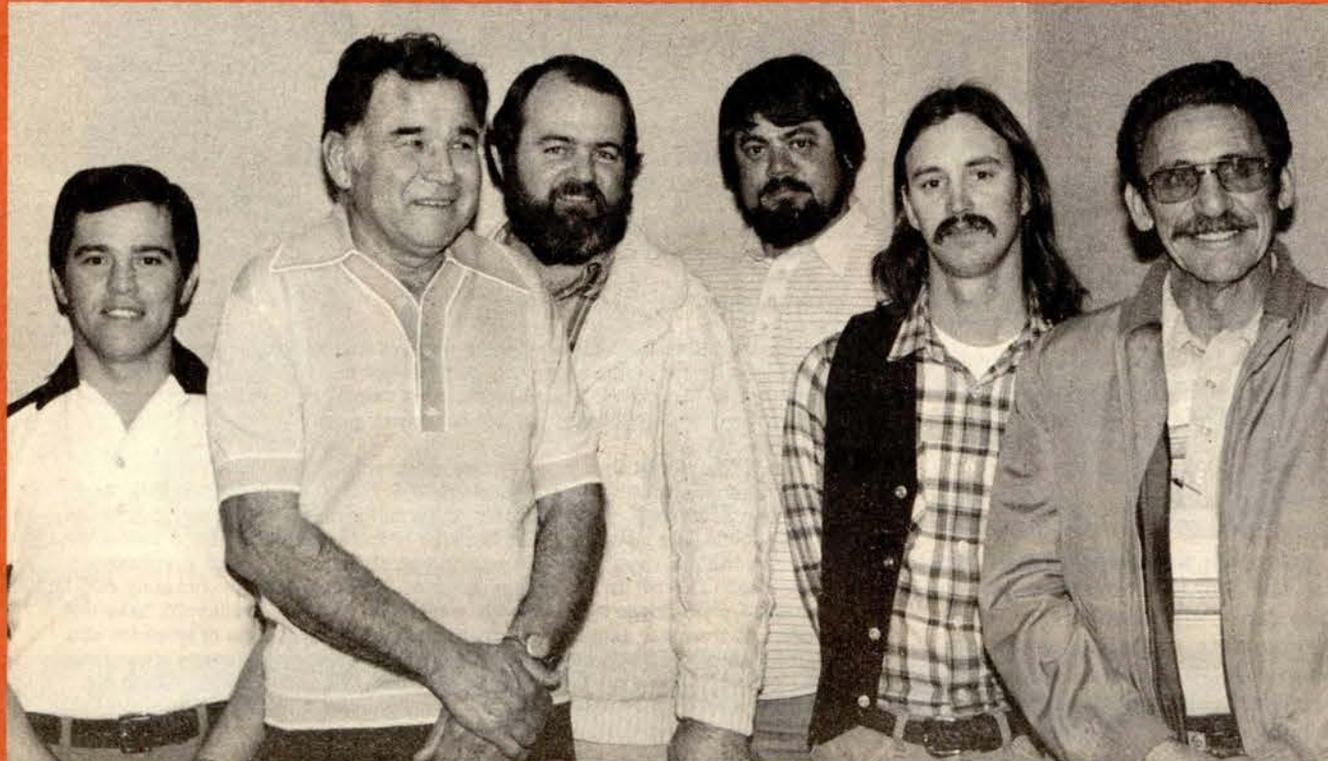


UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

MEMBERS RIGHTS UPHELD



The rights of these six IBEW Local 1245 grievants to refuse unsafe work involving a PCB toxic chemical clean-up were upheld by Arbitrator Armon Barsamian in a recent decision. The members employed by PG&E in the San Jose Line Department are, l-r, John Hernandez, Bill Fimbres, Dan Neale, Richard Ortez, Doug Stowell and Paul Quillici.

Cal-OSHA ORDER

Climbing restriction lifted

On April 7, 1982 the Division of Occupational Safety and Health issued an order lifting the restriction on climbing "tested Carney Pine Poles" and listed the following special order on specific testing procedures:

Special Order

A pine pole supplied by B.J. Carney Co. and installed (3 miles W. of W. End of Roosevelt Rd., Merced) broke on May 30, 1980, fatally injuring a workman who was on the pole.

Climbing of these B.J. Carney Pine Poles shall be prohibited until such time as any pole to be climbed has been checked, inspected, and marked as being safe in accordance with the inspection, testing, and marking criteria developed by PG & E and submitted to the Division of Occupational Safety and Health on December 28, 1981. Elements of that inspection, testing, and marking criteria are as follows:

1. Visual inspection by a qualified pole inspector to determine if the pole meets company standards for shape, circumference at ground-line, knot size, spiral grain, etc.

2. Physical inspection near the brand mark on the pole. a) Four Pilodyn readings evenly spaced around the pole's circumference (average reading of 22 mm or greater constitutes rejection). b) Removal of 1/2 inch plug to determine wood density. (0.32 g/cc or less constitutes rejection).



Carney Pine poles, "tested good" will be posted with silver triangles at eye level.

3. Any poles found to be unsafe for climbing as a result of inspection and testing in accordance with the PG & E plan will only be worked from an elevated basket, or after being safety blocked or guyed to prevent the poles falling in case of pole failure of any kind. In lieu of the above provisions of this paragraph, any pole rejected by the plan shall be replaced prior to any further work on said pole.

Please see PAGE FOUR

Local 1245 wins key arbitration; grievants awarded back pay, benefits

Local 1245 recently won an important arbitration decision in Pacific Gas and Electric Company Arbitration Case No. 94 which involved the suspension of six line department employees in the San Jose Division for refusing to participate in a PCB clean-up.

Hailed as one of the few arbitral decisions in the nation dealing with the right of workers to refuse unsafe work involving toxic chemicals, the arbitration decision orders the Company to pay the six employees for their lost pay and benefits and remove all references to the discipline from their files.

The facts of the case . . .

On June 20, 1980, a capacitor in Sunnyvale ruptured, spilling PCBs over the cap rack, the pole, and surrounding ice plant foliage. The six grievants, none of whom had been trained in PCB clean-ups, refused to participate because of their lack of training, the Company's failure to provide protective equipment and clothing, and the Company's failure to follow established procedures for PCB clean-ups.

The Company suspended the six employees because of the refusal, and the Union subsequently filed a grievance. Four days of arbitration were concluded in early December, 1981, and briefs were filed on March 1, 1982.

The Arbitrator's decision . . .

Arbitrator Armon Barsamian issued his decision on April 30, hold-

ing that the suspensions had been in violation of the IBEW contract. Noting that PCBs are classified as a suspected human carcinogen by every applicable governmental agency, Barsamian summarized his decision as follows: "In sum, the lack of training and experience of Grievants, the exempt supervisor and sub-foremen, the lack of protective clothing and equipment . . . and the Company's failure to follow T&D Bulletin 2-50, Revision 3, together created a real and apparent hazard to the health of Grievants and they, and each of them, acted reasonably and in good faith in refusing to work the PCB spill on June 20, 1980."

Staff Attorney, Tom Dalzell, who handled the case for Local 1245, reported that Arbitrator Barsamian's decision "hinged upon the unique facts of the situation. It was the Company's failure to follow safe work procedures, not the mere fact that PCBs were involved, that swung the case for the Union."

Business Manager Jack McNally labeled the decision a "victory for the six Local 1245 members who had been suspended, as well as all workers faced with unsafe or unhealthy work assignments."

Dan Neale, a lineman in San Jose and one of the six grievants, agreed and said that the decision was "just

Please see BACK PAGE

CAST YOUR VOTE!

June delegate election

Time for election of delegates to the 1982 IBEW International Convention is here.

All members will have the opportunity to vote for a maximum of 13 candidates who will represent IBEW Local 1245 at the convention in September in Los Angeles.

Ballots should be received by members early in June, to be returned by mail in accordance with instructions in the ballot, to arrive at the Walnut Creek Post Office box by 10 A.M. June 15, 1982, in order

to be counted.

Should a member not receive a ballot by June 5, a duplicate ballot can be requested by contacting the Local Union office (415) 933-6060, or by contacting the Judge of the Election, P.O. Box 4790, Walnut Creek, CA 94596, or by coming in person to the Local Union office, 3063 Citrus Circle, Walnut Creek.

General biographies of the candidates for delegates, highlighting Union activities begins on page 5 of this issue of the Utility Reporter.



EMPLOYEE DISCOUNT: OPEN LETTER TO PUC

Utility Reporter

MAY 1982

VOLUME XXX NUMBER 5

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& Executive Editor

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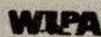
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Credit

Contributing writers:
Juliann Sum, Local 1245
Industrial Hygienist; Tom Dalzell,
staff Counsel

For the past several weeks the Local Union has been busy defending the interests of its members from growing attacks by the California Public Utilities Commission and the Legislature.

Amid a splash of somewhat inaccurate publicity, the Public Utilities Commission formally launched its investigation of the employee discount at a pre-hearing conference on Monday, May 3 in San Francisco. Although the conference was called only to establish a schedule and other procedural considerations, numerous television crews and other media representatives were present as the Commission's Administrative Law Judge explained his plan for hearing the case.

Local 1245 was represented at the hearing by Staff Attorney Tom Dalzell, who also was speaking on behalf of the 130,000 members of the Coalition of California Utility Workers. According to Dalzell, the Commission will first consider the employee discount at gas and electric utilities, including PG&E, Sierra Pacific, CP National, Southern California Edison, San Diego Gas and Electric, and Pacific Power and Light. Written testimony and exhibits from all parties, including the Coalition, must be filed by June 30, and hearings on the case will start in San Francisco during the second week in August.

Business Manager Jack McNally led a meeting of the Coalition of California Utility Workers in San Francisco 10 days later to plot strategy for the different unions. Responses and testimony will be carefully coordinated, and the various unions will continue to speak with a single voice in arguing that the principles of free collective bargaining contained in the National Labor Relations Act will simply not permit intervention in the bargaining process by the Public Utilities Commission.

The Coalition will further argue that an analysis of the statistical information submitted to the PUC by the utilities shows that employees receiving the discount are no less conservation-minded than other customers.

The discount benefit costs the average PG&E customer about 5 cents a month. To replace the benefit, as would be required by the PG&E contract, and the National Labor Relations Act, would cost rate payers about \$2.37 for each dollar currently spent on the discount. The substitution of a taxable benefit for the non-taxable discount would result in an increase to rate payers.

With the recent increases in PG&E rates creating a groundswell of public outcry, the attacks on the utility industry and utility workers have spread from the Public Utilities Commission to the State legislature in Sacramento. Dozens of bills have been introduced over the past few months addressing

Local Union 1245

International Brotherhood
Electrical Workers



(3063 CITRUS CIRCLE) • P.O. BOX 4790, WALNUT CREEK, CALIFORNIA 94596 • (415) 933-6060

Mr. Richard D. Gravelle, Commissioner
Public Utilities Commission of the
State of California
State Building
350 McAllister Street
San Francisco, CA 94102

May 6, 1982

Dear Commissioner Gravelle:

I was shocked to read the May 4th issue of the San Francisco Chronicle in which you are quoted as saying that you see no reason why P.G. and E. employees, whom our Union represents, should be insulated from the hardships which presently affect other workers.

First, I had hoped that you as a Commissioner of the Public Utilities Commission would have realized that P.G. and E. employees have suffered greatly as a result of the nation's economic problems over the past years. Wage increases have vanished because of spiraling rises in the cost of living, and in the past two years more than two thousand P.G. and E. employees have been laid off. In the first quarter of 1982 alone, approximately 600 IBEW members employed by P.G. and E. were laid off. While the layoffs have not been as dramatic as plant closures in which large groups of workers at a single location lose their jobs at the same time, they are every bit as tragic and hard on P.G. and E. employees and their families. Retired P.G. and E. employees, who would be hurt the most by your proposed elimination of the employee discount, have been hit the hardest by the ravaging inflation of the last eight years. Despite all this, you suggest that P.G. and E. employees have been "insulated" from economic hardship — a statement which I find impossible to accept.

Secondly, I am appalled by your apparent willingness to blame high utility rates on the men and women who work so hard to provide gas, electric, and water service to millions of California residents. Given the capitol intensive nature of the utility industry and the fact that labor costs account for less than 10% of P.G. and E.'s total budget, attacks on P.G. and E. workers such as that articulated by you in the paper must be seen as either a manifestation of a deep-rooted anti-union attitude or an unwillingness to approach the real problems plaguing the utility industry and causing the recent rate increases. High fuel costs, high interest rates, and to some extent poor management decisions — not an employee discount costing the average customer 5¢ cents month — deserve your scrutiny.

Thirdly, you as well as anyone know that P.G. and E.'s employees are hard-working and dedicated. It was P.G. and E. employees, not the shrill critics of the employee discount, who worked for days without a break to restore service to Northern Californians after this winter's storms. Furthermore, you are well aware that each year P.G. and E. employees have become more productive.

In short, I feel that your remarks are entirely unfounded and indicative of an anti-worker bias which I feel has no place on the Public Utilities Commission. I ask that you reconsider the implications of your remarks and in the future remember that without the men and women who work for P.G. and E. there would be no utility services.

Sincerely,

Jack McNally
Business Manager

JM/fr

utility rates, the structure and funding of the Public Utilities Commission, and the PUC's rate-making procedures.

Because many of these bills would affect Local 1245 members employed in the utility industry, Business Manager McNally on May 4 led a delegation consisting of Local 1245 President Howard Stiefer, Executive Board Members Barbara Symons and Bill Peitz, and Staff Attorney Tom Dalzell on a one-day whirlwind lobbying trip to Sacramento.

The group met at length with Assemblyman Doug Bosco of the Assembly Select Committee on Utility Rates, Senator Joseph Montoya of the Senate Energy and

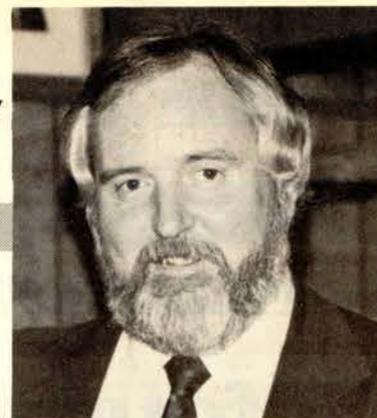
Public Utilities Commission, Dan Richards of the State Energy Commission, and Roger Carrick of the Governor's office to explain the impact which the proposed legislation would have on the thousands of workers employed in the utility industry.

In each case the input by Local 1245 was welcomed, and further meetings with the leadership of the legislative and executive branches have been scheduled to maximize the influence of Local 1245 and consideration of worker issues in the legislative process. Details of the legislation and the Local's progress in Sacramento will be reported in the next issue of the *Utility Reporter*.

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



Busy agenda in store for remainder of 1982

As we come to the midway point of 1982, there is a considerable amount of activity scheduled for the remainder of 1982 for Local 1245. In June, the primary elections will be held to determine the party candidates for the November elections. There are a number of propositions and many local races to be decided. This then sets the stage for the November general elections where the leaders for the ensuing years will be elected.

Also in June, thirteen Local 1245 delegates will be elected to represent Local 1245 at the 32nd Convention of the International Brotherhood of Electrical Workers which will be held in September of this year in Los Angeles. This is the first time since 1946 that the IBEW Convention has been held in California, when it was held in San Francisco.

As reported in previous issues of the Utility Reporter and in this issue, we are preparing for the hearings before the California Public Utilities Commission over the question of employee discounts and intrusion in the collective bargaining arena.

The weeks of hearings are scheduled for August and a decision on the issue by the California Public Utilities Commission will probably not be made before the latter part of the year. The discount issue involves four properties that Local 1245 represents — Pacific Gas & Electric Company, Sierra Pacific Power Company, CP National, and Citizens Utilities Company. The first phase of the hearings will cover only the energy companies with telephone and water companies later. We are involved with other utility unions in a coalition and are fighting the issue as a united group.

We are gearing up for negotiations with Pacific Gas and Electric Company and we hope to commence bargaining early in September. We are calling for proposals from the membership in the May and June Unit meetings, so that a package proposal can be formulated and be ready for submission in September. There will be a need for understanding and unity as this will be a difficult bargaining year.

We are currently in negotiations with both Pacific Tree Company and Davey Tree Company. We are experiencing difficulty with Pacific Tree Company to the point that Local 1245 filed Unfair Labor Practice charges with the National Labor Relations Board in an effort to get de-polarized and obtain an acceptable offer for our Pacific Tree members. Davey Tree Company bargaining is just getting off the ground, and hopefully we will have a meeting of the minds and reach a successful conclusion. We have been in bargaining with Sacramento Regional Transit District, and it appears we may well end up in interest arbitration to settle the issue there. There are a number of public agency agreements due for bargaining toward the end of the year.

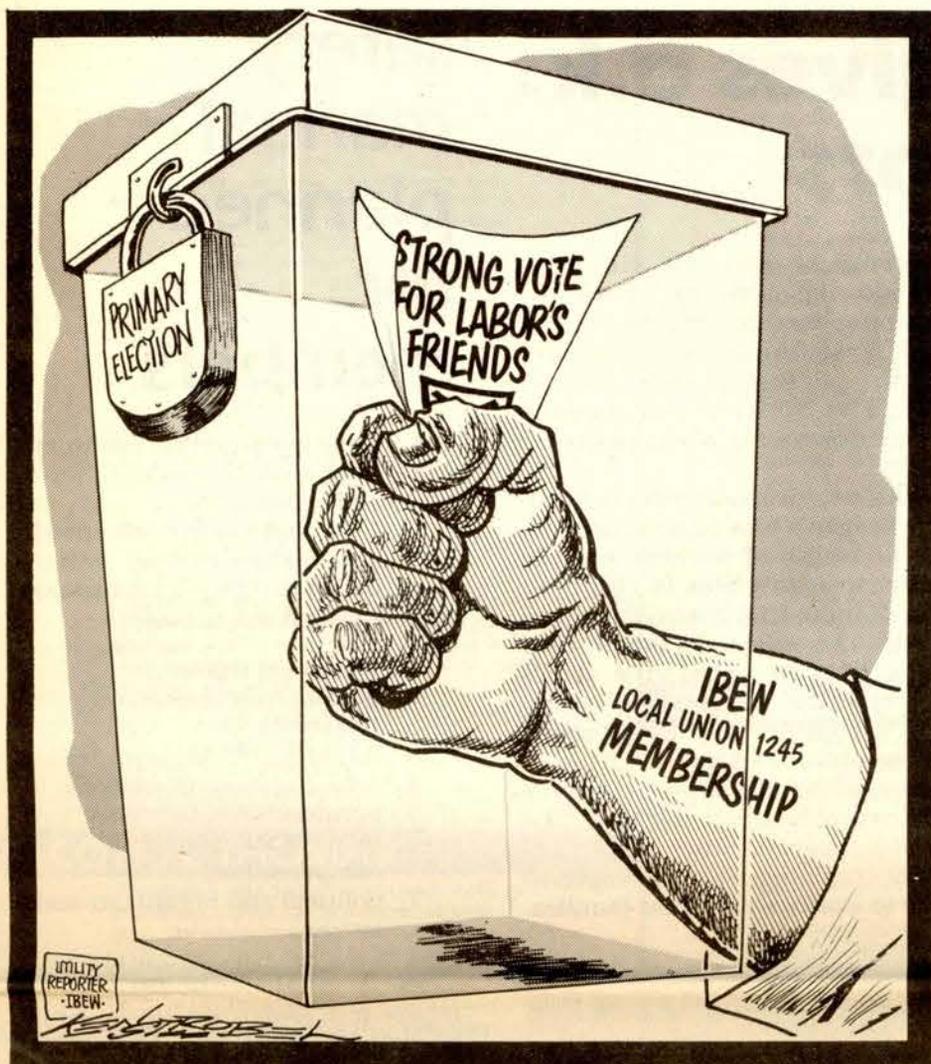
As a result of the outcry on electric rate increase, there have been over twenty bills introduced in the legislature so far this year. These bills run the gamut from good to outright idiocy. We are monitoring and lobbying these bills to be sure to protect the interest of utility workers.

All of this activity plus the day to day business will keep Local 1245 Business Staff pretty busy for the remainder of the year.

In Unity— *Jack McNally*

'Speedy recovery, Jay!'

Executive Board member Jay Burton is recovering from extensive surgery following five arterial bypasses. His wife Susan reports that doctors are optimistic about his recovery. Get well wishes may be directed to Burton at Peninsula Hospital, 1783 El Camino Real, Burlingame, CA 94010.



PUT YOUR MUSCLE INTO IT!

NOTICE

(Members employed by PG&E, Stan Pac Inc., and PGT)

Proposals for 1983 General Negotiations should be submitted at Unit meetings through June 1982.

Negotiations will cover wages, working conditions, and benefits. Members are urged to attend their Unit meetings and participate.

CHANGE OF ADDRESS

If you have just moved, or are about to move, please complete this form to insure your continued receipt of all Union mail. Send completed form and your mailing label from the front page to:

UTILITY REPORTER
P.O. Box 4790
WALNUT CREEK, CA 94596

Old label: _____

Name _____

New Address _____

(Street and Number)

(City and Zip Code)

EPA IGNORES HAZARDS

Ill-founded proposal gives o.k. on PCB use in capacitors

The dangerous effects of PCBs have been ignored in a new proposal by the U.S. Environmental Protection Agency.

Since its creation more than 50 years ago, polychlorinated biphenyls have been known to cause skin and liver injury in people. Animal studies showing effects of cancer and reproductive impairment further incriminate this toxic chemical.

PCBs persist in the environment, accumulating in the food chain and in fatty parts of the body.

Because of these dangerous properties, the U.S. Congress declared a manufacturing and distribution ban on PCBs. The ban was issued in the Toxic Substances Control Act of 1976 (TSCA).

The Environmental Defense Fund, a leading environmentalist group, later sued the EPA for not

following some of the requirements in the ban.

A court decision in 1980 ruled that the EDF was correct on two counts. The court ordered the EPA to re-evaluate their 50-parts-per-million control level and their permission for PCBs to be used in electrical equipment that leak and rupture.

EPA's new proposal addresses the issue of PCBs being used in electrical equipment. They propose to continue allowing PCBs to be used in capacitors for the next 10 years and in all other equipment indefinitely. Other equipment includes transformers, circuit breakers, reclosers, voltage regulators, switches, cables, and electromagnets.

By industry estimates, this will allow half a million pounds of PCBs to continue to be released into the

environment annually. However, only 500 milligrams of PCBs was the minimum dose causing illness in a major poisoning incident in Japan, according to PG&E's slide show on PCBs. Five hundred milligrams is less than one-tenth of a teaspoonful of PCBs.

EPA's new proposal reflects President Reagan's bias against protecting the health of workers and the public. Reagan's bias is clearly in favor of industrial management interests. The official document even states "this proposed rule allows uses of PCBs in electrical equipment to continue that would otherwise be prohibited by . . . TSCA."

Local 1245 intends to continue full involvement in fighting this proposed rule and other attempts to relieve employers of their responsibility to workers and their families.

Health, safety manual planned for members

A training manual on health and safety will soon be available for all Local 1245 members.

This manual will provide specific guidelines on how to work with the Local Union in fighting job hazards. Areas covered will include:

1. your legal rights
2. getting information on hazards
3. handling worksite problems
4. refusing hazardous work
5. accident investigations
6. medical follow-up and compensation
7. political and organizational issues

The manual will be used for information and training at Shop Steward's meetings and other union meetings. At the Sacramento Shop Stewards' meeting scheduled for May 15, a draft of the manual will be presented and discussed.

Local 1245 Industrial Hygienist Juliann Sum is currently writing the manual, with assistance from Health and Safety Coordinator Ron Fitzsimmons and the Local Union Safety Committee.

Marjorie Winter, Health Education Student Intern, is also assisting in the production of the manual and will help design future training sessions for the Local Union. This internship is being sponsored by San Jose State University and coordinated by the State of California Hazard Evaluation System and Information Service.

Cal-OSHA order lifts restrictions on climbing Carney Pine poles

From PAGE ONE

4. Poles shall be marked to indicate their condition with regard to being safe for climbing in accordance with the plan. No poles will be climbed until and unless they have been marked as safe for climbing as a result of the inspection and tests outlined in the PG & E program for Carney Poles, or until the conditions of paragraph 3 have been met.

5. In addition to the testing of B.J. Carney Company pine poles set forth in this Special Order, PG & E will continue to adhere to the terms of Pacific Gas and Electric Company

Accident Prevention Rules 414 and 417 regarding Working in Elevated Positions and Testing Poles and Stubs, respectively. Therefore, if clear evidence exists that a pole has been damaged after the pole has been inspected, tested, and marked in accordance with the foregoing procedures, the pole would not be safe for climbing; in the absence of such evidence, the pole would be safe for climbing.

As a result of this Special Order PG and E held meetings in the San Joaquin Division starting May 3,

1982 to explain the testing and marking procedures to be used. If, in the future, incidents arise which relate to the Carney Pine Poles, that question the safe working operation of "poles tested good," they should be reported to the Union and Company.

The Union will submit any evidence of unsafe conditions to the Division of Occupational Safety and Health which reserves its rights to further investigate and establish other special orders.

Cableman and helper suffer burns; rushed to hospital following accident

On May 7, 1982 two IBEW 1245 members were injured on the job.

Arnold Covarrubias, 41, Cableman and Harold Daniels, 35, Cableman's Helper were engaged in switching procedures on Treasure Island Naval Station when an electrical flash caused second and third degree burns to both members.

Brother Covarrubias suffered burns to the left side of the face and body. Brother Daniels the more severely injured of the two suffered burns on both hands, arms, face and left side.

Brother Covarrubias has been a Local Union member for nearly 12 years, and Brother Daniels, nine

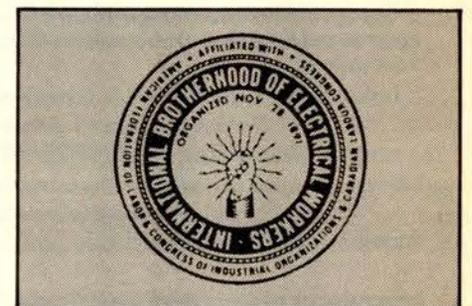
years.

The Local Union was notified at the time of the accident by Shop Steward and L.U. Safety Committee member Steve Lee.

Ron Fitzsimmons, Safety and Training Representative and Frank Saxsenmeier Business Representative met in San Francisco to investi-

gate the accident and talk to the injured members at St. Francis Hospital where they were taken.

At this time an investigation as to the cause of the injuries is continuing.



CANDIDATE LIST - INTERNATIONAL DELEGATE ELECTION

JOSEPH P. AQUILIO

Initiated into IBEW Local Union 1245 on December 1, 1973. Is a member of Unit 4001, Elk Grove. Is employed by Citizens Utilities Company as a Cable Splicer in Elk Grove. Served as Vice Chairman, Unit 4001, 1977-1980. Has served as a Shop Steward, Elk Grove for 6 years. Has served on the following committees: Local Union 1245 Health and Safety Committee; Unit 4001 Health and Safety Committee; Citizens Utilities Safety Committee. Other Local Union activities have included: Ballot Committee, Citizens Utilities Medical Negotiations; Delegate to Sacramento Safety Congress Convention.

DAVID E. ARMSTRONG

Initiated into IBEW Local Union 1245 on April 4, 1966. Is a member of Unit 2513, Jackson. Is employed by PG&E as a System Operator #3 at Tiger Creek Power House. Served as Recorder, Unit 2511, Stockton; Chairman, Unit 2513, 1980 to present. Has Served as Shop Steward Station A, 1970; DO, 1971; Tiger Creek Power House 1973 to present. Has served on the following committees: Jackson Safety Inspection; 1980 Health and Safety Committee.

KENNETH L. BALL, JR.

Initiated into IBEW Local Union 1245 on April 6, 1973. Is a member of Unit 1212, Monterey. Is employed by IBEW 1245 as a Business Representative in Coast Valleys Division. Served as Unit Recorder, from 1974 to 1981. Was a Shop Steward, Monterey Gas Department for 3 years. Has served on the following committees: Joint Grievance Committee, Coast Valleys 1978 to 1981; Joint Apprenticeship Committee since 1981. Other Local Union activities have included: Monterey Central Labor Council 1981 to present; 1981 Ninth District Convention in San Diego.

LOIS BARKER

Initiated into IBEW Local Union 1245 in April, 1976. Is a member of Unit 3391, Reno. Is employed by Lynch Communications as a Inspector in Reno. Other Local Union activities have included: Negotiations Information Committee.

JOSEPH P. BELLE

Initiated into IBEW Local Union 1245 on August 2, 1976. Is a member of Unit 4013, Alturas. Is employed by Citizens Utilities Company as a Central Office Maintainer in Alturas. Currently serving as Chairman to Unit 4013 in Alturas. Currently serves as a Shop Steward in Alturas. Has served on the following committees: Medical-Dental 1979-1980; Contract Negotiation - 1980. Other Local Union activities have included: Alternate to Advisory Council.

RICHARD BIDINOST

Initiated into IBEW Local Union 1245 on November 12, 1963. Is a member of Unit 1511, San Jose. Is employed by PG&E as a Serviceman in Edenvale Service Center. Currently serves as a Shop Steward at Edenvale Service Center. Has served on the following committees: Union Safety Walk Around Committee, 1981; March 1982 Chairman of Union Safety Walk Around Committee. Other Local Union activities have included: Teller, Unit Ballot Committee.

ROBERT L. BLANKENSHIP

Initiated into IBEW Local Union 1245 on September 20, 1970.

TOM H. BRASHEAR

Initiated into IBEW Local Union 1245 on June 1, 1963. Is a member of Unit 1112, Bakersfield. Is employed by PG&E as a Gas Serviceman in Bakersfield. Served as Taft Unit Recorder 1965; Unit Vice Chairman 1966-1967; and Taft Unit Chairman 1968. Currently serves as Shop Steward, Bakersfield.

T.G. BROWN

Initiated into IBEW Local Union 1245 on November 10, 1969. Is a member of Unit 4014, Elk Grove. Is employed by Citizens Utilities Company as a Key System-PABX Technician in Elk Grove. Served as Local Union Advisory Council 1978-1982. Served as Chairman, Unit 4014, 1978-1980; Vice-Chairman, Unit 4014, 1977-1978. Serves as a Shop Steward, Elk Grove 1977-1982. Has served on the following committees: Union-Negotiating Committee 1980. Other Local Union activities have included: Delegate to National Telephone Convention-IBEW 1978.

JAY H. BURTON

Was initiated by Local Union 1245 in May, 1956. Is a member of 2412, San

Francisco Physical. Employed by PG&E as a Light Crew Foreman in San Francisco. Has served as the Central Area Executive Board as a member since 1979 and was Advisory Council Member for San Francisco Division and General Office 1971-1977 and 1978-1979. Has served as recorder of Unit 2412 since 1973, also on Executive Committee of Unit 2412 since 1973. Has been a Shop Steward in San Francisco since 1970 and has been Gas T&D Departmental Shop Steward. Has been a member of the San Francisco Joint Grievance Committee since 1970 and is presently Chairman. Was a member of the Advisory Committee to the Advisory Council, 1979-1980. Chairman of Local Union 1245's Safety Committee, 1979-1980. Member of Local Union's Ways and Means Committee 1979, 1980, 1981, 1982. Member of Local Union's Political Education Committee, 1980, 1981, 1982. Member of Local Union's Wage and Benefit Committee, 1979, 1980. Member of the Board of Directors of IBEW Local Union 1245 Energy Workers Center, Inc. 1979, 1980, 1981, 1982. Delegate to San Francisco Central Labor Council 1979, 1980, 1981, 1982. Attended Local Union Conference 1966. Attended Local Union Officers Leadership Conferences, 1971, 1974, 1977, 1980. Member of 1980 PG&E Contract Revision Committee. Delegate to Health and Safety Conference 1980. Delegate to Golden West Safety Conference, 1980. Delegate to Inter-Union Gas Conference, 1979. Delegate to California State Federation AFL-CIO Legislative Conference, 1980. Attended the Labor and Education Health Project (LOHP) Training Course, 1980. California AFL-CIO Safety Federation Political Action Conference 1981. Delegate to IBEW Utility Conferences, 1981, 1982. IBEW 9th District Progress Meeting 1980, 1982. Attended Nevada AFL-CIO State Convention in 1980. Delegate to the California State Federation of Labor Pre-Primary Convention, 1982, plus served as a credentials Committee worker for the same Pre-Primary Convention.

DAVID CANNON

Initiated into IBEW Local Union 1245 in April, 1972. Is a member of Unit 1220, Avila Beach. Is employed by PG&E as an Electrician in Diablo Canyon Project. Currently serving as 1220 Unit Chairman and served a previous term as Unit Recorder, 1980-1981. Currently serving as a Shop Steward, Diablo Canyon Project. Served as Unit Safety Committee Chairman and was on Diablo Canyon Nuclear Negotiating Committee 1980, 1981.

CHARLES CASON

Initiated into IBEW Local Union 1245 in May 1979.

MARY CECCHI

Voluntary withdrawal.

R.L. CHOATE

Initiated into IBEW Local Union 1245 on February 8, 1965. Is a member of Unit 2316, Concord. Is employed by PG&E as a Troublemaker in Walnut Creek. Has served as a Shop Steward in Walnut Creek for three years, and previously in Concord for two years. Served on the Local Union On-Call Committee, 1981.

THOMAS C. CONWELL, JR.

Initiated into Local Union 1245 on September 1, 1964. Is a member of Unit 3411, Chico. Is employed by PG&E as a Troublemaker in Orland. Was the Executive Board, Northern Area, member from 1971 to 1974, a member of the Executive Committee of Unit 3411, from 1967 to 1969. Currently Unit Chairman, Unit 3411, Chico. Unit Chairman from 1969 to 1971, a Shop Steward in General Construction from 1964 to 1969 and in De Sabla Division from 1969 to present. Has served as a member of the General Negotiating PG&E 1980; Joint Grievance Committee for both G.C. and De Sabla; as a member of the Local Union Election Committee, PG&E Ratification Ballot Committee, Local Union Political Education Committee, Policy and Resolution Committee, Safety Committee, Bylaws Committee and as past Chairman of the Communications Committee. Was a delegate to I.B.E.W. International Convention in 1974, Nevada State Federation of Labor Convention 1971, Nevada State Association of Electrical Workers Conference 1971, Northern California Joint Executive Board Conference, I.B.E.W. 1971 and 1972, California State Federation AFL-CIO Convention 1972; California State Association of Electrical Workers Conference 1972; LAMPAC Meeting 1973; IBEW Utility Conferences in 1973 and 1974, California Labor COPE Conference 1974; IBEW 9th District Progress Meeting 1974; California Labor Federation Legislative Conference 1974. Attended the Konocti Conference of

1969, Claremont Conference of 1971, and Shop Steward Conferences in General Construction and De Sabla Division. Delegate to Butte-Glenn Central Labor Council.

VERN COOKE

Initiated into IBEW Local Union 1245 in February, 1966. Is a member of Unit 3311, Hinkley. Is employed by PG&E as a Relief Senior Compressor Plant Operator in Hinkley Comp. Station. Currently serves as Chairman of Unit 1311. Previously served as a Shop Steward. Has served on the following committees: General Negotiating Committee 1980; Joint Grievance Committee - Pipe Line Operations, 1977.

CHARLES CRISWELL

Initiated into IBEW Local Union 1245 on March 3, 1975.

MIKE F. CRONIN

Initiated into IBEW Local Union 1245 on March 9, 1973. Is a member of Unit 3212, Redding. Is employed by City of Redding as a Sanitation Leadman in City yard. Has served on Local Unit Executive Committee, Has served as a Shop Steward since 1978.

JANICE DAVIS

Initiated into IBEW Local Union 1245 in February 1966.

PAULINE DAVIS

Initiated into IBEW Local Union 1245 in January 1964.

GROVER DAY

Initiated into IBEW Local Union 1245 on June 11, 1970. Is a member of Unit 2501, Tracy. Is employed by PG&E as a Lineman in Tracy. Currently serving as a Shop Steward.

J.T. DELSMAN

Initiated into IBEW Local Union 1245 on October 3, 1972.

NANNETTE R. DOMINGUEZ

Initiated by Local Union 1245 on November 1, 1970. Is a member of Unit 3715, Geysers. Is employed by PG&E as a Clerical Assistant in Geysers. Currently serves as IBEW Local 1245 Vice President and previously served as Local Union Treasurer, 1977-1980. Has served as Chairman of Unit 3815 1977 and was Unit Recorder 1976-1977. Was a member of the PG&E Ballot Committee, 1977 and was a delegate to the Sacramento County Central Labor Council. Attended the Women in the Work Force Conferences in 1977, 1978, 1979, 1980 and 1982, serving on Steering Committee in 1978; Woman's Equality Day Breakfast in 1979; Ninth District IBEW Progress Meetings in 1977, 1979 and 1982. 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 since 1976. Delegate to Sacramento Central Labor Commission, 1982. Rotating seat Grievance Committee 1982. Geyser Joint Grievance Committee 1982. Coalition of Labor Union Meeting, 1982. IBEW 9th District Progress Meeting 1981-1982. IBEW Utility Conference 1981-1982. Nevada State AFL-CIO Convention 1981. Women in the Work Force 1981.

LAWRENCE G. DOUGLAS

Initiated into IBEW Local Union 1245 on October 5, 1978. Is a member of Unit 3391, Reno, Nevada. Is employed by Lynch Communications as a Section Lead in Reno, Nevada.

RONDA DREW

Initiated into IBEW Local Union 1245 in September 1973.

PETER R. DUTTON

Initiated into IBEW Local Union 1245 on July 24, 1967.

RONALD G. FITZSIMMONS

Initiated into IBEW Local Union 1245 on August 1, 1969. Is a member of 2412, San Francisco. Is employed by IBEW Local 1245 as the Health, Safety and Training Business Representative in Walnut Creek. Served as Local Union President 1978-1981; Chairman of the Executive Board 1978-1981; Local Union

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CANDIDATE LIST - INTERNATIONAL DELEGATE ELECTION

Ronald G. Fitzsimmons - Continued from page 5

Vice President 1977-1978. Was the Chairman of Unit 2412 San Francisco and has served on the Executive Committee from 1971 to 1981. Previously a Shop Steward in Electrical T&D Department San Francisco, 1971-1981. Has served on the following committees: Spokesperson for the following committees; Communication Technician, Instrument Technician, and Electrical Technician. Station Welder G.C., Gas Welder G.C., Underground Lineman, G.C. apprentice Lineman, G.C. Station Mechanic, G.C. painters. Water Department. Pipe Line Operations. Machinist, Mechanic, Welder, Rigger Apprenticeship Committee. Fieldman Training Program. Radiation and Process Monitors. Switching Committee; Local Union 1245 and PG&E Joint Apprenticeship Committee, City of Santa Clara. Local Union 1245 Joint Apprenticeship Committee. California Nevada Joint Apprenticeship Committee. Safety Committee State Association of Electrical Workers. Chairman Local Union 1245 Safety Committee. National Safety Council Health Committee. Northern California Occupational Health Center (State). LOHP. HESIS Advisory Committee. University of California Statewide Advisory Committee. Other Local Union activities have included:

A. Local 1245 Representative on the following Cal/OSHA Advisory Committees:

1. Review all Cal/OSHA Regulations adopted before 1980 (AB 1111).
2. Telecommunications.
3. Confined Spaces.
4. Environmental Cabs
5. General Advisory Committee.

B. Involved in the following Cal/OSHA Advisory Committees:

1. PCBs
2. MSDS's
3. Airborne Contaminants
4. Attend Monthly Meetings on California State Standards Board, for the adoption of all new Standards.

C. Federal OSHA:

1. Noise Standards
2. Voluntary Compliance Standards.

D. Environmental Protection Agency Regulations and Standards.

E. Co-Director Local Union 1245 Softball Tournament.

F. Directs Local Union 1245 Industrial Hygienist in Safety Department. 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, 1981, IBEW Ninth District Progress Meeting; InterUnion 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 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 1978; member of the Local Union Wage and Benefit Committee 1978; member of the Local Union Ways and Means Committee 1977-78; member of the Local Union Political Education Committee and Chairman 1977-78; Ex Officio member of the Local Union Ways and Means, Political Education Committee and Safety Committee 1978; member of the International Foundation of Employee Benefit Plans 1979; Trustee to the Local Union Pension Plan 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 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 Ballot Committees 1977.

DOROTHY F. FORTIER

Initiated into IBEW Local Union 1245 on May 1, 1975. Is a member of Unit 2401, San Francisco. Is employed by IBEW, Local 1245 as a Business Representative serving members in San Francisco/General Office: Clerical. Has served on the following committees: Computer Operations Department Interim Negotiating Committee: Data Recording

Section in 1981 and 1982; Computer Operations Department Interim Negotiating Committee: Production Services Section in 1981 and 1982; Engineering Services Department Interim Negotiating Committee: Reprographics Section in 1981 and 1982; Customer Services Department Interim Negotiating Committee: Sr. Service Representative Training Program in 1982; Spokesperson City of Healdsburg Negotiating Committee in 1980; Union Representative - General Office Joint Grievance Committee: 1980 to present; Union Representative - San Francisco Division Joint Grievance Committee: 1980 to present; Union Representative - Computer Operations Department Labor/Management Committee: 1980 to present; Union Representative - North Bay Division Joint Grievance Committee: in 1979 and 1980. Other Local Union activities have included: Delegate: International Convention in 1978; Delegate - Coalition of Labor Union Women Convention in 1982; Delegate - Women in the Workforce Conference and Workshop Instructor on Bargaining Through Impasse at this Conference in October 1981; Delegate - Labor Occupational Health Program Conference in September 1981; Delegate - A. Philip Randolph Institute Recognition Dinner in April 1981; Delegate - Duty of Fair Representation Conference in September 1980; Delegate - Leadership Conference in October 1980; Delegate - Women in the Workforce Conference 1979, 1980, and Workshop Co-Leader on Collective Bargaining, October 1980; Delegate - Energy Conservation Conference in March 1980; Delegate - Unemployment and Disability Insurance Conference in November 1979; Graduated from AFL-CIO Community Services Union Counseling Course in May 1979; Delegate - Western Labor Press Convention in May 1979; Delegate - Cal/OSHA Conference in March 1979; Delegate - Alameda County Central Labor Council 1978 to present; Member - Union Label Committee, ACCLC in 1979 and 1980; Delegate - Sonoma County Central Labor Council 1979 and 1980 and Executive Board Member of the SCCLC in 1980; Delegate - Marin County Central Labor Council in 1979 and 1980; Delegate - Napa/Solano County Central Labor Council 1979 and 1980; Delegate - International Labor Press Association Convention in 1977; Secretary of Labor's Conference for Labor Editors in 1978; Member of National Coalition of Labor Union Women; the International Labor Press Association in 1977, 1978 and 1979; the Western Labor Press Association in 1977, 1978 and 1979; the Industrial Relations Research Association 1977 to present; the Alameda County Chapter of the A. Philip Randolph Institute. Participated in Making the Workplace Safe: A Conference for Working Women, jointly sponsored by the California Labor Federation and the Center for Labor Research and Education in 1978; the Conference on Occupational Health and Safety in the Workplace, sponsored by the California State Department of Occupational Health and Safety, 1977. Graduated from the Design Workshop for Union Editors in 1978; and Communications Workshop and Collective Bargaining in the Public Sector in 1978. Worked as managing editor of the Utility Reporter and Shop Stewards Newsletter in 1977, 1978 and 1979; as a Business Representative in North Bay Division in 1978, 1979 and 1980.

ROBERT S. FRANK

Initiated into IBEW Local Union 1245 on March 18, 1974.

RAYMOND G. FRIEND

Initiated into IBEW Local Union 1245 on August 30, 1971. Is a member of Unit, 4101 Sacramento. Is employed by PG&E as an Electrician in General Construction. Has served as Local Union Executive Board Member-At-Large since 1980. Served as Chairman, San Jose, General Construction, 1977. Has served as a Shop Steward in General Construction since 1974. Has served on the following committees: General Construction Joint Grievance Committee, 1975 to 1980; Local Union Safety Committee, 1979 to 1980; PG&E Negotiating Committee 1978 and 1980; Occupational Health and Safety Skills Training Program, 1979. Other Local Union activities have included: Delegate - Napa/Sonoma/Mendocino Labor Council, 1978-1980; Delegate - Sacramento County Central Labor Council.

RUSSELL FRITH

Initiated into IBEW Local Union 1245 on June 16, 1971.

THOMAS R. GARCIA

Initiated into IBEW Local Union 1245 on February 16, 1967. Is a member of Unit 1111, Fresno. Is employed by PG&E as a Lineman in Clovis. Has served as Unit 1111 Vice Chairman since 1980. Currently serves as Shop Steward in Clovis. Previously served as Shop Steward: Fresno, 1977-1982; Corcoran, 1974-1977; San Jose 1970-1974; Cupertino, 1970; Redwood City 1969-1970. Has served on the following committees: Joint Grievance Committee, 1979 through

1982; Local Union Pine Pole Committee, 1979 through 1982; Local Union Underground Switching Committee, 1981 through 1982. Other Local Union activities have included: Delegate to Labor Council, Fresno.

ARTURO GARZA

Initiated into IBEW Local Union 1245 on October 1, 1974.

DARYLL GILBERT

Initiated into IBEW Local Union 1245 on September 16, 1969.

JAMES B. GILES

Initiated into IBEW Local Union 1245 in October, 1964. Is a member of Unit 2514, Tracy. Is employed by U.S. Bureau of Reclamation as a Senior Control Operator in Tracy Office Central Valley Project. Served as Vice Chairman 1979-1980 and was on Unit 2514 Executive Board 1976-1979. Currently serving as a Shop Steward for Operations Branch, USBR. Has served on the following committees: Division Craft Training Committee, 1977 to present; Project Craft Training Committee 1980 to present.

ANTHONY GONSALVES

Initiated into IBEW Local Union 1245 on May 14, 1971.

JAMES W. BUD GRAY

Initiated into Local Union 1245 on March 1, 1961. Is employed as a Lineman by Sierra Pacific Power Company at Reno, Nevada. Was a Subforeman in Watsonville, California for PG&E. Is a member of Unit 3311, Reno, was a member of Unit 1513, Santa Cruz. Is currently a Shop Steward in Reno; was Treasurer of Local 1245 and on the Board of Directors of the Energy Workers Center, Inc. Has served as Chairman of Unit 1315, Santa Cruz; Shop Steward since 1963; served as a member of San Jose Division Joint Grievance Committee; Member and Chairman of Safety Advisory Committee and member of 500KV Committee; was Liaison between Safety Committee and Safety Advisory Committee and assisted the Ways and Means Committee and Policy Committee. Delegate to 1971 Governor's Safety Conference; served as Chairman, Assistant Chairman and Master of Ceremonies for three dinner dances put on by Unit 1513 and on Unit Proposal Committee in 1970 also unit 3311 Proposal Committee in 1979; served as alternate for the Advisory Council 1982. Delegate to OSHA Conference in 1972; California Labor Federation AFL-CIO Convention in 1972; LAMPAC Meeting in 1972; IBEW Utility Conference, 1973; Labor-Management Public Affairs Committee 1973; Inter-Union Gas Conference 1974.

PATRICK M. HAENTJENS

Initiated into IBEW Local Union 1245 on July 29, 1975. Is a member of Unit 1220, Avila Beach. Is employed by PG&E as an Electrician in Diablo Canyon (G.C.). Serves as Shop Steward, General Construction Station Diablo Canyon.

DORIS L. HARRINGTON

Initiated into IBEW Local Union on March 14, 1965. Is a member of Unit 3316, Reno, Nevada. Is employed by Lynch Communications as a B Clerk in Reno, Nevada. Has served as Recording Secretary, 1976; Unit 3316. Currently serves as a Shop Steward for Lynch Communications. Has served as Chairman of 5, 10, 15 years IBEW Pins for Unit 3316. Attended the 9th District Congress.

MICKEY HARRINGTON

Initiated into IBEW Local Union 1245 on March 1, 1960. Is a member of Unit 2513, Jackson. Is employed by IBEW 1245 as a Business Representative serving members in Stockton. Has served as Executive Board Member-At-Large, 1968; Local Union Recording Secretary, 1971-1974. Served as Local Unit Member Executive Committee, Unit 3815, Davis, 1966-1968; Unit Vice Chairman 1971-1976 and Chairman 1974-1976; Recorder 1977. Has served as Shop Steward, General Construction, 1962-1968 and 1971-1978. Has served on the following committees: Member 1966 Local Union Ballot Committee; Member 1966 Local Union Election Committee; Member General Construction Grievance Committee 1966-1971; Member General Construction Line of Progression Committee 1970-1973; Member General Construction Equipment Committee 1970-1973; Member Local Union Ways and Means Committee 1968; Secretary of Committee 1970-1972 and Chairman of the Committee 1972-1974. Secretary to the Local Union Policy and Resolution Committee 1971-1974; Secretary to the Staff Benefit Committee 1971-1974. Other Local Union activities have included:

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Delegate - The California Labor Federation Convention 1968 and 1972; Nevada State AFL-CIO Convention 1972; California State Association of Electrical Workers Conference 1972 and 1978; 9th District Progress Meetings 1968, 1970 and 1980; San Joaquin Central Labor Council and a member of the Executive Board 1980 to present; IBEW Utility Conference 1973; Inter-Union Gas Conference 1974; California State COPE Pre-primary Convention 1972 and 1982; Attended the Konocti Leadership Conference 1969; Leadership Conference Claremont in 1971; Leadership Conference Concord 1974-1977-1980; Delegate - Public Employees Council of California 1968 and 1972; Delegate - California Labor Council on Political Education 1968 and 1972; Golden Empire Council Eagle Scout Recognition Dinners as well as the Bay Conventions. Graduate of Morris Hurley Management and Industrial Program; The Private Sector, Communications, Cost of Living Adjustments, Labor and the Law, Bargaining Technics, Interest Arbitration, Training of Union Leaders, Psychology of Leadership workshop.

C.P. "RED" HENNEBERRY

Initiated into the IBEW Local Union 1245 in May, 1952. Is a member of Unit 2311, Oakland. Was employed by PG&E as an Electrician, now retired. Served as a Shop Steward 1954-1979. Local Union Vice President, Treasurer and Executive Board Member of Central Area. Served as a member of Local Policy and Communications Committee. Attended IBEW International Convention, 1970, 1974, 1978. Attended California Labor Federation Convention 1970-1974. California Consumer Conference, 1972. California State Electrical Workers Conference 1971, 1972, 1978. LAMPAC Meeting 1973. Inter-Union Gas Conference, 1974. Governor's Safety Conference. COPE Conference. Labor Management School, University of San Francisco; Konocti Conference 1969; Claremont Conference 1971; Labor Law School 1978.

LARRY HOPE

Initiated into IBEW Local Union 1245 on July 15, 1968. Is a member of Unit 3411, Chico. Is employed by PG&E as a Service Representative in Chico-De Sabla Division. Served as Chairman, San Jose Clerical Unit, Recorder, San Jose Physical Unit, Recorder, De Sabla Clerical Unit. Currently serves as a Shop Steward, De Sabla Division, previously was a Shop Steward, San Jose Division 1968-1976. Has served on the following committees: Local Union Grievance Committee, Chairman, De Sabla Division. Other Local Union activities have included: Delegate - Butte/Glenn Counties Central Labor Council, 1977 to present; Delegate - AFL-CIO Convention, San Francisco, California Labor Federation Convention #12; Vice President - Butte/Glenn Counties Central Labor Council; Leadership Conference - 1968 - Konocti; Instructed part of Leadership Conference 1977 in Concord; Training Seminars completed: U.C. Berkeley - Occupational Health and Safety; Communications; Public Sector Collective Bargaining; Leadership; Cost-of-living; Labor Law; Business Representative - July 1977 to July 1980.

N.V. HUSS

Initiated into IBEW Local Union 1245 on October 24, 1956.

HARVEY L. INESS

Initiated into IBEW Local Union 1245 on December 12, 1966.

MIKE D. JOHNSON

Initiated into the IBEW Local Union 1245 on September 20, 1966. Is a member of Unit 2515, Modesto. Is employed by PG&E as a Serviceman in Turlock. Served as Unit Chairman, Unit 2515, 1976 to 1980. Has served as Shop Steward in Turlock since 1974. Previously served as Shop Steward, Oakland 1970-1971; Hayward, 1971-1972; Stockton, 1973. Has served on the following committees: Local Union Ballot Committee 1980; Local Union Election Committee 1980; Stockton Division Grievance Committee since 1979; Serviceman's Audit Committee 1980; Local Union Labor Management Bargaining. Other Local Union activities have included: Delegate to Stanislaus, Tuolumne Labor Council, 1975 to present. Trustee of Labor Council, 1979 to present.

WAYNE R. JOHNSON

Initiated into IBEW Local Union 1245 on November 27, 1968. Is a member of Unit 1511, San Jose. Is employed by PG&E as a Electric Shop Meterman in San Jose. Currently serves as Shop Steward, San Jose Electric Meter Shop, was previously a Shop Steward, San Jose, Materials Department, and General Construction. Has served on the following committees: Unit Safety and Health Committee; Political Education Committee, Unit 1511.

MARIE KIZZEE

Initiated into IBEW Local Union 1245 on March 25, 1968. Is a member of Unit 1301, Emeryville. Is employed by PG&E as a Customer Service in Oakland Office. Served as Vice President of the Emeryville Unit in 1979. Currently serves as a Shop Steward, Oakland Office, Customer Services. Has served on the following committees: Joint Grievance Committee, Oakland Office. Other Local Union activities have included: Delegate to the Labor-Management Meeting, 1982.

CHRISTINE LAY

Initiated into IBEW Local Union in February, 1977. Is a member of Unit 3811, Sacramento. Is employed by PG&E as a Meter Reader in Woodland. Serves as Advisory Council member, Sacramento Division since May 5, 1982, previously alternate to Advisory Council. Served as Unit Recorder since 1978. Currently serves as a Shop Steward in Woodland. Served on Election Committee 1980.

FRANK LAZARD

Initiated into IBEW Local Union 1245 in April, 1965. Currently employed in Outside construction as a Journeyman Lineman. Member, Unit 4901. Served as Shop Steward from 1976 through 1980. Is currently an instructor for the California-Nevada Joint Apprenticeship Training Committee.

STEVEN LEE

Initiated into IBEW Local Union 1245 in May, 1975. Is a member of Unit 2412, San Francisco. Is employed by PG&E as a Lineman in Martin Service Center, San Francisco. Served as Advisory Councilman 1980. Served as Chairman, Unit 2412, 1980 to present; Vice Chairman, Unit 2412, 1979 through 1980. Currently serves as a Shop Steward, O.H. Line Department, Martin Service Center, San Francisco Division, previously served as Shop Steward, San Francisco 2225 Folsom, O.H. Line Department, 1978-1981; O.H. Line Department, Colma Service Center, San Francisco Division, 1976-1978. Has served on the following committees: Local Union 1245, IBEW Health and Safety Committee 1978-Present; Unit 2412 Health and Safety Committee 1979-Present; Unit 2412 Executive Committee, 1978-Present; San Francisco Division (Physical) Joint Grievance Committee 1978-Present; Local Union 1245 Ballot Committee, 1977. Other Local Union activities have included: Delegate - San Francisco Labor Council; Delegate - Golden State Health and Safety Convention (National Safety Council), Sacramento; Bay Area Committee on Occupational Safety and Health (BACOSH).

VERNON D. LOVEALL

Initiated into IBEW Local Union 1245 in February, 1961. Is a member of Unit 1123, Merced. Is employed by PG&E as a Troublemaker in Merced. Former Southern Area Executive Board Member. Served as Recorder and Executive Committee Member, Unit 1123, Merced. Has served as Shop Steward in Merced 1966-1971; 1973-1976. Has served as a member of 2 man Unit committee (Linemen) in early 1970's for Local Union - served on Health and Benefit Committee for Local Union in early 1970's. Was a Business Representative for Local 1245 from 1971 to 1973 in San Joaquin Division and again from 1976 to 1978 in East Bay and San Joaquin. Was the Senior Assistant Business Manager in 1980 and 1981 and served a Business Representative again in San Joaquin in January, February and March 1982 on a temporary basis. Other Local Union activities have included: Delegate to Fresno-Madera Central Labor Council and served on the Executive Board of that council. Presently a delegate to Merced-Mariposa Central Labor Council. IBEW Electrical Workers Conference 1975; Delegate to State Electrical Workers Conference 1978.

H.B. LUCAS

Initiated into IBEW Local Union 1245 in October, 1952. Is a member of Unit 3911, Sacramento. Is employed by IBEW 1245 as a Business Representative serving members in Sacramento. Served as Recording Secretary 1962-1964; Advisory Council (Humboldt Division) 1956-1962. Formerly served as Unit Chairman, Unit 3111. Previously served as a Shop Steward, Humboldt - 1952-1962; San Jose - 1962-1964. Has served on the following committees: Unit 3111 Safety Committee 1952-1956; Humboldt Grievance Committee 1952-1962. Other Local Union activities have included: Delegate - International Convention 1958, 1962, 1966, 1970, 1974, 1978; Delegate to San Joaquin/Calav. Central Labor Council 1968-1982; Vice President San Joaquin/Calav. Central Labor Council.

FRANK LUCIO

Initiated into IBEW Local Union 1245 in May 1969.

E.L. MALLORY

Initiated into IBEW Local Union 1245 in May 1966.

P. MANDT

Initiated into IBEW Local Union 1245 in December 1978.

JOHN A. MARTINEZ

Initiated into IBEW Local Union 1245 in October 1964.

JIM "MACK" McCAULEY

Initiated into IBEW Local Union 1245 in March, 1960. Is a member of Unit 2311, Oakland. Is employed by PG&E as a Light Crew Foreman in Oakland. Advisory Council Member 1974-1977, East Bay Division. Business Representative 1977-1980, East Bay. Executive Board member, Unit 2311, 1970-1977. Currently serves as a Shop Steward in East Bay. Has served on the following committees: Local Union Ballot Committee, 1972; Local Union PG&E Wage and Contract Negotiating Committee, 1973; Local Union PG&E Wage Negotiating Committee 1974, 1975; Chairman, Local Union Gas Meter Shop Interim Committee, 1978; Chairman, Local Union Gas Department Negotiating Committee 1979; Chairman, Local Union Televue Negotiating Committee, 1978; Chairman, Local Union Bay Cablevision Negotiating Committee, 1978; Chairman, Local Union Concord TV Cable Negotiating Committee, 1978; Chairman, Local Union X-Ray Engineering Negotiating Committee, 1979; Co-Chairman, Local Union Teleprompter Properties Negotiating Committee, 1980. Other Local Union activities have included: Member Long Island Lighting Fact Finding Committee, 1973; Alameda County Central Labor Council; Executive Board Member Contra Costa County Central Labor Council, 1978, 1979, 1980; Guest Speaker on behalf of Local Union 1245 at Merritt College 1978 and Chabot College 1979; Delegate to Inter-Union Gas Conference 1975, 1978, 1979 and 1980; Delegate to the California AFL-CIO legislative Conference 1978 and 1979; Delegate to the Administrative Law Judge Conference 1979; Delegate to Ninth District Progress Meeting 1980; Organized first three Union Softball Tournaments, 1978, 1979 and 1980; Organized Unit 2311 Dinner Dance 1972, 1973.

MARGIE McCAULEY

Initiated into IBEW Local Union 1245 in June, 1973. Is a member of Unit 2316, Concord. Formerly employed by IBEW Local Union 1245 as a Secretary in Walnut Creek. Has served as Recording Secretary, Local 1245 Clerical Unit, 1974. Has served as a Shop Steward, 1975-1977. Has served on the following committees: Local 1245 Clerical Negotiating Committee, 1974; Local 1245 Clerical Wage Negotiating Committee 1975 and 1976. Other Local Union activities have included: Delegate to Women in Work Force Conference, 1976; Attended Women in Work Force Conference, 1978; Attended Unit Chairman and Recorder Conference, 1977; Chairman of Food Committee for Local Union Softball Tournaments, 1978, 1979 and 1980.

MANNY A. MEDEROS

Initiated into Local Union 1245 on September 1, 1962. Is employed by Local Union 1245, IBEW at Walnut Creek, as Assistant Business Manager. Is a member of Unit 2317, Antioch. Served as a Business Representative from 1970 to 1973 serving members in East Bay Division of PG&E, Pipe Line Operations, Stan Pac, Inc., Concord TV Cable and Bay Cablevision. Served as the Executive Board member for the Central Area 1974 to 1976. Served as a Business Representative 1976 to 1979 serving members in East Bay Division. Served as an Assistant Business Manager from 1979 to present. Served as Chairman of Unit 2316 Concord and as a Shop Steward prior to and subsequent to serving as a Business Representative. Served as a member of the 1970 and 1980 Wage and Contract Negotiating Committee, was spokesman for 1981 PG&E Benefit Negotiating Committee, was a member of the East Bay Joint Grievance Committee; the PG&E Fact Finding Committee and the PG&E Review Committee; was a delegate to and a member of the Executive Board of the Contra Costa County Central Labor Council; attended courses in Labor Law, Labor Arbitration and Benefit updates.

N.R. MERCER

Initiated into IBEW Local Union 1245 in

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N. R. Mercer - Continued from page 7

October, 1970. Is a member of Unit 1511, San Jose. Is employed by PG&E as a Gas Serviceman in Cupertino. Served as a Shop Steward, Cupertino Service Department, 1976-1980. Currently serves on Union Safety Committee Joint Grievance Committee 1978-1980; Election Committee (Local Officers) 1977.

EDWARD L. MILES

Initiated into IBEW Local Union 1245 in August, 1971. Is a member of Unit 2401, San Francisco. Is employed by PG&E as a Senior Accounting Clerk I in San Francisco. Serves on the following committee: Trustee 10/1/77 to present.

DANIEL A. MITCHELL

Initiated into IBEW Local Union 1245 in June 1975.

JAMES T. MITCHELL

Initiated into IBEW Local Union 1245 in July 1967.

JAMES W. MITCHELL

Initiated into IBEW Local Union 1245 in March 1978.

DAVID L. MONATH

Initiated into IBEW Local Union 1245 in July 1971.

RONALD MOON

Initiated into IBEW Local Union 1245 in May, 1974. Is a member of Unit 1113, Madera. Is employed by PG&E as a Lineman in Madera. Served as Recording Secretary, Unit 1113, Madera 12-80 to present. Currently serves as a Shop Steward, was previously a Shop Steward in Merced January 1979 - August 1980. Currently serves on San Joaquin Division Joint Grievance Committee, August 1980 to present. Completed Shop Steward Training course 1980.

ROBERT MORANTE

Initiated into IBEW Local Union 1245 in February 1974.

DANIEL W. MOREY

Initiated into IBEW Local Union 1245 in October, 1971. Is a member of Unit 1112, Bakersfield. Is employed by PG&E as a Gas Mechanic in Bakersfield. Currently serves as Recorder, Unit 1112. Currently serves as a Shop Steward in Bakersfield. Currently a member of San Joaquin Joint Grievance Committee, Currently serves as a delegate to Kern Inyo Mono Central Labor Council.

ANTHONY MORGADO

Initiated into IBEW Local Union 1245 in November, 1967. Is a member of Unit 2301, Antioch. Is employed by PG&E as a Apprentice Machinist in Pittsburg Power Plant. Appointed Shop Steward 1968 for G.C. served through March 1971. Has served on the following committees: High Voltage Advisory Committee (High Voltage State Safety Orders) 1977-1980 - State Appointment; Toxic Chemical Repository Advisory Committee (1979-1980) - State Appointment. Other Local Union activities have included: 1971 Business Representative for G.C.; 1973 Business Representative Colgate Division; 1977 Assistant Business Manager, Safety and Apprenticeships; 1979 Assistant Business Manager Outside Line Construction; Sierra Pacific Power Company and Cable TV. Member Advisory Committee Labor Occupational Health Program (1977-1980) Union Appointment. Attended National Safety Council two week school on Industrial Health Hazards, 1978 and 1979; served as member of Advisory Committee on Excavating and Shoring and Trenching to the Occupational Safety and Health Standards Board (1979) State Appointment.

DAVID L. MORRISON

Initiated into IBEW Local Union 1245 in August 1979.

LOUISE G. MUSIC

Initiated into IBEW Local Union 1245 in November, 1979. Is a member of Unit 2301, Emeryville. Is employed by PG&E as a Meter Reader in Oakland. Currently serves as Shop Steward in Oakland, Meter Reading. Has served on the Political Education Committee for Unit 2301. Other Local Union activities have included: Organizing Committee for Meter Readers Conference in Walnut Creek, 1982.

WILLIAM "BOB" NELSON

Initiated into IBEW Local Union 1245 in May 1967.

JACKIE L. NOBLE

Initiated into IBEW Local Union 1245 in August 1971.

M.A. OLAETA

Initiated into IBEW Local Union 1245 in March 1973.

MARVIN S. PARKER

Initiated into IBEW Local Union 1245 in January 1970.

W.H. "BILL" PEITZ

Initiated into IBEW Local Union 1245 in July 1949. Is a member of Unit 2514, Tracy. Is employed by U.S. Bureau of Reclamation as a Communication and Instrumentation Mechanic Foreman in Tracy Pumping Plant. Has served as Northern Area Executive Board Member since July 1978. Served as Chairman of Unit 2514 for three years; Unit Recorder of Unit 2514 for four years; Executive Committee Member Unit 2514 for four years. Has served as Shop Steward for PG&E from 1949 through 1956; for U.S.B.R. from 1956 through July, 1978; eight to ten of latter years as Chief Shop Steward at the Tracy Pumping Plant. Has served on the following committees: Member Ways and Means Committee, July 1978 through October 1979; Member Communications Committee, July 1978 through October 1979; Chairman of Political Education Committee, October 1979 through May 1980; Chairman Advisory Council Advisory Committee, April 1979 to May 1980; Member Wage and Benefit Committee, 1981 through present; Member Joint Apprenticeship Committee, U.S.B.R., from 1962 to 1967; Member Labor-Management Committee, U.S.B.R., 1964 to 1967; Member of U.S.B.R. Negotiating Committee continuously from 1957 through 1977. Other Local Union activities have included: Delegate to Central Labor Council, San Joaquin-Calaveras, since 1978; Delegate to 1975 U.S.B.R.-I.B.E.W. Government Operations Conference; Special Conference Photographer for I.B.E.W. Journal for above item; Deletage to I.B.E.W. Workshop on Civil Service Reform Act, 1979; Delegate to State Electrical Workers Association Conferences, 1979, 1980 and 1981; Delegate to California State Federation of Labor Legislative Conferences, 1979, 1980 and 1982; Member of Credentials Committee and Delegate to AFL-CIO Pre-Primary Convention, 1980; Delegate to AFL-CIO COPE Convention, 1980; Member of Credentials Committee and Delegate to California Stte Federation of Labor Convention, 1980; Delegate to 9th District Progress Meetings, 1979, 1980, 1981; Delegate to Nevada State AFL-CIO Conference, 1980; Delegate to Utilities Conference, 1982; Completed Shop Steward Training Program, 1979; Attended Attended Shop Stewards Conferences from 1971 through 1979; Attended Unit Officers Conferences in 1971 and 1975; Has received I.B.E.W. Life Saving Award.

SALVADOR PERALES

Initiated into IBEW Local Union 1245 in August, 1971. Is a member of Unit 1111, Fresno. Is employed by PG&E as a Fitter in Fresno. Currently serves as Unit Recorder, Unit 1111; Member and Recording Secretary for Health and Safety Committee; participated in Fresno Safety Inspection 1981-1982. Currently serves as a Shop Steward, Fresno. Served on Combination Crew Committee 1981, both Local and Unit.

LARRY L. PIERCE

Initiated into IBEW Local Union 1245 in February 1969.

LYLE E. POWE

Initiated into IBEW Local Union 1245 in July 1967.

FRANK A. QUADROS

Initiated into IBEW Local Union 1245 in August, 1952. Is a member of Unit 2412, San Francisco. Has served as Unit Vice Chairman, San Francisco Physical, (Gas), 1957. Has served as Shop Steward San Francisco Division 1952-1955; Chief Shop Steward San Francisco Division (Gas) 1956-1958. Has served on the following committees: Grievance Committee San Francisco Division 1953 to 1958; Gas Job Definition Committee 1954; Local 1245 PG&E System Negotiating Committee 1954, 1956, 1957. Other Local Union activities have included: Delegate to San Francisco Labor Council; elected by membership as delegate to I.B.E.W. Convention in 1970, 1974, 1978. Completed the Ninth Institute for Instructors in the I.B.E.W. course, Industrial Atomic Energy Uses, Hazards and Controls, November 1967. Served as Labor Representative on Governor's Industrial Health Committee, University of California, UCLA. Served as

Safety Chairmn California Electrical Workers Association; Served as Union Business Representative North Bay Division, 1958 to 1970; Colgate Division 1962 to 1963; Humboldt Division 1968 to 1970; San Francisco Division 1970 to June 1979; Served as Assistant Business Manager July 1979 to July 1980.

LARRY D. RAY

Initiated into IBEW Local Union 1245 in September 1979.

ARLENE ROBERTS

Initiated into IBEW Local Union 1245 in September 1978.

BRITTA M. ROGERS

Initiated into IBEW Local Union 1245 in March 1975.

CHARLES ROST

Initiated into IBEW Local Union 1245 in December 1974.

RAYMOND SHEPHERD

Initiated into IBEW Local Union 1245 in December 1964.

ALLEN J. SIMONTACCHI

Initiated into IBEW Local Union 1245 in September 1970.

JOHN F. SOUZA

Initiated into IBEW Local Union 1245 in February, 1967. Is a member of Unit 1113, Madera. Is employed by PG&E as a Lineman in Madera-Electric T&D. Currently serves as Chairman, Unit 1113.

ANNE SPENCER

Initiated into IBEW Local Union 1245 in January, 1964. Is a member of Unit 3316, Reno, Nevada. Is employed by Lynch Communications as a Section Lead in Reno, Nevada. Advisory Council member since 1980. Past I.B.E.W. Local Union 2247 President, Business Manager L.U. 2247, 1976 to September 1978. Currently serves as a Shop Steward for Lynch Systems. Has served on the following committees: Negotiation Committee 1963, Charter member of Local 2247; Lynch Negotiating Committees. Other Local Union activities have included: Delegate to Ninth District Nevada State AFL-CIO Convention 1981; Conference 1972 and 1974.

ROGER STALCUP

Initiated into IBEW Local Union 1245 in July, 1966. Is a member of Unit 3712, Santa Rosa. Is employed by IBEW Local Union 1245 as Assistant Business Manager in Walnut Creek. Has served on Advisory Council 1973, 1976. Has served as Unit Recorder, Unit 1514, San Jose, General Construction 1973-1976; Unit Recorder, Napa 1978-1980. Has served as Shop Steward, General Construction 1967-1976. Has served on the following committees: G.C. Field Office Operations Lines of Progression, 1974-1975; E.E.O.C. Committee 1976-1977; G.C. Negotiating Advisory Committee, 1976; G.C. Joint Grievance Committee, 1971-1976. Other Local Union activities have included: Business Representative, G.C. 1976-1978; Assistant Business Manager 1980-Present.

BARBARA SYMONS

Initiated into IBEW Local Union 1245 in June 1968.

SALIM A. TAMIMI

Initiated into IBEW Local Union 1245 in March, 1971. Is a member of Unit 2311, Oakland. Is employed by IBEW Local Union 1245 as a Business Representative serving members in East Bay. Has served as Shop Steward, North Bay, 1972; East Bay, 1976. Has served on the following committees: Apprentice Mechanic P.L.O. Negotiating Committee; Machinist, Mechanic, Welder, Rigger, Apprentice Program Negotiating Committee. Other Local Union activities have included: 7th, 8th and 9th Utility Conference; Women at Work Conference.

LELAND THOMAS

Initiated into IBEW Local Union 1245 on May, 29, 1950. Is a member of Unit 3212, Redding. Is employed by PG&E as a Line Subforeman in Redding. Was Local Union President 1962-1967 and in 1974; Vice President 1974; and a member of the Executive Board, Southern Area, 1962. Was Chairman of Unit 1511, 1953-1955

Continued on next page

and Vice-Chairman 1955-1960; Vice-Chairman of Unit 3212 in 1978. Advisory Council Member of San Jose Division, 1953-1955 and of Shasta Division 1978. Currently serves as Shop Steward in Redding, previously in San Jose. Has served on the following committees: Member of the San Jose Division Joint Grievance Committee 1953-1955; Member of Unit Safety Committee and Ways and Means Committee; Member of Local Union Job Protection Committee 1959; Overhead-Underground Committee 1962; Member of Local Union Safety Advisory Committee; Chairman of Local Union Safety Committee; Member of California State Electrical Association Apprenticeship Committee. Other Local Union activities have included: California Conference on Underground Systems 1968; Governor's Traffic Safety Conference 1968; Governor's Industrial Safety Conference 1968; delegate to California Federation of Labor, AFL-CIO Convention in 1962, 1964, 1966; National AFL-CIO Convention in 1963 and 1965; International Labor Press Association Convention in 1963. Appeared as expert witness on behalf of Local Union 1245 before the California Public Utilities Commission opposing vertical construction of distribution voltage systems on PG&E properties. Was a guest speaker representing Local Union 1245 at University of Stanford in 1963 and 1964 (Sloan Foundation). Attended the California AFL-CIO Summer School at University of California 1967; completed the 150 hour Hurley Management and Industrial Program; participated in Local Union Leadership Seminar at Konociti; Co-chaired the 1969 United Fund appeal on behalf of Local Union 1245 (Joint PG&E and Local 1245). Has twice represented Local Union 1245 as delegate to Council on Religions and International Affairs Conference. Attended Inter-Union Gas Conference in 1973; represented Local Union 1245. Labor Representative to the Shasta County Community Action Agency in 1977. A delegate to the Five Counties' Central Labor Council. Delegate to IBEW International Constitutional Convention in 1966, 1970, 1974 and 1978. Has served as Business Representative in 1967-1968, 1969-1970, and 1980-1981.

SCOTT A. THOMAS

Initiated into IBEW Local Union 1245 in September, 1969. Is a member of Unit 3417, Paradise. Is employed by IBEW Local Union 1245 as a Business Representative serving members in Paradise. Served as Shop Steward, Pittsburg Power Plant, East Bay 1970-1975; and Contra Costa Power Plant, East Bay 1975-1977. Has served on the following committees: East Bay Joint Grievance Committee 1976-1977; PG&E Master Apprenticeship Committee 1978-1981; PG&E Substation Re-rate Committee 1978-1981. Other Local Union activities have included: Delegate to the Contra Costa Central Labor Council 1978-1981; delegate to Gas Workers Conference 1978-1979; Delegate to Women in the Work Place Conference, 1980. 1981 IBEW Telephone Conference; 1982 IBEW Telephone Conference; 1978 Administrative Law Judges Conferences.

BOB THOMSON

Initiated into IBEW Local Union 1245 in June, 1965. Is a member of Unit 1513, Santa Cruz. Currently employed by Local Union 1245 as a Business Representative for San Jose Division. Also representing members of PG&E, City of Santa Clara, Davey Tree Surgery Company, Teleprompter of Santa Cruz. Served as Chairman of Unit 1513, from 1971-1977. Has held the following Local Union offices: Vice President of Local Union 1979-1980; Southern Area Executive Board Member 1977-1979; Advisory Council Member 1976-1977. Served as Shop Steward 1969-1977. Has served on the following committees: San Jose Joint Grievance Committee 1971-1977; member Local Union Safety Advisory Committee 1971-1972; Past Chairman Local Union Safety Committee and Communication Committee; served as member of Ways and Means Committee and Political Education Committee. Other Local Union activities have included: Attended Local Union Leadership Conferences in 1971, 1974, 1977, 1980; Delegate to Occupational Safety and Health Conference in 1972; Delegate to California State Association of Electrical Workers, AFL-CIO Conference 1977; Delegate to Pre-Primary COPE Endorsement Convention California Labor Federation AFL-CIO 1978; Delegate to IBEW Ninth District Progress Meeting in 1977; Currently delegate to Central Labor Council, Santa Clara County.

KATHY F. TINDALL

Initiated into IBEW Local Union 1245 in August, 1973. Is a member of Unit 3311, Reno. Is employed by Sierra Pacific Power Company as a Warehouseman in Reno, Nevada. Currently serves as the Recording Secretary of Local Union 1245. Has served as Local Union Recording Secretary since 1977 and served as Northern

Area Executive Board Member, 1976-1977. Served as alternate Advisory Council member, Sierra Pacific Power Company in 1976. Was Chairman of Unit 3311 Christmas Party Committee, 1979. Was 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 of the Executive Board. Served on the 1974 Sierra Pacific Power Company Ballot Committee and was a member of the Sierra Pacific Negotiating Committee 1975-1976. Is Secretary and a member of the Local Union Advisory Council. Delegate to the IBEW Regional Utility Conference 1980-1981-1982. Delegate to Women In the Work Force in 1977, 1978, 1980; and delegate to California Federation Women in Work Force Conference 1981; California State Legislative Conference in 1977; delegate to the Ninth District Progress Meeting in 1977 and 1980; Attended the Local Union Leadership Conferences in 1977 and 1980; Served on the 1978 Lt. Governor Mervyn Dymally's Planning Committee for Women in the Economy Conference; Was a delegate to the IBEW International Convention 1978; delegate to Nevada State AFL-CIO Convention 1977-1978-1979-1980 and 1981; Has served as Chairman of the Union Label Committee of Nevada AFL-CIO Convention in 1978 and 1979; served as Chairman of the COPE Committee of Nevada State AFL-CIO Convention 1980 and 1981. Delegate to California Electrical Association 1981; Delegate to COPE Convention 1979 California AFL-CIO; 1982 COPE Committee Chairman of Nevada AFL-CIO 1982 COPE Candidate Endorsement Convention. Delegate IBEW 1980 Regional COPE Conference, is a delegate to the Northern Nevada Central Council and is a member of that body's Committee of Political Education. Attended Governor List's (Nevada) Labor Leader Luncheon 1980.

TERENCE TWEEDIE

Initiated into IBEW Local Union 1245 in November 1966.

CINDY VALLEJO

Initiated into IBEW Local Union 1245 in August, 1973. Is a member of Unit 2401, San Francisco. Is employed by PG&E as an Accounting Clerk in San Francisco. Advisory Council member representing the V.P. & Comptroller's Organization, 1980. Served as Unit Recorder of Unit 2401, 1977-1980. Currently serves as Shop Steward, General Office, V.P. & Comptroller's Organization, since 1977. Has served on the following committees: Unit 2401 Executive Committee, 1977-1980; Medical Benefit Negotiating Committee, 1978-1979; Clerical Sub-committee (attached to General Bargaining), 1979-1980; General Negotiating Committee, 1979-1980; Clerical Lines of Progression Committee, 1981. Other Local Union activities have included: Delegate to the Women in the Work Force Conference, 1977.

EDUARDO VALLEJO

Initiated into IBEW Local Union 1245 in August, 1967. Is a member of Unit 2401, San Francisco. Is employed by PG&E as a Senior Accounting Clerk in San Francisco. Has served on Local Union Executive Board, Recording Secretary 1976-1977; Local Union Advisory Council Member, VP Comptroller, 1974-1976. Has served as Unit Chairman 1980-1983, 1974-1976; Unit Recorder 1968-1974. Has served as a Shop Steward, General Office, 1967-1977. Has served on the following committees: PG&E General Negotiations; Clerical Restructuring and Reclassifications, 1979-1980; Wage Reopener, 1976; Wage Reopener, 1975; General Committee, 1973-1974; Computer Operations Restructuring, Reclassifications, 1979-1980; Data Recording, Flextime Hours, Restructuring, Reclassifications, 1979-1980; VP Comptroller's Flextime Hours Agreement, 1977-1979; Clerical Job Grading Grievance, 1973-1979; Title 10 Clerical Hours, 1975; Lines of Progression and Indicative Duties, Clerical Lines of Progression Committee, 1968-1972; PG&E Interim Negotiations. Other Local Union activities have included: Business Representative SF/GO Clerical 1977-1980; San Francisco Labor Council delegate 1977; California Labor Federation, AFL-CIO-Women in the Work Force Conference 1979, Instructor: Collective Bargaining Workshops; IBEW 9th District Progress Meeting, San Francisco, 1978; California Labor Federation, AFL-CIO, Pre-Primary Legislative Conference, 1978; IBEW 9th District Progress Meeting, Hawaii, 1976.

WILLIAM WADMAN

Initiated into IBEW Local Union 1245 in February 1971.

JOSEPH B. WALTERS

Initiated into IBEW Local Union 1245 in March 1966.

PATRICK D. WASTUN

Initiated into IBEW Local Union 1245 in October 1978.

WAYNE WEAVER

Initiated into IBEW Local Union 1245 in June 1951. Is a member of Unit 1112, Bakersfield. Is employed by IBEW Local Union 1245 as a Business Representative serving members in Bakersfield. Served as Advisory Council member, Pipe Line Operations Department of PG&E 1954-1966. Has served as Unit Recorder of Unit 1314, Avenal from 1954-1960; Unit Chairman of Unit 1314, Avenal from 1960-1966. Served as a Shop Steward at Kettleman, P.L.O. Department from 1954-1966. Has served on the following committees: PG&E General Negotiating Committee from 1960-1966; Pension (PG&E) Negotiating Committee, 1964; Has chaired CP National Negotiating Committee from 1967 until present date; Chaired PG&E Co. Negotiating Committee from 1967 to 1978. Other Local Union activities have included: Vice President and delegate to Kern, Inyo and Mono Counties Central Labor Council, Delegate to 1980 State Federation of Labor Convention; Delegate to 1982 Utility Workers Conference; Has attended seminars and schools conducted by Center for Labor Research and Education, University of California, Berkeley.

A.W. WELLS

Initiated into IBEW Local Union 1245 in July 1960.

CORBETT L. WHEELER

Initiated into IBEW Local Union 1245 in June, 1969. Is a member of Unit 2317, Antioch. Is employed by IBEW Local Union 1245 as an Assistant Business Manager in Walnut Creek. Has served as Unit Chairman of Unit 2513, Grass Valley. Served as a Shop Steward Nevada Irrigation District in Grass Valley, 1969. Has served on the following committees: Nevada Irrigation District Negotiating Committee (Union), 1969; Teleprompter Negotiating Committee, 1976; Fact Finding Committee, 1981-1982; MPTV Negotiating Committee, 1980; City of Healdsburg Negotiating Committee, 1972-1979; Sohner Tree Negotiating Committee, 1975. Other Local Union activities have included: Past delegate to Monterey County Central Labor Council; Solano County Central Labor Council; Marin County Central Labor Council; Napa/Solano Central Labor Council; Sonoma, Mendocino, Lake County Central Labor Council. Business Representative for North Bay and Humboldt Divisions, 1970-1972; Business Representative for North Bay Division, 1973-1978; Business Representative for Coast Valleys Division, 1979-1980; Assistant Business Manager 1981-1982.

ALVIN J. WOLF, JR.

Initiated into IBEW Local Union 1245 in March, 1971. Is a member of Unit 4911, Sacramento. Is employed in Outside Construction as a Lineman. Has served as Unit Chairman, Unit Recorder, Unit 4911, SMUD 1972, 1973, 1974; Vice Chairman Unit 4911, Sacramento, PG&E 1981-1982. Has served on the following committees: Negotiating Committee, SMUD, 1973-1977; Sacramento Regional Transit District, 1976-1977. Other Local Union activities have included: Delegate to Sacramento Central Labor Council, 1974-1977. Business Representative 1974-1977.

PERRY ZIMMERMAN

Initiated into IBEW Local Union 1245 in December, 1964. Is a member of Unit 3811, Sacramento. Is employed by IBEW Local Union 1245 as a Business Representative serving members in Sacramento. Has served as Unit Vice-Chairman, Unit 3811, 1978; Chairman, Unit 3811, 1979-1980. Has served as a Shop Steward, 1977-1981. Has served on the Advisory Council 1980-1982.



Advisory Council — QUARTERLY MEETING

Scholarship Award Presented

Presentation of the Al Sandoval Memorial Competitive Essay Scholarship, which awards \$500 annually for four years of college education was made to Raymond Thomas, 18, son of Idella and Lee Thomas, of Anderson.

Raymond's father is employed as a Line Subforeman in Redding, and is a former president of IBEW Local 1245.

Norm Amundson, Chairman, Center for Labor Research and Education, University of California, Berkeley, was contest judge. Thomas's essay was selected from among 17 entries that were received by Local 1245 in the popular annual competition.



IBEW Local Business Manager Jack McNally, left, with Scholarship winner Raymond Thomas, holding award plaque. Next to Raymond are his parents, Idella and Lee Thomas.

What does Solidarity in the American Labor Movement mean?

By Raymond S. Thomas

It was Abraham Lincoln, a man devoted to solidarity, who said: "All that serves labor serves the nation. All that harms labor is treason to America. No line can be drawn between the two.

If a man tells you he loves America, yet hates labor, he is a liar. If a man tells you he trusts America, yet fears labor, he is a fool. There is no America without labor, and to fleece one is to rob the other."

Regretfully, Lincoln's philosophy on attitudes toward labor has not come naturally. Most considerations gained for working people have come from within the American Labor Movement itself and were accomplished only with the solidarity of that Movement.

Solidarity is the unity of individuals to form a fellowship out of common interests for the good of all — individuals who recognize the need of their responsible participation in a common effort for the benefit of themselves and others.

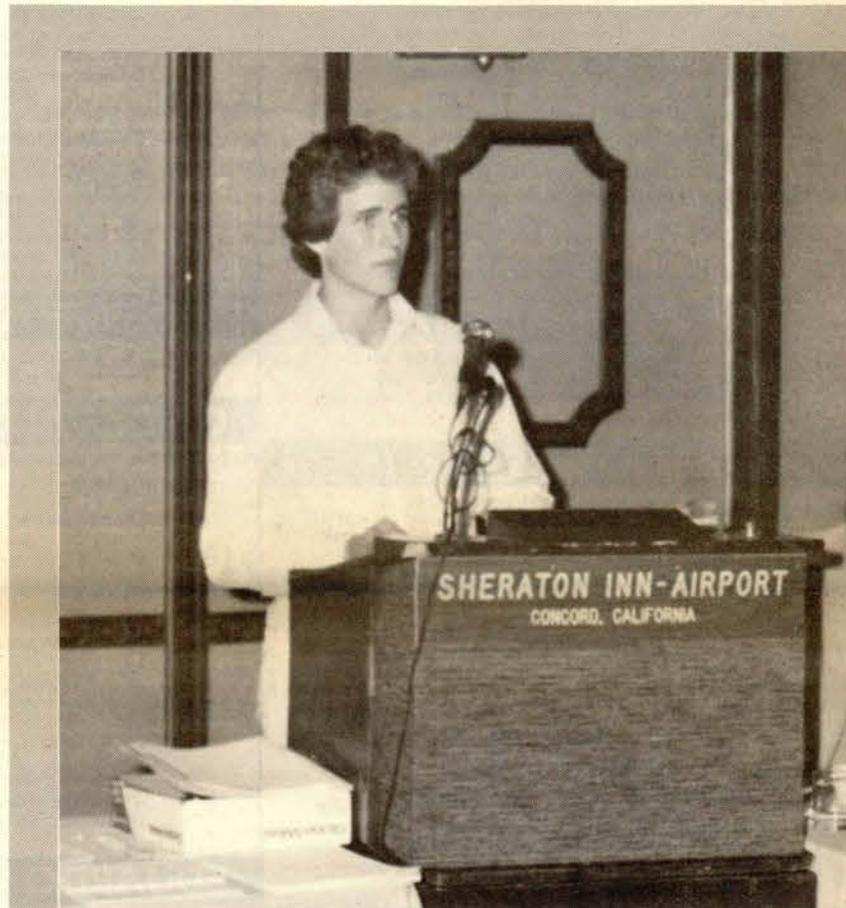
This solidarity is the strength of the American Labor Movement, and what it has done for the worker of today is often taken for granted by my generation.

I think Adlai Stevenson's thoughts on the Depression might apply here, and should be heeded by those of us going into the work force today. He said, "Those who can't remember the past are condemned to live it again."

Many of us who are now, for the first time, seeking employment, believe that the eight-hour day has always been around. This new generation of workers is not likely to recognize things such as minimum wages, paid vacation, a safe work place, and other benefits, as hard-fought-for working conditions.

Through solidarity, the working class of the 1800's fought desperately and often died just to achieve bearable working conditions.

By 1863, in San Francisco, the American Labor Movement could be counted in at least 22 trade unions. These unions struck



Graduating Anderson High School senior, Raymond Thomas read his winning essay to Advisory Council members and received a standing ovation.

for higher pay and often won, but also lost to unfairness.

For example, bakers asked for a \$30 a month increase in pay — from \$55 and \$60 monthly to \$85 and \$90. The employers granted the bakers this increase — until they could replace them with men imported from Hamburg, Germany.

This kind of unfair operating by employers took place throughout the United States. Out of these injustices grew a greater solidarity of the working people which has made great strides of improvement for labor and given the American Labor Movement the power it has today.

Today, this Movement continues to fight for fair wages and working conditions; but, does it have broader goals?

Some sixty-five years ago, a newspaper reporter asked Samuel Gompers, President of the American Federation of Labor, "Besides money and shorter hours, what does organized labor want?"

How prophetic and all-embracing was the answer. Mr. Gompers, speaking for labor, said:

"We want more school houses and less jails, more books and less arsenals, more learning and less vice, more constant work and less crime, more opportunities to cultivate our better natures, to make manhood more noble, womanhood more beautiful and children more happy and bright."

All contributions the American Labor Movement has made to these goals have been accomplished through solidarity.

The same is also true for any present or future contributions, for solidarity is the strength, the very life, of the Movement!

If I were asked to describe, in one word, what solidarity means in the American Labor Movement, that word would be survival.



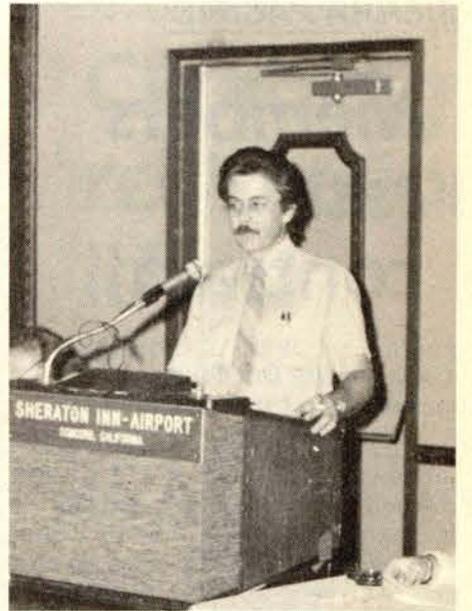
Assistant Business Manager
Manny Mederos



Assistant Business Manager
Corb Wheeler



Assistant Business Manager
Orv Owen



Assistant Business Manager
Roger Stalcup



Christine Lay, foreground, was sworn in as new Advisory Council member during the two-day meeting.

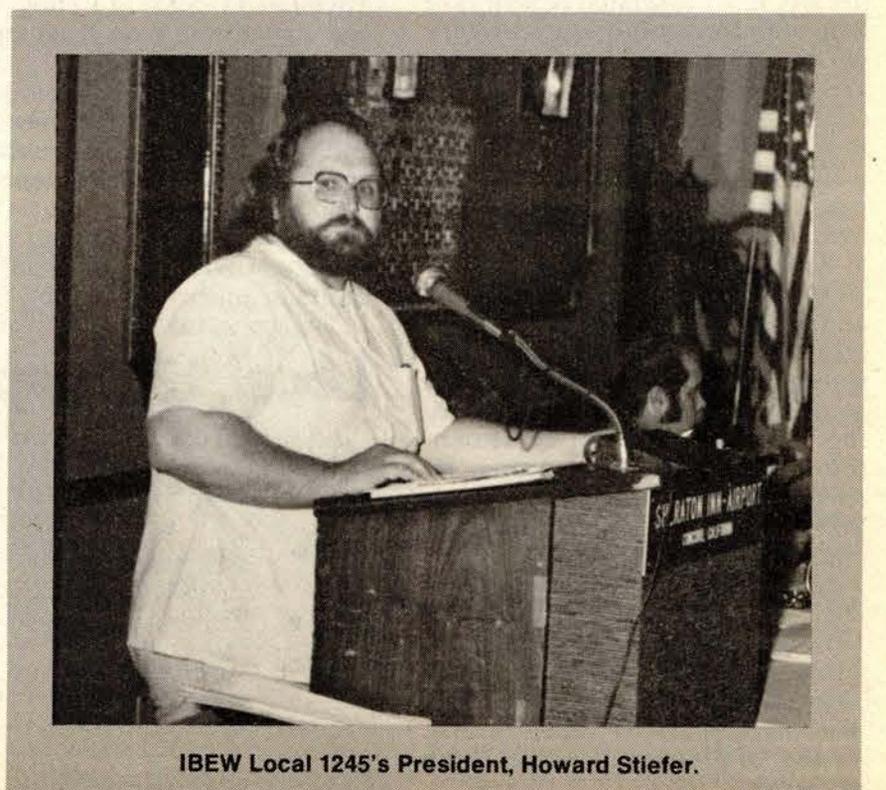


Alternates in attendance included l-r, Joe Belle, James Bud Gray, Geary Weaver, Paul Gomez, and Larry Pierce.



Photos by Bill Peitz,
Executive Board Member

Among staff members giving reports was Administrative Assistant Pat Rutherford, left, who presented information on a new Contract Supplemental Index she helped prepare for the Local. The new supplements will be distributed to Shop Stewards at training workshops.



IBEW Local 1245's President, Howard Stiefer.

SIERRA PACIFIC

Members ratify contract

by Orv Owen
Assistant Business manager

On May 17, 1982, Sierra Pacific members, by a vote of 213 to 205 ratified the settlement reached at the bargaining table. The new one-year agreement will be effective and retroactively applied on May 1, 1982. The newly negotiated agreement provides an 8.8 percent wage increase to all bargaining unit employees and increases the journeyman rate to \$14.06 per hour.

Other highlights of the newly negotiated settlement provide for improvements in the following areas: mileage and travel allowances increased from 24 cents per mile to 27 cents per mile; subsistence allowance increased from \$30 per day to \$40 per day; shift premium increased on the second shift from 35 cents to 50 cents per hour, and on the third shift from 40 cents to 55 cents per hour; established for the first time orthodontia benefits at \$750 per person.

Once again, our negotiating committee was successful in having the Company withdraw their proposal to eliminate employee discounts. However, in all candor, this issue has not been laid to rest. Sierra Pacific, like other utilities across the nation, are under extreme pressure from state regulatory bodies and rate payers to eliminate "employee discounts", despite the fact this negotiated benefit is of long standing and despite Union's position that "employee discounts" are collective bargaining issues covered by the National Labor Relations Act.

Union's Negotiating Committee would like to express their gratitude to our members and Shop Stewards at Sierra Pacific for their steadfast support during these negotiations and for their judgment and final determination on Company's offer. Although your committee did not make any recommendation regarding Company's offer of settlement this year, the committee does respect and honor the membership's decision, as it should in our democratic process.

Local 1245's Negotiating Committee, consisting of Gino Aramini, Zenobia Donahue, Ron Frugoli, Louis Johnson, Pat Lantis, Louis Mora, George Ostrander, and Business Representative John Stralla, should be congratulated on a job well done.

Fun for all...



See you at the 5th Annual IBEW Local 1245 Slowpitch Softball Tournament, Saturday and Sunday, June 5-6, Willow Pass Park, Concord.

PCB clean-up refusal upheld by arbitrator

From PAGE ONE

great, a real vindication of our rights."

McNally, however, cautioned that the decision does not represent a blanket invitation for workers to refuse all PCB assignments and does not guarantee that any worker who refuses a job which he or she feels is unsafe will not be disciplined.

"The six grievants in this case made the right decision," said McNally, "when they refused to take part in the clean-up. This was before the Company had started its slide show program on PCB clean-ups and before protective clothing was available in many yards. If the workers had been trained, if cloth-

ing had been made available, and if the T&D Bulletin had been followed the decision probably would have been different."

Because of the importance of this case, a number of experts from various agencies assisted the Union in its presentation and preparation of the case, including Abby Ginzberg of the California Department of Occupational Health and Safety, Dr. Gideon Letz and Senior Industrial Hygienist Jeff Hahn of the California Department of Health's Hazard Evaluation Service, attorney Ann Miley of the Labor Commissioner's office, attorney Ralph Muller of the National Labor Relations Board,

and consultant Leo Seiditz of Berkeley. Local 1245 extends its thanks to these men and women who so generously helped with the case.

Also assisting in the preparation of the case were Shop Steward Percy Rome, Sunnyvale, and Local 1245 staff members: Roger Stalcup, Assistant Business Manager; Wayne Greer, Bob Thomson, Business Representatives; Ron Fitzsimmons, Business Representative in charge of Health and Safety; Juliann Sum, Industrial Hygienist, and Susan Gwinn, Legal Administrative Assistant, all of whom put in hundreds of hours to prepare material.

Grievant cleared, reinstated in 'missing money' probe

By Roger Stalcup, Assistant Business Manager

The Opinion and Decision of Arbitrator Robert Burns in PG&E Arbitration Case No. 96 was recently received. At issue in this case was the discharge of a Utility Machine Operator in the General Office Payment Processing Center for allegedly stealing cash from customers' payment envelopes.

As the result of information received from an informant, the Internal Auditing and Security Departments of PG&E in cooperation with local supervision concocted an elaborate scheme entailing marked money, invisible ink and black lights to ensnare a suspect.

The work trays of several employ-

ees were secretly "seeded" with customer payment envelopes containing money coated with a substance which would come off on the hands of anyone handling the cash and could subsequently be seen only under a black light.

The idea being, of course, that anyone caught under the black light would be a guilty party.

The arbitration hearing however, revealed incompetent investigation procedures on the part of the Internal Auditing Department, the department responsible for investigating violations of the Employee Code of Conduct Standard Practice 750-6.1.

In his Opinion and Decision, Arbitrator Burns stated, "... the web of circumstantial evidence was not closed about grievant. There are very suspicious circumstances, of course. The \$50 was never recovered. But the test is whether the evidence is clear and convincing that grievant took the money. The evidence does not convince the board that grievant took the \$50 enclosed in the seeded envelope on the night in question."

The grievant was, therefore, reinstated to his former position with backpay and benefits retroactive to the date of discharge, December 10, 1980.

Local 1245 opposes Santa Clara cruise control rate

As reported in the *Santa Clara American* by reporter Jim Detar, the city of Santa Clara may be hit with a lawsuit by unions representing cruise control workers as a result of action at a recent City Council meeting. The Council voted unanimously to uphold a staff recommendation establishing a flat rate of pay of \$6.66 an hour for city workers volunteering to work overtime.

Santa Clara's cruise control force,

set up to monitor excessive traffic, is staffed by county workers who volunteer to work overtime.

Local 1245 is totally opposed to a meager \$6.66 hourly overtime wage. Bob Thomson, Local 1245 Business Representative, said before the council took the action to uphold the \$6.66 hourly rate that the Union would consider litigation against the city if the flat rate was endorsed. Thomson said he was concerned that the city might

also extend the wage changes to other after hours work done by city employees on parades, etc.

"We are willing and ready to meet with you in the meet and confer process on this," said Thomson.

Prudence Slaathaugh, business agent for the American Federation of State, County and Municipal Employees Local 101, who was also at the meeting said her position was the same as the IBEW.