according to their actual worth as measured by the skill, education, experience, knowledge, responsibility and accountability required ("Comparable Worth").

Assemblyman Lockyer also carried numerous pieces of legislation designed to protect and improve the working conditions of Local 1245 members and workers throughout California.

### Agency Shop Bill

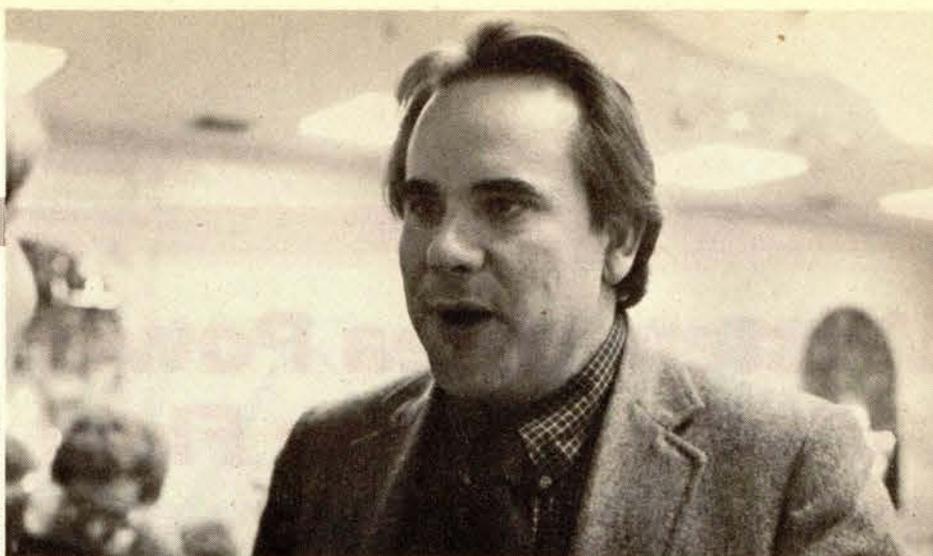
On September 22, 1981, Governor Brown signed into law Assembly

Bill 1693, which makes the agency shop legal in agreements between Unions and local agencies. The bill was supported by the California Labor Federation, IBEW Local 1245, and other Unions representing local agency public employees, and bitterly opposed by the League of California Cities.

The bill, known as the "Fair Share Bill," permits unions representing employees in local governmental agencies under the Meyers-Milias-Brown Act to bargain for "agency shop" agreements with the local agencies, agreements which have not been allowed since 1975. Local 1245 represents nearly 2000 employees in 27 different local agencies, and it supported AB 1693 strongly because of its belief that just as every citizen should pay their fair share to support vital public services, so too should employees bear their fair share of the Union's cost to support vital employee services. The bill will go into effect on January 1, 1982.

Photo: Carol Bedsole

Assemblyman Bill Lockyer



## APPOINTMENTS

### NEGOTIATING COMMITTEES

#### Truckee-Donner Public Utilities District

Merrilyn Marsh  
Joe Straub

#### Sacramento Municipal Utilities District

Gary Hanson

#### PG&E

#### Computer Operations Department

#### Data Recording

#### Interim Negotiating Committee

Rosalie Hubert  
Suzanne Hodge  
Primitiva Viray  
Mary Grace Coyle

### JOINT APPRENTICESHIP TRAINING COMMITTEE

#### City of Santa Clara

Robert Blankenship  
Ron Fitzsimmons

## Solidarity march brings new mood

A change in mood and a "firming up" of Congress have been evident on Capitol Hill since the massive Solidarity Day protest against the Reagan Administration's policies, AFL-CIO Legislative Director Ray Denison observed.

As evidence, Denison cited three successive victories for labor on key legislation: the House's overwhelming passage of a bill to extend the Voting Rights Act, its approval of funds for the Departments of Labor, Education, and Health & Human Services without the further cuts sought by Reagan, and its rejection of a new bid to reduce coverage of the Occupational Safety & Health Act.

In addition, Denison noted, the President himself has shown an awareness of this new mood in retreating from Administration plans for sharp cuts in social security benefits and reductions in the quality and quantity of food served in the school lunch program.



Photo: Bill Peltz

AMONG THOSE ATTENDING a recent IBEW Ninth District Progress Meeting were, l-r, Local 1245 President Howard Stiefer, Business Manager Jack McNally, Assistant Business Manager Corb Wheeler and Business Representative Ken Ball. IBEW

International President Charles Pillard addressed the delegates. A variety of workshops were held focusing on key union programs.

# Western Area Power Administration Field Training School

by Bill Miller, Member Local 1245 Advisory Council

Local 1245 members employed by the Sacramento area office of the Western Area Power Administration, U.S. Department of Energy, recently participated in a 10-day field training program near Sacramento to learn the latest techniques in working on energized high voltage lines.

The need for such training utilizing hot sticks, insulated tools which enable Linemen to work on energized conductors and devices, has become more and more important as the demand for continuity of service increases on WAPA's system.

The Sacramento area office alone is responsible for approximately 1,320 circuit miles of 69kv, 115kv, 230kv and 500kv lines, plus eight substations and switchyards, some minor distribution lines, as well as metering equipment and protective devices in numerous locations, with facilities ranging from Friant Dam, in the south to Malin on the Oregon-California border.

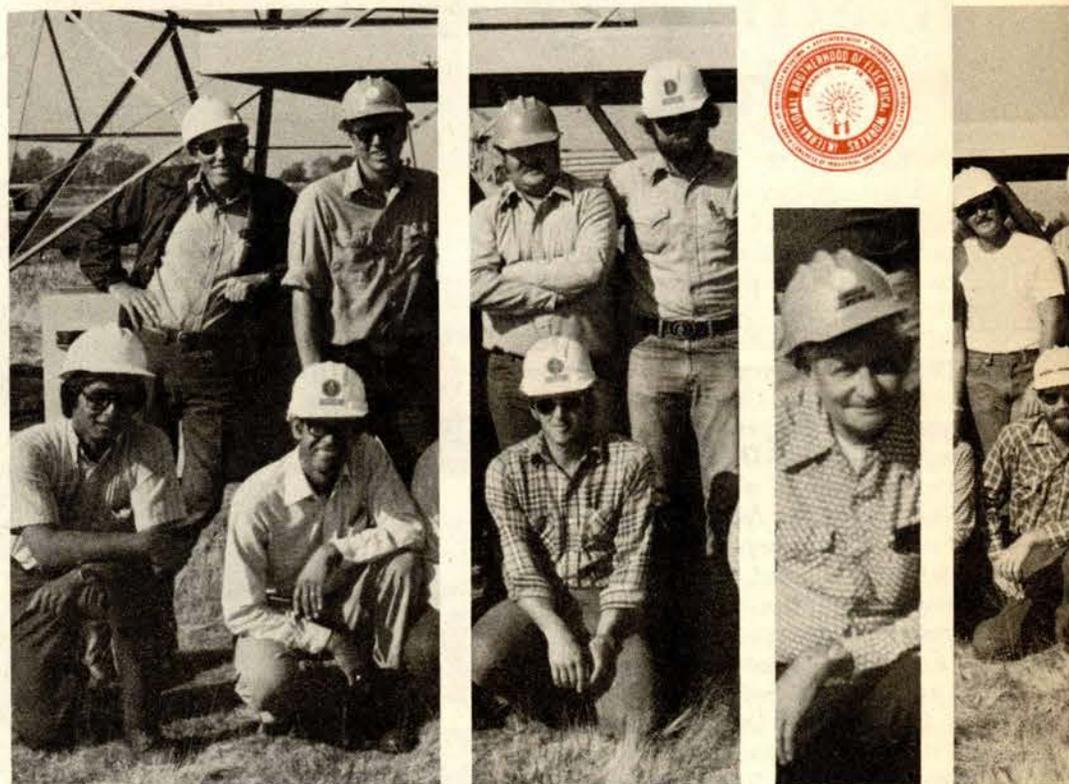
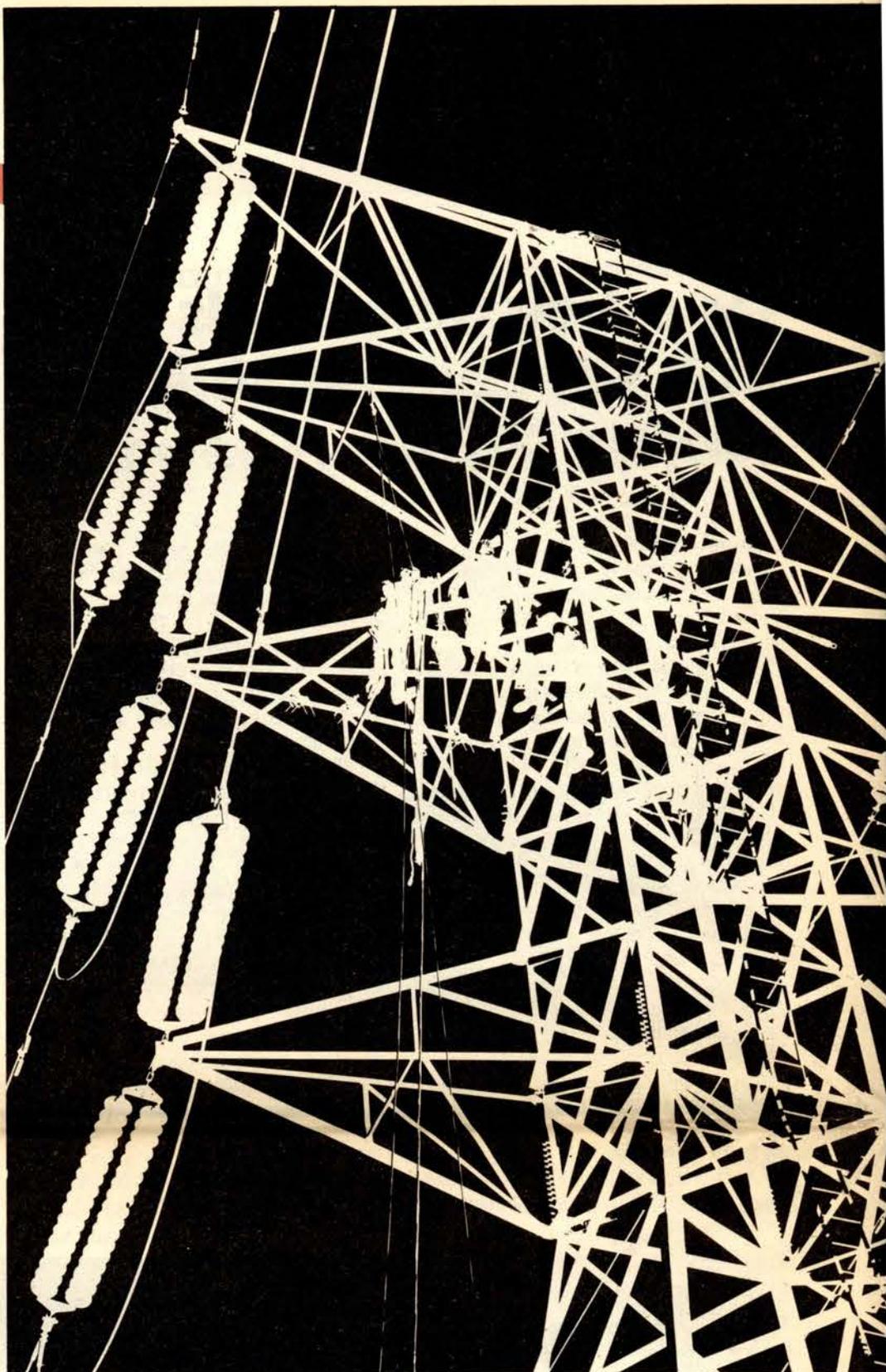
Training exercises were carried out on live lines and consisted of (1) suspension insulator replacement on both single and double circuit towers; (2) suspension insulator replacement on inside and outside angles on a single circuit tower; (3) deadend insulator replacement on single and double circuit towers. Crews were rotated and Linemen also served as Groundmen. A break was held after each exercise. Written procedures were then modified or changed by this method when it was agreed that changes both constructive and beneficial.

All Linemen participating in the training exercises were furnished with conductive footwear by WAPA. This eliminated the hazard of static electricity shocks associated with working near energized lines.

Both crews will now be equipped with hot stick trailers and tools and will begin a program of live line maintenance. It is hoped that this training will be an annual occurrence to help crews keep up with "state of the art" and new tools.

WAPA crews attending were from Tracy; Keswick Dam, near Redding; and from Page, Arizona. Observers were from WAPA offices in Golden, Colorado; Fort Collins and Loveland, Colorado; Page, Arizona; and Sacramento. Coordinator of the program was Larry Romero, Electric Engineer, Sacramento Area Office. The instructor was R.C. Rieker of H&R International, Inc. of St. George, Utah. Steel Tower Resuscitation and Training instructor was Jerry Robinson, Outside Construction Business Representative for Local 1245.

Supervisor Linemen were Bill Miller of the Tracy office and Jim Busby of the Keswick office. Local 1245 Linemen participating were Richard Perry and Mike Eckhardt of Tracy; Ross McFate, Gregg Jacobson, and Richard Ritter of the Keswick office. A demonstration of hot stick testing was conducted by Jack Nottingham, Communication & Instrumentation Mechanic, Tracy, and Mannie Veal, Meter & Relay Mechanic, Elverta office, both members of 1245. Also observing were Dave Coleman, Sacramento Area WAPA Manager and Alan Hopper, Assistant Area Manager for Operations and Maintenance, Sacramento area.



Participating in the 10-day training school were, front row, l-r, Phil Sanchez, Larry Romero, DOE electrical engineers; Rich Perry, Lineman, Tracy; Pat Patterson, Supervisor Lineman, Page, Arizona; Ross McFate, Lineman, Keswick Dam; Orlan Lighty, Director, Line and Substation Maintenance, Sacramento; and Vince Blanco, DOE power O&M specialist, Colo-

rado. Back row, l-r, Jim Busby, Keswick Dam; Dennis Jorgensen, Appraiser, Keswick Dam; Gregg Jacobson, Lineman, Tracy; Bill Miller, Supervisor Lineman, Tracy; and Jerry Stephens, DOE electrical engineer, Sacramento.

**Members learn technique working on energized, hi**

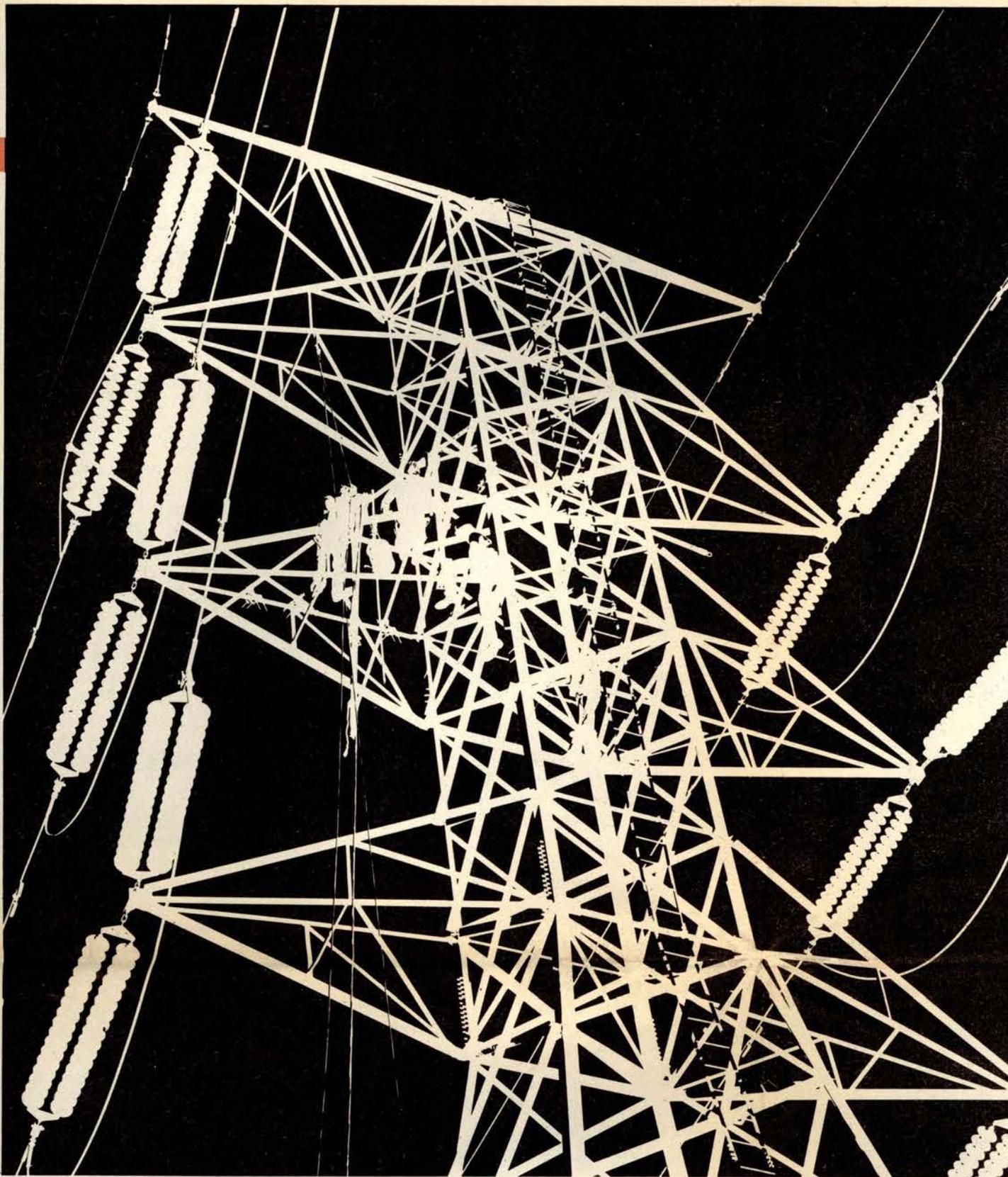


Photo: DOE

Readying mobile insulated boom to be hoisted up the tower

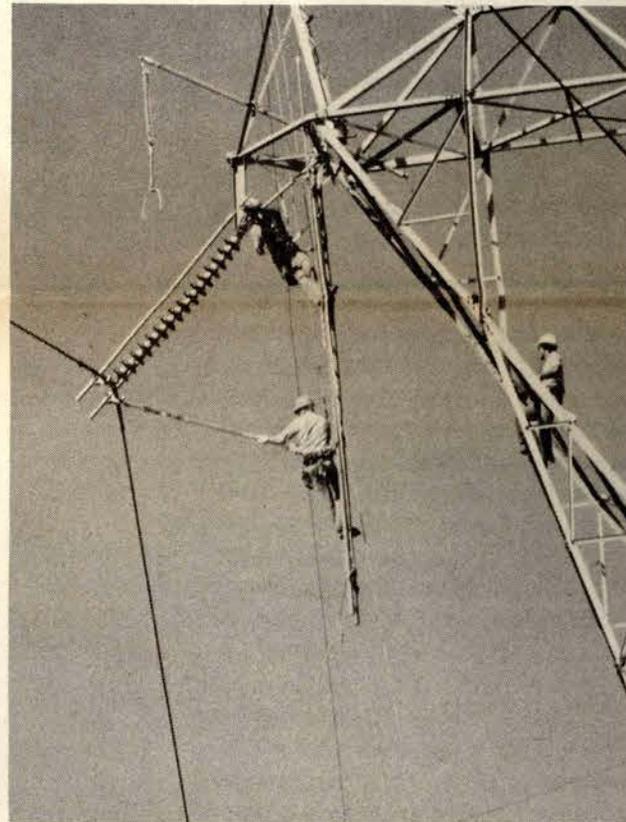


Photo: DOE

Suspended crew members use insulated hot sticks to pre from energized conductor. Instructors on the tower are

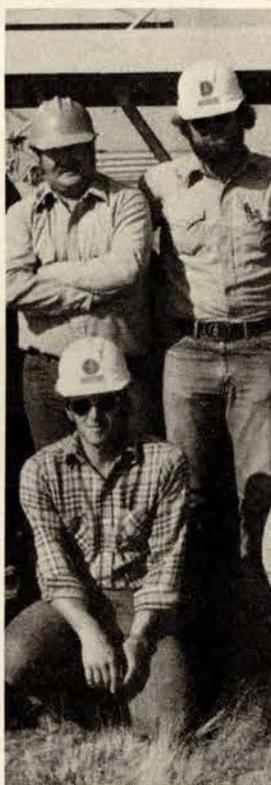
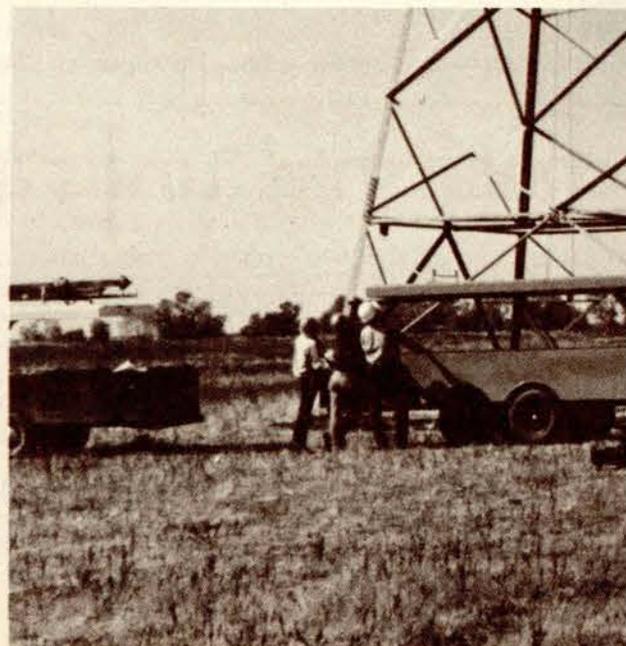


Photo: DOE

Participating in the 10-day training school were, front row, l-r, Phil Sanchez, Larry Romero, DOE electrical engineers; Rich Perry, Lineman, Tracy; Pat Patterson, Supervisor Lineman, Page, Arizona; Ross McFate, Lineman, Keswick Dam; Orlan Lighty, Director, Line and Substation Maintenance, Sacramento; and Vince Blanco, DOE power O&M specialist, Colo-

rado. Back row, l-r, Jim Busby, Supervisor Lineman, Keswick Dam; Dennis Jorgensen, Apprentice Lineman, Page, Arizona; Gregg Jacobson, Lineman, Tracy; Rich Ritter, Lineman, Keswick Dam; Bill Miller, Supervisor Lineman, Tracy; Dick Reiker, Instructor, and Jerry Stephens, DOE Area Safety Manager, Sacramento.



Instructors carefully monitored each move on the tower

**Members learn techniques for working on energized, high voltage lines with hot sticks**



Photo: DOE

Readying mobile insulated boom to be hoisted up the tower are Linemen Mike Eckhardt, left, and Dennis Jorgensen.

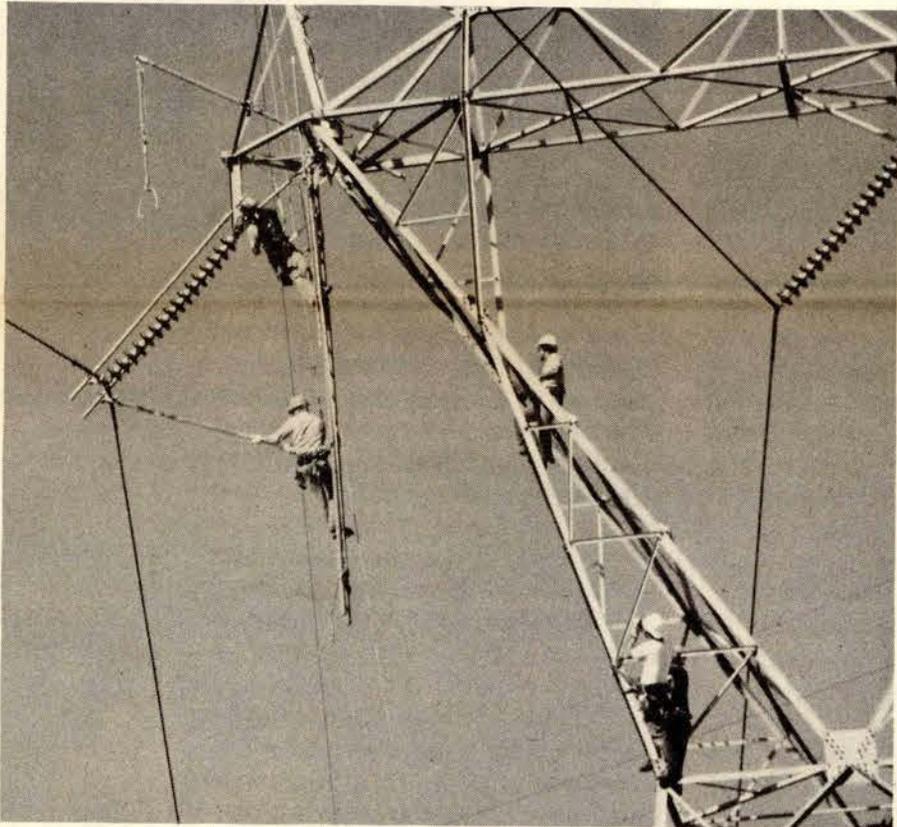


Photo: DOE

Suspended crew members use insulated hot sticks to prepare to remove insulator from energized conductor. Instructors on the tower are looking on.



Photo: Carol Bedsole

Rich Perry, Lineman, double checks safety equipment before climbing tower.

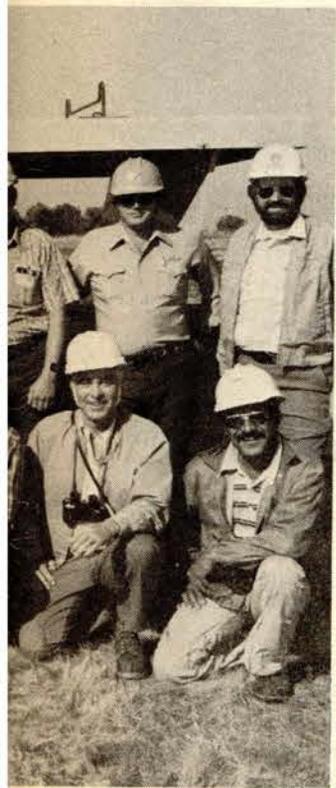
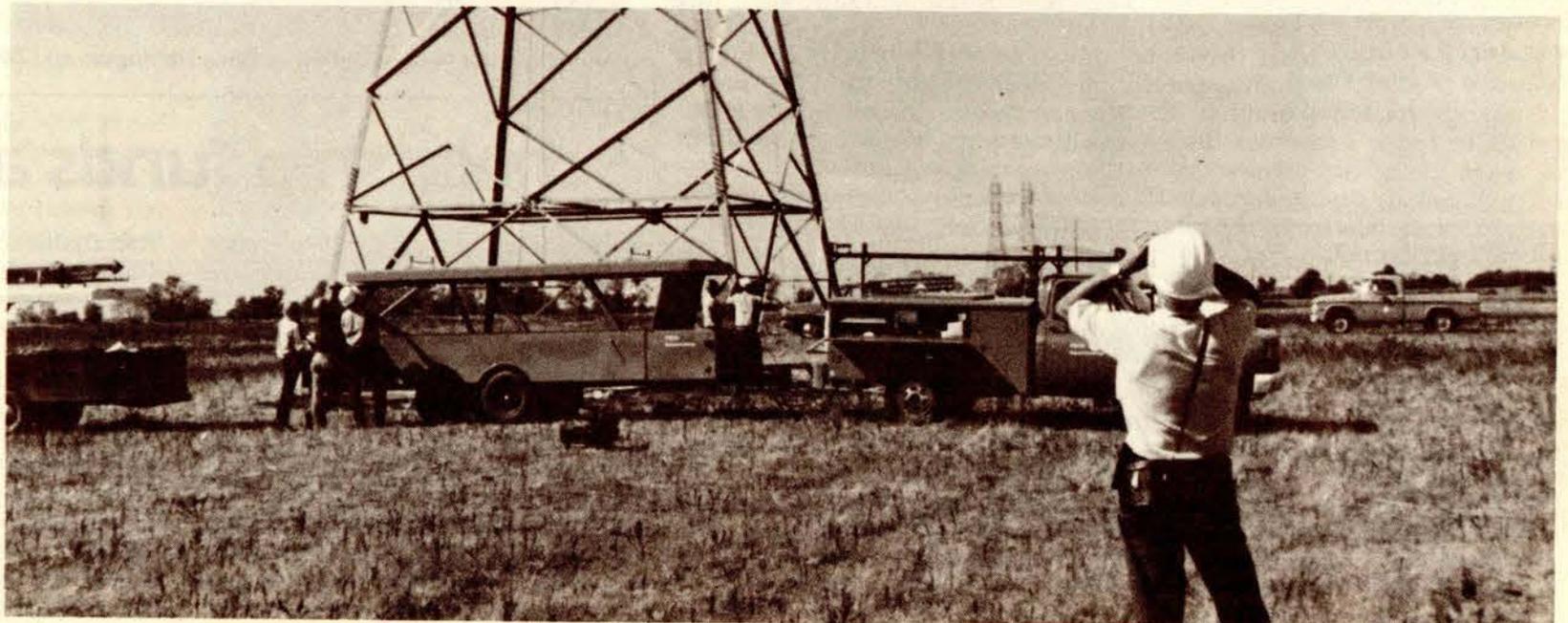


Photo: DOE

Supervisor Lineman, Keswick; Lineman, Page, Arizona; Rich Ritter, Lineman, Keswick; Lineman, Tracy; Dick Reiker, Instructor-Safety Manager, Sacramento.



Instructors carefully monitored each move on the tower from the ground.

Photo: Carol Bedsole

# NEVADA NEWS

By Darrel Mitchell, Business Representative

## LYNCH COMMUNICATIONS

Due to a decline in Lynch's business, 150 employees were laid off during May and August of 1980. By June of 1981 the company's business orders had increased so that employee recall was initiated.

By July of this year all bargaining unit employees had been given an opportunity to return to work. To date 104 have decided to return. Additionally, employees have displacement rights to return to their original classification if they were "bumped" from their position due to "lack of work" reasons. Of the 111 employees affected, only 35 have given up such rights. These rights are retained until the employee has the ability to exercise the option.

Lynch's management has announced the conclusion of negotiations with a large French telecommunications firm allowing the purchase of 25 percent of Lynch Communications Systems. The agreement further provides the company may purchase additional ownership during the next five years up to a total of 45 percent ownership. The proceeds from the deal will be used to offset some of the current debt with revenues left over for investment and/or expansion. Top management officials of Lynch feel this action will improve Lynch's production demands in hopes that up to 2,000 employees may be needed in the future.

On September 19 Lynch shop stewards attended a training session held at the Holiday Inn in Reno. The seminar covered the I.O. Constitution, the Bylaws of Local 1245 and the Labor Agreement with Lynch Communications. Stewards in attendance were Marsha Barker, Judy Corneilson, Ronda Drew, Ellisteen Fells, Johanna Garcia, Patty Gray, Doris Harrington, Pauline Holloway, Mary Ann Nattress, Beverly Richmond, Zenda Robbins, Anne Spencer and Arlene Whitman.

## CP NATIONAL-ELKO POWER AND WINNEMUCCA

Current labor Agreements with these two groups run through January 31, 1982. It is anticipated Sierra Pacific may complete the purchase of the properties during January, 1982. Currently the Union is involved in discussions with Sierra Pacific relative to the placement; wages; benefits; and working conditions for the affected bargaining unit employees. At this writing many problems requiring negotiation and agreement exist. Both parties have indicated an interest to resolve all questions well in advance of the January 1982 date.

Involved in the discussions for the Union are Walt Hardenbrook and Marjie Hernandez from Winnemucca, Pam O'Brien and Tom Tsukamoto from Elko, Tom Dalzell, Darrel Mitchell, Orv Owen and John Stralla from the Union's staff.

## MT. WHEELER POWER CO.

This year's contract negotiations began on April 7 with a member's meeting and concluded with the ratification meeting held on July 14. The new Agreement, effective August 1, provides for improvement in mileage expense, travel time for schooling, annual tool expense, treatment of vacation, sick leave accrual, jury day compensation, automatic progression to journeyman status upon completion of an apprenticeship, an additional holiday, improvement in the Long Term Disability Program and the establishment of a Short Term Disability Program, and an inequity increase for the classification of Equipment Operator. Additionally wage increases are to be applied every six months providing for a set amount plus a cost-of-living adjustment based upon the Consumer Price Index.

The Union's committee was comprised of Darrel Mitchell, Dale Salvi, Bob Swetch and Jan Reger.

## WELLS REA

The current Agreement with Wells REA will expire at the end of this calendar year. The last of four cost-of-living adjustments for the two-year Agreement was applied on July 1, 1981. Meetings will be held with all members to start the formulation of Union's proposals for the upcoming negotiations. Union anticipates meeting with the Company by early November. The negotiating committee will be appointed in the near future.

## CP NATIONAL ELKO TELEPHONE

Contract negotiations for a new contract started on April 28 with a member's meeting and concluded on July 15 with the ratification of the tentative settlement. The new Agreement that went into effect on August 1 included: improvements in bidding rights; seniority provisions; recall rights when laid off for lack of work; work breaks; pay progression for some Operators; minimum pay when called out for overtime; double time pay provisions; shift differentials; pay applications when employees move from one classification to another; overtime meal provisions; scheduling of holidays and vacation; differential pay for "lead" positions; and the number of paid holidays. The two year Agreement provides for a wage schedule at least equal to the largest employer in the industry. A shop steward meeting to discuss the changes in the Agreement will be held upon the completion of the printing of the contract.

The Union's committee included Dora Carone, Darrel Mitchell, Ron Steele, and Paula Taylor.

## Lynch Communications Shop Stewards



Pictured, l to r, are Judy Conelison, Arlene Whitman, Patty Gray, Johanna Garcia and Anne Spencer.



Pictured, l-r, are Mary Nattress, Bev Richmond, Ronda Drew, Ellisteen Fells and Marsha Barker.



Pictured, l-r, are Pauline Holloway, Doris Harrington and Zenda Robbins.

## Scholarship funds available

If you've been an IBEW member for at least four years, and are interested in earning a bachelor's degree you may want to consider applying for an IBEW Founder's Scholarship which offers \$2500 year for winning applicants.

Eligible fields of study range from aerospace engineering to labor studies.

Members have to apply in writing, take SAT tests on scheduled dates around the country, and write a 500-word essay on "How the Founders' Scholarships Will Benefit

the Brotherhood and Electrical Industry."

All required information must be in the hands of the selection committee no later than January 31, 1982.

For full details, applications and schedule of test dates, contact Fran Richardson at Local 1245 headquarters for information.

West Coast candidates would most probably sign up for a January 23, 1982 SAT test, and registration for that test must be four to five weeks prior to that date. Take note: hurry, if you're interested.

# PEOPLE FOCUS/SHOP STEWARDS, SENIOR MEMBERS



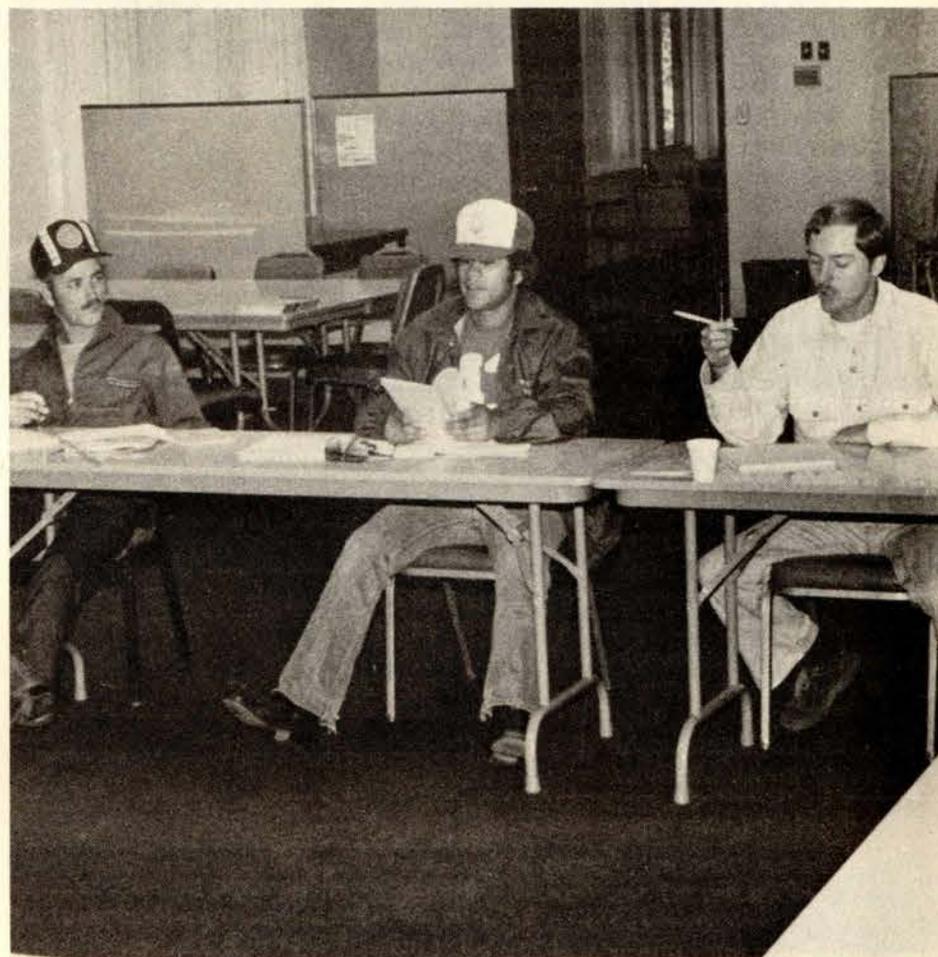
IN AN EVER INCREASING EFFORT by the Executive Board and the Business Manager to meet the desires of the membership, and recognizing the importance of giving the membership the means by which to participate in the activities and actions of the Local Union, Unit 1515, Gilroy, has been established. Unit 1515, Gilroy, meets at Sambos, 6120 Monterey St., Gilroy at 7 p.m. the first Thursday of every month. The Unit officers encourage and

welcome all Local 1245 members within the Gilroy, Morgan Hill and Edenvale areas of San Jose Division to attend. Pictured left to right are new unit officers Pasquale Mangano, Unit Executive Committee; Clark Dotson, Unit Chairman; Richard Biggs, Vice Chairman; George Hunter, Unit Recorder; and Duane Mayberry, Unit Executive Committee.

IN EARLY OCTOBER, 15 Shop Stewards representing Davey Tree and Pacific Tree members met at Union headquarters as part of Local 1245's ongoing Stewards' training and educational program. Organizing, grievance handling, safety and other matters related to the tree trimming industry were discussed and covered at this conference as well as the upcoming negotiations with Pacific Tree and the wage opener covering Davey Tree members. A similar conference will be scheduled in the spring of next year as a result of the interest shown by Tree Stewards.



Pictured, l to r, are Advisory Councilman Dee Steadman, San Jose Davey Tree; Jerry Davis, Stockton Davey Tree; and Harry Beckwith, Sonora Davey Tree.



Pictured, l to r, are Savy Vargas, Pacific Tree, Quincy; Gervin Bonilla, Morgan Hill Davey Tree; and Jeffrey Fargo, Watsonville Davey Tree.



HERE WITH Business Manager Jack McNally, right, is 35-year IBEW Local 1245 senior member William Morrison at a recent East Bay Recognition Dinner. Morrison is retired from the Bureau of Electricity, City of Alameda.



STEVE REINKE, Shop Steward San Francisco General Office, is a volunteer firefighter in Pacifica, a coastal town just south of San Francisco.

Photo: Bob Thomson

## Stockton Senior members honored

## LIFELINE HEALTH AND SAFETY

FIRST IN A SERIES ON HIGH VOLTAGE



**HONORED** at a recent Recognition Dinner in Jamestown were 20-year IBEW members, 1 to r, Jack Rader, Samuel Hurley, William Rogers and Lawrence Zieklke.



**25-YEAR MEMBERS** pictured, 1 to r, are: Bruce Pontous, Leslie Roden with Business Representative Mickey Harrington.



**30-YEAR MEMBERS**, 1 to r, are Dave Rovere and Frank Williams.



**35-YEAR MEMBERS**, 1 to r, are Bud Nichols, Billy Lagomarsino, Francis Bonavia and Robert Clukey.

## Electromagnetic fields... how they may effect you

By Michael Bader, MPH,  
U.C. Medical School, San Francisco

One of science's many unanswered questions these days is whether working in the vicinity of high voltage power lines constitutes a health hazard. Very few studies have attempted to look at this question, and fewer still have been well designed enough to give meaningful answers.

It has only been 100 years since Thomas Edison invented the electric light, but since that time the modern landscape has been transformed by the addition of over 100,000 miles of overhead high voltage transmission lines operating at greater than 100,000 volts, and countless thousands of additional lines which operate at lower voltages. Over 24,000 miles of 500,000 volts (500 kilovolts or kv) or more lines were erected over the last decade, and plans are underway for even greater carrying capacity in the future.

Since current flowing through any wire generates an electric and magnetic field around the wire, and since the field strength is roughly related to the voltage, very powerful electromagnetic fields are set up around high voltage lines. Similar fields are generated in electrical switchyards, where voltage step-downs by transformers expose more workers on a daily basis than high voltage lines themselves.

The science which seeks to answer questions like these is called epidemiology—literally, the study of epidemics. Unfortunately, the area of epidemiology which deals with health hazards of workers—occu-

pational epidemiology—has been very poorly developed until recent years. Most studies have been conducted by industry groups or company doctors which have obvious biases in showing that the industrial process or chemical exposure is harmless. In fact, a review of the medical literature on this topic revealed no studies which had been designed and carried out by unions such as the IBEW.

### Studies from the Soviet Union

Controversy about the biological effects of high voltage fields began in the late 1960s, when a study of 45 workers at the Volga River hydroelectric power station was published. Repair workers spent five hours per day in a high intensity electric field (14-18 kv/m) and operating personnel spent two hours per day in the field. Ninety percent of the workers said that they had problems such as headaches, fatigue, and sleepiness, which grew worse during the day as they spent longer time in the electric fields.

When doctors examined the workers, they found more evidence of fatigue-related symptoms, such as changes in the electrocardiogram (EKG, which measures the electrical system of the heart), and changes in the blood, which indicate either active infection or inability to fight infection (increased or decreased white blood count, respectively).

While at first glance this seems alarming, there is a major problem in interpreting the Russian study. No information is given about the prior health of the workers and

## Formaldehyde found; Local pushes for survey

After receiving IBEW Local 1245's laboratory findings in July revealing significant amounts of formaldehyde, a potent eye and respiratory irritant designated as a potential human carcinogen, in a sample of General Electric Company's silicone dielectric compound G687, PG&E and GE have finally begun laboratory surveys of different batches.

PG&E also agreed to analyze other brands of silicone grease hand coated by employees onto insulators to prevent the formation of conductive paths, upon Local 1245's request at the August 26 meeting of the Joint Union-Company Health and Safety Committee.

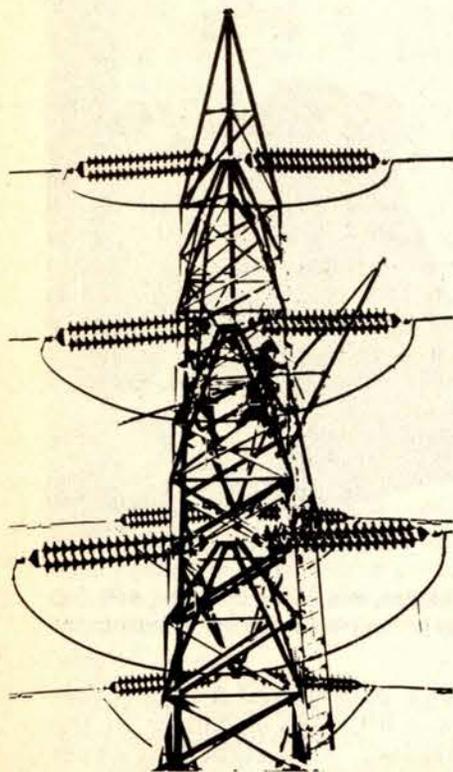
Despite numerous reports of severe

irritation from employees in different Divisions, Company representatives at this meeting from Substations Department still disputed Union's written analysis showing the possibility of hazardous and illegal air concentrations of formaldehyde gas released from the silicone compound while being handled by employees, without providing a written analysis to support their disagreement.

If you run across a suspicious batch of silicone compound, with a clear liquid component floating on top of the grease, emitting solvent-like odor, and/or causing eye irritation while being handled over the course of several hours, please contact your Business Representative or the Local Union headquarters.

# BARGAINING REPORT PUBLIC AGENCIES

By Tom Dalzell, IBEW 1245 Staff Counsel



the workers who had longer exposure were not compared to workers with low exposure. If the high-exposed group had more problems than the low-exposed group, we might then infer that it was the electric fields which made a difference. But this data is not provided.

The Soviets continued to study these workers over the next two years, and *did* compare high-exposed to low-exposed groups. Essentially, the earlier results were confirmed, and other changes—difficulty concentrating and regulating heat were found.

Again, this would be of concern except that data is presented from one day only, and we do not know if it is representative of all the working time.

We still don't know about the possibility of pre-existing medical conditions which might mean that the high-exposed group was sicker to begin with. No data is provided on length of employment, stability of employment (did workers switch from one job category to another?), or age of workers (were high-exposed workers older, on an average, than the others?).

In short, the Soviet studies were not well controlled studies. They failed to show that exposure to high voltage fields alone caused the problems that were found. A basic rule of epidemiology is groups that are being compared must be relatively equal in all respects; age, sex, employment length, and prior health—except for the exposure which we are interested in.

Despite the lack of controlled studies, it is interesting that soon after these studies were published the Soviet Union developed strict standards for the amount of time that workers could be exposed to high voltage fields, something that the United States has never done. Next month we'll begin with information on the United States study.

## City of Oakland

Business Representative Veodis Stamps recently completed negotiations on a new one-year agreement effective 7-1-81 with the City of Oakland Electric Department. Features of the new Memorandum of Understanding include a total wage increase of 9.69 percent, increased life insurance, \$10,000 to be fully covered by the City, a City-paid drug prescription program at Kaiser, a deferred compensation program, and an improved premium for relief in other classification. The Journeyman Lineman rate under the new agreement is \$14.40 per hour.

## City of Redding

On July 30, close to 95 percent of Local 1245's members at the City of Redding participated in a ratification election, and by a 2 to 1 margin approved a new three-year agreement with the City negotiated by Business Representative Rich Hafner and Negotiating Committee members Cliff Friesen, Joe Kropholler, and Carl Schmidt. The agreement provides for a 7 percent general wage increase in the first year, and a cost-of-living clause based on the rate of inflation for the second and third years. The City's contributions to the Public Employees Retirement System (PERS) over the life of the contract will increase such that by the end of the agreement the City will be making the full contribution. In addition to improvements in holidays, vacation, mileage, health and dental benefits, and life insurance, the new agreement contains a pre-bid system with lines of progression for all jobs in the bargaining unit, a major improvement. An hourly rate of \$13.62 was set for journeymen linemen.

## City of Healdsburg

A new one-year agreement with the City of Healdsburg was ratified by Local 1245's membership by a 4 to 1 margin on July 28. The Union negotiating team, consisting of Business Representative Frank Hutchins, Staff Counsel Tom Dalzell, Larry Giovanonni, and Luigi Muzzini, won a general wage increase of 9 percent, a longevity bonus of between 2 percent and 6 percent beginning after five years service with the City, inclement weather language, improvements in the premium for call-outs and pre-arranged work between midnight and 7:30 A.M., and improvements in the standby pay for Electric Department employees. The basic hourly rate for Linemen rose to \$11.80 an hour, with a maximum possible rate of \$12.51 for a lineman with 25 or more years of service for the City. The City also agreed to an interim study of vision care plans and deferred compensation programs.

## Lindmore Irrigation District

Business Representative Wayne Weaver, who has recently assumed responsibility for the Lindmore Irrigation District, reports that the District has recently agreed to a general wage increase of 10 percent for all classifications for the fiscal year 1981-1982.

## Glenn-Colusa Irrigation District

After only three meet-and-confer sessions, representatives of Local 1245 and the Glenn-Colusa Irrigation District reached agreement on a one-year Memorandum of Understanding, ending a three-year, often stormy organizing and negotiating

and City representatives hammered out an agreement providing for substantial wage increases, COLA clauses for the second and third years of the contract, improved hospitalization and dental plans, increased City contributions to the Public Employee Retirement System on behalf of employees, and a number of clarifications and improvements in working conditions.

## City of Berkeley

As this issue of the *Utility Reporter* went to press, three meetings had taken place between representatives of the City of Berkeley and the IBEW Bargaining Committee, consisting of Business Representative Veodis Stamps and Electric Department employees Tom Johnson and Harold Seppanen. Agreement had been reached on certain issues, including an agency shop provision (the first negotiated by Local 1245 since the recent passage of Assembly Bill 1693), but major issues, including wages, remained unresolved.

## Nevada Irrigation District

By late October, Local 1245 had met three times with the Nevada Irrigation District in Grass Valley for the 1982 Memorandum of Understanding. The Local 1245 Committee, which is composed of Business Representative Gary Hall, Staff Counsel Tom Dalzell, and employees Tom Santos, Terry Mayfield, Paul Blocker, and Bill Weber, reports that as this issue of the *Utility Reporter* went to press the District had made an extremely disappointing 6 percent wage offer. A fourth meeting was scheduled for November 6.

## Sacramento Municipal Utility District

Business Representative Hank Lucas has recently spent a grueling ten days with the employee members of Local 1245's Bargaining Committee, preparing proposals for upcoming bargaining with the Sacramento Municipal Utilities District, whose present two-year agreement with Local 1245 expires at the end of 1981. The Bargaining Committee, made up of employees representing the various aspects of SMUD's operations, includes the following: Ken Meyer (Underground Line), John Callahan (North Area), Ruben Ware (Building and Grounds), Mack Wilson (Nuclear Maintenance), Jack Noble (Hydro), Robert Harper (Network Underground and Substation), and James Loy (Nuclear Operations). The Union's initial proposal has been submitted to the District, and details of the bargaining will be included in future issues of the *Utility Reporter*.



struggle with the District, which in the past two years has declared impasse and implemented changes in working conditions without the agreement of the Union. The Union negotiating committee, consisting of Business Representative Gary Hall, Staff Counsel Tom Dalzell, and employees John Ehorn, Steve Yeager, and Macy Morrow, aided by Shop Steward Dave Fust, won a 9.5 percent general wage increase in addition to full coverage of medical premiums at a cost of approximately 2 percent to the District.

## City of Lodi

Business Representative Hank Lucas and Bargaining Committee members Gary Mai and Mike Williams, recently negotiated a new three-year Agreement with the City of Lodi for the Electric Department employees represented by Local 1245. After numerous bargaining sessions, the Local 1245 Committee

## Reagan's cutbacks hit women

From page 1

a cruel inhuman act in the name of balancing the budget, hits hardest at poor women and their children.

Ketchup is not a vegetable for our children!

We do not need fewer social programs...we need more social programs.

We need programs that will nurture our children while we are at work and elder care that will help our sick and aged parents.

Cutting social programs doesn't get government off our backs, enormous pressure is put on our backs.

Our parents worked for Social Security, for complete Medicare coverage, they worked to be free from dependence. That's not a giveaway—that is their right! It is not welfare.

The economic policies of high interest rates and rising inflation are hurting all citizens, but 43 percent of all adult women in the workforce are suffering as affirmative action programs are being dismantled.

Members of the Coalition of Labor Union Women work for a living but no matter how hard they work, they still earn 59 cents for every \$1 earned by a man. We demand that government not dismantle, but

maintain and strengthen affirmative action programs for women and minorities.

Our wives, our daughters, our mothers are entitled to a full, 100 percent pay check in the workplace.

Women and minorities are the majority of the nation's consumers. We need government on our side in the market place. Don't take government off our backs by giving business the right to pick our pockets. Don't take away the protection we need from the Consumer Product Safety Commission that is scheduled for extinction.

We in the labor movement, are truly pro-family. In the real America women are in the workforce because they must be there to help their husbands and to support their children.

More than 60 percent of the total female population is in the workforce and more than 50 percent of all mothers with school age children are among us. Women who work need the protection of government. Women who choose not to work or do not have to work need the protection of government for themselves and their children.

We need to keep the government out of our bedrooms! If members of Congress concerned about the well being of our fetuses would only be



Photo: Carol Bedsole

Albin Gruhn, California Federation AFL-CIO President, and Joyce D. Miller, AFL-CIO Vice President and President of Coalition of Labor Union Women, at the recent conference on Women in the Workforce.

as concerned about our poor babies once they are born, then they would restore full funding for infant and children nutrition programs. Let's leave the issue of family planning to America's families.

Members of the Coalition of Labor Union Women, the AFL-CIO and the entire labor movement believe that high interest rates must be lowered, inflation reduced and the budget cuts in social programs restored.

We cannot be proud of a nation that steals from the lunch trays of school children. We cannot be proud of a Congress that chisels the poor, the handicapped and the old. We

cannot be proud of a nation that says a little bit of cancer in the workplace is all right if it's cost effective. OSHA must not be dismantled! We cannot be proud of a nation where women are not a part of the U.S. Constitution. We must ratify the E.R.A.!

The Labor Movement has always taken responsibility for the poor, the sick, the children, and the old. We are the working people. We built this country and we will not let anyone, certainly not the Reagan administration, destroy what we have built.

## PG&E Retirement Plan 'buy back' deadline nears

*Costs for buying back credited service toward retirement at PG&E, Standard Pacific Gas Line, Inc., and PGT, will increase after December 31, 1981, but members have until the end of April 1982 to make a decision on the one-time*

*buy back offer.*

*Here is a recap of the major information on the buy back. Major considerations of the pros and cons were detailed in the July 1981 issue of the Utility Reporter.*

Under the terms of the recently ratified PG&E Benefit Agreement, all bargaining unit employees of the Company hired prior to January 1, 1973 (the date employees no longer contributed to the Retirement Plan) are to be afforded a **one-year long, one-time only** opportunity to recapture any portion of the years of their Company service which presently does not count towards their retirement.

The method negotiated between Union and Company to achieve this restoration of Pension Plan participation, "Credited Service," is that employees have until April 1, 1982 to buy back, in one lump-sum payment, any or all of their lost Credited Service. The cost to the employee for this buy back is in two different increments:

1. Any amount of the first 5 years of lost Credited Service will cost employees 5 percent of their cur-

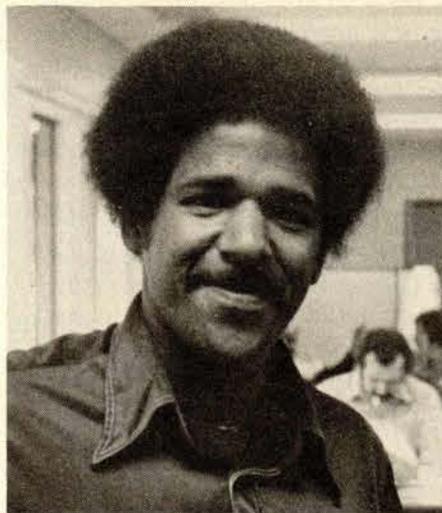
rent monthly straight-time salary for each month of lost service they wish to restore.

2. Any service over the first 5 years will cost the employees 10 percent of their current monthly straight-time salary for each month they wish to restore.

Two facts are apparent in this system. If employees are going to buy back lost Credited Service, they should do so before their next promotion or before their next General Wage Increase on January 1, 1982, unless they are going to move to a lower-paid classification or if they are expecting to be demoted.

This is because the buy back cost is based on current salary at the time of buy back. If your salary goes up, so does the cost of buying back your time. The other fact is that it won't be cheap to buy back your time...but, it may be worth it.

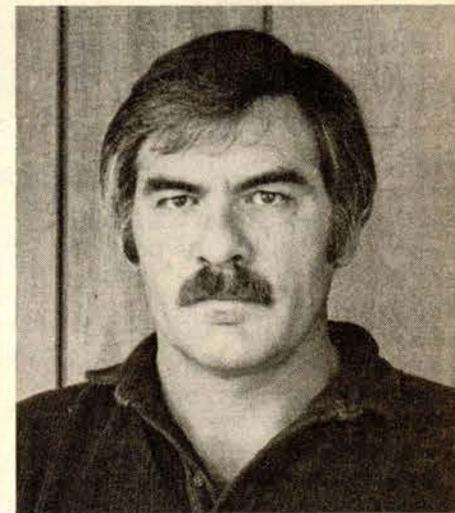
## New staff



Jones

New staff member, Business Representative, Ernie Jones, above left, is assigned to the North Bay area. Jones is a former Substation maintenance electrician out of Coast Valleys Division. He has been active on the Advisory Council, and was an initial advocate of Local 1245 union representation for Monterey Peninsula Cable TV, MPTV, employees. Jones served as a Shop Steward for seven years, and was also a Unit Recorder. Born and raised in Chicago, Jones attended Northern Illinois University, and spent four years in the Marine Corps.

Jerry Robinson, above right, is the new Local 1245 Business Representative for Outside Construction, replacing Bill Twohey who has been reassigned as an



Robinson

East Bay Business Representative. Robinson has been in Outside Construction for 10 years, and previously was a Lineman for PG&E in the North Bay Division for 10 years. Robinson wants to clear up any confusion that may exist among members regarding Outside Construction, or Outside Line information when it's reported in the Utility Reporter. Outside Construction information applies only to Linemen and Groundmen, both members and travelers from other IBEW Locals who work for independent contractors in Local 1245's jurisdiction. Recent calls into the Local have indicated that there has been some confusion among the membership.