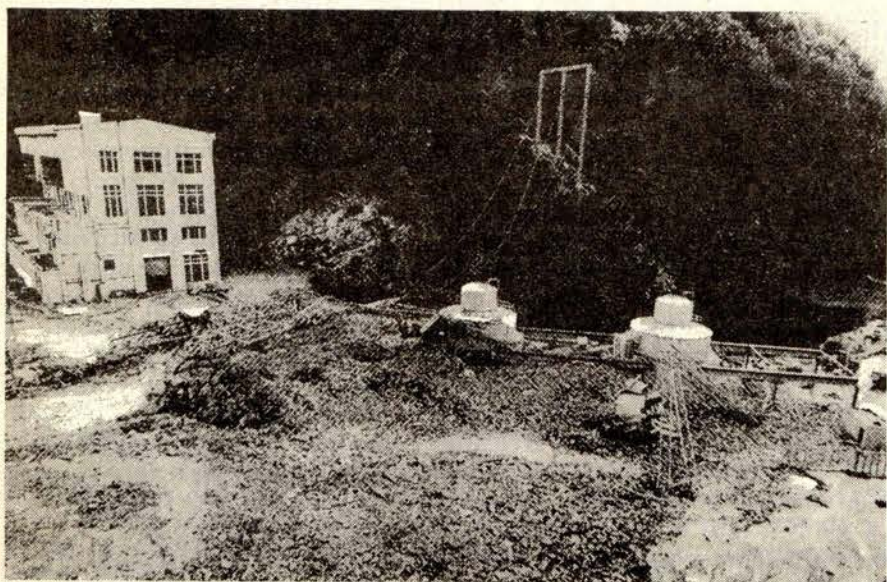


UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO



San Francisco Chronicle

Severe landslide damage

Local 1245 members began emergency repair work almost immediately following a massive landslide which severely damaged Caribou No. 1 Power Plant on the Feather River at 1:45 a.m. on Friday, February 24. Business Representative Scott Thomas reports that members from the year-round camp some ¼-mile from the power plant started emergency repair work within minutes. Members from nearby Rockcrest were on the site within 20 minutes. Though damage was extensive no injuries were reported as a result of the landslide, and power outages in the area were limited to only a few hours. Massive cleanup operations continue, and will be covered in an upcoming issue of the Utility Reporter.

Local 1245 views impact of Sierra Pacific changes

Since late 1983, Local 1245 members employed by the Sierra Pacific Power Company have been aware of a proposed reorganization of the Company on the corporate level, the major effect of which would be to create a parent holding company on July 1, 1984, and then in 1985 to create two separate subsidiaries of the holding company, one an electric utility and the other a combined gas and water utility.

Since receiving initial notification of the proposed corporate restructuring on November 17, 1983, Business Manager Jack McNally, Assistant Business Manager Orville Owen, and Business Representative John Stralla have been busy studying the Company's plans and analyzing the possible impact on Local 1245 members in order to develop a strategy for responding to the proposal.

"Our first concern," said Assistant Business Manager Owen at a recent staff meeting in Walnut Creek, "is to make sure that the restructuring does not affect the recognition clause of our contract. The Company has assured us that, and I quote, 'All Sierra Pacific bargaining unit employees will continue to be represented by IBEW Local 1245 regardless of which subsidiary company they work for. There will be no change.'"

"Secondly," Owen continued, "We will insist that all contract protections and benefits continue. The Company has assured use that

existing benefit plans and salary classifications will continue, but there are a number of unanswered questions, particularly in the area of job bidding and demotion."

As part of the effort to protect Sierra employees, Business Manager Jack McNally wrote International President Charles Pillard on December 14, 1983, requesting the assistance of the International Organization in analyzing the proposed corporate restructuring. As a result of the International's response to McNally's inquiries and the Local's analysis of the situation, Assistant Business Manager Owen wrote Sierra Pacific on February 14, 1984, posing eight specific questions with respect to the proposed restructuring.

On February 29, 1984, Sierra responded to Local 1245, suggesting that further discussions be held in abeyance until the Public Service Commission of the State of Nevada takes action in mid April approving or denying Sierra's planned restructuring.

"We've agreed with the wait-and-see approach suggested by Sierra" said Owen. "However, we are still analyzing the situation and should the Public Service Commission approve the restructuring we'll be ready to meet with the Company immediately to make sure that all the rights of all our members are fully protected in the process," he added.

Time for 'reality vs. rumor' as PG&E eyes restructure

On February 24, top-level representatives from Local 1245 and PG&E met to discuss the Company's contemplated plans to reorganize and restructure the Company management. For the past several months each day brought literally dozens of calls to Local 1245 Headquarters and the homes of Business Representatives with reports of rumors from concerned members. With so many rumors flying, it's essential to clear up as many misconceptions as possible.

At the February 24 meeting, management reported details of the proposed reorganization, which basically would call for two new units to be created, the "Service Unit", which most closely resembles the current "C" or smallest divisions or large districts within "A" divisions, and the "Regional Support Unit", which most closely resembles existing "A" divisions. Under the new concept, several Service Units would report to each Regional Unit manager who would be responsible for providing staff support and leadership to the Service Units.

The first phase of the study which began in early 1983 is now completed, and the Company this summer will enter into the second phase which will be to test these concepts for six months to a year within the existing division and district structure.

During the test or pilot program phase of the study, bargaining unit employees and the collective bargaining agreement will not be affected. If the Company wants to implement changes in its organization which affect the bargaining unit or contract after completion of the pilot programs, it will then have to enter into negotiations with Local 1245. "Our major concerns are bidding rights, demotion rights, and the implications of a combined Gas and Electric Department" said Business Manager Jack McNally after the February 24 meeting. "We're open to any management ideas to increase productivity, but our first and only obligation is to our members. We will see that their rights are fully protected throughout this entire process."

Surgery for 'Fitz'

Assistant Business Manager Ron Fitzsimmons underwent successful six-way, heart by-pass surgery on Friday, February 24 at Mt. Diablo Hospital in Concord.

Following a short stay in the hospital, Fitzsimmons was eager to get home and his doctors ok'd his release from the hospital on



February 28, recommending complete bed rest.

Fitzsimmons has started rehabilitation therapy which includes diet control and an exercise program which includes walking at least one mile a day.

He reports his recuperation is moving along ahead of schedule, and that he is feeling "Super."

Plans for return to work at IBEW 1245's Headquarters are pending, and Fitzsimmons is eager to reassume his assignment. We're all wishing him a full, speedy recovery.

Dental dollar disputed at Citizens

In an effort to settle an ongoing dispute over the level of benefits to be provided by a recently negotiated dental plan, representatives of Local 1245 and Citizens Utilities Company of California on March 8, 1984, agreed to refer a grievance on the question directly to arbitration, thereby by-passing the lower steps of the grievance procedure.

The dispute arose after the parties thought that they had reached agreement on a new contract in late 1983. At stake is the co-payment

See BACK PAGE

Slo-Pitch date set

Stiff competition is expected again this year at IBEW Local 1245's Annual Slo-Pitch Softball Tournament.

The Local's Seventh Annual Tournament is scheduled to get underway at 8 A.M. on Saturday May 12 at Waterfront Park in Martinez.

This year another large turnout is expected along with a large group of family and friends to cheer the players on.

See BACK PAGE



Social Security Disability: Developments & Advice

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

Utility Reporter

MARCH 1984

VOLUME XXXII NUMBER 3

CIRCULATION: 24,000

(415) 933-6060

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

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

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

Single copies 10 cents, subscription
\$1.20 annually.



WIPA

GCHU

Credits:

Contributing writers: Tom Dalzell,
Ann Miley, staff attorneys; Juliann
Sum, Industrial Hygienist.

As hundreds of thousands of disabled workers have learned over the past two years, the Reagan Administration has turned to recipients of Social Security disability benefits in its effort to decrease the federal budget. As a result, more than half a million disabled workers have lost their benefits as a result of the Reagan Administration's Continuing Disability Reviews (CDR's).

A lawsuit, the *Lopez* case, was filed to halt some of the excesses of the Reagan Administration's attack on disabled workers. As a result of the decision in the *Lopez* case the Administration is now required to follow the established legal requirement that it not stop paying disability benefits unless it has evidence of medical improvement.

Despite the *Lopez* decision, claimants for Social Security disability benefits should take several steps to protect their rights. Answers to some of the most frequently asked questions show what we think disabled workers should do to protect their rights:

How can I protect myself from

having my benefits cut off? First, claimants should not stop seeing their treating physician, or physicians, once they begin receiving disability benefits. Regular contact with the treating doctor or doctors is the best evidence to use against the Social Security Administration if it should argue, based on a single medical examination by a doctor unfamiliar with the claimant's case, that there has been medical improvement. Your doctor, who knows your case and knows your disability best, can best testify as to your improvement or lack of improvement if he or she has continued treating you throughout your disability. Both from a medical and legal point of view, then, a claimant should keep up regular medical treatment even after being determined to be disabled.

What should I do if the Social Security Administration says I've improved medically and cuts off my benefits? If you receive a notice from the Social Security Administration advising you that your bene-

fits are about to be discontinued, we strongly suggest that you file an appeal. Delay can be costly, for you only have 60 days in which to file an appeal. Your chances on appeal are good — claimants successfully get the adverse action taken against them reversed in more than half the cases brought to appeal.

Should I retain an attorney to represent me in the appeal procedure? We think so. The procedures and law are complex, and an attorney familiar with the Social Security Administration can greatly increase your chances of prevailing on appeal. This is especially true if you already have an attorney representing you for State Disability or Workers Compensation.

How much will the attorneys charge me? Under federal law, your attorney may not charge you for handling your Social Security appeal unless you win, and then it may not be any more than one quarter of the retroactive benefit which you win on appeal and it must be approved by the Administrative Law Judge in your case.



Hatchet man!

APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

Steam Generation Traveling Crew Committee
David Dow

Diablo Canyon Power Plant Negotiating Committee

Chester Bartlett
Donald Woods
Randy Johnson
Wayne Wellman
Mike Haentjens
Linda Vallegas

Terminal Control Operators Committee

Michael G. McGinley
Hal W. McClure

PCB Change Out Committee

Roger Wallace
Jerry Cepernich
Reymundo Godoy

Apprentice Mechanic, Machinist, Rigger and Welder Training Program Committee

Thomas R. Dorsher

Apprentice Control Technician Committee

John Kinslow Gibbs

General Construction Joint Grievance Committee

(Alternate Position)
Harold George

Coast Valleys Division Joint Grievance Committee

Anita L. Gainer

De Sabla Division Joint Grievance Committee

Robert Lovett

PACIFIC GAS TRANSMISSION

PGT Ballot Committee

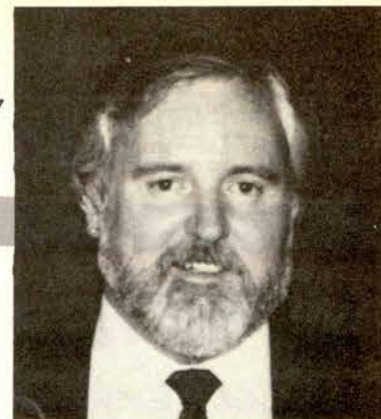
Frank Locati
Orv Owen

CENTRAL LABOR COUNCILS

Napa-Solano Counties Central Labor Council

Norma Ricker
Ed Caruso

POINT OF VIEW



IBEW 1245 Business Manager

LOCAL 1245 ON THE MOVE

Nuts and bolts unionism— and a step into the future

Two stories covered in this issue of the Utility Reporter provide two different pictures of what is going on at Local 1245. One shows us at work at what we know best — nuts and bolts trade unionism. The second shows us venturing into a new frontier for the Labor Movement. Although poles apart, both stories show us at our best.

● Early this month we learned that Commonwealth Electric, a Union Contractor, was the successful bidder for the western half of a 500-mile power line construction job stretching from Delta, Utah to Adelanto, California. As a result, there will be jobs for almost 200 of our members in Outside Line Construction for well into 1985, beginning as early as next month.

More importantly, our members will be working for "book wages." Prevailing rate will be paid for all work done on the western half of the project. This is not the case on the eastern half of the project.

The fact that prevailing wages will be paid means protection not only for our members working in Outside Line Construction, but it means indirect protection for all our utility members. If a major construction job were to be performed in California at a sub-prevailing rate, the effect could surely have an impact at the bargaining table or with the Public Utilities Commission.

Because we have developed relationships with government leaders who are friends of Labor over the past 30 years, and specifically with Mayor Tom Bradley of Los Angeles, we were able to establish lines of communication to protect the prevailing rate concept. Because of the large role which the Los Angeles Department of Water and Power is to play in the construction project, this influence was crucial. In the end, our past relationship was vital in protecting the union principle and the prevailing rate. (See page 8)

● The second story deals with the recent filming of a television commercial for distribution by the Coalition of California Utility Workers. It seems that with each passing day the Utility Industry becomes less and less popular, and that more and more people are taking shots at our utility members. To counter this trend, the Coalition decided several months ago to produce a package of brochures, posters, bumper stickers, billboards, as well as radio and television spots in an effort to get our message out to the public at large.

This month we have seen the first steps taken toward production of the package. As one member of the Coalition said when we first began discussing the idea of producing an innovative television commercial, "It's time for the Labor Movement to stand up and scrape some of the moss off its back." (See pages 6-7)

● Both of these articles this month tell one story — Local 1245 is on the move.

In Unity—

Jack McHenry

Letter to the editor

Assistant Business Manager Ron Fitzsimmons received hundreds of 'Get Well' cards and phone calls from his many friends wishing him a speedy recovery following recent heart by-pass surgery. Here's a word from Fitzsimmons to all the well wishers:

Dear Editor,

I'd like to thank my many friends who've helped speed me on the road to recovery following my recent surgery.

I want everyone to know that the cards, phone calls, visits, and especially the prayers have meant a great deal to me, and I appreciate all the kindness and consideration that has been shown me more than I can adequately express.

Sincerely,

Ron Fitzsimmons

New Nevada worker protection

The general rule of law in Nevada is that a private employer may fire an employee for any reason or no reason. In the Hansen case, the Supreme Court recognized the first exception to this rule. The Court held that if an employee is fired because he or she files a claim for an on-the-job injury, the employee can file suit against his or her employer and collect damages resulting from the wrongful termination. The Court stated that to hold otherwise would in effect make employees choose between continuation of employment or receiving benefits including medical treatment for the injury. The Court further stated that punitive damages will be allowed in any cases where an employee is fired for filing a claim if the firing takes place after January 25, 1984, the date of the decision. Simply put, punitive damages are an amount of money

sufficient to punish an employer for doing this unlawful act and to deter other employers from doing the same.

This case applies to all employers in the state, but is especially applicable to self-insured employers since they control both the employment and the industrial claim. The message of the decision is clear: Do not fire employees simply for filing a claim and do not interfere with the processing of the claim. In other words, if an employer has to replace an employee, the employer should not attempt to interfere with an employee's right to rehabilitation.

Only future court cases will tell exactly how far this decision goes in protecting the rights of injured workers, but the Court has certainly taken the first step in assuring fair treatment for the workers of Nevada.

Emergency treatment for members at Geysers

Twelve PG&E employees, including two from management, were rushed from the Geysers Power Plant to Healdsburg General Hospital on February 16, for emergency treatment of nausea, vomiting, irregular heartbeat, confusion and incoherence. These employees had been doing maintenance work on a condensate pipe and valve in the basement of Unit #8 of PG&E's geothermal power plant.

As of press time, the Union had received information indicating that the cause of the illness

symptoms was probably hydrogen sulfide overexposures related to a leaking plastic line which came from a steam line located upstairs, in combination with solvent exposures related to a nearby cleaning operation. Hydrogen sulfide is a highly poisonous gas which occurs naturally in the steam used in the geothermal process.

Business Representative Ed Caruso is involved in the ongoing investigation of the incident, which has included a Cal/OSHA inspection.

Air test results reported

Laboratory results on air tests conducted by IBEW Local 1245 in PG&E's Reprographics Department on January 20, 1984, have been made available.

The results show that if the cleaning operations were allowed to continue for more than 4-1/2 hours during the work shift, the solvent vapor exposure levels would probably have been in violation of the Cal/OSHA limits. In addition, observations were made on January 20 of other likely violations.

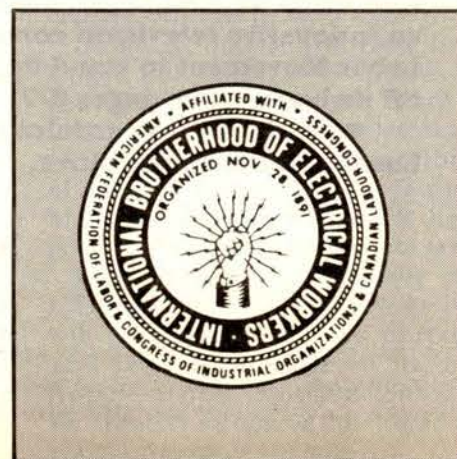
Local 1245 has therefore recommended to PG&E the following:

- (1) Minimize solvent usage by requiring ample use of dry and solvent-dampened rags.
- (2) Require immediate disposal of used rags in sealed cans.
- (3) Provide training regarding chemical permeation through protective gloves.
- (4) Phase out benzene containing products, since benzene is recog-

nized to be exceptionally hazardous.

- (5) Move the coffee station away from the solvent tank.

Local management has moved the coffee station in response to Union's recommendations. As of press time, the other recommendations were being discussed by both parties.



Hayden introduces state bill on VDT workplace standards

The first legislation in the nation to set workplace standards for Video Display Terminals was introduced last month in the California State Assembly Labor Committee by Tom Hayden (D-Santa Monica). Co-authors of the bill included Willie Brown, Speaker of the Assembly, and David Roberti, Senate Leader Pro-Tem, thereby assuring an auspicious start for the legislation.

Although amendments may change some aspects of Assembly Bill 3175 as it progresses through the legislature, the bill at present contains many important protections for terminal operators. The language of the bill requires annual eye examinations paid for by the employer, regular rest breaks, adjustable furniture, appropriate light levels, glare reduction mechanisms, and metal shielding to protect the operator from radiation. Employers would be required to perform regular, semi-annual inspections and maintenance of the VDT's. In addition, there is a provision for pregnant operators to have the right to transfer to another position for the duration of their pregnancy, with no reduction in pay, benefits, or seniority. The first hearing on the bill is set for April 3 before the Assembly Labor Committee.

AB 3175 was introduced amid a rising tide of concern over the health effects of VDT's. A 1980 survey by the National Institute of Occupational Safety and Health (NIOSH) found that seven million Video Display Terminals were in use in the workplace in the United States and the numbers have increased greatly over the past three years. Substantiated health complaints linked to VDT's include impaired vision, eye irritation, headaches, nausea, dizziness, fatigue, musculoskeletal pain in necks, backs and legs, and psychological problems related to stress, such as tension and irritability.

Possible additional health effects associated with working on VDT's are birth defects, miscarriages and cataracts. Four weeks ago, "9 to 5", a national organization for working

women, released word of 23 clusters of birth defects and miscarriages experienced by women working with VDT's across the United States, but explained that a difficulty in establishing that such clusters were abnormal was the lack of an existing statistical norm for pregnancy complications for all working women. Birth defects and miscarriages have thus not been linked scientifically or statistically to operation of VDT's, but are the subject of a year-old NIOSH study.

Although no OSHA regulations or state or federal legislation has yet been enacted to control the working conditions for VDT's, some unions in this country and others have negotiated limits. Locally, the Service Employees International Union negotiated a contract with the city of San Francisco in 1983, which contains most of the protections proposed in AB 3175, specifically pregnancy removal, rest breaks, eye examinations, and work environment considerations such as table height, lighting, etc. The San Francisco-Oakland Newspaper Guild has made similar contract proposals. In Great Britain as of 1979, eighteen separate union agreements set forth similar restrictions to protect operators of VDT's and other word processing devices.

On Saturday, April 14, a conference on the health and safety of VDT workers will be offered by the Bay Area VDT Coalition and the Labor Occupational Health Program of UC Berkeley. Entitled "Terminal Illness", the conference is geared to VDT workers and features morning lectures and technical updates by national experts on such subjects as eyestrain, and pregnancy. Workshops on filing worker's compensation claims, bargaining on VDT working conditions and dealing with VDT issues in unorganized workplaces, among other topics, are scheduled for the afternoon. In addition, authors of AB 3175 will be present to discuss the bill.

For more information contact Laura Stock or Brenda Presley at (415) 642-5507.

IBEW Local 1245 monitors state's oversight hearings

Further monitoring of Cal/OSHA activities by the State Legislature took place in oversight hearings in Sacramento on February 22 and 29, 1984. The purpose of these hearings, which began last December, is to pressure the Deukmejian Administration to carry out the laws designed to protect worker safety and health. Local 1245 attended both hearings in February, which proceeded as follows:

Worker's Right-To-Know, February 22, 1984

The Senate Committee on Industrial Relations, chaired by Senator Bill Greene, sponsored this hearing. The main issues discussed were (1) the apparent failure of the Department of Industrial Relations, under Governor Deukmejian, to enforce the Cal/OSHA right-to-know laws and regulations and (2) questions regarding possible legal requirements to follow Federal OSHA regulations issued under President Reagan, instead of the California right-to-know regulations.

The Cal/OSHA "Right-To-Know" law is embodied in regulations entitled "Material Safety Data Sheets." By these MSDS regulations, employers are required to seek information on hazardous chemicals to which you may be exposed, the possible health effects, and appropriate safety precautions. For each product, this information is provided in the form of an MSDS from the supplier or manufacturer. Employers are also required to provide you special training on the contents of the MSDS's which apply to the substances you are exposed to.

The hearing featured Peter Weiner and Ellen Widess, attorneys who worked for the Department of Industrial Relations under Governor Jerry Brown. Weiner, formerly a Deputy Director of the Department, discussed the need for employee training as the primary objective of the regulations and reminded everyone of the tragedy in California in which male workers were made infertile or sterile as a result of over-exposure to the pesticide DBCP. Widess criticized the scope of the Federal OSHA Hazard Communication standard, which covers workers in manufacturing industries only, and the trade secrecy provisions of the Federal standard.

David Valoff, newly appointed Cal/OSHA Chief, and Charles Powell, Deputy Chief in charge of Health, were questioned by the committee regarding activities being taken to enforce the MSDS regulations and respond to the Federal pre-emption issue. The Cal/OSHA officials did not have specific answers and were pressured by the committee to carry out their duties.

Oversight Hearings — February 29, 1984

The Joint Senate-Assembly Committee hearing on February 29 centered on compliance. Of particular interest to the Committee were the many reports of professional, Cal/OSHA staff throughout the state such as safety engineers and

industrial hygienists, reporting that they are performing a variety of clerical functions due to clerical shortages caused by the Governor's budget cuts.

In addition, the Committee expressed concern over other results of Governor Deukmejian's slash by half of Cal/OSHA's 1983-84 budget. Specifically, the committee members raised questions regarding 35 serious accident cases which had been closed for lack of investigative personnel in the San Diego district office of Cal/OSHA, the shortage of elevator and pressure-vessel inspectors in the face of a large inspection backlog, and the lack of Cal/OSHA attorneys to adequately present Cal/OSHA citations on appeal, thereby opening the door to the possibility of awards of attorneys' fees against the State for allegedly frivolous citations.

Testifying before the Committee were Thomas Hamm, a legislative analyst, David Valoff, Chief Director of Cal/OSHA and Cathy Lenerd, an Industrial Hygienist for the Teamsters. Valoff read a statement from Ronald Rinaldi, the Governor's as-yet-unconfirmed appointee to the Directorship of Department of Industrial Relations, and articulated an ambitious program to unfreeze approximately 67 positions in the Division and to request approximately eight more budgeted positions. Valoff was unable, however, to say when such positions would become available, when they could be filled with qualified candidates, or how the gaps in service to the public would be filled in the interim.

The Teamster's Industrial Hygienist highlighted Labor's growing problems with Cal/OSHA in her description of Cal/OSHA inspectors who refused to issue citations, claiming that there was no relevant regulation, until she researched and found the correct regulation; who would not monitor a confined space to check levels of airborne contaminant in dangerous chemicals which evaporate quickly; and who informed her that the Los Angeles district office simply "did not issue willful citations". She testified that there have always been staff shortages and related problems with Cal/OSHA, but that under the present Administration the effects of so many fewer personnel and of poor training and lack of coordination of field staff with upper level management made old problems of Cal/OSHA compliance much worse.

The Committee, through Senator Bill Greene, promised Valoff that with access to the Division's computer and the availability of legislative analysts seasoned in Cal/OSHA's present budgetary predicament, that the Division would be "oversighted like nothing has ever been oversighted before". The Local Union plans to attend all subsequent meetings of the Joint Oversight Committee.

KEEP POSTED:

ACCESS TO MEDICAL AND EXPOSURE RECORDS

BY CAL/OSHA REGULATION — GENERAL INDUSTRY SAFETY ORDER 3204 — YOU HAVE THE RIGHT TO SEE AND COPY:

- Your medical records and records of exposure to toxic substances or harmful physical agents.
- Records of exposure to toxic substances or harmful physical agents of other employees with work conditions similar to yours.
- Material Safety Data Sheets or other information that exists for chemicals or substances used in the workplace, or to which employees may be exposed.

THESE RECORDS ARE AVAILABLE AT: _____

FROM (person responsible): _____

A COPY OF GENERAL INDUSTRY SAFETY ORDER 3204 IS AVAILABLE FROM: _____

Posting the above information is required by GISO 3204. This posting may be done by use of this placard or any similar method the employer chooses.



July 1981
S-11

State of California
Department of Industrial Relations
CAL/OSHA Communications
525 Golden Gate Avenue
San Francisco, California 94102

Is your employer properly informing you of your rights of access to medical and exposure records? Posting of this Cal/OSHA placard, or use of any other appropriate method to inform you of your rights, is required of all employers in all states. Please contact your Business Representative if you have difficulty in being informed of your rights.

SAFETY, HEALTH STANDARDS BOARD

Labor gets the squeeze as Gov appoints management

There were some new faces at the February 23 meeting of the California Occupational Safety and Health Standards Board. The three new Board appointments with four year terms are Mary Lou Smith, management representative, Roy Brewer, labor representative, and David Smith, occupational safety representative.

Smith is employed by Associated General Contractors and replaces labor representative Gerald O'Hara as Chairperson of the Board. O'Hara, long time Chairman, will remain on the Board as a member.

Brewer is 74 years old and has been a member of the International Association of Technical and Sound Engineers, a 2,600 - member local in Los Angeles, since 1927. He has served as a consultant to Disney World. Until the time of his appointment, Brewer had not been heard of by Local 1245, or any of the unions with which we are in contact.

David Smith comes to the Board from his position as Safety Director for Producers Cotton Oil. As was pointed out by O'Hara at the February 23 meeting, Labor Code Section 140, which sets forth the legal requirements for the Board, decrees that of the total seven members, two shall be from management, two from labor and one each from occupational safety, occupational health and the public. Historically, the past occupational safety member

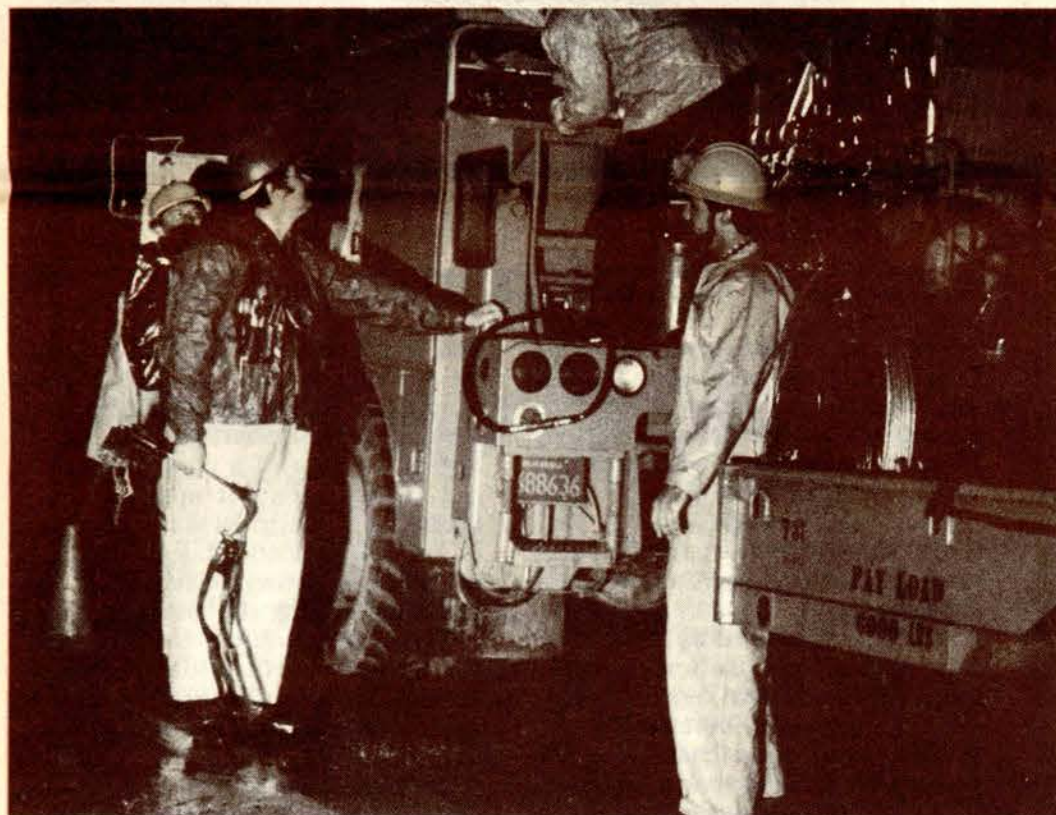
has been non-management, with either an academic or Cal/OSHA background. Despite Governor Deukmejian's position that the Safety Director of a corporation is not management, it appears that Smith's appointment is in violation of the Labor Code. Local 1245 is presently alerting other AFL-CIO affiliates within the State to this problem in an effort to force the Governor to reconsider Smith's appointment. Unfortunately, Board appointments are not subject to Legislative confirmation.

The three new appointments will prove critical to the balance of the Standards Board both in the immediate present and for years to come. The Board will not only be asked to consider new standards in such important areas as Video Display Terminals and indoor air pollution, but the Governor has requested review of all existing safety orders. In addition, within a few months a fourth appointment will be available to the Governor when public member Dr. Alvin Greenberg's term expires. Dr. Greenberg, who served with Cal/OSHA under Governor Brown, has been extremely supportive on public health issues during his term on the Board. A Cal/OSHA Standards Board dominated by management appointees could leave a long-lasting and negative imprint on this State's direction in protection for workers.



IBEW Local 1245 moves into future...

Photos: Gerry McIntyre, Sacramento



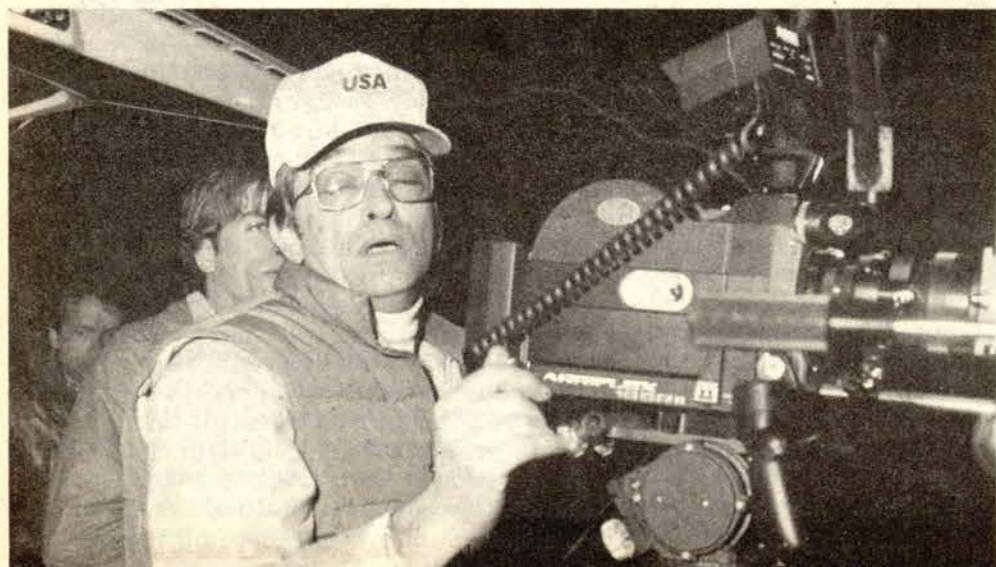
Line Crew rehearses scene prior to video filming.

...Pouring rain splashes off the pavement as the red light of flares joins the high-intensity work lamps illuminating the scene ... six Local 1245 members of a Line Crew struggle to lift a tree branch off a downed line. Suddenly there's a shout in the night — "That's a take!" — and the "rain" stops seconds after a film crew member dashes across a lawn to turn off the faucet hooked up to six shower heads. The Local 1245 members gather around the coffee pot on the trunk of a pickup as former Business Representative and active Shop Steward Ken Meyer briefs Sacramento Municipal Utility District members on the next scene.

What's going on? It's the night of February 11 in a quiet suburban Sacramento neighborhood as two crews — one a television crew and one a Line Crew — take a step into the future of the Labor Movement, filming what we hope will be only the first of a series of television commercials created to remind the public of the importance of Utility workers.

The commercial is only part of a package of brochures, posters, bumper stickers, billboards, and radio and television commercials being produced for the Coalition of California Utility Workers by Richard Ross, a Sacramento-based political consultant who over the past 15 years has worked closely with both the Democratic party and the Labor Movement. "The Coalition's ideas are the freshest and most sophisticated that I've seen in the Labor Movement in years" said Ross. "I really think you've got something here."

As this issue of the Utility Reporter went to press, Ross was completing final production of the first round of materials and plans were being made for distribution. Details on the distribution and release dates of the commercial will be reported in future issues.



Director Clay Lawson checks camera angles.



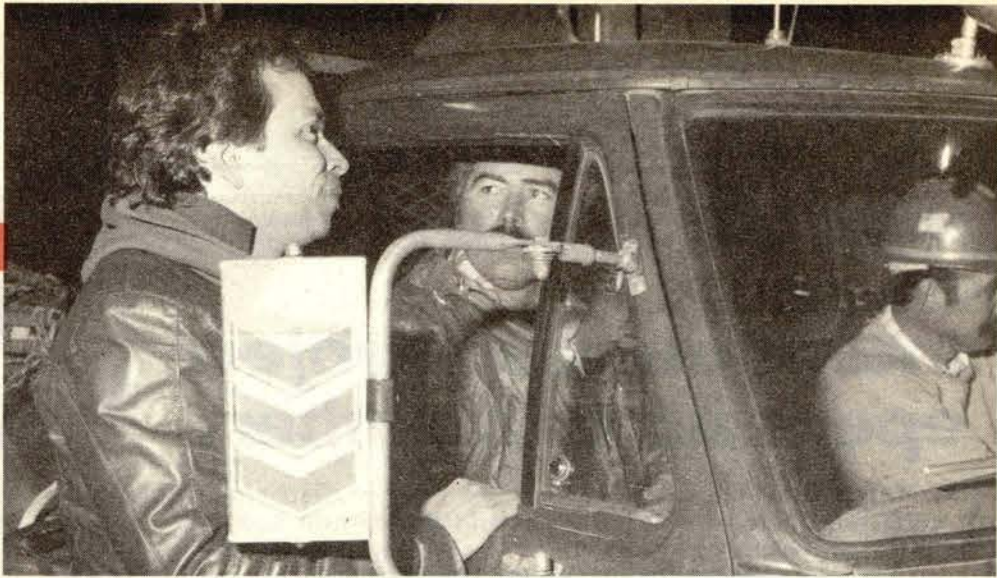
Producer Richard Ross monitors sound levels.



Take one! Members, L-R, Steve Haussler, Trouble Shooter, and Russ Conroy, Line Construction Foreman, prepare for scene.



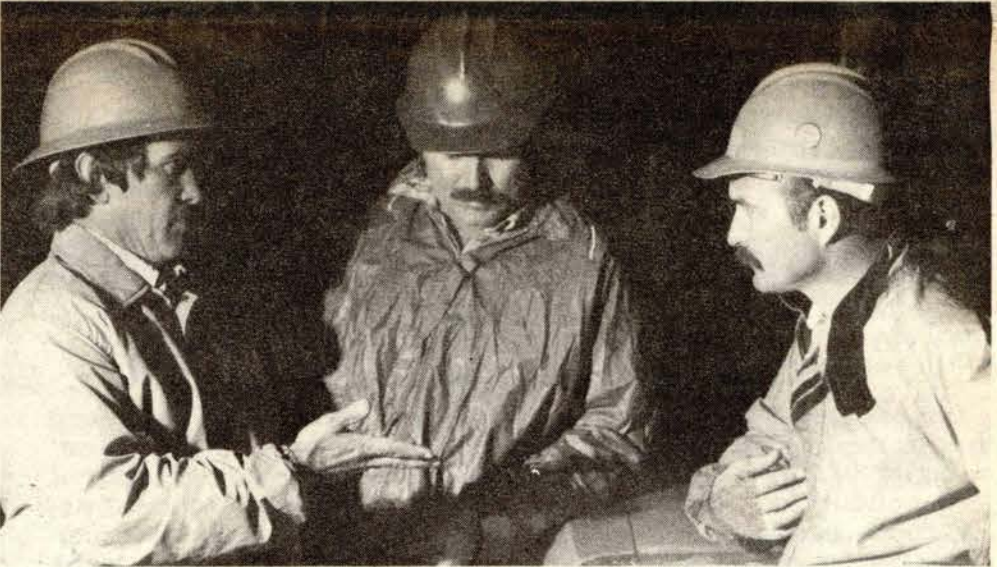
'Actors' perform real-life Line Crew work.



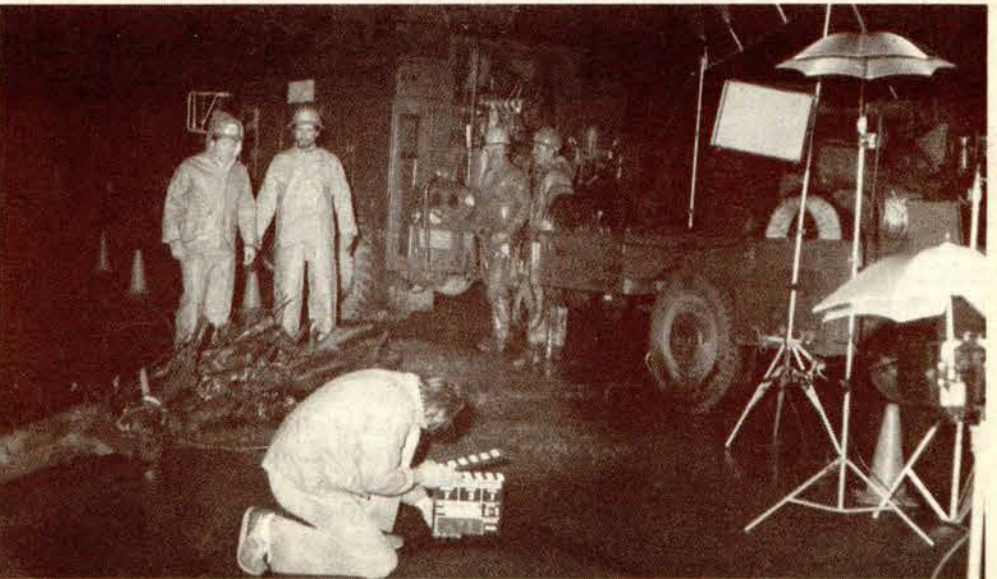
Producer Ross reviews scene with SMUD Line Crew members.



SMUD member, Russ Conroy, left, Line Construction Foreman, gets coached by professional actor.



L-R, former Business Representative Ken Meyer, briefs 'actors', Haussler and Conroy, on next scene.



Action on the set. Thanks to all our participating members: Linemen Mike Allen, Terry Bakki, Steve Haussler, Glenn Hurdle, Scott Hylton and Ken Meyer, and Line Construction Foreman Russ Conroy. We're looking forward to viewing the final production.

OUTSIDE LINE

APRIL START POSSIBLE

Intermountain Project opens up to members

On March 6, 1984, Local 1245 got word that Commonwealth Electric, a union contractor, had been awarded the bid for the 240 miles of the Intermountain Power Project line construction project stretching from Adelanto, California to a point 41 miles west of the Utah border.

As a result, approximately 190 members of IBEW Local 1245 and IBEW Local 357 will be working for "book wages" and "book sub" on the project, which is slated to begin in April 1984. Dispatching will be handled out of Local 1245's Claremont office and Local 357's Las Vegas office.

The award, made by a consortium of utilities dominated by the

Los Angeles Department of Water and Power and Los Angeles area municipal utilities, was good news for Union members who had feared that the entire project would be awarded to the non-union contractor who was the successful bidder on the 250 miles of the 500 KV line stretching from west of Utah to Delta, Utah.

"The timing couldn't be better" said Outside Line Business Representative Jerry Robinson. "Just as we're winding down on the San Diego Powerlink they'll be starting up on Intermountain. The work situation hasn't looked better in a while."

Law resources in So. Cal

Several law firms in San Diego and Los Angeles which specialize in representing injured workers in Workers Compensation cases have agreed to represent any Local 1245 member injured on the job. The law firms are:

John Garcia
GEORGIOU & TOSDAL
600 "B" Street, Suite 1515
San Diego, California 92101
(619) 239-7200

Harvey Reichard
501 Shatto Place, Suite 100
Los Angeles, California 92101
(213) 386-3860

Levy & Goldman
611 South Shatto Place,
Second Floor
Los Angeles, California 90005
(213) 380-3140

Any Outside Line member contacting the attorneys should identify himself as a Local 1245 member.

Fight for pension payment won by IBEW Local 1245

Staff Attorney Tom Dalzell and Business Representative Jerry Robinson appeared before the Council on Industrial Relations of the Electrical Contracting Industry in Washington, D.C. on Monday, February 20, 1984, and as the rest of the City celebrated President's Day, and argued Local 1245's case on the grievance involving the correct level of pension contributions by contractors on the San Diego Powerlink Project.

As was reported in the last issue of the Utility Reporter, two of the contractors working on the Powerlink Project, Commonwealth Electric and Power City Constructors, refused to pay the increased pension contributions which Local 1245 had negotiated with the National Electrical Contractors Association effective June 1, 1983. The contractors claimed that the increase of 75 cents an hour did not apply to them because of the Project Agreement governing work on the line.

At the Council on Industrial Relations hearing held at the Sheraton Carleton Hotel, Robinson and Dalzell argued that the Project Agreement should not be interpreted to apply to benefits, just wages.

After a presentation to the Council which lasted more than an hour, the two representatives from Local 1245 got back on a plane and headed back to California to give Business Manager Jack McNally a report the next day.

A week later the Council's decision arrived in Walnut Creek. The Council had voted unanimously to uphold Local 1245's position. "I knew that we'd made a good argument" said Dalzell, "But with almost \$200,000 at stake, I didn't want to tempt fate with any predictions. Both Jerry Robinson and International Representative Al Caughlin helped me prepare the case, and we just made a good solid presentation."

As a result of the Council's decision, Commonwealth and Power City will be required to make retroactive pension contributions and will have to make future contributions at the 1983 level of \$2.50 an hour.



BARGAINING REPORT — PUBLIC AGENCIES

City of Chico — Local 1245 members at the City of Chico are just coming off of a three-year Memorandum of Understanding and the meet and confer process for a new agreement has started. The first meeting between the Union and representatives of City management took place on March 5 at City Hall in Chico, where Business Representatives Pete Dutton and Scott Thomas and Bargaining Committee members Jesse Smyth and Jim Johnson presented a package for the City's consideration. Pete Dutton stated that the meeting, which he felt was a productive first meeting, lasted until late in the evening. The next meeting was scheduled for March 15, at which time the City was to respond to the IBEW proposals and submit proposals of its own.

City of Gridley — After more than five years of rocky relations between the City of Gridley and IBEW Local 1245, a definite improvement seems to be possible. As details of a final settlement in Local 1245's 1978 lawsuit against the City were being hammered out by the attorneys, Business Representatives

Pete Dutton and Gary V. Hall, along with Bargaining Committee members Tim Hill, Heavy Equipment Operator, Barbara Roberts, Accountant II, and Tom Wiles, Apprentice Lineman, met with the City on February 24 in an effort to work out a new Memorandum of Understanding. The last Agreement between Local 1245 and the City expired in 1978. Dutton reports that progress was made on language items and that when the parties meet again on March 14 they will take up the few remaining language issues and then turn to cost items.

Merced Irrigation District — Just before Thanksgiving, things looked pretty bleak for the 16 employees of the Merced Irrigation District employed at the Lake McClure and Lake McSwain recreation areas. The District was giving serious consideration to contracting out the maintenance and operation of the facilities to a private concern, a move which in all probability would have cost 16 jobs.

On February 28, 1984, Local 1245 signed an addendum to its Memorandum of Understanding with the Irrigation District, preserv-

ing the maintenance and operations work at the park facilities within the Irrigation District without displacing any present employees.

The dramatic turn-about was possible through the hard work and creative thinking of Business Representative Pete Dutton and Merced Irrigation District employees Duane Bartlow, Barrett Cove, Advisory Council Member; Bill Crisman, Shop Steward, Barrett Cove; Bill Latronica, Shop Steward at McClure and McSwain, and Dave Varnell, Shop Steward at Barrett Cove. The agreement was reached after a textbook example of problem-solving by the Union Committee, which included the following: (1) the Committee put together a package of budget suggestions for improved management and cost control, with a savings to management of more than \$110 a year (2) extensive lobbying efforts with state and national legislators, the State Department of Water Resources, and local leaders (3) and a grueling series of meetings with the District's labor attorney, the Board of Directors, and District staff. In

the end, the proposal to save the recreation facilities accepted by the Board of Directors was a joint union-staff proposal, a fact which speaks for itself on the level of participation by Local 1245. "It was a lot of hard work" summarized Dutton, "but we saved the jobs."

Truckee-Donner Public Utility District — Local 1245 members voted on February 16 by a greater than five-to-one margin to accept a one-year Memorandum of Understanding negotiated by a Bargaining Committee consisting of Business Representative Lee Thomas, and IBEW Local 1245 members Lissa Shreiner, Ron Reynolds, and Joe Straub. "Our goal is to get Truckee-Donner wages into parity with Sierra Pacific over the next three or four years," explained Thomas. "Right now our survey shows that the physical workers are between 12 and 18 percent behind, while the clericals are only 2 to 4 percent behind." This year's agreement, which provides an 8 percent increase for physical workers and a 5 percent increase for clerical workers, is the first step in the catch-up

See NEXT PAGE

Public Bargaining

From PAGE EIGHT

process. Interim negotiations on medical insurance are continuing.

United States Bureau of Reclamation — by a vote of 89 to 19, Local 1245 members accepted a 3.5 percent wage increase for 1984. Ballots, which were mailed on February 22, were counted at Walnut Creek on March 9 by Ballot Committee members Bob Kerr, Garage Mechanic, Tracy, and John Gallagher, Canal Maintenance Worker, Tracy.

Photo: Pete Dutton



USBR Ballot Committee members included John Gallagher and Bob Kerr, Tracy Field Division.

Impasse was reached between the Bureau and Local 1245 in December as a result of President Reagan's 3.5 percent wage cap for federal employees. At the request of Local 1245, federal mediator Bill Sabatino was brought in in December. He met with the parties again on January 10, February 6, 7 and 8, but couldn't get any movement whatsoever out of the Bureau. "We tried some of the most creative proposals I've ever seen" said Business Representative Pete Dutton, "But it was clear that Reagan has tied the hands of all federal agencies. Federal employees are just at the bottom of his list and that's all there is to it."

Ratification does not end the fight, though. According to Dutton, the Local will soon take two steps: it will file charges with the Federal Labor Relations Authority and it will begin conducting a wage survey of other utilities as part of an effort to arbitrate the applicability and appropriateness of the wage cap on Bureau employees. "We haven't given up by any means" said Dutton. "However, what this does point out is the importance of the need for a change in the White House in November."

Western Area Power Administration — Members of Government Coordinating Council #1 met at Local 1245 offices in Sacramento on March 8 and 9 to draw up a proposal for submission to WAPA for a new contract. The Council, under the new chairmanship of Local 1245 Business Representative Rich Hafner, is tentatively scheduled to meet with WAPA in Denver on April 9 to exchange and explain proposals.

Meanwhile, a joint labor-management group which includes Local 1245 Bargaining Committee member Richard Perry, Lineman, Tracy, and Local 640 member Jerry Sandvig, Electrician, Phoenix, is conducting a wage survey of 10 utilities. The results of the survey are to be taken into consideration during wage and salary negotiations.



Member Jan Cannon extends best wishes.



Balloons, and some extra festive surprises!

After 39-years of very active membership in IBEW Local 1245, Russell Foxe retired in February from his job as Service Operator in PG&E's Gas Department in Bakersfield.

More than 200 friends and associates joined in wishing him well, at a Retirement Dinner where members Dave Sampson and Wade Worthington presented Foxe with a wooden replica of his Operator's Desk — phone, mike and all —.

Foxe, a long-time Shop Steward, plans to remain active in Local 1245 activities, and keep right on attend-

Russell Foxe retires, plans to keep active



Russell Foxe, his wife Dorothy seated next to him, opens retirement gift, a replica of his Service Operator's desk.

ing Unit Meetings. He's even paid his dues a year in advance.

"I've really enjoyed working with the Union over all these years, and I really appreciate the gains made by the Union on behalf of retirees. It's great that retirees can be comfortable in their retirement, and pursue hobbies and other interests," Foxe said.

Besides his Shop Steward duties, Foxe served on the Division Grievance Committee for 13 years, and was on two General Bargaining Committees as well as a number of Interim Bargaining Committees. He also served as an Advisory Council member.

Plans for retirement include driving a new car to Alabama on a trip with his wife Dorothy, who taught

sixth-grade school for 35 years prior to her retirement.

Plans also include some fun days in Las Vegas when they return from Alabama.

Foxe admits that during the first few weeks of retirement that he was a little restless. Now he's adjusted to his free time and says he's biking at least 10 miles a day and really enjoying it.

Friends at work are still calling Foxe with questions about the contract which he's happy to answer if he can — "and when I can't I refer them to Business Representative Wayne Weaver for the answers," he said.

Best wishes go out from IBEW Local 1245 to Russell and Dorothy Foxe for very happy retirements!

SHOP STEWARDS



Jim Potterton

Photos: Bill Twohey



Shop Stewards learned about some of the finer points of grievance handling and Worker's Compensation at a recent San Jose area training session.

Jim Potterton from the San Jose City College Labor Studies Program, and attorney Dave Mastagni headed up the morning and afternoon sessions which were coordinated by Business Representatives Larry Pierce and Bill Twohey.

Shop Stewards attending the training session included: Vida Anderson, William P. Bufford, Warren Burr, Mike Carter, Simon Cassidy, Barbara S. Davis, Debbie Erickson, Ron Fried, Art Garza,

And Barbara Hartke, Michael Hodson, James Hopp, J. Hutchinson, Dale Mann, Daniel K. Melanephy, Magdalena Munoz, Kenny Murray, Stuart Neblett, Glenn E. Newton, Patricia Nichols, William A. Riesen, Percy R. Rome, Rebecca Rosecrans, Barbara Symons, and Ron Thomasen.

AROUND THE SYSTEM —PG&E

Local 1245 looks at ways to cut health care costs

Since conclusion of 1982 General Negotiations with PG&E, Local 1245 has been engaged in a joint Labor-Management effort with PG&E to reduce the cost of medical care for Local 1245 members.

Representing Local 1245 in these meetings have been Business Manager Jack McNally and Assistant Business Manager Manny Mederos, who for the past four years led the Union's benefit and contract negotiations with PG&E.

"We have two goals in these meetings," Mederos recently said. "First is the improved health of our members. Second is the reduction of costs of medical insurance without reducing benefits or shifting costs from the company to the employee. The way we look at it, the more money we save on health costs, the more money we have for other benefits."

The Committee to date has taken three major actions:

- They have contracted with a peer review organization to conduct a study and prepare a report analyzing the health care provided Local 1245 members throughout the system, with an eye to pinpointing possible doctor or hospital overcharges, and patients being hospitalized longer than necessary. The final report by the peer review organization is expected shortly.

- The Company has introduced

New benefits for travelers

Assistant Business Manager Manny Mederos recently concluded negotiations on a Letter Agreement establishing a new set of protections and benefits for the approximately 22 Substation Travelers working out of Fresno.

Key provisions of the agreement, which was negotiated on February 8 and 9 in Fresno, include:

- Travelers will be given three work-days' notice of their assignment except in emergencies
- Traveling assignments will be by rotation, with each employee traveling 6 months every 4 years
- A second vehicle will be assigned if there are five or more employees traveling
- Employees using their personal cars may leave their headquarters at the same time as the Company vehicles leave, not the day earlier
- Expenses of \$28 a day will be paid to all travelers, with an increase the first of each year.

Also representing Local 1245 in the negotiations were Dave Cannon, Electrician; Skip Walters, Subforeman, and Jerry Britton, Subforeman.

HealthWise, a campaign designed to encourage healthier lifestyles and smarter health care buying habits. Booklets and posters bringing employees information on a variety of wellness and health care consumer issues have been distributed throughout the system. Health care screenings and information were brought to General Office employees with a HealthFair, and a series of lunch-hour "HealthTalk" discussions conducted by health care professionals. The programs are set to be videotaped for distribution to the Divisions, and plans have been made for introducing HealthChek, a series of screenings to help identify health problems. Efforts to date have been focused on the General Office, but the Company is evaluating several approaches for bringing screenings to various work sites.

- Blue Cross has initiated a statistical analysis of all phases of health care and the costs of health care. "It's a huge problem" Mederos recently pointed out at an IBEW Local 1245 staff meeting, "But we've started making some progress first towards identifying cost problems and secondly towards and increased awareness of the effect of lifestyle on health."

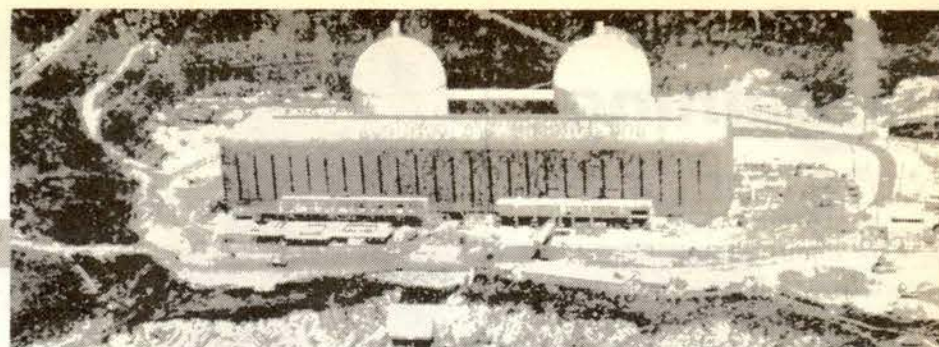
401(k) savings possible in '84

According to Assistant Business Manager Manny Mederos, Local 1245 members at PG&E will probably be able to participate in a so-called "401(k) plan" negotiated by Local 1245 with the Company a year ago, as early as the last quarter of 1984.

A "401(k) plan", named after a section of the Internal Revenue Code, permits employees to defer a fixed amount of their income. Taxes are paid not on the employee's full gross pay, but on a "new gross" — the actual gross salary less the amount deferred to a 401(k) plan. The advantages to an employee arise both in terms of immediate tax benefits and in terms of the incentive built in to save money.

Although details still have to be ironed out, Mederos is optimistic that the plan will be into effect for Local 1245 members on October 1, 1984. "We first raised the possibility of such a plan in 1982 bargaining" Mederos explained, "and it looks good for implementation this year."

Under the plan, the basic contribution to the stock savings plan will be sheltered for tax purposes and treated as deferred income. Supplemental contributions may be treated either as sheltered income or taxable income.



'Diablo' negotiations get underway in March

As this issue of the Utility Reporter went to press, negotiations were scheduled to begin between PG&E and Local 1245 at the Company's Diablo Canyon Nuclear Power Plant. Local 1245 is represented in these negotiations scheduled for March 13 through March 15, by Assistant Business Manager Manny Mederos, Business Representative Dave Reese, Control Operator Chuck Bartlett, Routine Plant Clerk Linda Villegas, Control Technician Don Woods, Machinist Wayne Wellman, Chem-Rad Protection Technician Randy Johnson, and Electrician Mike Haentjens.

According to Business Representative Reese, Local 1245 is entering the negotiations with two goals. "First, we're concerned with a

number of pay inequities between our members and employees in nuclear operations nationally. Secondly, we've got a real severe morale problem at Diablo Canyon and we hope that we can do something about it in these negotiations — through incentives, through training, or whatever."

The Company has let the Union know that its goals in the negotiations include reduced wage rates for certain classifications and the establishment of several new classifications with new job definitions.

With the disparity in bargaining goals, it looks like a rough set of negotiations in store for the Union's bargaining committee. Developments will be reported in future issues of the Utility Reporter.

Clerical interviews pending in new evaluation work

Since the last issue of the Utility Reporter, the joint Union-Company Clerical Job evaluation Committee has had five formal meetings with the consultants, Hamilton Associates, and has completed the initial orientation phase.

According to Assistant Business Manager Roger Stalcup, the Union spokesperson on the Committee, beginning in the week of March 19 and continuing for from 4 to 6 weeks, the consultants will be interviewing employees and supervisors in various field offices. "We have prepared a list jointly with the Company of employees and supervisors to be interviewed. Each employee and their supervisor will be notified in advance by a joint letter from the Company and the Union. Interviews will last from 45 minutes

to an hour, will be conducted during work hours, and will take place in a private location in the work place. A single member of our Committee will accompany the consultants as an observer for some, but not all, of the interviews."

The consultants will use the interview first to familiarize themselves with the jobs, and additionally to develop the job information questionnaire and for use in developing a job description.

After completing the interviews the consultants will present the results to the Union-Company Committee and then will work with the Committee on the final development of a questionnaire which will then be sent to all clerical employees covered by the evaluation project.

Re-rate committee meets

The annual evaluation of every substation and power plant in the PG&E system to determine which if any of the substations or plants should be upgraded got underway in early February. At stake are the wage rates for Division Operators, Relief Operators, System Operators, Unassigned System Operators, Roving Operators, Utility Operators, and Second Operators, which depend upon the rating of the substation or plant.

According to Assistant Business Manager Corb Wheeler, who is heading the Local 1245 Committee, factors which are taken into consideration in rating a facility include the responsibilities of the operators, the number of customers served, the number and type of

switches, the size of the staff, and the size of the system. In addition to studying all currently rated facilities for possible upgrading, the Committee will be attempting to establish a permanent rating for the Helms Project, which the Union feels should be given a rating of "1", as opposed to the rating of "2" proposed by the Company.

Members of the IBEW Committee include Gary Outlaw, Relief Operator, Morro Bay; Ron Thomas, Relief System Operator, East Bay; H. Ertelt, Relief Operator De Sabla; Jerry Covert, Roving Operator, Shasta; William Hosford, Relief Operator, Stockton; and Herman Reuther, System Operator, San Francisco.

North Bay learns more about 'positive discipline'

On March 1, 1984, Local 1245 Business Manager Jack McNally executed a Letter of Agreement with PG&E, No. R3-83-110-PG&E, establishing on a trial basis a "positive" discipline system for employees in the North Bay Division and Geysers Geothermal Generating facility.

During the month of February, Assistant Business Managers Roger Stalcup and Corb Wheeler attended all six North Bay Unit meetings and on February 25 conducted a Shop Steward meeting for all North Bay Division and Geysers Power Plant Shop Stewards. At these meetings the concepts and application of Positive Discipline were discussed in great detail.

Under the Letter of Agreement, which has a 30-day cancellation clause, the Company will implement positive discipline on a trial basis without prejudice to the future position of either the Union or the Company. The basic premise of the positive discipline system is that it does not contain a provision for time off without pay as a disciplinary action short of discharge, except in crisis or emergency situations.

In the Letter of Agreement, the Union specifically states that it has not waived "its 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."

Although most Union members attending Unit Meetings and most of the Shop Stewards in attendance supported the pilot program, two major concerns were voiced. First was the worry that employees would become complacent without the reminder of discipline and that the number of employees discharged would increase. Secondly, many members and Shop Stewards were worried that some supervisors might not administer the system in a "positive" manner but will instead use the escalating steps of the system to "nit pick" employees to the level of discharge.

In a letter to Manager of Industrial Relations I.W. Bonbright, Business Manager McNally conveyed these concerns and stated that "misapplication by a few supervisors will destroy employee confidence and may lead to reconsideration of the Union's position."

Copies of the Letter of Agreement will soon be sent to all North Bay Division and Geysers Shop Stewards with updates provided here and in mailings to Shop Stewards throughout the system.

Survey responses help guide Meter Reader bargaining

"It hardly seems possible but we're back at the table" said Staff Attorney Tom Dalzell, spokesperson for the Local's Meter Reader Bargaining Committee. "We had our first meeting with the Company on February 29 and made our initial proposals. We've got a lot of work ahead, that much is clear."

Acting on a number of unresolved and new issues, the Committee agreed with the Company to identify a number of critical issues as "priority" issues to be resolved at the next joint meeting on March 21. These "priority issues" include the line of progression for Senior Meter Readers, starting times, and route assignments. The other issues will be addressed at future meetings, including such controversial issues as van pooling where a pilot program for the Oakland office is scheduled to begin this spring, and use of hand-held computers instead of meter books with implemen-

tation scheduled to begin in the San Francisco office in the last quarter of 1984, and bread-and-butter issues such as standards and uniforms.

Business Manager Jack McNally recently sent all Meter Readers a survey in an attempt to evaluate the various provisions of last year's agreement. More than 200 responses to the almost-40 questions have been received and the results and comments are presently being compiled for use in negotiations with the Company.

"We made a good start last year" said Dalzell, "but we've got more to do this year than we accomplished last year. With our increased experience and the continued support of the Meter Readers throughout the system as evidenced by the response to the survey, we think that we can come up with an even better agreement this year."

Stan-Pac, PLO merger; all seniority protected

On March 5, 1984, the nine former employees of Standard Pacific Gasline, Inc., a partially owned subsidiary of Pacific Gas and Electric Company, became employees of PG&E's Pipeline Operation Department.

The merger had been anticipated for several years, according to Assistant Business Manager Manny Mederos who negotiated the agreement by which the former StanPac

employees were absorbed into PG&E. "In the last two sets of bargaining with StanPac, we aligned job titles and wages with those at PG&E, and we provided for cross-bidding between the companies. As a result the move went very smoothly. The seniority of all employees is protected, as are their wages. In fact, four of the nine former StanPac employees received wage raises as part of the merger."

LETTERS OF AGREEMENT

PACIFIC GAS AND ELECTRIC COMPANY

- 82-102 Assigns duties to Gas Service Department relating to Zero Interest Program and Residential Conservation Service Program.
- 82-103 Adoption of revised Water Department Training Guidelines, deletions from Exhibits VI-G and X, and amends Exhibit VI-G by inserting content of Letter Agreement dated August 24, 1979.
- 82-104 Change of headquarters from Walnut Creek to Concord for an employee.
- 82-105 Hours change for employees in Gas T&D and Electric Substation Departments in Bay District of East Bay Division.
- 82-106 Cancelled.
- 82-107 Pending.
- 82-108 Returns an employee to active payroll.
- 82-109 Establishes classification of Apprentice Electrical Technician in GC and establishes a single wage rate. Also establishes training programs for Apprentice Instrument Technician, Electrical Technician, and Communications Technician in General Construction.
- 82-110 Placement of an employee into a vacant Inspector's position in San Rafael.
- 82-111 Concerning Job Evaluation System stay of arbitration procedure.
- 82-112 Cancelled.
- 82-113 Placement of an employee into a vacant Assistant Foreman's Clerk position in the Solano District Electric Department, Vacaville, Sacramento Division.
- 82-114 Hours change for employees in Gas T&D and Gas Service Departments at Livermore, Mission District, East Bay Division.
- 82-115 Establishes on a temporary basis new classifications and wage rates — Routine Field Clerk, First Field Clerk.
- 82-116 Permanent non-summer hours change for Meter Readers headquartered in Ukiah, Willits, and Lakeport, North Bay Division.
- 82-117 Placement of an employee into the Light Truck Driver classification.
- 82-118 Concerning grievances 25-543-82-48 and 25-544-82-49.
- 82-119 Amends Mortgage Interest Differential Plan established in Exhibit VI-B, Title 600 for new nuclear employees — Diablo Canyon Power Plant.
- 82-120 Creates Utility Service Operator position in Redding into which an employee will be placed.
- 82-121 Placement of an employee into a vacant Light Truck Driver (pony express) position at Vallejo Service Center, North Bay Division.
- 82-122 Returns an employee from LTD to a vacant Shop Meterman position in the Division Electric Department at Oakport, East Bay Division.
- 82-123 Amends Letter Agreement 82-80 by substituting line of progression for the current line of progression on Page 3 of LA 82-80 (COD training and testing program).
- 82-124 Waives service-employee resident requirement for an employee in San Francisco Division.
- 82-125 Cancelled.
- 82-126 Hours change for Electric T&D crews and Troublemakers at Newman Service Center, Stockton Division.
- 82-127 Pending.
- 82-128 Permanent hours change for employees in Electric Substation, Meter Shop, and T&D Departments in Hayward, East Bay Division.

Golf raffle winner receives portable TV



Ernestine Hunt, 'C' Clerk, lucky raffle winner, with her new television.

By Lou Anzaldo, and Ed Miles
Tournament Coordinators.

The Golf Tournament raffle for the TV was very successful. We raised \$860.

The committee would like to thank everyone who participated in the raffle. There were several people who sold well over their expected quota of tickets to make this raffle a success.

The purpose of the raffle was to raise money to buy as many tournament prizes as possible. These prizes will be awarded tournament winners.

We wish it were possible to have more winners, but because of the cost to have this tournament, this is

not possible. The main purpose of this tournament is to have fun for a day.

We are going to have four flights this year and in the future. The winner of each flight will receive a trophy, as well as the low gross and low net. The tournament is scheduled for Saturday, September 8, 1984, at San Ramon Country Club. We have the use of the large swimming pool at the 10th hole, so feel free to bring your swim suits. We would also like to have women participate in this tournament. Set this date aside to play a round of golf and have a lot of fun.

Keep your eye out for further tournament details in the Utility Reporter as the date of the tournament nears.

Citizen's dental dispute

From PAGE ONE

ratio on crowns, caps, and prosthodontics. The Company believes that it agreed to pay only 50 percent of these costs, while the Union believes that a 75 percent Company payment had been agreed to. Several attempts to resolve the dispute short of arbitration failed, so in the March 8 meeting at the Company offices in Redding, Assistant Business Manager Orville Owen informed the Company that Local 1245 would be taking the question to an arbitrator for decision.

"We believe that the Company offered to pay 75 percent and that the bargaining history will back us up," said Owen. "Our members voted to ratify the contract with the understanding that payment would be at the 75 percent level by the Company. It's full steam ahead to arbitration."

Local 1245's attorneys, who recommended that the case be taken to arbitration, are already busy preparing the case for presentation to the arbitrator. Developments will be reported in future issues of the Utility Reporter.

Members reach out to aid Brother Randy Fernandez at Woodland tournament

IBEW Local 1245 members in the Woodland area recently coordinated a Benefit Softball Tournament for Brother Randy Fernandez.

Brother Fernandez, a Lineman at PG&E's Vacaville Yard, has cancer and has been gallantly fighting for his life — a battle his doctors say is virtually impossible to win. He has been in and out of the hospital for

over one year now. This has placed heavy financial, and emotional, burden on 31-year old Fernandez, his wife, and two small children. The Benefit Softball Tournament was held to ease that burden.

Coordinators of the Benefit Tournament included Jess Rutledge, Cindy Lefenske and Bonnie Semas.

Hank Lucas dinner set

IBEW Local 1245 is planning an Appreciation Dinner and 'Roast' for former Business Representative Hank Lucas, on Saturday, May 19 at the Townhouse Restaurant in Sacramento. No-host cocktails will begin at 6 p.m., with prime rib dinner starting at 7 p.m.

The \$22 tickets for the evening are limited, and can be reserved by contacting Business Representative Mack Wilson at the Sacramento office (916) 446-6734 or Mickey Harrington at (209) 745-3911. May 4 is the deadline for ordering dinner tickets.

Slo-Pitch Enthusiasts— Mark Your Calendar!



IBEW Local 1245
7th Annual Slo-Pitch
Softball Tournament
Saturday, May 12, 1984
Waterfront Park
Martinez



Team play for members only. Trophies will be presented to winners of A and B Division teams. Tournament USSSA Sanctioned. Winners advance to Men's 'B' Industrial World Championship, September 1, 2 and 3 in San Jose, California.

IBEW Local 1245 1984 Softball Tournament Team Entry Form

(please type or print)

Team Name: _____

Manager's Name: _____

Manager's Address: _____

Manager's Phone: Area Code () _____

Please include full team roster.

Deadline for receipt of entry fee and form at Local Union Headquarters is Friday, May 4, 1984. Submit form along with \$135.00 entry fee. Make checks payable to: Joe Valentino.

Please submit this completed entry form, along with \$135.00 team entry fee to: IBEW Local 1245, P.O. Box 4790, Walnut Creek, CA 94596, ATTN: Joe Valentino, Ron Fitzsimmons, Softball coordinators.