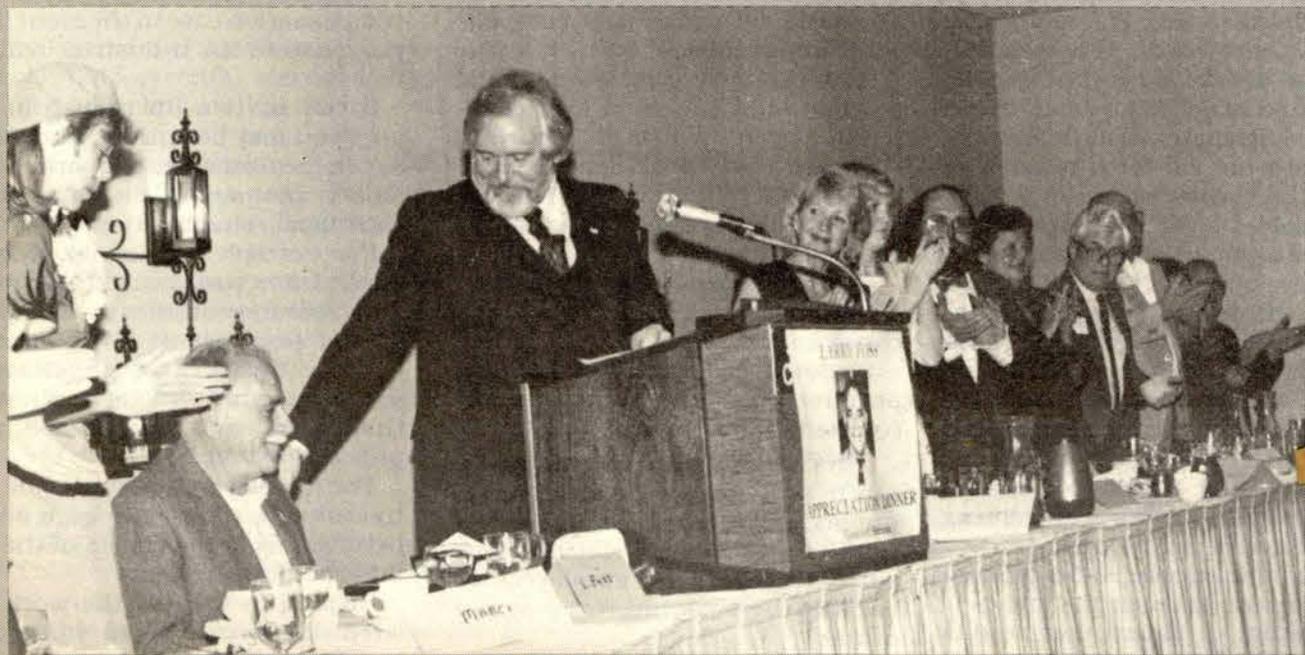




UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

Hundreds attend Appreciation Dinner for Larry Foss, former senior official



IBEW Local 1245 Business Manager, Jack McNally thanks former Senior Assistant Business Manager Larry Foss for his many years of service to the Local at a recent Appreciation Dinner held following the February

Advisory Council meeting in Concord. Hundreds of colleagues, friends and associates attended the dinner to honor Foss. See pages six and seven for a pictorial overview of the lively evening.

Clerical project underway

Assistant Business Manager Roger Stalcup announces that a contract has now been signed by Local 1245, Pacific Gas and Electric Company, and Gene Hamilton and Associates of Danville, the consulting firm jointly selected by the Company and the Union, and that the firm's work on the clerical evaluation project will begin in earnest in late February.

"The first phase of the project will be orientation and preparation," stated Stalcup. "In late February the joint Union-Company committee will meet with Hamilton and Associates for orientation and a three-day training session. By early March the consultants should be out in the field conducting preliminary interviews at selected headquarters to familiarize themselves with the Company's operations," he said.

"The different phases of the program give a pretty good idea of what we plan to do," continued Stalcup. "After the initial preparation, the phases are as follows: Data Collection, Job Evaluation Plan Design, Job Description Preparation, Job Evaluation, Validation and Agreement, and Final Report."

The consultants, who will be paid jointly by the Union and the Company, were selected after the parties reached impasse in negotiations originally mandated by general bargaining in 1980. Under the terms of the 1980 agreement, the issue was then referred to arbitration. After reconsideration, however, Local 1245 and PG&E both agreed that if at all possible the matter should be resolved by the parties who will have to live with the system and not by an outside arbitrator. For this reason, the consultant approach was agreed on. The consultants' recommendations will be advisory only, with any final job evaluation system still subject to mutual agreement by Local 1245 and PG&E.

Meter Reader bargaining reopens in Feb.

Pacific Gas and Electric Company Meter Readers are headed back to the bargaining table with the Company, faced with a number of tough issues. As a result of 1982 general negotiations, a Meter Reader Bargaining Committee was named in 1983 and after almost six months of negotiations, arrived at a Letter of Agreement with the Company on a number of issues directly affecting Meter Readers.

Several issues, however, were not resolved in 1983 and deferred until 1984. After meeting to prepare for negotiations in Walnut Creek on February 10, the Meter Reader Committee is scheduled to meet with the Company on February 24. Issues to be considered include:

- The Company's plans to implement the use of hand-held microcomputers instead of meter books by Meter Readers. Of utmost concern to Meter Readers and Local 1245 is the Company's proposed use of a constant timing mechanism in the hand-held computer which would time every second of the Meter Reader's day.

- The Company's experimentation with van pools in the East Bay and San Jose Divisions. In 1983 Local 1245 agreed to three, six-month pilot programs which have not yet gotten off the ground.

- The 1983 agreement on Senior Meter Readers will be reviewed.

- Several standards will be negotiated, including the Miss

See BACK PAGE

City of Alameda members OK 5.5 percent wage hike



Attending recent ratification meeting, left to right, were Dennis Gow, Cable Splicer; Joe Valentino, Business Representative; Ray Young, Troublemaker; Tom Dalzell, Staff Attorney, and Gregg Smith, Warehouse. Gow, Young and Smith are Negotiating Committee Members.

On Wednesday, January 25, Local 1245 members at the City of Alameda Bureau of Electricity voted by a better than two-to-one margin to accept a new one-year Memorandum of Understanding which calls for a 5.5 percent general wage increase for all employees. Present at the ratification meeting were Negotiating Committee members Dennis Gow, Cable Splicer; Ray Young, Troublemaker, and Gregg Smith, Warehouse; and Staff Attorney Tom Dalzell, who along with Business Representative Joe Valentino represented Local 1245 in the meet and confer process.

According to Dalzell, Local 1245 expects to be in continued interim negotiations with the Bureau of

Electricity for several months to come. "Over the last 15 years, we have modified our agreement with the Bureau every year without updating the master agreement," explained Dalzell. "We are now in the process of updating the rules and regulations and agreements and consolidating them into a single document. We hope to have a consolidated document agreed on by early March, and then both the Bureau and the Union will be exchanging proposals for modification of existing contract language."

In addition, Business Representative Valentino will be meeting with the Bureau in an effort to hammer out agreement on job de-

See BACK PAGE

Officers' conference

IBEW Local 1245 Unit Chairmen and Recorders can begin looking forward to attending an educational conference tentatively being scheduled for this spring in the East Bay.

The Local's Executive Board is preparing initial plans for this two-day seminar where Unit Officers will meet with Local Union staff, and Executive Board members to gain a broader insight into Local Union activities.



YOUR LEGAL RIGHTS

By Frank Brass, Neyhart, Anderson, Nussbaum, Reilly & Freitas, P.C.

Utility Reporter

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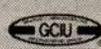
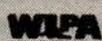
Lyman Morrison

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Contributing Writers:
Tom Dalzell, Staff Attorney;
Manny Mederos, Assistant Business Manager; Ann Miley, Staff Attorney; Juliann Sum, Industrial Hygienist.

More on Workers' Compensation: illness, injury

It's an early San Francisco morning, fog drifts and hangs low making it hard to see. A Troublemaker working fails to see the manhole, falls and breaks his leg.

At another jobsite a worker has been using vinyl chloride in connection with his job for a number of years. Lately he has been having liver problems. He visits his doctor and is diagnosed with cancer of the liver.

What these two workers have in common is a claim under the Workers' Compensation Law. The injury as well as the industrial illness is compensable under the law.

The Act defines an industrial injury as any trauma or illness which is related to work or working conditions.

Most injuries are suffered as a result of accidents on the job.

However, an illness that results from occupational exposures are considered industrial injury under the Worker's Compensation law.

We have found that many illnesses; heart conditions, psychological problems, cancer, or back problems may have an industrial cause.

The exposure at the workplace that causes or aggravates an illness occurs in different ways. Direct contact with chemicals through inhalation or absorption through the skin or eyes is one cause of health related problems. Exposure to dust or fumes is another cause.

The contact with certain industrial products may cause various

diseases. These diseases such as asbestoses, cancer, lead poisoning, all would be considered compensable under the law.

An injury may exist through the accumulated effects of strain extending over a period of time.

Severe back problems are encountered by repetitive lifting, bending, stooping for hours or years.

High noise levels, variations and extremes in temperatures all may cause an industrial injury.

Besides these physical hazards psychological stress may be encountered on the job.

This stress may be caused by such factors as productivity, quotas, repetition of job tasks, extensive overtime, relationships with employer and employees or the fact the work involves a degree of risk.

These stresses may also contribute to the existence of hypertension or cardiovascular problems and are compensable under the law.

An industrial link to an illness is often overlooked especially if the onset of the illness occurs later in the worker's life. For example, a worker may have worked with asbestos and later develop symptoms as a result of this earlier exposure. Because the initial exposure can be traced to the workplace, compensation is available.

Awareness of your own workplace, the chemicals you are exposed to, the level of noise involved

in your work, all helps the workers' compensation attorney to develop a compensation case in the event that you sustain an industrial related illness.

If you sustain an industrial injury, you may be entitled under the Act to medical care, temporary disability, permanent disability, and vocational rehabilitation.

For example, payments of hospitalization costs, medical x-rays, and laboratory studies are provided by the employer or its insurance carrier. Services of physicians, surgeons, chiropractors, physical therapists, and nurses are also provided.

The employer must provide all treatment necessary to cure or relieve you from the effects of the industrial illness.

Helping to identify the work related illness can be an enormous benefit to the worker both in seeking to make his workplace safer and in obtaining appropriate compensation for work related disability whether temporary or permanent.

Even more important is the potential for identifying hazards at the workplace and helping the union eliminate those hazards that may endanger the health of other co-workers.

If you have any questions concerning your work environment or feel your current illness may be related to your work, please contact your Business Representative.

MEMBERS AT LASSEN

CP National set to vote on new contract

IBEW Local 1245 members at CP National, Lassen are scheduled to vote on a new contract this month.

Final bargaining was concluded in January and the tentative agreement was set to be submitted to the members in late February.

Key improvements in the the 3-year offer include:

WAGES:

- 1/1/84 — 3% to all employees
7/1/84 — 2% to all employees
1/1/85 — 1% plus 80% of the increase in the CPIW, November 83 to 84
1/1/86 — 1% plus 80% of the increase in the CPIW, November 84 to 85
- 2/1/84 — Company to provide pages and vehicles.
- Revised Demotion Procedure.
- 1/84 — Doubletime overtime for all callouts
1/85 — Doubletime for all overtime.
- Prior notice and discussion before layoffs.



IBEW Local 1245 Negotiating Committee members in Lassen District included Kent Kelly Holmes, Kevin Merrill, Joann Villalovos, and Business Representative Scott Thomas.

Bargaining got underway in mid-February on a complete new contract for members at CP National, South Lake Tahoe. IBEW Local 1245 received NLRB Certification to represent bargaining unit employees last year on October 19.

Representing IBEW Local 1245 on the Negotiating Committee are: Robert C. Hansen, Robert J.

Robinette, and Business Representative John Stralla.

Representatives of IBEW Local 1245's CP National Benefits Negotiating Committee met at Local Union Headquarters on Friday, February 17.

The Committee reviewed membership proposals and developed a new 1984 Benefit Bargaining program, including: retirement, life insurance, and long term disability, to be presented to the Company at the first bargaining session. The Benefit Agreement relating to retirement, life insurance and LTD expires April 30, 1984.

Assistant Business Manager Orv Owen will be spokesperson for the bargaining, and will be assisted by Business Representatives John Stralla, Lee Thomas, and Wayne Weaver. Rounding out the group are Negotiating Committee members: Michael Andrews, Needles; Dora Carone, Elko; Don Raymond, Lassen, and David Rust, South Tahoe.

APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

Meter Reader Committee

Bob Blanc
Daryl Turner
Jerry Takeuchi
Ron Richardson

Radiation and Process Monitor/Chemical and Radiation Protection Committee

Randy L. Johnson

General Construction Special Driver Lines of Progression Committee

Floyd Farmer
Alfred Calleros

Traveling Crews — San Joaquin Substation Committee

Dave Cannon
Jerry Britton
Clifton (Skip) Walters

Positive Discipline Committee

Arlis L. Watson
Lawrence Wood

Switching and Clearance Committee

Reymundo Godoy
Jack Osburn
Tom Garcia

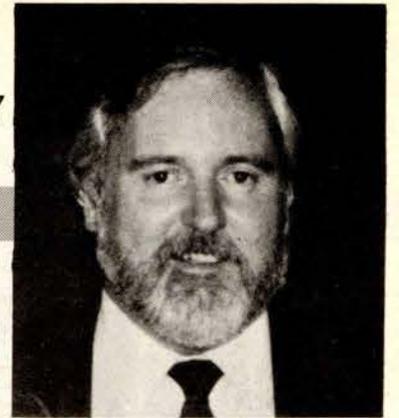
Coast Valleys Joint Grievance Committee

Frank L. Teague
Philip M. Anastasia

CENTRAL LABOR COUNCILS

San Francisco Central Labor Council
Veodis Stamps

POINT OF VIEW



IBEW 1245 Business Manager

Challenges of change — new problems, new solutions

I recently read a book and article which I found very interesting, and would like to share several insights I gained while reading them.

The book is *In Search of Excellence* by Thomas J. Peters and Robert H. Waterman Jr., a best-seller on management strategy in which the authors illustrate each point they make with examples from America's best-run companies. The authors stress again and again that the companies which have succeeded and which will continue to succeed are all extremely innovative and all have the ability to adapt to changes in the market, changing times, and changing world conditions. They are neither locked into the past nor afraid of change, and for this reason can weather storms which less innovative competitors cannot.

The article dealt with labor strategy, and quotes Ben Fischer, the highly respected former lead negotiator for the United Steelworker of America as follows: "One of the big problems with labor today is nostalgia. Companies have their investment in facilities, the unions in nostalgia."

After reading these two viewpoints — one on management strategy and one on labor strategy — I thought of their application to Local 1245.

Our "product", is representation and service for our members. In attempting to deliver the best service and representation possible, are we innovative, or are we tied to a crippling nostalgia for our past?

At Local 1245 we know our past. We remember our past. We have learned from our past. Yet, I firmly believe, we are not prisoners of the past and we are not afraid of change.

I certainly am not suggesting that we abandon the principals upon which Local 1245 and the rest of the labor movement in the United States were founded. We will never forget the battles which those who came before us fought and won making what we are today possible. Similarly, we have not forgotten, and will not forget, our enemies, be they the Board of Directors of a corporation shutting down a plant in California and "running away" to Asia, or those in higher office.

Whether we are negotiating a contract, fighting a grievance, appearing before the Public Utilities Commission, or trying to elect a President who is sympathetic to the needs and aspirations of America's workers, we must not just remember our past, we must learn from it. Perhaps no lesson speaks louder from our history than this — if you don't change with the times, the times will change without you.

What does this mean for Local 1245? It means, quite simply, that we must consider a wider spectrum of possible solutions to a wider spectrum of problems than we ever considered or were faced with in the past. In a number of ways, I believe that Local 1245 has responded well to changing times. In the past few years — we've hired an Industrial Hygienist and two staff attorneys, we've taken an innovative approach to bargaining which has resulted in substantial wage increases, we've fought and won some tough battles in arbitration involving issues which no union had taken on in the past, PCB's and Vietnam veterans are two examples which come to mind, we've organized the Coalition of California Utility Workers to get our message out to the public and to fight interference in collective bargaining by the Public Utilities Commission — the list goes on.

New problems — new solutions. And I know that we'll attempt to do an even better job in the years to come.

In Unity —

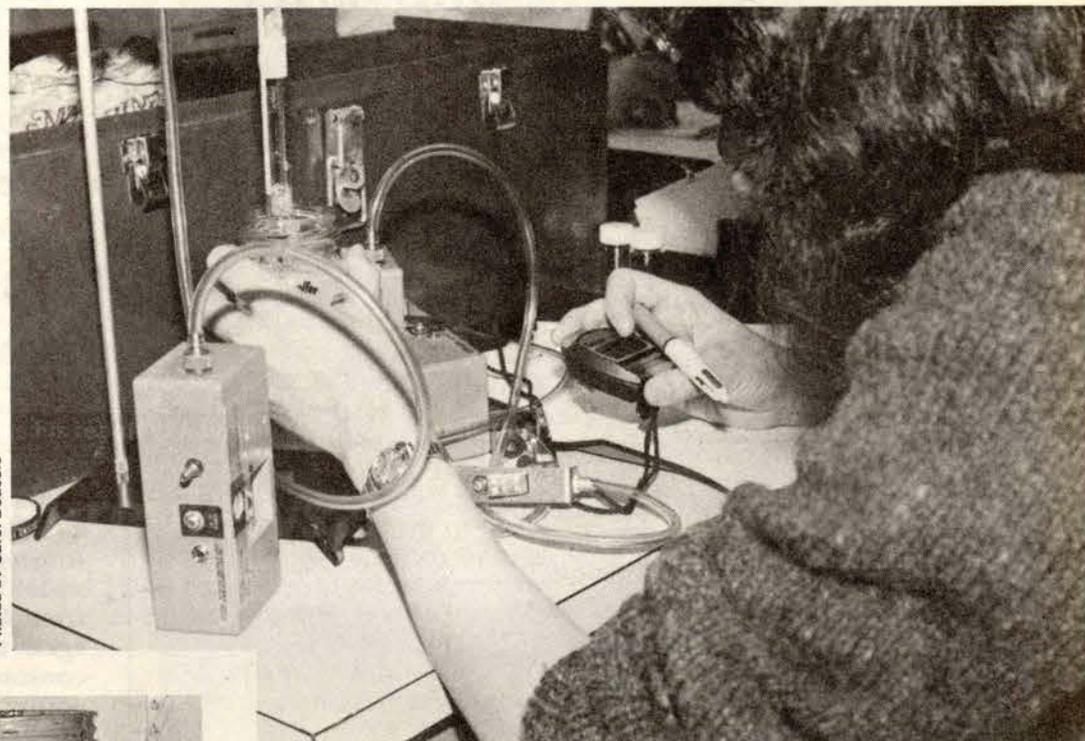
Jack McInerney

Unit Meeting changes

	Mar	Apr	May	Jun
1113 MADERA DiCicco's 516 So. I St. Chairman: R. Moon Thursday 7:30 p.m.	1	5	3	7
1123 MERCED Pine Cone Coffee Shp. 2000 E. Childs Chairman: D. Mayo Thursday 7:30 p.m.	15	19	17	21
1124 LOS BANOS Wool Growers 609 H St. Chairman: Tom Hunt Wednesday 5:00 p.m.	14	11	16	13
1513 SANTA CRUZ The Pizza Co. 1501 41st Ave. Capitola Chairman: D. Turner Wednesday 7:00 p.m.	7	4	2	6
4414 DAVEY TREE 3063 Citrus Cir. Walnut Creek Chairman: H. Newcomb Thursday 5:00 p.m.	15	19	17	21
2211 OAKLAND GENERAL The Flanker 45 Hegenberger Loop Chairman: R. Murphy Thursday 5:00 p.m.	1	5	3	7
3513 GRASS VALLEY Nevada County Sportsman Banner Mtn. Trail Chairman: W. Webber Wednesday 7:30 p.m.	6	10	8	5
3011 SACRAMENTO REGIONAL TRANSIT 1414 21st Street Suite B., Sacramento Chairman: R. Ruiz Tuesday 4:30 p.m.	14	11	9	13
4016 REDDING Shakey's Pizza 2600 Churn Creek Rd. Chairman: V. A. Dabney Tuesday 5:30 p.m.	13	10	15	12
4911 OUTSIDE CONSTRUCTION 1414 21st Street Suite B Sacramento Chairman: Bill Branson Saturday 10:00 a.m.	10	14	12	9
4912 OUTSIDE LINE 170 W. San Jose Claremont Chairman: A. G. Dudley Wednesday 8:00 p.m.	7	11	9	6



Photos by Carol Bedsole



Sum uses bubble meter and stop/watch to calibrate the air flow of sampling system. A portable pump is shown left.

Sum opens jar of soapy water which is used in the bubble meter system.



Sum explains sampling system to Shop Steward John Callejas, a member of the Local Union Safety Committee.



A few of the solvent products stored and used in this Department.

Local's Industrial Hygienist monitors Reprographics area

By Juliann Sum, Industrial Hygienist

Adverse medical symptoms among PG&E's Reprographics employees, including complaints of odor, headache, respiratory problems, and eye irritation, have prompted Shop Steward John Callejas to pursue a union investigation on the potentially hazardous materials used at this work site. Some of the widely used chemicals in the Reprographics Department, located in San Francisco, are various solvents and deglazers used to clean the large printing machines and equipment.

Callejas started this investigation by documenting the problem in detail for the Union and formally requesting from his supervisor Material Safety Data Sheets (MSDSs) on 30 chemicals used in Reprographics. All employees are legally entitled to access to manufacturer's MSDSs which are in the employer's possession.

After obtaining the necessary Material Safety Data Sheets, Callejas requested that Company conduct tests to evaluate the exposures affecting the employees. However, when local management then referred Callejas back to the Union, we scheduled our own monitoring.

I conducted the monitoring during the early part of swing shift on January 20, 1984, in order to measure the airborne concentrations of the main chemicals being used, to compare these concentrations with the Cal/OSHA exposure limits, and to determine the need for improved ventilation in the work area. Company representatives were also present to observe the monitoring.

The main chemicals were methylene chloride, xylene, and Stoddard solvent. These chemicals, like all other organic solvents, can cause central nervous system disorders, which often show up first as headaches. Symptoms can progress to dizziness, drowsiness, nausea, and unconsciousness if exposures are increased. Most organic solvents can also cause skin, eye, and respiratory tract irritation, through vapors or direct contact.

The results of the industrial hygiene monitoring will be determined after we receive the laboratory report on the air samples collected. An independent laboratory was contracted to conduct the chemical analysis.



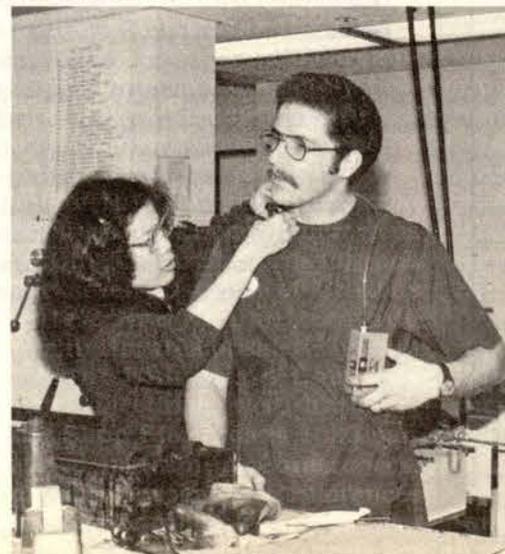
Sum tells Operator Jolly Magpantay that air contaminants are collected in charcoal-filled sampling tube. Analysis is done later by an independent laboratory. Protective gloves eventually breakdown as shown above right.



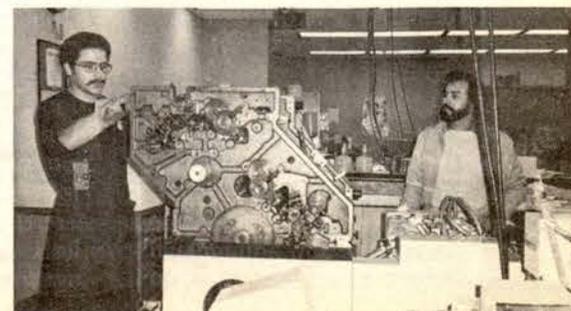
Magpantay cleans printing equipment.



Above, a chemical solvent called 'Stoddard Solvent' is re-used as it circulates through solvent tank, right. Magpantay, wears protective face shield while working at solvent tank.



Left, Operator Dave Wilbrand has a charcoal-filled sampling tube attached to his lapel in the region of his breathing zone. Right Shop Steward Callejas observes Wilbrand cleaning one of the large printing machines.





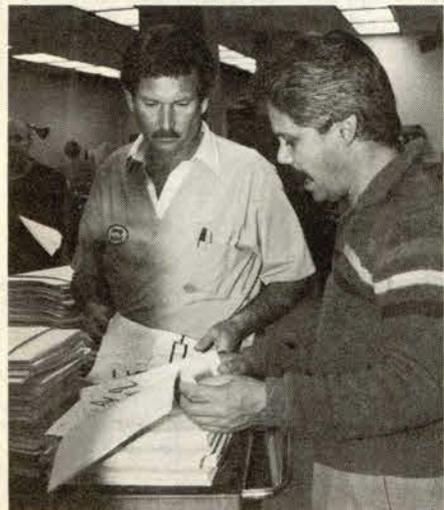
Business Representative Dorothy Fortier helped coordinate Reprographics monitoring.



Angel Alvierra, Reprographics Operator A, at work during monitoring.



At worksite during monitoring was Second Shift Shop Steward, Norm MacKenzie, Senior Reprographics Operator.



Terry Ford, Supervisor, above left, and Senior Operator Tim Abalayan worked in area during monitoring.

Unorganized must watch complaints on safety

In a recent decision, the National Labor Relations Board held that an employer had a right to fire a truck driver who had made repeated complaints both to Management and state officials concerning the unsafe condition of a certain truck he was required to drive. Even though the state agency had issued a complaint that the truck was unsafe to drive, and even though another employee also complained about the truck, the discharged employee was not protected since he had acted alone in bringing his complaint to Management.

In redefining "concerted" and therefore "protected" activity, the Board held that at least two employees must be involved in bringing the concern to Management, not just that it was an area of common concern.

While this decision does not involve employees who have a collective bargaining agreement, a decision is expected from the U.S. Supreme Court in the case entitled *NLRB vs. City Disposal Systems, Inc.* That case involves the discharge of a truck driver who refused to drive a truck with faulty brakes. The court is to decide whether an individual's assertion of a contract right is concerted, protected activity.

OSHA's 'public relations' ploy cited by AFL-CIO official

The Occupational Safety & Health Administration is continuing its "public relations ploy" of showing inflated numbers on worksite inspections when the true measure of the agency's effectiveness — the number of workers covered — has declined by 45 percent since fiscal year 1980, Margaret Seminario, the AFL-CIO's job safety specialist, charged.

In releasing preliminary data for fiscal 1983, OSHA Administrator Thorne G. Aucter said his agency is "on track for making the American workplace even safer and more healthful in coming years..." He pointed out that federal inspectors had visited 68,577 work sites in FY 1983 and 63,363 in FY 1980.

Seminario, associated director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, noted that 10,368 of the worksite inspections really were "records" inspections. Thus, the actual inspection total is only 58,209, over 9 percent less than the FY 1980 figures.

"The Reagan Administration is grandstanding and cheerleading when an honest review of the inspection numbers shows there is nothing to cheer about," Seminario said.

Trenching citations increase, Local 1245 stresses caution

In recent months, the Health and Safety watchdogs of the Union have noticed an increase in Cal/OSHA citations against PG&E for violations of safe trenching procedures. The violations have ranged from allowing employees to work in unshored excavations more than five feet in depth to piling the spill too close to the edge of the trench.

Uniformly, PG&E has succeeded in its appeals of the citations on the grounds that the violation was due to an "independent act" of an employee. The Company has claimed that, despite their elaborate safety procedure, an individual foreman or crew member has disregarded Company safety rules to accomplish the act that was then cited by Cal/OSHA. This claim by the Company has been generally upheld by Cal/OSHA administrative law judges.

However, a recent letter from Safety Health and Claims to the division managers in General Construction, Pipe Line Operations indicates that the Company is concerned about the practice evidenced by the increased citations. While recognizing that the Cal/OSHA citations have been successfully defended on grounds of "legal technicalities", the Company concedes that the events did indeed occur and calls on division managers to make a concerted effort to cease this unsafe work practice. awareness and care when working

The Union would call on our members to increase their level of in excavations. As you know, cave-ins have a high rate of fatality and serious injury. Even a momentary jump into an unshored excavation more than five feet in depth exposes a worker to a potential of injury from a cave-in. If you have questions about the safety procedure to be followed, check your accident prevention book or with your shop steward.

'Keep an ear to the ground'

It came to the attention of the Union in early January that the Company with whom PG&E has contracted for providing hearing tests, the American Center for Labor Health, is a subsidiary of Coors Industries. When the Union confronted the Company with this information, the Company responded that they were "unaware that the parent company's alleged anti-union bias would have any effect on the Employee Hearing Testing Program." The bottom line, the Company claimed, was that the contract bid from American Center was less than half of that of the next qualified bidder.

The Local would request, therefore, that if any members become aware of problems or irregularities with the Company's Hearing Testing Program, that they keep accurate records and report their concerns to their shop steward or business representative.

The Union is still looking into the possibility of initiating our own hearing testing program.

Local urges toxic waste safeguards

On December 12, 1983, Staff Attorney Ann Miley attended a public hearing held in Sacramento by the Department of Health Services regarding the regulations and proposed criteria for identification of hazardous and extremely hazardous wastes. The meeting was well-attended by several hundred representatives of the petroleum industry, waste engineering firms, and environmental groups, among others.

After the hearing, the Union submitted comments for the record, in which we commended the Department of Health Services for promulgating regulations of the 1977 law. We also pointed out our concern that the definition of hazardous wastes does not include sufficient concerns about reproductive and carcinogenic dangers.

While OSHA touted its increased emphasis on construction site inspections, Seminario said this "artificially skews" the inspection figures because of the way OSHA counts those inspections.

Each contractor or subcontractor at a job site is counted as an individual inspection, meaning fewer job sites have to be visited to "artificially" increase the inspection total.

The key to the agency's effectiveness, Seminario declared, is the number or workers covered by its inspections.

The number has dropped more than 45 percent from 3,699,862 workers in FY 1980 to 2,032,358 in FY 1983, she pointed out.

Nearly every figure relating to OSHA's inspection program has declined under the Reagan Administration, she said.

Manufacturing inspections are down 30 percent;

Maritime inspections are down 22 percent;

Follow-up inspections are down 86 percent.

And worker complaints are down 51 percent, she noted.



Hostesses Lynn Buresh, and Fran Zamora welcomed guests.



Guests signing book before dinner.



Honored guest, Larry Foss: "The Union has been damn good to me and I'm proud to be in it." With the gift from his many friends at the Appreciation Dinner he plans a trip to Las Vegas, and the purchase of a new rototiller.



President Howard Stiefer greets guests

A night to remember — Foss honored at dinner

The warmth, the deep affection and the high, high regard held for former Senior Assistant Business Manager, Larry Foss, was very much in evidence the evening of February 4 when an Appreciation Dinner was held in his honor.

Nearly 300 friends, colleagues and associates came to Concord to celebrate with our popular Senior Assistant and to thank him for his 31-years' service to the Local Union.

Many long-time friends tried to "out roast" the master, and though they all performed with great style, in the end it was Foss, as usual, who succeeded in outdoing the evening's best efforts with his own marvelous brand of sharp, quick humor.

As the night progressed it was clear that feelings for Larry Foss run deep, and go far beyond respect, and can best be summarized in a four-letter word which was repeated time after time — "LOVE."

Having earlier worked in Power Houses, and in the Electric Meter Department in San Francisco, his assignments at IBEW Local 1245 date back to September 6, 1960 when he began serving as a Business Representative. In 1970 he became an Administrative Assistant to former Business Manager Ron Weakley, and a year later he was appointed an Assistant Business Manager and assigned Review Committee duties. It was Business Manager Jack McNally who appointed Foss Senior Assistant in 1981.

Today Larry no longer commutes his usual 100-miles round-trip to the Walnut Creek Headquarters; but is participating in a medically supervised cardiac rehabilitation program which he began after his July 1983 heart surgery.

To say that he was deeply touched by the outpouring of affection that was shown him at his dinner is putting it mildly. And for a person who is never at a loss for words Larry had just one word for his reaction to that night to remember: "OVERWHELMED."



Audience hears highlights of Foss' years with IBEW Local 1245.



Hosts for the evening were emcees Ed Fortier and Sam Tamimi, both Business Representatives at Local 1245.



"Larry's Angels", Sharon Madison, Marie Rodrigues, Gail Varner and Linda Espinosa, were hit entertainers during the evening.



Virginia Browne, one of 'Larry's Angels' injured in rehearsals, cheered on troupe.

A team of 'Roasters'



Business Manager Jack McNally.



President Howard Stiefer.



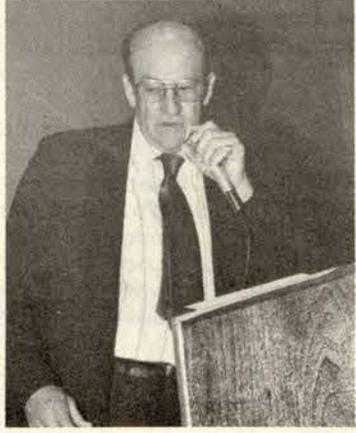
Ron Weakley, former Business Manager, Local 1245.



John Stralla, Business Representative.



John Wilder, Former Assistant Business Manager, Local 1245.



Dick Hoyer, Member Local 1245.



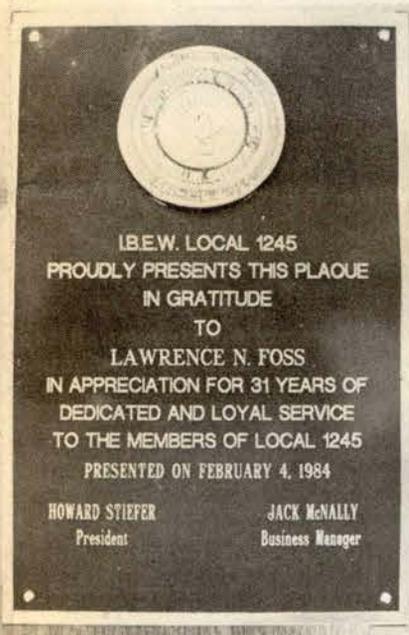
John Anderson, Attorney.



I. Whalen Bonbright, Manager Industrial Relations, PG&E.



PG&E Fact-Finding Pioneers, Paul Pettigrew, Bill Eddy and camera-shy Mike Moore and Dave Bergman.



Mike Foss, Larry's son.



Larry with daughter Marcy Brown.



Larry's son Doug Foss and Rosie Dennis.



Business Representative Veodis Stamps recorded entire program.



Vice President Nannette Dominguez among guests.



Former staffer Hank Lucas enjoying evening.



More party goers.



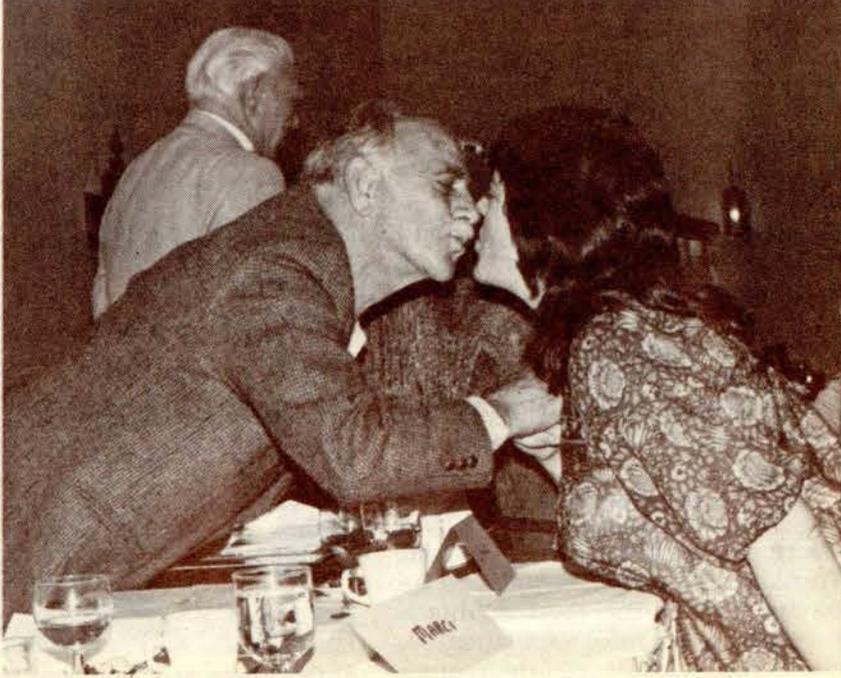
Foss's new occupation? Business Manager McNally presented magnetic truck signs.



Standing ovations were many during the evening.



Foss strikes back with acid-quickwit.



Foss gets parting kiss, warm best wishes.

New three-year agreement OK'd by AC Transit members



Meeting during early part of negotiations were IBEW Local 1245 members, left to right, Norm Brewer, George Ferreira, Tom Henderson and Russell Davis, and the members pictured below.

Local 1245 members in the Electronics Department at the Alameda-Contra Costa Transit District voted on January 31 to accept the District's final offer on a three-year agreement. Chairing the meeting were Bill Scoggins, Electronic Technician — Headsigns, and George Ferreira, Electronic Technician — Fareboxes, who along with Staff Attorney Tom Dalzell represented Local 1245 in the extended negotiations with AC Transit.

Highlights of the 1983-1986 agreement include:

- A wage freeze for the first year, identical to that negotiated by Local 192 of the Amalgamated Transit Union last summer for the almost 3000 bus drivers working for the District.

- A cost-of-living adjustment each quarter starting in July 1984, identical to that contained in past contracts with the District.

- A general wage increase of 38 cents an hour for all employees, effective July 1, 1984.

- Increased tool allowance and sick leave, a new shoe allowance, and substantial improvements in the seniority language.

According to Dalzell, negotiations were tougher than usual this year. "We were faced with ATU Local 192's settlement from last summer, and for obvious political reasons we were hard put to negotiate any improvements which the District had not given the ATU. However, we held our own on all benefits and were able to convince the District that the productivity and expertise of our members justified some moderate economic recognition which other District employees did not receive."

Local 1245 members maintain the District's radio, headsign, and electronic farebox systems, and AC Transit is generally recognized as having one of the most sophisticated, if not the most sophisticated, electronic systems of any Transit District in the country.



Milton Buckner.



Bill Scoggins and Ish Garcia.



Jong Kim, and Dennis Hert.



Ernie Orozco and Dan Woods.

Photos by Carol Bedsole

Competition deadline nears for Local's Vocational Grant

LOCAL 1245 TRADE & VOCATIONAL SCHOOL GRANT

● The purpose of these grants is to provide aid to the children of members to attain a trade or technical education.

1. The grants will be as follows:

\$500 per year, for up to two years for two candidates, as long as a passing grade is maintained, and a parent maintains membership in good standing in Local Union 1245.

2. In order to be a candidate in this contest, you must be a daughter or son, natural, legally adopted or a legal ward of a member or Local Union 1245. You must be a high school student who has graduated or is graduating in the year of the contest. A copy of your diploma or a letter from your high school stating that you will graduate in the year of the contest must be attached to your application. Additionally, a letter of recommendation from your vocational teacher, department head, or school principal must accompany the application.

Applications may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union Office, or by using the form printed in the Utility Reporter.

3. The grant will be made only to a candidate who intends to enroll in any industrial, technical or trade school, other than correspondence schools, which are accredited by the National Association of Trade and Technical Schools or the Association of Independent Colleges and Schools.

4. Applications must be mailed to IBEW, Local Union 1245, P.O. Box 4790, Walnut Creek, California 94596, by registered mail or certified mail only, and be postmarked no later than the first Monday in April of each year.

5. Two names will be drawn by the Judge of the Competitive Scholarship Contest from those submitting applications. These two will be the recipients of the grants.

6. Checks will be paid directly to the school upon presentation of tuition bills to the Local Union.

7. Presentation of awards will be made to recipients at the Unit Meeting nearest to his or her residence following the drawing.

APPLICATION FOR THE LOCAL 1245 TRADE & VOCATIONAL SCHOOL GRANT FOR MEMBERS' CHILDREN ENROLLING IN TECHNICAL, INDUSTRIAL, OR TRADE SCHOOLS

CANDIDATE'S NAME _____ BIRTHDATE _____

STREET _____ CITY _____

STATE _____ ZIP _____ PHONE _____

HIGH SCHOOL _____ GRADUATION DATE _____

ADDRESS OF HIGH SCHOOL _____

WHAT SCHOOL DO YOU EXPECT TO ATTEND? _____

WHERE IS IT LOCATED? _____

WHAT TRADE OR CRAFT WILL YOU BE STUDYING? _____

WHY THIS PARTICULAR SKILL? _____

CANDIDATE'S SIGNATURE _____ DATE _____

STATEMENT OF MEMBER/PARENT

Name of Member/Parent _____

Employer _____ Location? _____

I certify that I am a member in good standing of I.B.E.W. Local Union 1245, that Candidate

named above, _____ is my _____ and

that the Candidate will graduate from high school during the term ending _____.

Signature of Member/Parent _____ Union Card No. _____

This is to certify that the above named candidate is currently enrolled as a student at

_____ and has or will be

graduating in _____ (School name) _____ (Month and year)

Official's signature and position

ADVISORY COUNCIL



Dave Mason presents his report to Advisory Council at recent meeting in Concord.

Dave Mason reviews 1983 in Citizens Utilities report

All Advisory Council members presented reports during the meeting. Here's an excerpt from the Citizens Utilities report presented by member Dave Mason.

On the economic scene, it's time for each of us at Citizens Utilities to be thankful in light of the current economic picture. Our condolences and best wishes go out to others in organized labor who were not nearly so lucky as we at Citizens Utilities.

Although it's a new year, I would like to reflect back on the major events of the 1983 year as pertinent to the Local 1245 members at Citizens.

It was a year of change. A year of new officers, with campaign posters and up-coming commitments to fellow Brothers and Sisters. During this time, it was fast paced energy, thrill of victory and for others, agony of defeat.

For Citizens Utilities, we faced the bargaining table. Proposals were taken, negotiating committees were formed, both Company and Union. Then during this time period, late spring, we were hit with a painful layoff which effected the lives of 15 Brothers and Sisters. Many felt it was the Company's way of gaining the psychological edge for the up and coming negotiations.

The results of the Local 1245 elections complete at this point, the avenues of our commitments were open and work began at every level.

Our Negotiating Committee locked horns with the Company's best at the bargaining table. It was long and complex, at the end of three-plus months of hard bargaining, we netted a completely new contract, one that exceeded the national average of wage and benefits gains.

Out of this newly ratified contract, areas and concepts new to us were: Chief Shop Stewards for each of the seven districts of Citizens Utilities. New committees and trends in the area of safety, including Joint Union and Company monthly meetings, were initiated.

The Shop Stewards of 1983 participated in training Conferences, and they were great! Conferences attended by rank and file members included the Clerical Conference, in

addition to a National Conference which one of our members was able to attend and report on.

Again, reflecting on the 1983 year, it can be easily said that in a nut shell, the year was filled with a variety of emotions, ranging from both sadness, to the thrills that come with the changes of time.

Turning now to the quarterly February report:

The current economic overview is one that is typical for our northern districts. Currently, as in the past, growth for the North is minimal. Of the changes experienced, our Susanville district has moved into a \$3.3 million complex for its expanding concepts within our industry. Another economic change since our last Council meeting has been the PUC rate increase and the influx of customer-related changes that have resulted from the rate increase. Our members have been exposed to "Lesson One" in the area of public relations when we've had to deal with an irate public response to the rate increase.

For our Brothers and Sisters of the southern-most district of Elk Grove, economic changes are rapidly taking place. New projects will include sub-divisions, shopping centers and medical facilities, the largest being Kaiser Hospital.

Winter brings rainy day troubles. Seventy percent of our outside plant overtime comes with the rainy season; this year is no exception. Our trouble index has doubled, partly due to the harsh winters of two years consecutively.

A very notable mention would be that we have been granted a new unit in our Redding-Palo Cedro Districts.

To both Business Representatives, Perry Zimmerman and Scott Thomas, our best wishes in their new assignments, along with our sincere appreciation for their efforts during their time with us at Citizens Utilities. To Gary Hall, our new Business Representative, welcome.



President Howard Stiefer, right, swears in new Executive Board Member, Ron Blakemore.



Sworn in as new Advisory Council members were, left to right, Duane Bartlow, Bill Paynter and Roy F. Moore.



Industrial Hygienist Juliann Sum at podium next to Business Manager Jack McNally delivers Health and Safety Report for Assistant Business Manager Ron Fitzsimmons who was taken ill during the meeting.



Above, center, Business Representative Lee Thomas, signs a get well card which was circulated among Advisory Council Members, for the ailing Fitzsimmons. Fitzsimmons who suffered severe chest pains was rushed to a local area hospital. Following almost a week's hospitalization, treatment for suspected heart complications was being considered. "Get well, Ron!!"

OUTSIDE LINE

As this issue of the Utility Reporter went to press, Outside Line Business Representative Jerry Robinson and Staff Attorney Tom Dalzell were scheduled to travel to Washington D.C. to appear before the Council on Industrial Relations for the Electrical Contracting Industry. At stake: almost \$200,000 in pension contributions on behalf of Local 1245 members working for two contractors on the San Diego Powerlink Project.

The Dispute

In the fall of 1982, Local 1245 signed a "Project Agreement" governing the terms and conditions of employment for Local 1245 members working for four different contractors building the San Diego Gas and Electric Company's 500 KV Southwest Powerlink Transmission Line. The "Project Agreement" modifies certain sections of the master agreement between the Western Line Constructors Chapter of the National Electrical Contractors Association (NECA) and the IBEW.

In 1983, NECA and Local 1245 negotiated a one-year agreement for Outside Line Construction. Among the changes negotiated was an increase in pension contributions from \$1.75 an hour to \$2.50 an hour for each hour worked by each workman, effective June 1, 1983.

Of the four contractors working on the San Diego Powerlink project, two immediately began to make contributions at the new rate. Two others, Commonwealth Elec-

tric and Power City Constructors, refused and Local 1245 filed grievances. To date, the difference between the old and new level of contributions to the pension plan by the two contractors amounts to almost \$200,000.

The Council on Industrial Relations

The final step in the grievance procedure in the IBEW-NECA contract is not arbitration, but the Council on Industrial Relations of the Electrical Contracting Industry, a group made up of equal numbers of representatives of NECA and the IBEW which has been in existence since the early 1920's. The Council explains the difference between it and arbitration as follows: "The Council differs from so-called arbitration boards in that it professes to be a court of justice and not merely a court of arbitration. It proceeds on the theory that arbitration involves compromise, which seems to mean in some minds adding up the claims on both sides of a dispute and dividing by two, while judicial settlement involves the application of definite and certain principles without any accommodation between the parties."

Robinson and Dalzell were scheduled to appear before the Council on Monday, February 20, at the Sheraton Carlton Hotel in Washington. A follow-up report on the hearing and a more detailed discussion of the issues involved will be carried in the next issue of the Utility Reporter.

Arbitration at Sierra Pacific; decision pending

On January 24, 1984, Assistant Business Manager Orville Owen and Staff Attorney Tom Dalzell travelled to Reno, Nevada, for an arbitration before Los Angeles-based Arbitrator Thomas Christopher with Sierra Pacific Power Company, only the fourth arbitration in the history of Local 1245's bargaining relationship with Sierra.

The arbitration involved the 10-day suspension of Nancy O'Dell, a customer service clerk who hired on with Sierra Pacific in 1956. O'Dell was suspended in the fall of 1982 after a customer complained that she had been unresponsive and impolite in handling the customer's inquiry.

Dalzell told the Utility Reporter that he was pleased with the arbitration. "First, we had the only first-hand description of what happened with the customer. O'Dell told the arbitrator exactly what happened. The Company, on the other hand, couldn't produce the customer as a witness and so their witness could only say what the cus-

tomers had said happened, which is a far piece from having a first-hand witness."

"Second, we were able to show that the Company decided to suspend O'Dell before even asking her side of the story or before investigating other than hearing the customer's complaint."

Business Representative John Stralla explained why the Local went to arbitration on the case. "We usually have a good working relationship with Sierra and we get a full investigation of the case in the grievance procedure. This time was different. We believe that the customer complaint about Nancy was unfair and inaccurate, and we just couldn't get a full investigation in the grievance procedure. Some unions wouldn't arbitrate a 10-day suspension because of the cost, but we thought that both on the merits and on the procedural problem we had to fight it and so we did."

Briefs will be filed with Arbitrator Christopher by April, with a decision expected anytime after that.

LETTERS OF AGREEMENT

PACIFIC GAS AND ELECTRIC COMPANY

- 82- 83 Placement of an employee into an Assistant Foreman's Clerk position in Concord.
- 82- 84 Temporary return of an employee from LTD payroll to active payroll to perform work in connection with Central District street light audit.
- 82- 85 Temporary return of an employee from LTD payroll to active payroll to perform work in connection with Central District street light audit.
- 82- 86 Temporary return of an employee from LTD payroll to active payroll to perform work in connection with Central District street light audit.
- 82- 87 Before any Apprentice Welder can progress to Journeyman status, it will be necessary that the employee meet all academic and on-the-job Standards of Achievement.
- 82- 88 Pending.
- 82- 89 Cancelled.
- 82- 90 Cancelled.
- 82- 91 Waive the 30-minute residence requirements for an employee in Coast Valleys Division.
- 82- 92 Appointment of an employee to a vacant Senior Meterman position subject to certain provisions.
- 82- 93 Summer hours change for non-shift employees, excluding First Hydro Clerk, in Electric Hydro Department, Rodgers Flat, DeSabra Division.
- 82- 94 Temporary change for three Utility Clerks in San Francisco Division Marketing Department to a Tuesday through Saturday workweek.
- 82- 95 Placement of an employee into a Service Meterman position in Chico.
- 82- 96 Add the 0857 Garage Working Foreman (GC) classification as a "Same as or Higher Classification" in Exhibit VI-D, Division Garage Department line of progression.
- 82- 97 Adoption of Job Definitions and Lines of Progression for Division Electric Departments, Electric Department Office, and Division Electric Departments Transmission and Distribution.
- 82- 98 Cancelled.
- 82- 99 Changes in title, job description, line of progression and wage rates — Power Plant Operator, Oakland Power Plant.
- 82-100 Amends Vice President and Comptroller Department Flex-time Guidelines for Payment Processing Center.
- 82-101 Revises Footnote 1 to the GC Gas Line of Progression Letter Agreement, dated November 27, 1978.

BENEFITS REPORT

The California Dental Service Plan covering our members employed by PG&E and PGT was recently changed in negotiations to provide improved orthodontic coverage for members and their dependents effective January 1, 1984.

Prior to January 1, 1984, the coverage provided a 70/30 co-payment with a \$700 maximum payout.

The new improvement provides for a 50/50 co-payment with a \$1,000 maximum payout.

There will be a retroactive application of this \$300 per-case increase in some cases as follows:

1. Orthodontic cases which are currently in progress will continue to be processed at the 70/30 co-payments until the \$700 maximum has been reached. At that point, the balance will be recalculated at a 50/50 co-payment until the total amount paid on the case reaches \$1,000.
2. Orthodontic cases which begin after January 1, 1984, will be calculated at the 50/50 co-payment with the \$1,000 maximum.
3. The possibility exists that some of our members or their dependents have orthodontic cases still in progress, but CDS has closed the case due to them reaching the \$700 maximum some time in the past. Due to the difficulty in identifying those individual cases, they will be handled on an exception basis. When CDS is notified by our members, or the orthodontist that the case is still in progress, CDS will make calculations effective January 1, 1984, at the 50/50 co-payment until the additional \$300 is paid or the case is concluded, whichever occurs first. It may be best to have your orthodontist contact CDS, since your dentist is familiar with CDS billing procedures. CDS may be contacted at (415) 864-9800, ext. 2363, 2364 and 2365.

Due to the recalculation of some of the claims, there will be some delay in payments during the early part of 1984.

If you have any further questions, contact your Business Representative.

Field Regulator Changer, new G.C. Gas Classification

Pacific Gas and Electric Company and Local 1245 recently signed a Letter of Agreement setting forth the terms and conditions of employment for a new classification. Field Regulator Changer, in the General Construction Gas Department, to take part in a newly instituted Regular Replacement Program, (formerly referred to as the "K Regulator Modification Program").

According to the Company, the purpose of this program is to replace approximately two million 3/4 inch non-relieving domestic and small commercial gas regulators with new regulators having internal relief valves over a seven-year period. The Company has explained that it is undertaking the replacement program because "many existing regulators contain material

which over time deteriorates in quality, contributing to potential failure."

On January 26, 1984, Business Manager Jack McNally signed a Letter of Agreement (No. 83-127-PGE) creating a new classification within the IBEW bargaining unit to handle the work. It is anticipated that approximately seventy new jobs will be created as a result of this program.

Highlights of the letter agreement include:

- Creation of a *special classification*, Field Regulator Changer, to be paid a top rate of \$564.25 per week.
- All positions will be filled in accordance with the provisions of Section 305.5 of the General Construction agreement (the position is not a beginning classification). The employees originally hired by

the Company for the K Regulator Modification Program must be removed from the job when a position is filled through the provisions of Section 305.

• The *duties* of the classification will be *strictly limited* to replacing regulators. The Field Regulator Changers will not be required to have the skill and knowledge expected of the Gas Serviceman, and will not be required to enter the premises of a customer at any time.

• Employees in the new classification will have all applicable rights of the Labor Agreement.

Local 1245 members, especially Gas Servicemen, are urged to help the Local by noting the provisions of the Letter of Agreement to assure that the agreement is not violated.

'Positive' discipline reviewed

For the past several weeks, Local 1245 Staff members and Shop Stewards from PG&E's North Bay Division have traveled extensively throughout North Bay Division discussing with Union members the terms of a proposed Letter of Agreement regarding an experimental "positive" discipline system to replace for a two-year trial period (subject to a 30-day cancellation notice) the present "corrective" discipline system in the North Bay Division and the Geothermal Region of the Steam Generation Department.

After a series of meetings with the Company which began last October, Assistant Business Managers Roger Stalcup and Corb Wheeler, Business Representatives Ed Caruso and Larry Pierce, and Shop Stewards Larry Wood, a Lineman, San Rafael, and Arlis Watson, a Line Subforeman, Santa Rosa, attended North Bay Division Unit Meetings in February and have scheduled a special Shop Steward training session in Santa Rosa on February 25 to discuss the proposed Letter of Agreement on "positive" discipline with North Bay members.

Details of the "positive" discipline program will be reported in the Utility Reporter, when and if a Letter of Agreement is signed. In general, the program emphasizes an individual's responsibility for managing his or her performance and behavior, and does not contain a provision for time off without pay as disciplinary action except for "crisis suspensions" or termination.

"We want to meet with as many North Bay members as possible before finalizing any agreement with the Company," said Assistant Business Manager Wheeler.

"We have made it clear to the Company that by agreeing to a pilot program we would not waive our right to challenge a disciplinary action on the grounds that such action was without just cause, the degree of discipline was too severe, or there was disparity of treatment, pursuant to the provisions of the appropriate grievance procedure. Our mind is open to the proposed trial period of this new program, but we just want to make sure that we get as much feedback as possible from the membership."

Foreman survey voluntary

Continuing a program initiated in 1979, Pacific Gas and Electric Company has recently begun distributing a questionnaire to approximately one-third of the current Line Subforemen, Light Crew Foremen, and General Construction Working Foremen and Subforemen as part of a research project the purpose of which, according to the Company, is "to determine qualifications for selecting future bargaining unit foremen." Each participant will be asked to complete a "Supervisory Profile Record" and to self-evaluate current job performance. In addition, exempt supervisors will fill out two different performance evaluation forms for each participant.

Local 1245 members have asked a number of questions about the project, and Senior Assistant Business Manager Darrel Mitchell reported extensively on the project's intent and make-up at the recent Advisory Council Meeting.

"It is important for our members to know," emphasized Mitchell, "that participation in the research project, including filling out the survey, is *completely voluntary*. We met with the Company on January 21 and they assured us both that the project is voluntary and that, and I quote, 'none of the participants will be affected by the results of the project in any way.'

"The survey doesn't change the bidding procedure or seniority

rights," continued Mitchell, "and the Union has neither endorsed nor agreed to the project. The Company has stated that the information gathered will be kept confidential, which of course is one of our major concerns."

By letter to PG&E dated January 30, Business Manager Jack McNally restated for the record the Local's opposition to any test designed to remove working foremen classifications from the bargaining unit or to give the Company the unilateral right to appoint to the working foremen classifications. Further developments will be reported in future issues of the Utility Reporter.

Contract clarifications

Since the new contract went into effect with PG&E on January 1, Local 1245 has received a large number of questions on two particular issues, each of which is clarified below:

TITLE 104 (16) MEALS

Question: Am I entitled to a fixed meal allowance if I work through the period when I would have the right to take a meal break?

Answer: No. The recently negotiated language provides for fixed meal allowance for meals prior to work or upon dismissal from work. The most common situation in which application of this new language is proper is the situation

where a crew has worked overtime and is entitled to a meal upon dismissal. Under the new contract language they may take an \$11 fixed meal allowance in addition to the time for the meal. This does not change the situation where you would be entitled to a meal and then continue working. You are entitled to — and should take — a paid meal break and a paid hot meal.

TITLE 205 (18) JOB BIDDING, PROMOTION AND TRANSFER

Question: I don't fully understand the new concept of "control date." What exactly does it mean?

Answer: Under the old contract language, a bid had to be received

eight calendar days before the posting of the award. An employee never knew exactly when the award date would be, and so there was confusion as to when bids had to be received. Under the newly negotiated language, a "control date" is established when Division Personnel receives authorization to fill a job vacancy. Now, qualified bids must have been received eight calendar days prior to the "control date". Instead of a "rolling list", there is now a "frozen list". If the only bar to qualification for the job is the taking of a test, a written request to take the test on file eight calendar days before the "control date" will suffice.



Meter Reader bargaining



Meeting recently at Local Union Headquarters to discuss Meter Reader issues were Jerry Takeuchi, San Francisco; Bob Blanc, Napa, and Ron Richardson, Sacramento.



Also attending the meeting were former Meter Readers Ernie Canfield, and Louise Music and Meter Reader Daryl Turner, Santa Cruz.

From PAGE ONE

Standard and the Meter Reading Error Standard.

Staff Attorney Tom Dalzell, the spokesperson for the 1983 negotiations, will again head the Local 1245 bargaining team. Former Committee members Bob Blanc, Napa, and Daryl Turner, Santa Cruz, will be joined by two new Committee members, Ron Richardson, Sacramento, and Jerry Takeuchi, San Francisco. Business Rep-

resentative Sam Tamimi will also serve on the Committee. Two members of the 1983 Committee, Louise Music and Ernie Canfield, have transferred out of meter reading, and so will not be serving on the 1984 committee, although they have agreed to attend the initial Committee meeting to help familiarize the new Committee members with the issues on the table.

Alameda ratification

From PAGE ONE

scriptions and to resolve a number of pending issues involving employees working in Bureau substations.

Lastly, Local 1245 will be participating in discussions with the Bureau regarding health costs. According to Valentino, through a joint effort, it appears possible to reduce the costs to the Bureau while improving the level of benefits for the employees. "Local 1245 has made certain suggestions to the Bureau which we think can save them a fair amount of money, and they've made a couple to us. It's not out of the question that if we can get the rest of the City to go along with Alameda we can save the Bureau thousands of dollars a year without reducing present medical benefits and, we think, at the same time possibly add vision and/or prescription drug benefits." Valentino, who

credits Assistant Business Manager Manny Mederos for his assistance with his expertise on health benefits and cost containment, was guardedly optimistic. "There is an opportunity for both savings and improved benefits, and the Bureau seems as anxious as we are to do both. It's just a question of getting the rest of the City to go along."

PG&E CONTRACT

Distribution date of the new PG&E Contracts will be announced in the March issue of the Utility Reporter. Initial production is currently underway.



Assistant Business Manager Roger Stalcup, left, presented farewell gifts from staff to IBEW Local 1245 Confidential Secretary Robin Moore.

Robin Moore, a highly respected Confidential Secretary at IBEW Local 1245 for more than six years has moved with her family to a farm in Missouri.

Right after the first of the year Robin, her husband Byrle, and daughter Jessica took to the road along with three Great Danes, one cat and a bird and two trucks full of household goods and headed for their new 100-acre farm in Willow Spring, Missouri.

Recent word from these new settlers indicate all is well. They've found that a wood stove comfortably heats their large home even during the coldest winter days.

Missouri move for Robin Moore



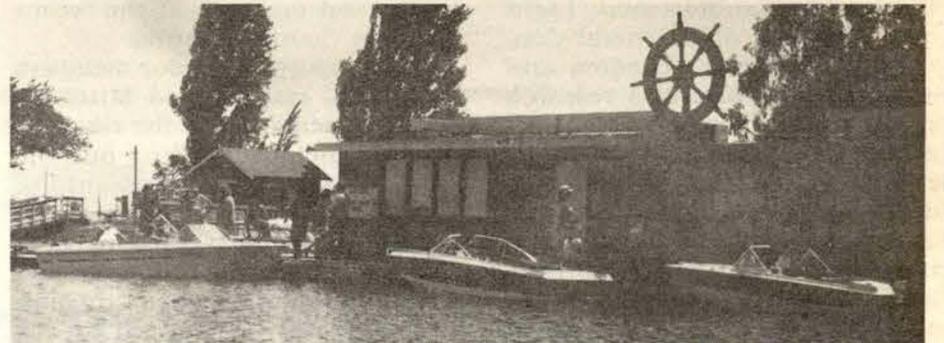
Overalls for the country — just the right gift!

Current activity is centering around planning a large vegetable garden.

Prior to her departure, IBEW Local 1245 staff presented Robin with a series of farewell gifts suitable for country use, including a large ceiling fan and light fixture for use in her new home.

We at IBEW Local 1245 enjoyed working with Robin during all her years at the Local, and wish her and her family the very best in their new home.

'Poker Run' scheduled



Plan to attend the 'fun for all' 'Poker Run' Day on the Delta, set for Saturday May 19. Full details next month. Coordinating this year's event are Jim Poindexter, Bob Martin and Gary Surfes.

TV winner announced



IBEW Local 1245 Secretary Fran Zamora draws name of lucky winner of Golf Tourney's TV Raffle: Ernestine Hunt, Payroll, San Francisco. Tournament Coordinators Lou Anzaldo, left, and Ed Miles are pictured with Zamora. The Tournament is set for September 8 at San Ramon Valley Country Club.