



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

Court backs Union rights in Gridley

Local 1245 won an important legal victory on August 1 when the California Supreme Court handed down its decision in **IBEW vs. City of Gridley**, a case filed by the Union in 1978 and fought through the courts for the last five years. The Supreme Court's decision, which won headlines in newspapers across the state, represented a complete vindication of the Union's position and the rights of our members at the City of Gridley and in the public sector in general.

After a job action by Local 1245 members protesting the City's bad faith bargaining in 1978, the Gridley City Council abruptly fired all Local 1245 members and revoked recognition of Local 1245 as the employees' representative. The Local challenged the firings and the revocation of recognition.

By a 6-1 vote, the Supreme Court agreed with Local 1245 that the City had no right to withdraw recognition of the Union, and before taking any disciplinary action against Union members the City was obligated to give strikers a pre-disciplinary "Skelly" hearing.

"It was a tremendous victory" said Business Manager Jack McNally. "Public employees throughout the State will benefit." McNally further stated that the Local will be seeking attorneys fees from the City, fees which he estimated might run as high as \$40,000.

Negotiations stepped-up

Negotiations continue with PG&E.

So far there has been some movement in areas of language. However, in keeping with the historical format of negotiations, items relating to cost are being deferred toward the end of bargaining.

Joint meetings have increased to three times a week as both parties are starting to move with the expectation of reaching a tentative settlement by September 1.

Any tentative settlement reached will be submitted to the membership at PG&E for a vote.

Check bulletin boards for updates, and call the Local Union's toll-free Negotiations Hotline for latest information: 800-227-5607.

Aug. 27 march to commemorate Reverend King's march on D.C.

IBEW Local 1245 members from the Bay Area are planning to participate August 22 in a massive parade in San Francisco to commemorate the 20th Anniversary of the late Martin Luther King's historic 1963 march on Washington, D.C.

Organized to coincide with a massive march in our nation's Capital, the local efforts have been coordinated with the New Coalition of Conscience focused on mobilizing

for jobs, for peace, and for freedom in the pursuit of social justice.

Although initiated by Black leaders, the New Coalition unites Civil Rights groups, organized labor, women's groups and religious groups to work towards attaining shared goals.

IBEW Local 1245 San Francisco members Jan Gangel, Miesa Patterson, Steve Lee and Business Repre-

See BACK PAGE

Newly elected IBEW Local 1245 officers installed by International VP McCann



Gathering at Local Union headquarters prior to their first Executive Board meeting, the Local's new officers were sworn in by IBEW's Ninth District Vice President, Jack McCann, far right. Pictured above, left to right, are officers and Executive Board members, Howard Stiefer, President; Cindy Vallejo, representing the Central Area; Lyman

Morrison, representing the At-Large group; Barbara Symons, Recording Secretary; Nannette Dominguez, Vice President; Mike Davis, representing the Southern Area; Ron Field, Treas. and Business Manager Jack McNally. Newly elected Northern Area Executive Board member Kathy Tindall is not pictured.

Darrel Mitchell appointed to Senior staff position

Business Manager Jack McNally has appointed Darrel Mitchell to the Senior Assistant Business Manager position at IBEW Local 1245.

Mitchell's appointment was effective July 25. His duties include assisting the Business Manager in coordinating the general daily activities of the Local Union.

Previously Mitchell had worked as Business Representative out of Nevada where he worked with

members employed at Lynch Communications, Mt. Wheeler Power, Ely; Wells REA, Wells, CP National Telephone, Elko, and in California, Truckee-Donner PUD, Truckee, and Plumas-Sierra REC, Portola.

His affiliation with IBEW Local 1245 goes back to 1966 when he worked for PG&E. There he was involved in a number of Union activities, and also served as Shop Steward.

He came on staff in 1973 and worked as a Business Representative in the East Bay, and subsequently in the Northern Coastal area, and later, Nevada.

In Nevada he served as a delegate to the Northern Nevada Central Labor Council and was president of the IBEW Nevada State Association.

Mitchell takes over the duties of former Senior Assistant Business



Darrel Mitchell.

Manager, Larry Foss, who is currently off due to a disability.

With his new job, Mitchell and his family, wife, Margaret, and two teenage children, Brian and Holly, will be relocating to the Walnut Creek area from Carson City, Nevada.

Labor's efforts block Veysey's appointment

Overwhelming opposition by organized labor to Governor Deukmejian's appointment of Victor Veysey to head the State Department of Industrial Relations has resulted in State Senate rejection of the governor's nomination.

This is a clear victory for organized labor whose constituents have fought vigorously to assure that Veysey's appointment would not be confirmed.

Veysey, a Brawley rancher, and former Assemblyman and Congressman, lost the confirmation on July 19 in a vote of 13 for, and 20 against; which was eight votes under those needed for confirmation. He has 60 days to vacate the office.

Veysey was scored by labor for his blatant 82 percent "bad" voting record while serving as a legislator.

The Los Angeles Times in an early July editorial, "Veysey: A Bad Appointment," highlighted labor's opposition to the 68-year-old rancher, and suggested that if the governor were adamant on finding a spot in his administration for his friend that Veysey be appointed to another position for which he might qualify.

While serving as director, Veysey has opposed any increase in the state minimum wage which is now below the official poverty level for a family of four in an urban area.

He also has taken steps to destroy wage rights long held by private construction workers on publicly financed projects by drastically cutting prevailing wage protections.

In April Veysey prepared a 22-

See PAGE TWO



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Kathy F. Tindall

Lyman Morrison

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CREDITS

Contributing writers: Tom Dalzell,
Staff Counsel, and Juliann Sum,
Industrial Hygienist.

Meter Reader committee OKs tentative agreement

The Meter Reader Subcommittee reached tentative agreement with PG&E on Friday, July 29 on a comprehensive Letter of Agreement covering most aspects of meter reading. A full report on the agreement will be given in next month's issue of the Utility Reporter, but major issues agreed upon include job definitions for Meter Readers and Senior Meter Readers, inclement weather language, negotiated system-wide performance standards, a bidding procedure for

routes, re-routing, audits, health and safety, and starting time. The Company withdrew its proposal to implement van pooling in 14 offices in return for an agreement by the Union that there will be three additional, 6-month pilot programs testing the van pool concept with more protections for the workers than were present in the Fremont pilot program. Additionally, the Company agreed to flex-time pilot programs in three headquarters.

Initial Clerical Conference plans now underway

Upon approval of Local 1245's Executive Board initial plans are underway to develop a Clerical Conference for our members at PG&E similar to the very successful Meter Reader conference held in 1982 at Local Union headquarters.

Targeted for the end of the year, this meeting will bring together Meter Readers and clerical workers to discuss a wide range of work related topics.

Planning Committee members, Barbara Symons, Cindy Vallejo, and Business Representative Dorothy Fortier, are lining up possible program topics.

To assure a meaningful conference, the start-up committee is seeking input from Clerical workers on what topics would be of most importance to discuss at the fall conference.

The committee believes that informed workers are the vital link in promoting unity and understanding, elements that will enable Clerical workers to achieve common goals.

Here is a list of proposed areas to discuss. Please fill out the coupon and return it to Clerical Conference Committee, IBEW Local 1245, P.O. Box 4790, Walnut Creek, CA 94596.

Topics for Workshops (please check two)

- ☐ Understanding the Clerical Contract
- ☐ How to Participate in a Physical Unit/How to Establish a Clerical Unit
- ☐ Stress
- ☐ Comparable Worth
- ☐ Clerical Job Evaluation
- ☐ Health and Safety (V.D.T.s, asbestos, etc.)
- ☐ Management Manipulation
- ☐ Combatting Apathy
- ☐ Technology/Threat to Clerical Jobs?
- ☐ Self-worth — Clerical Attitudes About Ourselves, Upgrading Our Self-image.
- ☐ Other: _____

Name: _____
Address: _____
Phone: _____
Job Location: _____
Job Classification: _____
Comments: _____

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)

Labor's efforts block Veysey's appointment

From PAGE ONE

page position paper for presentation to Gov. George Deukmejian. The memo, entitled "Goals and Strategies for the Department of Industrial Relations," proposed to "modify or diminish harsh and confiscatory penalties" against employers violating state labor laws, eliminate child labor laws and drastically cut "prevailing wages" on public works projects, among other anti-worker proposals.

During debate on the nomination in the Senate, Senator David Roberti, president pro tempore, said that the governor has chosen as Director of Industrial Relations "a gentleman who is eminently qualified to represent business or management, but who is completely without qualifications or experience to represent the interests of working people."

He contended the April memo demonstrated that Veysey would "abandon workers to a system of voluntary employer compliance instead of vigorous law enforcement."

Senator Roberti accused Veysey of neglecting health and safety protections for workers.

In opposing the nomination, the California Labor Federation pointed out that the 1927 Labor Code creating the department declared the purpose of the agency was "to foster, promote and develop the welfare of wage earners of California, to improve their working conditions and to advance the opportunities for their profitable employment."

The vote refusing confirmation was:

Against confirmation: Alfred Alquist, Ruben Ayala, Paul Carpenter, Wadie Deddeh, Ralph Dills, John Garamendi, Bill Greene, Leroy Greene, Gary Hart, Barry Keene, Bill Lockyer, Dan McCorquodale, Henry Mello, Joseph Montoya, Alan Robbins, David Roberti, Herschel Rosenthal, Walter Stiern, Art Torres and Rose Ann Vuich, all Democrats.

Present, not voting: Ray Johnson, Independent; Milton Marks, Republican, and Dan Boatwright, Democrat. Not voting was tantamount to voting "No."

For confirmation: Robert Beverly, William Campbell, William Craven, Ed Davis, John Doolittle, Jim Ellis, Ken Maddy, James Nielsen, H. L. Richardson, Ed Royce, John Seymour and Ollie Speraw, all Republicans. Robert Presley was the only Democrat voting for Veysey.

Absent from the day's session were: Newton Russell, Republican; Nicholas Petris, John Foran and Diane Watson, Democrats.

APPOINTMENTS

SIERRA PACIFIC POWER COMPANY

Ballot Committee

James "Bud" Gray Kenneth Hawkins
Ethel Larson Patricia Martin
Allen Pryor

OUTSIDE LINE

Ballot Committee

Tommy Heyl

PACIFIC GAS AND ELECTRIC COMPANY

Steam Generation Traveling Crew Committee

Ramon A. Marin Ron Ferrari
Pete Brodnick John Ramos

1983 Substation Rerate Committee

Bill Hosford Herman Reuther
Hollis C. Ertelt Jerry Covert
Tom Brannon

General Construction Joint Grievance Committee

Michael Romero
Bob Balderson — Alternate

Review Committee

Ray Friend
Pat Nickeson

LOCAL 1245

Election Committee

Sandra A. Rankins

CONFERENCES AND CONVENTIONS

Job Evaluation Two-day Training Program

Ann Miley Jim Kosta
George Foster

1983 Western Regional Summer Institute for Union Women

Gwen Wynn Alanna Baron
Donna Clift Vida Anderson
Nannette Dominguez Grace Coyle
Dorothy Fortier Linda Villegas
Carol Bedsole Becky Rosencrans

A. PHILIP RANDOLPH INSTITUTE STATE CONVENTION

Veodis Stamps Otisteen Youngblood

GROUP W CABLE TV

1983 Negotiating Committee

Carey Clark — Lompoc Barbara A. Wardlaw — Reno
Mike Howorth — Santa Maria Mark Fakhouri — Tahoe
Mike Carter — Santa Cruz Dean Gates — Reno

STATE TV CABLE

1983 Negotiating Committee

Pamela Hendrix Michael R. Considine

CALIFORNIA STATE ASSOCIATION OF ELECTRICAL WORKERS

Jack McNally Howard Stiefer
Jerry Robinson Sam Tamimi
Gene Wallace

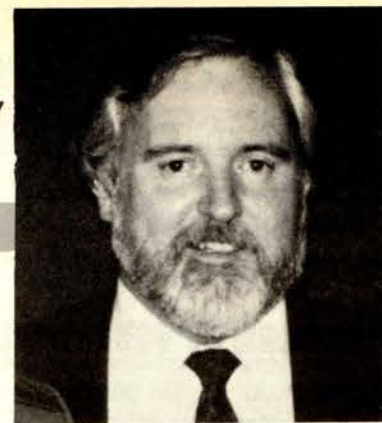
NEVADA STATE AFL-CIO 27TH ANNUAL CONVENTION

Jack McNally Howard Stiefer
John Stralla Kathy Tindall

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



Labor's Solidarity Day III . . . Across America, We Will Be Heard!

On September 5, 1983, we will be celebrating Labor Day. This year the National AFL-CIO has designated Labor Day as Solidarity Day III.

Solidarity Day I was on September 19, 1981, when thousands of workers went to Washington, D.C. and held a demonstration protesting high unemployment and the attempts by the current administration to dismantle the programs that protect workers. On that same day thousands of west coast workers in Northern California assembled in San Francisco to express their support for Solidarity Day.

Over 400,000 workers demonstrated their strength and resolution on this day to resist the Reagan Administration's anti-worker policies.

The national AFL-CIO in 1982 proclaimed Election Day, November 2, 1981, as Solidarity Day II. The call was to go to the polls and exercise your voting rights to elect candidates who were friends of working people.

This year, Labor Day 1983 is Solidarity Day III. Working people in different communities in each and every state will celebrate Solidarity Day III in many labor-sponsored functions. There will be a number of group breakfasts, picnics, and parades. Union members will be united by the common theme, "Across America, We Will Be Heard."

Labor Day also marks the beginning of Union Label Week. This is a reminder to all Union members to look for the Union label when buying goods. When buying Union-made goods you are supporting your fellow Union members, and we are assured that the goods are made in the United States. The Labor Day holiday is Labor's day. Buy American — Buy Union.

In Unity —

Jack McNally

Industrial Hygienist conducts 'PCP' test in Stockton Division



During monitoring, Line Subforeman, Bob Goerlitz, a Shop Steward, wears impingers on his shirt which are used to contain ethylene glycol which collects the contaminant.

IBEW Local 1245 members who climb and handle Cellon treated utility poles have been reporting irritation effects from exposure to the wood preservative "pentachlorophenol" for many years now.

Commercial-grade pentachlorophenol (PCP) can cause poisoning effects at high exposure levels and contains two contaminants which are known to have the ability to cause cancer in animals.

As part of a long term effort to study the potential health effects for Local 1245 members, the Local Union has been involved in a series of environmental and medical tests since 1980.

Additional tests, to measure the PCP levels near the poles, were conducted in PG&E's Stockton Division by Local 1245 Industrial Hygienist Juliann Sum this past July.

Hopefully, these environmental tests can be used to encourage the renewal of a federal agency medical study which was planned for our membership but cancelled in 1981 due to budget cuts ordered by the Reagan Administration.



Business Representative Mickey Harrington, left, confers with Lineman Charlie Huffman who is wearing a portable, battery operated pump on his belt which is used to draw the air contaminant into the impinger solution.

Heat stress, and what you can do about it

We frequently receive questions from members regarding heat stress and what can be done to alleviate the discomfort and potential hazard.

HEALTH AND SAFETY PROBLEMS

Heat stress is the total heat load on the body caused by environmental factors and internal body heat production. Three major acute illnesses may occur as a result of the body's inability to cope with excess heat load:

1) **Heat Stroke** — hot, dry skin, rapidly rising body temperature, collapse, loss of consciousness, and convulsions from failure of the thermoregulatory center.

2) **Heat Exhaustion** — clammy, moist skin, weakness or extreme fatigue, nausea, headache, no excessive increase in body temperature, low blood pressure with a weak pulse, and collapse from depletion of body water and/or salt.

3) **Heat Cramps** — painful spasms in one or more skeletal muscles from salt loss and dilution of tissue fluid.

In addition, heat can adversely affect physical and mental performance, emotional reactions, and resistance to certain workplace exposures, resulting in increased health and safety risks.

LEGAL ENFORCEMENT

At this time, there are no specific OSHA or Cal/OSHA requirements to

control heat stress. In certain extreme cases, Cal/OSHA officials have issued special orders which applied to specific employers and work locations.

RECOMMENDATIONS ON THE JOB

In order to prevent heat stress on the job, you should take the following steps, where allowable, and/or see your supervisor regarding your required rate of work and the availability of drinking water:

1) When coming into a heat wave, gradually increase your exposure to the heat over several days.

2) Pace your rate of work, with regular rest breaks away from the heat.

3) Drink plenty of water throughout the day to prevent dehydration. Weight loss at the end of the workday should not exceed 1.5 percent of your body weight.

4) Include salt in your meals and possibly take salt tablets to prevent salt loss and dehydration. **Important:** see your physician on salt intake if you have cardiovascular, kidney, liver, metabolic, respiratory, or skin problems.

5) Wear cotton underwear, medium to heavy weight cotton socks, and a cotton head covering to absorb sweat.

6) On clear, sunny days, light layers of cotton clothing on arms and legs and a head covering, in-

stead of bare skin, will minimize heat gain to the body from the sun.

UNION ACTION

If severe heat stress conditions with medical problems exist for you and your fellow co-workers, and your employer will not correct the hazard upon your request, we recommend that you contact the Local Union through your Shop Steward or Business Representative.

Local Union seeks chemical information for workers

As of press time, the Local Union was asking PG&E to comply with the Cal/OSHA regulations governing employee requests for health and safety information on approximately 30 chemicals used in the Reprographics Department. The Access Regulations give a 15-day deadline to comply. The Material Safety Data Sheet Regulations required employee training this past spring for all employees on certain hazardous substances. Because of problems with obtaining the needed information, the Local Union was preparing to file a Cal/OSHA complaint.

Cloverdale pipe wrap test results now pending

The Local Union has recently been notified by Gas Fitters in PG&E's North Bay Division that they have been experiencing nausea, vomiting, dizziness, and coughing when they weld on certain sections of pipe in Cloverdale.

As of press time, we were awaiting the results of Company's chemical tests on the pipe wrap. Company had received a request for testing from the employees over a year ago.

Based on the description, appearance, and smell of a small sample of the pipe and its wrap, we suspect that the green colored portion of the wrap is a relatively unstable polyvinyl chloride which decomposes rapidly under heat, producing high concentrations of hydrogen chloride and several other toxic substances.

Upon our request, PG&E has indicated that fresh air respirators will be provided for the employees.





PG&E Customer Services office in downtown Coalinga.

Congratulations IBEW 1245'ers for a job well done!

These members were among those who helped out in Coalinga:

COALINGA ELECTRIC DEPARTMENT MEMBERS:

Bill Cain
Joe Camarena
Bob Cooper
Marvin Daniels
Bill Fullmer
Curt Lucero
Kevin McMillin
Pat O'Brien
L. Reis
Robert Riofrio
Leonard Skaggs
Pat Supernaw
Leonardo Trevino
Jerry Wilder

FRESNO AREA MEMBERS:

Paul Armendariz
James Armour
Jim Bettini
Bob Bevington
Eral Bump
Scott Chapman
Brian Chevoia
Waren Davies
John Eberlian
Roman Gonzalez
Mike R. Graham
Mario Guijarro
J. Hollis
Ray Johnson
Gerry Knapp
Archer Krugman
Larry Luis
Richard Madron
Ken Maggard
Paul Matney
Al McCoy
Ron Moody
Jim Moore
Harry Morton
J. Nelson
E. Packard
Mike Parsons
Steve Payne
Sal Perales
Aran Real
Don Roberts
Larry Rochholz
Tony Ruiz
Frank Ruiz
Pat Schulte
Bob Seward
Ed Smith
Mike Soria
M. Toney
Herbert Turner
Adam Valdez
A. Varner, Jr.
Jack Weaver
Dave Werstein
Tim Wright
Tim Wright, Sr.
L. Wyatt
Robert Young

COALINGA CUSTOMER SERVICE DEPARTMENT MEMBERS:

Frank Bonilla
Jan Jason
Dave Lipe
Max Massey
Ann McClintock

OTHER AREA MEMBERS:

Cupertino
Dan Gibbs
Rudy Perez
Firebaugh
Louie Hinojosa
Los Banos
Joseph Guyette
Madera
Clinton Barnett
James Martini
Merced
Kenneth Call
Leon Cooksey
Jim Corbin
Manuel Morris
James Rentfrow
Larry Waggener
Charles Williams
Modesto
Don Morrison
Stockton
Fred Cardiel



Members aid Coalinga residents after quake

Some Mondays are a little rougher than others . . . and the first Monday in May proved to be the granddaddy of them all in Coalinga.

At PG&E's Customer Services office in the heart of the downtown area, it was approaching 5 o'clock, barely fifteen minutes before closing time when the whole world seemed to turn upside down.

It was then that an earthquake of 6.5 magnitude hit the tiny Valley farming town, demolishing most of downtown Coalinga, leaving all 7,000 residents very shaken, but miraculously injuring only one seriously.

Now our members can talk about it with a vague sense of detachment; but when you look into their eyes you can imagine the sense of terror that overtook them that day.

Member Frank Bonilla, a Service Representative, said it took quite some coaxing to convince member Jan Jason, another Service Representative, to come out from underneath her desk after the quake had subsided. Sitting at her new desk in temporary offices which have been relocated to the Electric Department Yard on the edge of town, Jan can laugh, somewhat hesitantly, about it now, but is quick to add that on that day when nearly all the downtown area was wiped out, there was nothing to laugh about.

Two members from the Customer Services office, Dave Lipe and Shop Steward Max Massey found when they got home that both of homes had been destroyed. Subsequently both dwellings were re-built with help of insurance. All of the homes in Coalinga received some damage, ranging from buckled door jambs to complete collapse.

The Customer Services Building, one of the newer structures in town did not sustain heavy damage in the major quake, but its status is questionable now that Coalinga has sustained more than 150 after-shocks following May 2.

On the day of the earthquake members from the Coalinga Electric Department report that following the initial blast of a gigantic sound-wave, trucks started bouncing around the Yard like popcorn. Dust rose above the foothills as if thousands of trail bikes were racing, as the quake continued to hit in rippling waves.

Bill Cain, Foreman's Clerk, said that just before communications went dead, he was able to answer a phone call from the Selma area 70 miles northeast, asking if there were a problem. Bill responded, "The whole is down. Send help."

Members from Selma responded immediately bringing food and money for members needing assistance. Later IBEW Local 1245 Unit 3712, Santa Rosa, also participated in contributing to a fund for members in Coalinga.

After the initial earthquake when the Yard's radio transmitter was down, Brother Cain drove to members' homes asking them to return to work. All came without hesitation. Meanwhile Troublemaker Leonard Skaggs cleared the entry to the Yard where a conductor was down and began to try to re-establish communications there.

All crew members reached the yard shortly after 6 p.m., and had much of the power restored in less than two hours after the quake, with all power on, excluding that in the ravaged downtown area, by 9:30 that same night.

Members on Gas Crews rushed into Coalinga Monday evening and started work on the City's gas system which is ordinarily serviced by the City's own five-person public works crew.

The town was quickly divided into zones, and the downtown core area was isolated. T & D crews from Division and G.C. checked for major leaks and Gas Servicemen removed gas meters and plugged gas service at the risers and the house lines of nearly 3,000 dwellings.

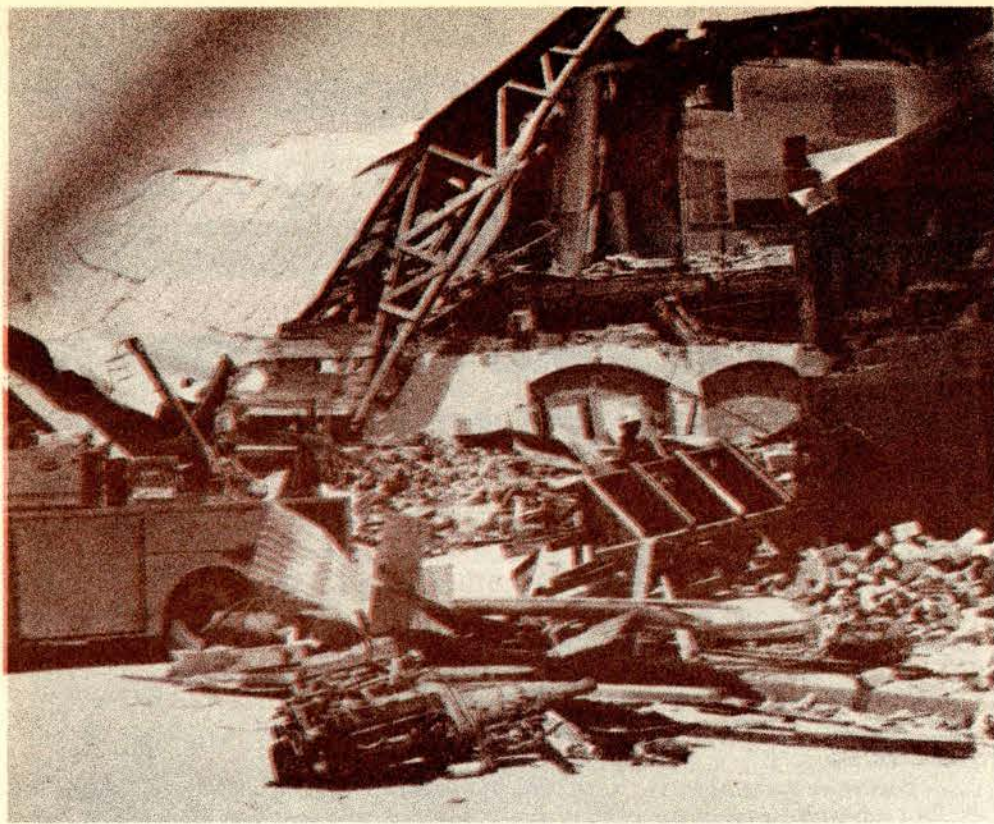
When they restored service during the weeks that followed the earthquake, they rebuilt the complete meter sets.

As the repair work went on it was a mutual admiration society. Local citizens, Mayor Keith Scrivner, and the City Council members all had the highest praise for the work being done by our members to help the City rebuild what, the Mayor termed, "had been a delapidated old system."

Our members, in turn, told of how rewarding it was to work for a group of terrific residents who looked forward to seeing crews arrive, and thanked them when they'd restored services to their homes.

Though they worked long, demanding hours, our members said over and over, that it was a really rewarding experience to be able to help out during the emergency, and that the very best thing about the job was the people of Coalinga.

More on Coalinga, Pages 6-7. →

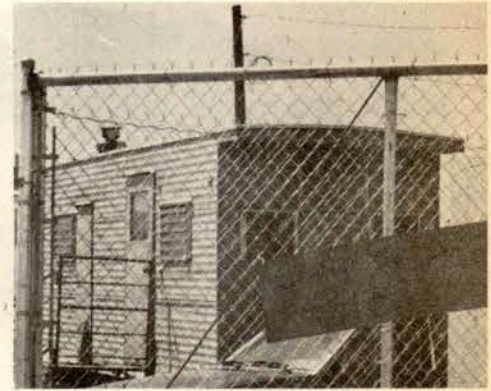


Downtown devastation clearly evident.

← More on Coalinga, Page 5.

Coalinga earthquake tra

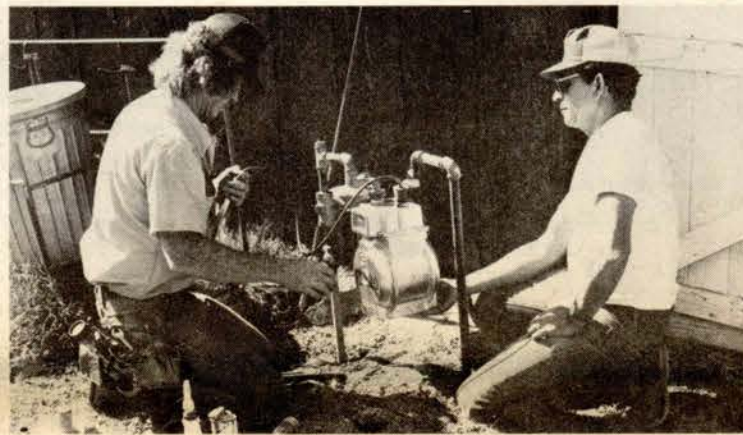
On May 2 an earthquake of 6.5 magnitude devastated the small Valley town of Coalinga. Our members rose to the occasion and worked to meet the emergency needs by restoring power and gas to the city's 7,000 residents in record time. On pages 6-7 you'll see some to our members at work in Coalinga during the emergency — and on page 5, members recount the events surrounding the aftermath of the earthquake.



Coalinga's new Gas Department.



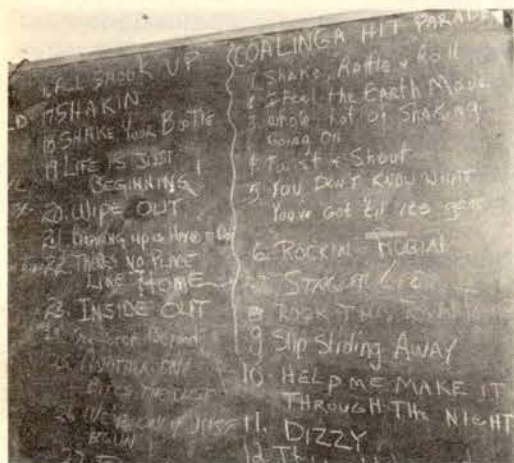
Gas Serviceman Mike Graham at work.



Gas Serviceman Jim Moore gets a hand from 27-year Coalinga resident Ralph Baiza.



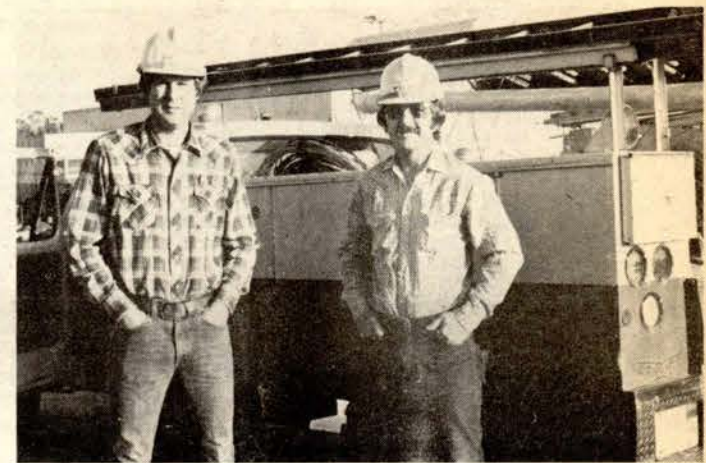
Gas Serviceman Adam Valdez gets a hearty thanks from resident Charlie Epps.



Blackboard list on Coalinga Electric Department's hit parade includes, "Whole Lot of Shaking Going On."



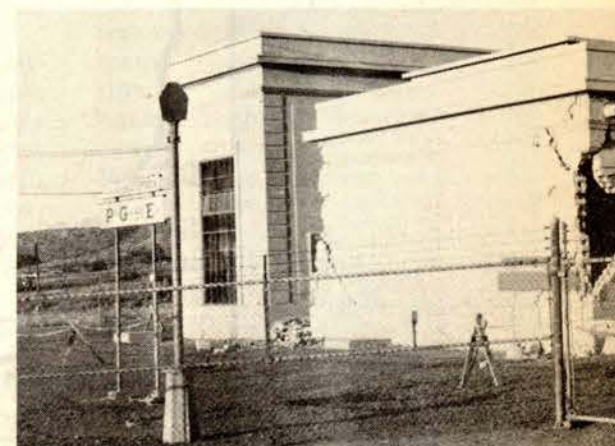
L-R, Jerry Wilder, Apprentice Lineman, Joe Camarena, Lineman, and Shop Steward Larry Reis, T & D Driver prepare for new installation after earthquake.



L-R, Troublemakers Pat Supernaw and Leonard Skaggs were in the field restoring power shortly after quake.



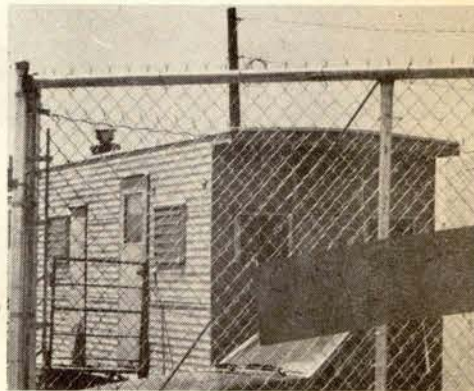
During the quake our members in Customer Service were at work in the heart of downtown, L-R, are Customer Service Representatives Frank Bonilla and Jan Jason; Dave Lipe, Utility Clerk and Ann McClintock, Clerk Steno.



A PG&E Sub-Station took a hard hit.

Coalinga earthquake tragedy calls out t

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Coalinga's new Gas Department.



Gas Servicemen gather in yard prior to receiving field ass



Gas Serviceman Jim Moore gets a hand from 27-year Coalinga resident Ralph Baiza.



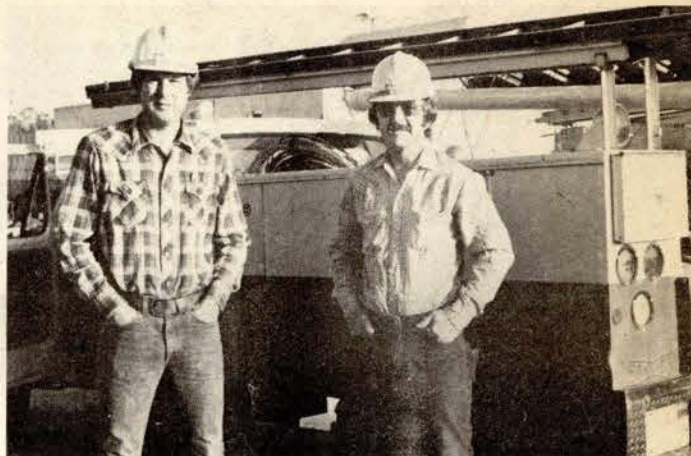
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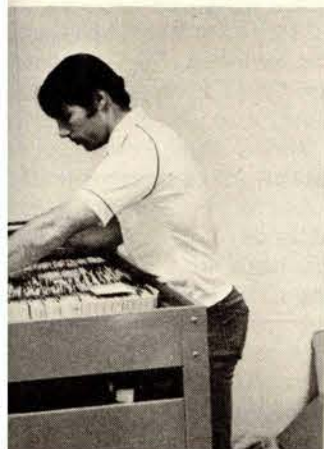
Gas Serviceman, and former Modesto-area Shop Steward, Don Murrison, displays a can of "Coalinga Lite," canned water distributed by Budweiser brewery to all residents right after the earthquake.



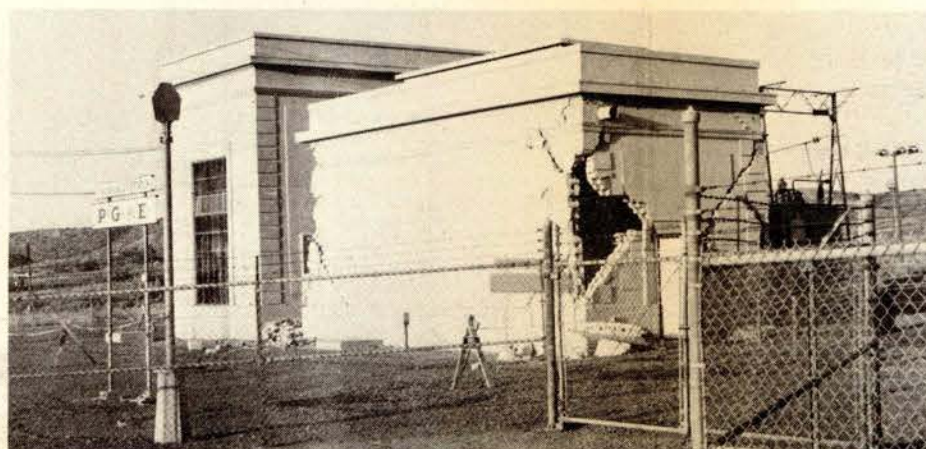
Jerry Wilder, Apprentice Lineman, Joe Camarena, Lineman, Shop Steward Larry Reis, T & D Driver prepare for new installa after earthquake.



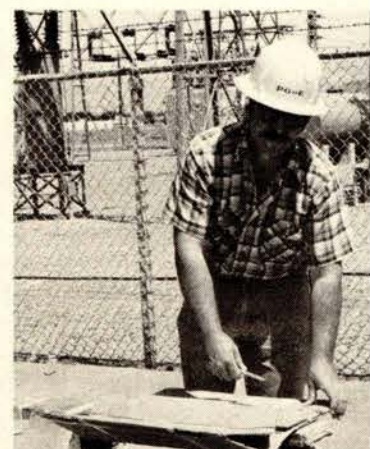
L-R, Troublemen Pat Supernaw and Leonard Skaggs were in the field restoring power shortly after quake.



ce were at work in the heart of downtown, L-R, are Customer on; Dave Lipe, Utility Clerk and Ann McClintock, Clerk Steno.



A PG&E Sub-Station took a hard hit.



Mark Shoulet, Lead Building M board up the damaged office i Offices in the local Electric De

gedy calls out the best in our members



as Servicemen gather in yard prior to receiving field assignments for the day.



"New Gas Department" office personnel in Coalinga, l-r, Mike Soria, Larry Luis and Diane Laurent, busy at work.



s Serviceman, and former Modesto-area Shop Steward, n Morrison, displays a can of "Coalinga Lite," canned ter distributed by Budweiser brewery to all residents ht after the earthquake.



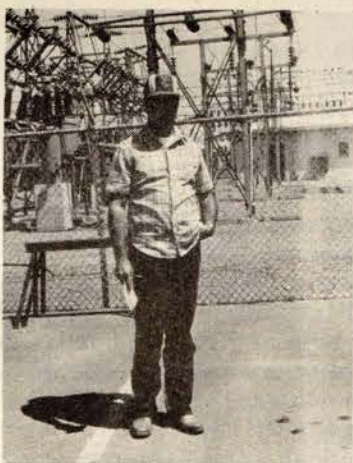
T & D crew members Joe Occhinero, and Tim Wright, Fresno, and G. C. member Alvin Varner check for major gas leaks.



Fieldman Occhinero, and Richard Madron, Helper, examine alley for further gas leaks.



T & D crew member Jerri Nelson, G.C., checks for leaks.



Foreman's Clerk Bill Cain radioed for help during quake.



More devastation, town in ruins.



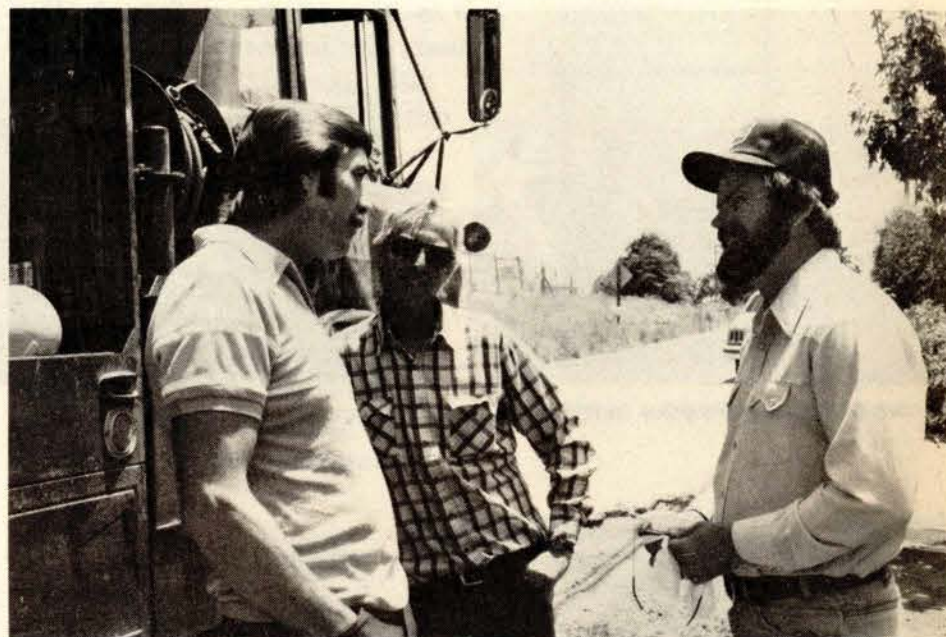
Mark Shoulet, Lead Building Mechanic, left, and Gene Baker, Sub Foreman from Fresno helped board up the damaged office in the downtown area and set up temporary Customer Service Offices in the local Electric Department Yard.



New Customer Services temporary trailer.

Battle begins after war...

Local fights, regains job for Lineman, Vietnam Vet



Photos: Carol Bedsole

Left: Lineman Bill Loud back at work in Watsonville. Above: Business Representative Larry Pierce, left, meets with Loud, and crew Sub-foreman, Jack Vaughn, during lunch on a job site to welcome Loud back after his reinstatement. Happy to be back on the job, he says he knows he owes his job to IBEW Local 1245's strong efforts on his behalf, and he is personally very thankful and further hopes that his story will help alert employers, and possible Post-traumatic stress disorder victims to the symptoms of the disorder, and to know that assistance is available.

In this informative article Staff Counsel Tom Dalzell reports on a recent arbitration ruling which called for the reinstatement of Lineman Bill Loud. Dalzell details the profound problems faced by a victim of Post-traumatic stress disorder, and tells how the Local Union first set out to get Loud's job back after he'd been fired at PG&E.

In working with some sensitive and savvy veterans' counselors it was discovered that Bill Loud's story is not an isolated incident among veterans of the Vietnam war. There are many others who need help. It is hoped that in bringing to light the very real conditions associated with Post-traumatic stress disorder that others will be helped.

When he was eighteen, Bill Loud was sweating in the jungles of Vietnam, serving as a Heavy Weapons Infantry Advisor to the 16th Infantry of South Vietnam's 9th ARVN Division. Stationed at Cao Lahn near the Cambodian border, Bill lived, ate, fought and fitfully slept with ARVN troops. Decimated by the recent Tet offensive, the troops' sense of loyalty to their American advisors was tenuous at best.

Bill marked the time until his rotation home — another day, another sweep through the rice paddies clearing the perimeter of the base, hoping that today was not the day.

When he was twenty, Bill was back in "The World" — back in the USA, and married. Three weeks after receiving an honorable discharge from the Army and packing up his Cross of Gallantry, U.S. Combat Infantryman Badge, and Bronze Star, he was hired by PG&E as a Meter Reader in the East Bay Division.

When he was twenty-four, Bill bid into a Groundman job in Electric Transmission and Distribution. In the next few months, the problems began. His marriage collapsed in divorce which brought on a wave of

financial problems which seemed to last forever. He began drinking more and more off the job, and his attendance and ability to get along with his supervisors and fellow workers suffered.

By the time Bill was thirty-two, things didn't look good. Although he had worked up through his line of progression to become a Journeyman Lineman, his heavy drinking and constant depression were ruining his personal life and job performance. A second marriage by now lay in ruins and his job at PG&E was on the line.

On January 22, 1981, Bill couldn't make it to work. "I got halfway to work and my stomach was churning around, and I was extremely depressed and upset. I just couldn't bring myself to go to work. I turned around halfway from home and went back home and called up the office."

On January 23 the world caved in on Bill. He was sent home to see a doctor and was put on an indefinite suspension which quickly was converted to a discharge. After twelve years with the company, Bill was out on the street.

Bill Loud's story doesn't end here though — it begins here. The story that follows is a story of Bill's

strength and courage in coming to terms with his combat experience in Vietnam, of the dedication of groups working with Vietnam-era veterans, and of Local 1245's recognition of the debt owed veterans and its willingness to tackle tough and new issues in the grievance procedure, taking the issue to final arbitration.

The Diagnosis — Post-Traumatic Stress

On several occasions over the years Bill had gone to see counselors from PG&E's in-house Employee Assistance Program and the outside professionals whom they had recommended. "I knew that there was something causing my problems," Bill explained, "but I just didn't know what." The diagnosis from the counselors and the outside professionals was the same — Bill's drinking caused his problems. What they overlooked was the cause of Bill's drinking. Until he was fired nobody recognized Bill's combat experience in Vietnam and the possibility that his problems were related to that experience.

Just before being fired, Bill contacted the Employee Assistance Program one last time and was given one last name — Santa Cruz psychologist Jerry Solomon. With the encouragement of Bob Thomson, then Local 1245's Business Representative in Santa Cruz, Bill went to see Dr. Solomon.

After Bill's first visit Dr. Solomon suspected that his problems — with drinking, with his marriage, and on the job — were the result of stress suffered while fighting in Vietnam. Dr. Solomon referred Bill to psychiatrist Chris DiMaio, himself a Vietnam veteran, who specializes in counseling veterans. Dr. DiMaio quickly confirmed Dr. Sol-

omon's diagnosis — Bill was and had been for years suffering post-traumatic stress.

Post-Traumatic Stress (PTSD)

It is estimated that between 25% and 50% of the 2.8 million veterans who served in the armed forces during the war in Southeast Asia suffer or will suffer to some degree from post-traumatic stress — a delayed emotional reaction to the stress under which they were placed during and after the war. The high incidence of delayed stress in Vietnam veterans has been attributed to both the unique nature of the war in Southeast Asia and the military's unwillingness to admit to a large group of psychiatric casualties.

Because post-traumatic stress (PTSD) is an emotional problem and not a psychiatric problem, treatment usually consists of nothing more than individual and peer group counseling.

The Grievance

Although Bill had been fired and was not sure what would be the ultimate outcome of his grievance, he was sure that it was time to come to terms with Vietnam. He entered therapy — both on an individual basis with Dr. DiMaio and in a veterans' rap group led by Mark Sandman — with the same energy and determination which had gotten him through his 12 months in Vietnam and his four years apprenticeship. The results weren't immediate but they came. As Bill puts it, "I finally had the chance to talk about Vietnam and to begin putting it all behind me, to move on to live my life. Thirteen years late, but better late than never."

Meanwhile, Bob Thomson, who was then the area Business Representative, was pushing Bill's case through the grievance procedure,

arguing at each step of the way that because Bill's problems had been caused by post-traumatic stress the Company should put him back to work now that he was in counseling.

The Arbitration

Bob Thomson kept making his argument, but the Company wouldn't budge. It finally came down to the question — do we take the case to arbitration and make an argument that had never been made in an arbitration, that post-traumatic stress can be a defense in a firing case?

With the strong backing of Bob Thomson and Assistant Business Manager Roger Stalcup, there was never really any question. The case was sent to arbitration.

The Union spared no expense in preparing Bill's case for arbitration. A law student was hired and put to work on extensive legal research on arbitration decisions, law review articles, and scientific books and journals discussing post-traumatic stress. Expert witnesses were interviewed and prepared to testify.

Most importantly, at each step of the way Bill was involved. He knew that the arbitration was not going to be a pleasant experience and that his emotional problems would be the subject of the day. He didn't hesitate for a minute though. "I was thinking not just about myself, but about all the other vets out there who might have the same kind of problems I was having. I didn't want them to have to go through what I had to go through," Bill explained.

With their arms full of trial notebooks and copies of exhibits, the Union team arrived at the Company offices on April 12, 1982 for three days of hearings before Arbitrator John Kagel. From the very start — the Union's opening statement — it was clear that the arbitration presented an historic and significant issue. In many ways, the way we as a nation have treated our Vietnam veterans was on trial, not Bill Loud.

After a day of Company witnesses, the second day saw three expert witnesses take the stand on Bill's



Above: former Business Representative Bob Thomson, who filed the initial grievance, knowing that it was a first, with no precedents, said, "I guess we were pioneers in pursuing such a grievance. We knew there were going to be many interested parties looking at the outcome." He added, "I'm glad we helped Loud, and hope we've blazed the way to help others."

behalf to explain the causes, symptoms, and treatment of post-traumatic stress. Gregg Andersen from the San Jose Vietnam Veterans Outreach office of the Veteran's Administration detailed a graphic, moving, and articulate explanation of post-traumatic stress. Gregg's compassion, dedication, and energy were apparent. Also testifying with equal strength of conviction were rap group leader Mark Sandman and Bill's psychiatrist Dr. DiMaio. Their testimony had a profound impact.

The third and last day of the arbitration saw Bill on the witness stand most of the day, reliving for Arbitrator Kagel both the terror of combat in Vietnam and the painful disintegration of his life while back in the United States.

Arbitrator Kagel's Decision

Briefs were filed and within two months Arbitrator Kagel came out with his decision, agreeing with the Union and ordering the company to put Bill back to work.

Bill is now back working as a Lineman out of the Watsonville yard.

Post-traumatic stress disorder classified as delayed reaction to extreme stress in combat

Post-traumatic stress is recognized as a diagnostic classification by both the Veteran's Administration (**Federal Register**, Volume 45, Number 77, page 26326, April 18, 1980) and the American Psychiatric Association (**Diagnostic and Statistical Manual**, Third Edition, 1980).

Experts consider post-traumatic stress not as a mental illness but rather as a delayed reaction to the extreme stress under which veterans were placed during and after the war in Southeast Asia.

It is estimated that up to half of the 2.8 million Americans who served in the military during the Vietnam era are suffering or will suffer from some degree of post-traumatic stress. Reasons for the high incidence of delayed stress in Vietnam veterans include the following: the 12-month rotation system first used in Vietnam made combat an isolated, individual experience, destroyed unit integrity and morale, fragmented units into "new guys" and "short-timers", and created an unrealistic expectation that one's problems would disappear at the end of the 12-month hitch in Vietnam; the youth of America's soldiers in Vietnam (an average age of 18, as compared to an average age of 26 in World War II); the nature of combat in Vietnam, where for the first time we fought an indigenous revolutionary army well-versed in guerilla warfare; the indifference and hostility of the people whom we purported to liberate; the clear absence of an ideological basis for the war; the sudden and individual trip back to the United States at the end of the tour of duty; and the indifferent and

hostile reception received by veterans in the United States.

The most common responses of veterans suffering from delayed traumatic stress include the following:

- Depression
- Anger
- Anxiety
- Sleep Disturbance
- Tendency to react under stress with survival tactics
- Emotional numbing
- Loss of interest in work
- Survivor guilt
- Hyper-alertness
- Avoidance of activities that arouse memories of traumas in war zone
- Suicidal thoughts
- Flashbacks to Vietnam
- Fantasies of retaliation
- Cynicism and distrust of authority
- Alienation
- Negative self-image
- Memory impairment
- Hyper-sensitivity to justice
- Problems with intimate relationships
- Emotional distance from family
- An inability to talk about war experiences
- A tendency to fits of rage
- Substance abuse (alcohol or drugs)

Once a veteran is diagnosed as suffering from post-traumatic stress and takes the first step towards addressing his or her problems, the chances for recovery are good. Counselors usually suggest individual therapy and participation in "rap groups" led by and designed for Vietnam veterans. Except in extreme cases, therapists recommend that veterans experiencing post-traumatic stress continue working.

'Lots to learn about veterans' PG&E starts new program

In response to Bill Loud's arbitration, PG&E's in-house Employee Assistance Program launched development of an ambitious program aimed at educating its counselors on post-traumatic stress. Company attorney Bud Brown commented that, "After the Loud arbitration it was clear that we all have a lot to learn about Vietnam veterans."

Under the direction of Employee Assistance Program director Dr. Robbi Simons, counselor Donna Montgomery has developed a workshop on post-traumatic stress which includes both a lecture and a video presentation featuring Shasta Division Lineman Larry Connolly, a Viet-

nam veteran who suffers from post-traumatic stress.

The workshop, which has been presented experimentally in four northern divisions, is designed to alert management as to the possible effects of post-traumatic stress among the estimated 3,000 Vietnam veterans employed by PG&E.

Assistant Business Managers Roger Stalcup and Manny Mederos and Staff Attorney Tom Dalzell viewed the workshop presentation on June 29 and were impressed with the depth and emotional impact of the presentation. "It's obvious that the Employee Assistance Program is taking post-traumatic stress seriously," said Dalzell, "and I just hope they can get the word out."

Where help is available

Bay Area Vet Centers recommended by Gregg Andersen for Vietnam Veterans possibly experiencing post-traumatic stress include the following:

1899 Clayton Road, Suite 100
Concord, California 94520
(415) 680-4526

1340 Van Ness Avenue
Fresno, California 93721
(209) 487-5660

616 - 16th Street
Oakland, California 94612
(415) 763-3904

1708 Waller Street
San Francisco, California 94117
(415) 386-6727

2989 Mission Street
San Francisco, California 94110
(415) 824-5111

1648 West Santa Clara Street
San Jose, California 95116
(408) 258-5515

*400 South Monroe
San Jose, California 95128
(408) 249-1643

In addition, there is a 90-bed inpatient facility in Palo Alto:

Fred Gusman
Vietnam Vet's Program
VAMC

3801 Miranda Blvd.
Palo Alto, California 94304
(415) 392-5000 extension 2385

Members can contact Gregg Andersen in San Jose* to learn of other resource centers throughout our jurisdiction.



FUN, FOOD, SERIOUS PLAY!

Annual Slo Pitch Softball Tournament draws large member turnout in Martinez



Assistant Business Manager Ron Fitzsimmons, center, watching final game, was event coordinator along with Business Representative Joe Valentino, not pictured.



The terrific Terminators, A-Division, first place winners.



San Francisco Gas Rats, A-Division, second place winners.



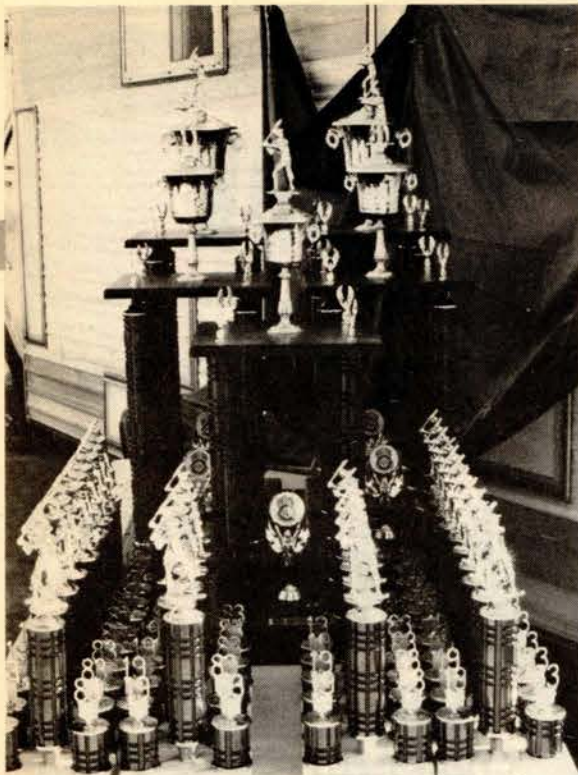
McDowell & Sons, A-Division, third place winners.



Whiskey Town, Consolation Division, first place winners.



Oakland Power, Consolation Division, second place winners.



Team, and individual trophies.



Trophy presentation by Business Manager Jack McNally, left.



Member Russell Foxe dishes up a perfect hot dog.

It was easily 110° in the shade at the recent IBEW Local 1245 Sixth Annual Slo Pitch Softball Tournament.

The extra-hot temperatures didn't dampen the high spirits of the many participants, nor the spirits of the ever-faithful softball fans.

It was a great day for members and their families who came to the two-day event at Martinez's Joe DiMaggio Park.

There were plenty of hot dogs and cool refreshments on hand, and plenty of volunteers to help out.

Business Manager Jack McNally enjoyed watching the play, and was pleased to present individual and team trophies at the end of the tournament.

Word had it that everyone is looking forward to an ever bigger and better tournament next year.

Good Luck to the winning teams who now go on to state finals!



**A-DIVISION
FIRST PLACE WINNER
CONCORD TV CABLE
TERMINATORS**

MANAGER:

Mike Matheson

MEMBERS:

Keith Williams

Mike Matheson

Dan Joseph

Wayne Doty

Mike Travers

Mike O'Hara

Bud Tliemat

Steve Joseph

Rob Powers

Randy Ramsay

Greg Billie

Bob Finlayson

Mark Hernandez

Dave Schroeder

Glenn Shipley

**SECOND PLACE
WINNER**

OAKLAND POWER CLUB

MANAGER:

Jerry Burns

MEMBERS:

Dan Crockett

Kevin DeRyk

Ken McPherson

John Williams

Dave Meier

Andre Ladrech

Matt Dorricott

Larry Brown

Ed Dunlap

Jerry Burns

Carl Wong

THIRD PLACE WINNER

MCDOWELL & SONS

MANAGER:

Butch Schmidt

MEMBERS:

Rod Krick

Ron Yewerton

Brad Stevens

Art Engell

Joe Vasarhely

Mike Vasarhely

Fred Cardiel

Steve Nichols

Butch Schmidt

Jim Dame

Mike Lopez

Andy Munoz

John Edwards

John Mallory

Ron Bennett

**CONSOLATION DIVISION
FIRST PLACE WINNER
WHISKEY TOWN**

MANAGER:

Mike Truex

MEMBERS:

Mike Truex

Dean Barnes

Art Theobald

Gary Presley

Dean Batchelor

Marc Connely

Bob Baldasano

Arlan Presley

John Duncan

John Benzal

Mike West

Dan Freeman

Stan Gordon

Clark Bomgart

Danny Sherman

Rudy Perez

Kevin Smithhurst

Ken Ball

SECOND PLACE WINNER

S.F. GAS RATS

MANAGER:

Wes Pearce and Henry Jung

MEMBERS:

Wes Pearce

Henry Jung

Larry Dela Torre

Rich Macaluso

Tony Cisneros

Bob Stotler

Mike Boles

Steve Rudd

Mike Macaluso

Jay Strange

Steve Spadini

Rick Sonneborn

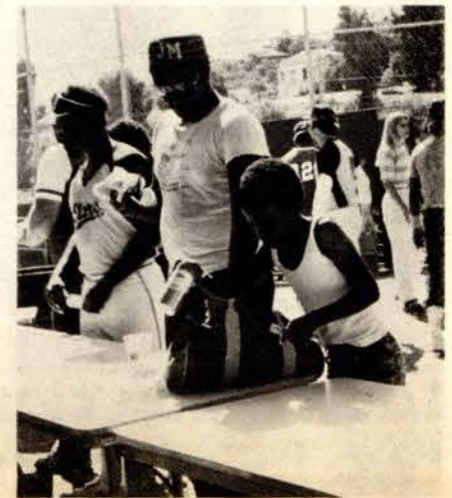
Jim Donovan

Bill Feeley

Pat Deignan



Youngster with her eye on the ball.



Thirst-quenching time.



Base hit.



"Safe" slide.

SMUD Lineman's son saves sisters from burning home

One of our member's families has a hero in the household.

Sacramento Municipal Utilities District Lineman Robert Daugherty's son, Robert, 13, pulled his two younger sisters to safety from their flaming, smoke-filled house in July.

The girls, Tiffany, 11, and Annie May, 2, were home ill with chicken pox as was their brother Robert.

Their father had been watching them, but had been called away from the house when his wife, Debbie, ran into car trouble not far from home.

In the few minutes the children were alone a fire broke out which engulfed the kitchen. Young Robert, alerted to the flames, raced through smoke-filled rooms to pull the girls from their bedroom and rushed them to safety.

The home and all the family's possessions were destroyed, but needless to say, parents Robert and Debbie, who had feared for their chil-

dren's lives when they returned home to a burning house, were grateful for young Robert's quick action. With their home destroyed, the family temporarily relocated to the home of grandfather Dick Daugherty, also a SMUD Lineman, and a 30-year member of IBEW Local 1245.

Arson investigators reported that it is suspected that the home was set ablaze by four school-age boys who were reportedly seen playing with bottle rockets around 5 p.m., shortly before the Daugherty home caught fire.

When word reached Local Union headquarters regarding young Robert's heroism, Business Manager Jack McNally wrote a letter to the family praising the teenager for his bravery and quick thinking in an emergency situation, qualities which surely helped save the lives of his two sisters.

Local union closely watching two bills in Sacramento

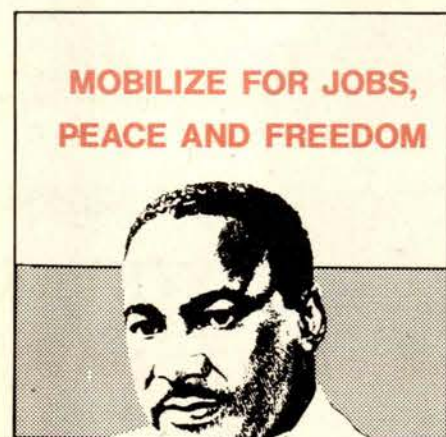
Local 1245 is carefully watching two bills in Sacramento of particular interest to our members employed by utilities.

AB 1127 (Assemblyman Floyd) as originally drafted would have forced all utilities to contract out major portions of their maintenance and construction work. After strong opposition by Local 1245, the bill was amended to provide protections for workers when a job is contracted out, while not forcing the work to be contracted out. As presently drafted it is a good bill for all Labor, and is supported by Local 1245.

SB 48 (Senator Vuich) would

delay implementation of the Public Utility Commission's recent decision eliminating free line extensions and requiring that work on line extensions be put out to bid. With the support of Local 1245 and other members of the Coalition of California Utility Workers, the bill has moved through the State Senate and as this issue of the Utility Reporter went to press was scheduled for a vote on the floor of the Assembly. Pending the vote by the Assembly, the Public Utility Commission delayed implementing its changes in Rule 15 from June 15 until September 15.

Aug. 27 march to commemorate Reverend King's march on D.C.



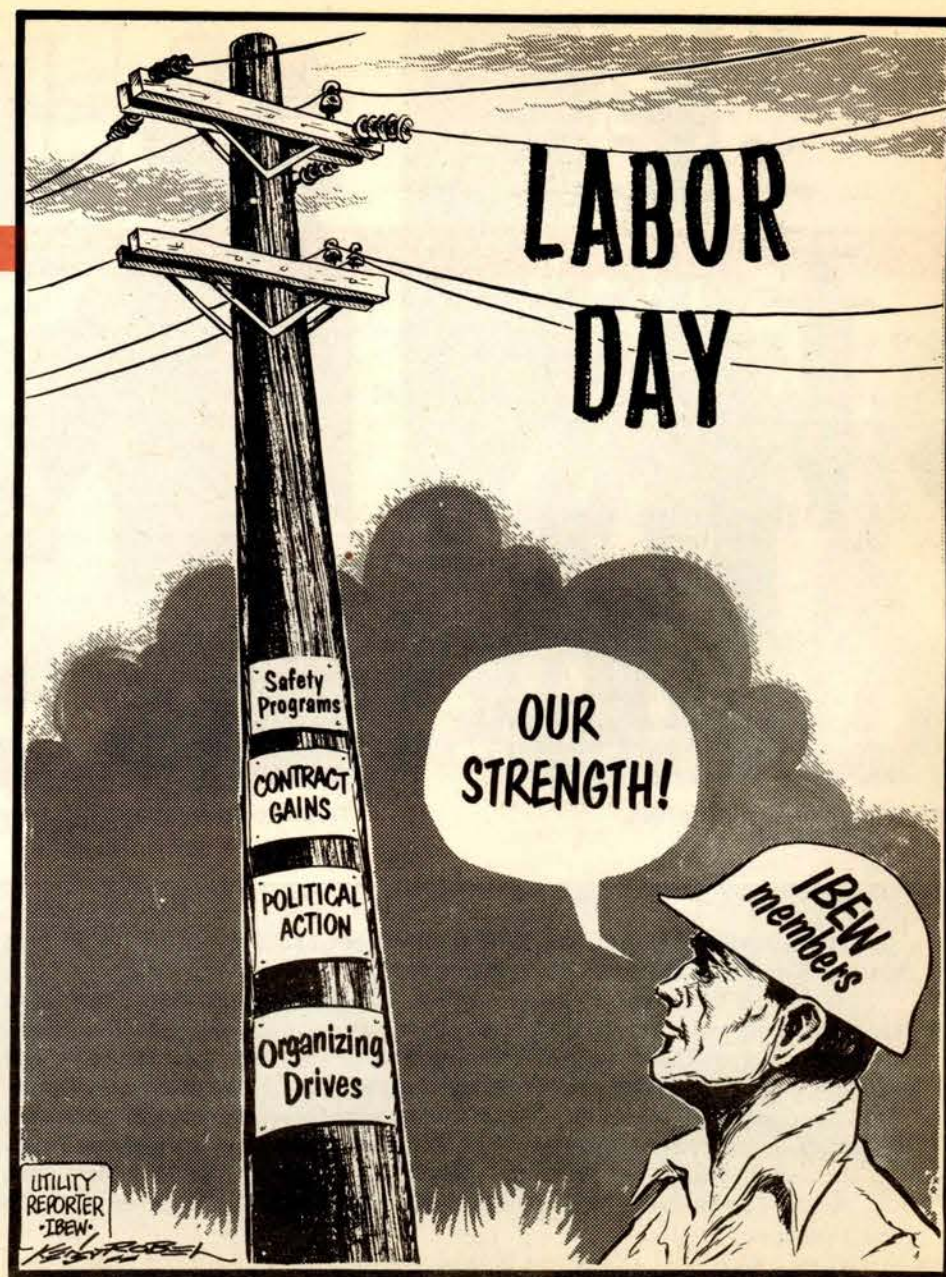
Keep the Dream Alive!

From PAGE ONE

sentative Frank Saxsenmeir have worked to coordinate our members' participation.

Members will meet beginning at 10 a.m. at the Golden Gate Park Panhandle at Fell and Baker Streets near the DMV, and march starting at 11 a.m. to downtown San Francisco where a noon rally will be held at the Civic Center.

The Reverend Martin Luther King's prophetic words from 1963 live on in the hearts of all of those who pursue social justice — there are those who still believe the dream and many of them will be marching on August 27 to prove that the dream lives on.



Flexibility key in planning time off with floating days

IBEW Local 1245 members employed at PG&E who want to maintain greatest flexibility in taking time off should retain floating holidays for such occasions.

Vacations, particularly those of one or two day duration, are harder to schedule and have to conform to varying operational requirements of the company.

Some employees have found that the company has scheduled floating holidays, rather than vacation days

during an employee's first scheduled vacation. This procedure limits flexibility of subsequent time off.

Please make sure that your vacation days are reported as vacations to leave room for the convenience of the one or two-day flexibility of floating holidays.

Keep in mind, however, that if floating holidays are not taken before December 31 of each year, that they will be lost. They do not carry forward into the next year.

United Way volunteers seeking continued support

IBEW Local 1245 members are once again responding generously to the call from United Way campaign volunteers throughout our jurisdiction.

The good work of United Way agencies is known far and wide.

Thousands of people annually are assisted through hundreds of United Way agency programs.

All the good works take solid funding, particularly today in light of the many severe government cutbacks in programs that have helped those in need.

Wherever there's a need, United Way reaches out. And as their well-

known theme stresses, United Way is simply people helping people.

In many of our work places we can check-off contributions to United Way, and even specify exactly where funds are to be directed. IBEW Local 1245 members are on record as generous supporters and this year should prove to be no exception.

