



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

Moves to mend relations bring Gridley settlement



Among those IBEW Local 1245 members at the City of Gridley to be included in the recent settlement were; L-R, Gene Smith, Utility Foreman; Barbara Roberts, Accountant II; Tom Wiles, Apprentice Lineman, and Al McBride, Interim Fire Chief.

Five years ago, labor relations between Local 1245 and the City of Gridley could not have been much worse. After a frustrating set of negotiations which did not produce agreement on any major issues, Local 1245 members at the City of Gridley in the fall of 1978 went on strike, "hitting the sidewalks" as a last-ditch attempt to get bargaining moving. They were fired almost immediately and the City Council voted to de-certify the IBEW, much as President Reagan did with the air traffic controllers in 1980.

For several years, the City and Local 1245 pursued their problems in Court and nothing was done to thaw the relations. In 1982 and 1983, however, the rebuilding process began.

First, City employees voted again to be represented by the IBEW. De-

spite its past problems with the Union, the City Council agreed to recognize the IBEW and to begin to meet and confer in an effort to arrive at agreement on the terms of a Memorandum of Understanding.

Next, the California Supreme Court ruled on the appeal of a lawsuit brought by Local 1245 against the City in 1978. The Court held that the City fired the strikers illegally and that the de-certification of Local 1245 was not proper. The case was sent back to the local court to determine damages and the issue of attorneys fees was raised.

Next, Local 1245 Staff Attorney Tom Dalzell and the City's attorney, David Lane of Marysville, went to work on settling the issues of damages and attorneys fees. "We both realized that the potential for

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Multi-bargaining underway with CP National groups

Three sets of negotiations between IBEW Local 1245 and CP National have either recently concluded or been recently initiated — benefit bargaining for the entire system, the agreement covering employees at South Lake Tahoe, and the Needles contract.

Benefits

Negotiations are expected to begin in late April or early May for retirement, long term disability, and life insurance benefits for IBEW members employed by CP National at properties represented by Local 1245 as well as Locals 89, 125, 396 and 659.

The IBEW's initial proposals were recently sent to the Company, calling for improvements such as a definition of credited service, changes in vesting, a more favorable retirement formula, the elimination of penalties for early retirement,

higher spousal benefits, increased employer contribution and employee benefits for LTD insurance, and improved life insurance for retirees.

Assistant Business Manager Orv Owen will lead the bargaining, assisted by employee bargaining committee members Dora Carone, Elko; Mike Andrews, Needles; David G. Rust, South Lake Tahoe; and Donald Raymond, Lassen. Business Representatives Lee Thomas, John Stralla, and Wayne Weaver will also participate in different phases of the negotiations.

"We've got a pretty good existing benefits package, but there are some definite improvements which we hope to make" said Assistant Business Manager Owen. "Because of our experience and expertise, the four other locals involved are letting

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New severance benefit for Pacific Tree members

By Orv Owen, Assistant Business Manager

As a result of the recent settlement with Pacific Tree, Local 1245 has established a "severance pay benefit" for all our Pacific Tree members.

Basically, the proposed plan will provide the following:

1. Company will pay in the amount of two percent (2%) of each employee's hourly straight time and overtime earnings and forward it monthly to the Union for deposit in each employee's individual severance trust account.

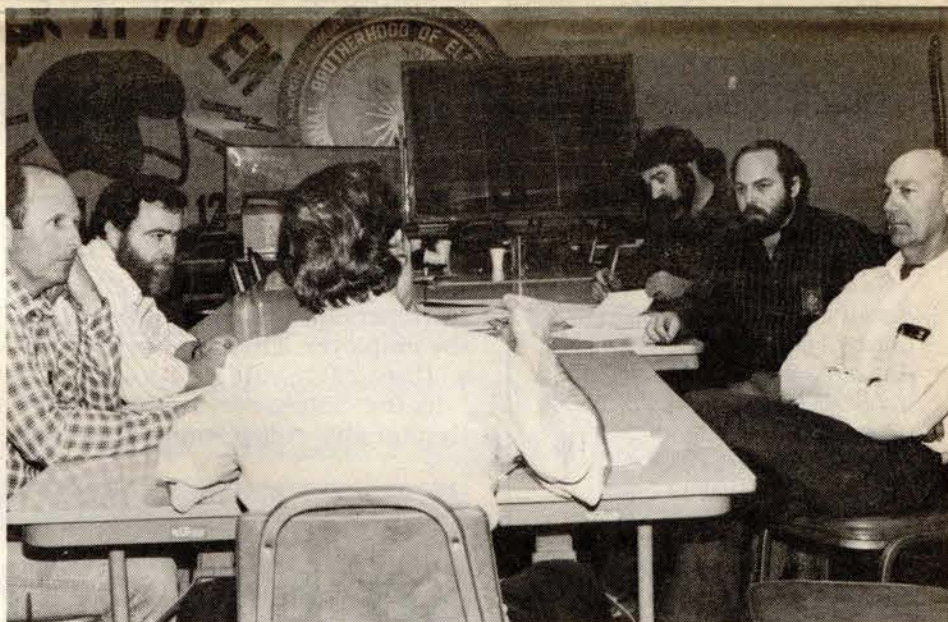
2. Employees will receive an annual report and breakdown on the status of their individual severance pay trust account.

3. Upon severance from employment with Pacific Tree, all money and earnings held in each

individual employee's account will be paid to him or her.

As most of our Pacific Tree members are aware, Local 1245 has attempted since the beginning of our collective bargaining relationship to establish a retirement benefit plan for our members. The establishment of this severance pay benefit plan is a large step forward in providing our members a retirement benefit. At least with this plan, we open the first door that has been locked shut in past years in providing retirement benefits for our Pacific Tree members. For those members who choose not to stay with Pacific Tree, the severance pay benefit will provide a savings or financial help to sustain them until they find new employment.

Troublemen relocation issue in hands of arbitrator



Preparing information prior to the recent arbitration with IBEW Local 1245's Staff Counsel, Tom Dalzell, back to camera, were, L-R, Tim Daniel, Business Representative Joe Valentino, Shop Steward Bob Choate, Don LaDue and Walt Lessman.

On July 5, 1983, three Troublemen working out of the Walnut Creek yard were transferred by PG&E to its Concord yard. In making the move, the Company cited as its justification contract section 206.17 (*Relocation for reasons other than lack of work*).

Business Representative Joe Valentino, who originally filed the grievance which led to the arbitration, explained the background of the case as follows, "Last July the company consolidated the Troublemen into a single yard and collapsed the two areas into a single area. This wasn't a new idea — it had been considered by management twice in the past and rejected as not cost effective. This time, the new district electric superintendent

pushed the idea through, claiming 'other economic considerations' under contract section 206.17."

Shop Steward Bob Choate, one of the Troublemen affected by the move, researched the bargaining history of section 206.17 as well as the history of its application since it was first formally included in the contract in 1980. Choate's research showed that the company had relocated crews or individuals approximately a dozen times since 1980 with the agreement of the Union, but that in almost every instance the company had relied on "shift of workload" rather than "other economic considerations."

At the arbitration held at PG&E's corporate offices in San Francisco

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YOUR LEGAL RIGHTS



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CAUTION ADVISED

Worker's Compensation settlements

A Gas Serviceman is going from one work site to another when along the way his truck is rear-ended by a delivery van. A Meter Reader has just finished reading an account and doesn't hear the German Shephard rushing up behind her; she is bitten and the gash requires stitches.

These examples show two workers, both injured on the job. Clearly, in both cases Workers' Compensation claims may be filed and benefits should be paid to the workers. However, the industrially injured worker may have a second remedy for the same injury which he or she is entitled to pursue at the same time as applying for Worker's Compensation benefits.

The first remedy, Worker's Compensation, is filed against the employer because the injury occurred on the job. An application is filed with the Worker's Compensation Appeals Board, a state administrative agency which deals exclusively with industrial injuries.

The second remedy is in civil court where a suit may be filed against a third party if the injury was even partially caused by the third person — someone other than the employer. This remedy is called a "third party suit".

In the example of the Gas Serviceman above, if it were found that

the accident was caused by the other driver, not only would the Gas Serviceman be able to file a claim against his employer with the Worker's Compensation Appeals Board, he could file suit against the driver who rear-ended him. Similarly, the Meter Reader could file a Worker's Compensation claim and also sue the owner of the dog that bit her.

It is important to understand that there are two basic differences between Worker's Compensation and a civil "third party" suit. First, in a third party suit, fault must be established — it must be shown that the injury was caused in part by the conduct of someone or something. In Worker's Compensation, however, fault does not have to be proven as long as the injury or illness developed on the job.

The second difference appears once fault is shown, for in a third party suit the possible recovery is greater than that which is available under the no-fault compensation system. For this reason there is a temptation to take a quick settlement on the third party case and not pursue a compensation claim. This may not always be to a worker's best advantage.

Many injured workers, in an effort to have their medical bills paid on time or to get some remedy

quickly, compromise their civil action or forget about a possible compensation claim. This is especially true in the area of occupational disease caused by a product manufactured by a third party. For example, a worker who has been exposed to asbestos or a toxic chemical which has caused an occupational disease may have both a worker's compensation claim and a third party suit against the manufacturer of the asbestos or toxic chemical.

What this all points out is that a coordinated Worker's Compensation and third party effort can be maintained to the worker's benefit. Because this is a complex area of the law, it is important to consult competent legal counsel to protect all of your rights.

Topic ideas?

Got a topic for 'Know Your Legal Rights'? Send us your topic ideas and we'll turn your queries over to a team of lawyers to research for possible future coverage in the Utility Reporter. Let us know what's on your mind. Send your ideas to Legal Topics, c/o Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.

Strip Search compromise bill

A compromise bill to prohibit strip searches of people arrested on minor offenses not involving drugs, weapons or violence was signed by Governor Deukmejian last month.

The measure limits strip searches of persons arrested for infractions and certain misdemeanors.

The legislation, AB 1367 carried by Assemblywoman Maxine Waters (D-L.A.), won Assembly approval by a vote of 78 to 0 and Senate approval by a vote of 38 to 0 after Waters dropped her plans to seek to override Governor Deukmejian's veto of a similar bill she authored last year.

The Governor's veto of the earlier bill, AB 270, provoked strong protests in radio, newspaper and TV editorials denouncing the action after it was brought out that women who were arrested for such minor offenses as failure to pay dog license

fees or traffic tickets were being subjected to strip searches and body cavity probes.

The California AFL-CIO played a major role in the drive by a coalition of labor, women's groups and others to generate support to override Deukmejian's veto of the earlier bill prior to the Governor's agreement to accept a new bill.

The new legislation will prohibit strip searches or body cavity searches of minors or adults arrested on misdemeanor or infraction charges unless they involve weapons, drugs or violence.

An exception will be allowed in cases where there is a "reasonable suspicion based on specific and articulable facts" that the person was carrying a weapon or drugs.

Even in those cases, however, law enforcement officers will not be

permitted to conduct a body cavity search without a search warrant.

The bill states that "persons conducting a strip search or visual body cavity search shall not touch the breasts, buttocks or genitalia of the person being searched."

It also requires that any "physical body cavity search" be conducted by a physician or nurse of the same sex as the person being searched.

In addition, the legislation stipulates that before any strip search is conducted, the suspect must be allowed three hours to make "at least three completed telephone calls" in an effort to post bail or be released on their own recognizance.

It will also require that if an arrest is made for one or two traffic tickets, the suspect will have to be allowed an opportunity to pay the fine before being booked.

APPOINTMENTS

CONFERENCES AND CONVENTIONS

Public Sector Pension Plans Conference
Ronald L. Simpson

1984 IBEW Utility Conference
Jack McNally
Manuel Mederos
Ken Ball
Larry Pierce
Ron Blakemore
Kathy Tindall

California State Association of Electrical Workers Conference
Jack McNally
Darrel Mitchell
Ron Fitzsimmons
Curt Peterson
Perry Zimmerman

Coalition of Labor Union Women
Nannette Dominguez
Dorothy Fortier

C.P. NATIONAL

1984 Benefits Negotiating Committee
Dora Carone
Don Raymond
Michael Andrews
David G. Rust

OUTSIDE LINE

1984 Negotiating Committee
A. G. Dudley
William Catalfo
Mike Gardner
Steve King

U. S. BUREAU OF RECLAMATION

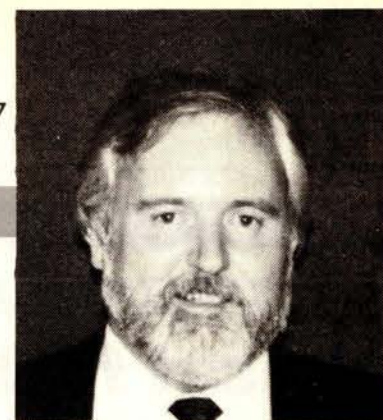
Ballot Committee — 1983 Negotiations
Robert Kerr
John Gallagher

PACIFIC GAS AND ELECTRIC COMPANY

General Construction Joint Grievance Committee
(Alternate Position)
Arol S. Rodriguez

PREMIS Clerk Committee
Vicki Easterday
Becky Husted

POINT OF VIEW



IBEW 1245 Business Manager

Economy needs support — 'Ain't it the truth'

Several other staff members and I attended the annual Regional Utility Conference put on by our International Union. During the conference, representatives of various Local Unions and System Councils were brought up to date on what has occurred in the utility industry throughout the United States.

A number of topics were covered — unemployment, a comparison of contract settlements, organizing, developments in the rest of the Labor Movement including the growing trend toward two-tier wage structures, and the activities of public utilities commissions.

One subject which was discussed was the problem of foreign imports — a problem which many of us have not seriously considered.

A few statistics help tell the story. In 1983, the U.S. foreign trade deficit was over \$60,000,000,000 ... \$60 billion!! This trade deficit has already cost America 1.5 million jobs.

The effect of the deficit has been felt by every industry, including the utility industry. How? Every large utility that either had a wage freeze or a reduction in forces in 1983 was in an area that has been drastically hurt by foreign imports — the lumber industry in the Pacific Northwest, the automobile and farm machinery industry in the Ohio Valley, and the steel industry in Pennsylvania. When the local economy is depressed, either as a result of foreign imports or as a result of President Reagan's economic policies, the utility industry and utility employees suffer.

Foreign imports are a big problem, it's clear, and it's time that we got the word out to our members, families, and friends that by buying American products, the job you save may be your own.

To help get the word out, I am reprinting the following anecdote dealing with the problem. Through humor, it gets the point across as well as any serious economic discussion could.

"Ain't it the truth!"

He drives his German car of Swedish steel and an interior of Argentinian leather to the gasoline station where he filled up with Arab oil shipped in a Liberian tanker and bought two French tires made with rubber from Sri Lanka.

At home, he dropped his Moroccan briefcase, hung up his Scottish tweed coat, took off his Italian shoes and Irish socks along with his shirt made of Egyptian cotton, and donned his robe from Hong Kong with matching slippers from Taiwan.

More comfortable now, he poured a hot cup of Brazilian coffee into an English mug, set on a Mexican place mat on an Irish tablecloth atop a Danish table rubbed with linseed oil from India.

Then he filled his Austrian pipe with Turkish tobacco, lit up, picked up his Korean ball-point pen, and wrote a letter to his Congressman demanding to know why the US has an unfavorable balance of trade.

The name of that story tells it all — "Ain't it the truth!" Get the word out — buy American and buy Union label.

In Unity—

Jack McNally

Register to vote now!

Deadline for California voter registration for the Tuesday, June 5 Primary Election is Monday, May 7th.

Voter registration cards are available at Post Offices, Fire Departments and most libraries as well as at city and county offices.

You can fill out a card and register by mail.

Registered voters may want to vote by mail as well. Absentee ballots are easy to obtain.

You can request an absentee ballot from your county registrar of voters office by submitting a written request which includes:

- Your name
- Your country address
- Which election you are requesting a ballot for.
- Where you want your ballot mailed.
- Your signature

Deadline for receipt of your request is Tuesday, May 29.

PCB CLEAN-UP REFUSAL

Local fights for member's job

The January 20, 1984 termination by Pacific Gas and Electric of Shop Steward Allen Simontacchi has resulted in actions filed in at least five different forums, one of which is the California Division of Occupational Safety and Health. Simontacchi also has pending a grievance, an unfair labor practice before the National Labor Relations Board, an unemployment appeal, and an OSHA discrimination charge before the State Labor Commissioner.

Simontacchi's termination occurred as a result of his refusal to clean up a PCB spill, an assignment given to him as he emerged from a Local Investigating Committee meeting regarding a grievance he had filed for a suspension given for a previous refusal to clean up PCBs. Prior to Simontacchi's termination, an investigator from Cal/OSHA had inspected his place of employment at 555 First Street West, Sonoma.

On February 10, 1984, Cal/OSHA issued six general citations and two information memoranda concerning PG&E's notice and training pro-

cedures on hazardous substances. Specifically, the citations charged the Company with lack of employee access to exposure records, lack of posting for certain toxic substances, not supplying employees with the Cal/OSHA access standard, lack of instructions to employees on permeability of protective clothing and lack of training on Material Safety Data Sheets (MSDS) in general and specifically for certain toxic substances. Abatement or correction dates of March 2, 1984 were given for all six citations, but civil penalties have not yet been issued. The two information memoranda were issued for hazards due to retention of internal heat by protective coveralls and for lack of respirators and respirator training. No fines or abatement dates are given for information memoranda.

As a result of an informal conference held at PG&E's request on February 28, the correction date for proper notice to employees of permeability of protective coveralls was moved back to April 6, 1984 and a

copy of the toxic standard was to be made available to employees by March 9, 1984. It was noted that the Company had accomplished MSDS training on January 24, two weeks after Cal/OSHA's inspection. It was conceded that the employer had furnished employees with MSDS information or its equivalent for PCBs, but not for the other three substances charged. A laboratory analysis and Notice of Civil Penalty are still pending.

The Company appealed all citations on March 2, claiming that employees were adequately trained and that the Company records reflected no requests from employees for exposure information. The Local Union applied for third party status, which was granted by letter dated March 27. The Union will therefore participate in the appeal hearing, to be held at an as yet unset date in the future.

Local backs control bill on chemicals

A new bill aimed at controlling exposures to cancer causing chemicals in the workplace is up before the California State Legislature.

Assembly Bill 3097, submitted by Assemblyman Lloyd Connelly (D-Sacramento) would add nearly 200 chemicals to the Occupational Carcinogen Control Act, which now covers only 21 chemicals. This means that employers would be required to register their use of these additional potential carcinogens with the State Department of Industrial Relations, so that Cal/OSHA officials would have access to the information it needs to locate and inspect workplaces with carcinogens. Employers would also be required to post workplace notices and provide education to employees on their potential exposure to these additional chemicals and the possible health effects.

IBEW Local 1245 sent letters of support to members of the Assembly Committee on Labor and Employment, who considered the bill in early April.

CORRECTION

The March 1984 Utility Reporter incorrectly stated that 12 PG&E employees were rushed from the Geysers Power Plant to Healdsburg General Hospital on February 16. The correct information is that four employees were rushed to Healdsburg General Hospital and two were sent to a physician on that date.

Judge upholds EPA limits on PCB-spills' clean-up

In a precedent-setting decision, an administrative law judge with the Environmental Protection Agency ruled January 27 that spills of polychlorinated biphenyls (PCBs) must be cleaned up to the lowest level below 50 parts per million practicably attainable through the use of normal clean-up methods.

The case resulted from an enforcement action taken against General Electric by EPA's Region V office. EPA inspectors visiting the G.E. plant in Cincinnati discovered that a ruptured compressor air line had splattered oil contaminated with up to 84,000 ppm PCBs on the wall and ceiling of the plant. Although the company had attempted to clean up the spill, residues containing 2.5 to 13 ppm PCBs were found on the plant walls by EPA inspectors. The Agency charged that G.E. failed to sufficiently clean up the PCB spill and levied a fine of \$20,000.

In the course of the hearing, the company argued that clean-up of PCB spills to 50 ppm is consistent with EPA's policy as expressed in the preamble to the PCB ban. G.E. took the position that EPA's general policy expressed in the PCB rule to regulate only concentrations of 50 ppm or more was intended to apply to the level of clean-up required for PCBs, as the EPA has fixed no level of clean-up in their own regula-

tions. It is in fact true that without a national spill clean-up policy for PCBs, EPA has allowed regional offices to set their own clean-up policy.

However, in this first case to consider whether spilled PCBs must be cleaned up to below 50 ppm, Administrative Law Judge Gerald Harwood rejected the company's arguments, ruling that "nothing in the Agency's action or in the language of (the regulations), as amended, suggests that the Agency intended to limit the clean-up of spills to only where the concentration is below 50 ppm." He held that the 50 ppm cutoff should not be construed as applying to situations that result in adding PCBs to the environment unless it is clear the EPA intended to do so. He found no such intention in the law.

In a related matter, the Justice Department on February 21 filed suit in federal district court in Chicago against Commonwealth Edison Co. to force the clean-up of hundreds of PCB spills to background levels, or less than 1 ppm.

The Local Union is currently researching what effect, if any, these EPA and court activities have on EPA in Region IX, California and Nevada, and Region X, Washington, Oregon, and Idaho.

Pregnancy ruling draws fire

A recent ruling by a Federal District judge has drawn fire from Labor and women's rights groups. Judge Manuel Real ruled invalid a 1978 AFL-CIO-backed California statute that allowed women workers up to four months of pregnancy leave and up to six weeks of disability benefits, and required that they get their former jobs back on their return to work. Judge Real ruled the statute "null, void, invalid and inoperative" on grounds that the statute provides unequal medical leave benefits for women and men.

The matter came before the Court because a Los Angeles bank receptionist, Lillian Garland, was denied a comparable position when she returned from pregnancy disability leave. When it took ten months for the company to find her a position, Garland filed a complaint with the California Department of Fair Employment and Housing (DFEH) against the California Federal Savings and Loan Association, charging violation of the 1978 statute. In 1983, DFEH filed charges against the company, but California Federal obtained a court order barring the hearing and filed a suit to overturn the law, which was joined by the Merchants and Manufacturers Association and the California State Chamber of Commerce.

Although both Congress and the California Legislature amended the laws to require disability benefits for pregnancy following a 1977 U.S. Supreme Court decision in a California case that it was not sex discrimination for an employer to deny disability benefits for pregnancies, Judge Real declared "California law which requires preferential treatment of females disabled by pregnancy, childbirth or related medical conditions is declared preempted by Title VII of the Federal Civil Rights Act."

Legislation to correct the judge's ruling was introduced last week by Assemblywoman Maxine Waters at a press conference held by a broad spectrum of civil rights, Labor and women's groups. The Political Education Committee of the Local Union's Executive Board will be considering the measure at this month's meeting.

Turn mountains into mole hills

If you feel bogged down by work and family problems there's a possibility that a new Couple's Program getting underway in the East Bay could help you out.

The Institute for Labor and Mental Health in Oakland is gearing up for a 3-month Couple's Program focused on reducing family stress. Enrollment will be limited to six couples. Insurance coverage and sliding-scale fees are a possibility. Meeting nights will be set to best suit participants.

For full details contact Judy Levy, program coordinator at 653-6166 or 654-9750.

Anatomy of an OSHA complaint —By Ann Miley, Staff Attorney

When members are confronted with unsafe working conditions, the Union attempts to first solve the problem through negotiations with the Company. However, if these negotiations are unsuccessful or if a death or serious injury occurs, the Union will work with the California Division of Occupational Safety and Health, the Nevada Division of Occupational Safety and Health, the Washington Industrial Safety and Health Administration, and in Idaho, and for federally employed members in California, the Federal Occupational Safety and Health Administration, to improve the working conditions for its members.

In the case of an unresolved safety or health problem, the Union would file a complaint with the appropriate regional office of OSHA, either via telephone or on the complaint reporting form. Like any member of the public, a Union member may certainly file such a complaint; however, in the event that some form of illegal retaliation is taken against the individual, it is advisable to have Union protection at the earliest stages.

After a complaint is filed, OSHA is obligated by law to investigate the complaint. The investigation may be without advance notice to the employer, depending on current agency policy. It is at this stage that Union members, Shop Stewards and Business Representatives can be particularly important, as they have the knowledge and experience to assist the State investigator in the work site "walk-around".

Members and co-workers can choose a Shop Steward or another employee to accompany the inspector, but should make sure to tell the inspector who this person is. Ideally, someone who is familiar with the hazard and a Business Representative, if available, should accompany the inspector and point out the problems. Members should

use their right to talk privately with the inspector, or have the information relayed through the co-worker or Business Representative who is accompanying the inspector. Walk-around pay, or the right to accompany inspectors on company-paid time, will depend on the current policy of the governmental agency. Some state agencies and many Local 1245 contracts require walk-around pay.

For certain extremely dangerous conditions, the inspector may order that the work operation be stopped and may prohibit entry.

Before the inspection, the inspector will conduct an opening conference to explain the scope of the investigation. The employees or the Union are entitled to be present at the opening conference or to have a separate but equivalent conference. After the inspection, the inspector will conduct a closing conference to discuss what was found and which violations the employer must correct. The closing conference can take the form of either separate meetings for management and employees or Union representative or a joint meeting. The inspector should be informed that the Business Representative or Shop Steward and other Union members wish to participate in a closing conference and any subsequent meetings requested by the employer.

The inspector will later provide the employer with written notices of problems found in the inspection. The notices may cite violations and include special orders, fines or criminal penalties. The employer will be required to post these notices for a certain time period, depending on the rules of the agency.

From this point, the citations, if issued, will enter the Appeals process. The steps of the process are traced in the example of an investigation of an accident which follows.

The electrocution of Lineman

Michael Hurley occurred on September 10, 1982 near Alta Forebay in Alta, California. The accident was reported to Cal/OSHA, which assigned a safety engineer to investigate the case. With assistance from the Union, the safety engineer conducted an inspection of the accident site on September 13 and 15, 1982.

On September 16, Cal/OSHA issued three citations to the employer, Pacific Gas and Electric, alleging "serious" violations of three safety regulations. "Serious" is defined as having substantial probability that death or serious physical harm could be the result of the violation. The violations charged against PG&E were:

1. Wires being removed were not kept under control to avoid contact with the overhead energized conductors,

2. Lower wires were not grounded and employees were not isolated or insulated from the hazard of electrocution,

3. The automatic reclosing feature of the 12,000 volt circuit was not rendered inoperative, though it was practical to do so.

On September 22, the employer was assessed a proposed civil penalty of \$1,050, or \$350 per citation. The employer filed a timely Notice of Appeal from the above citation and the proposed penalty. The Union filed for third party status.

The appeal hearing was held on May 19, 1983, before an administrative law judge. Through their respective attorneys, Cal/OSHA, PG&E and the Union presented documentary evidence and the testimony of the safety engineer and four of Hurley's co-workers. The hearing lasted a full day and was tape-recorded.

On June 27, 1983, the administrative law judge issued his decision in which he denied the employer's appeal completely as to the first two violations and reduced the third to a "general" violation, thereby

eliminating the \$350 fine.

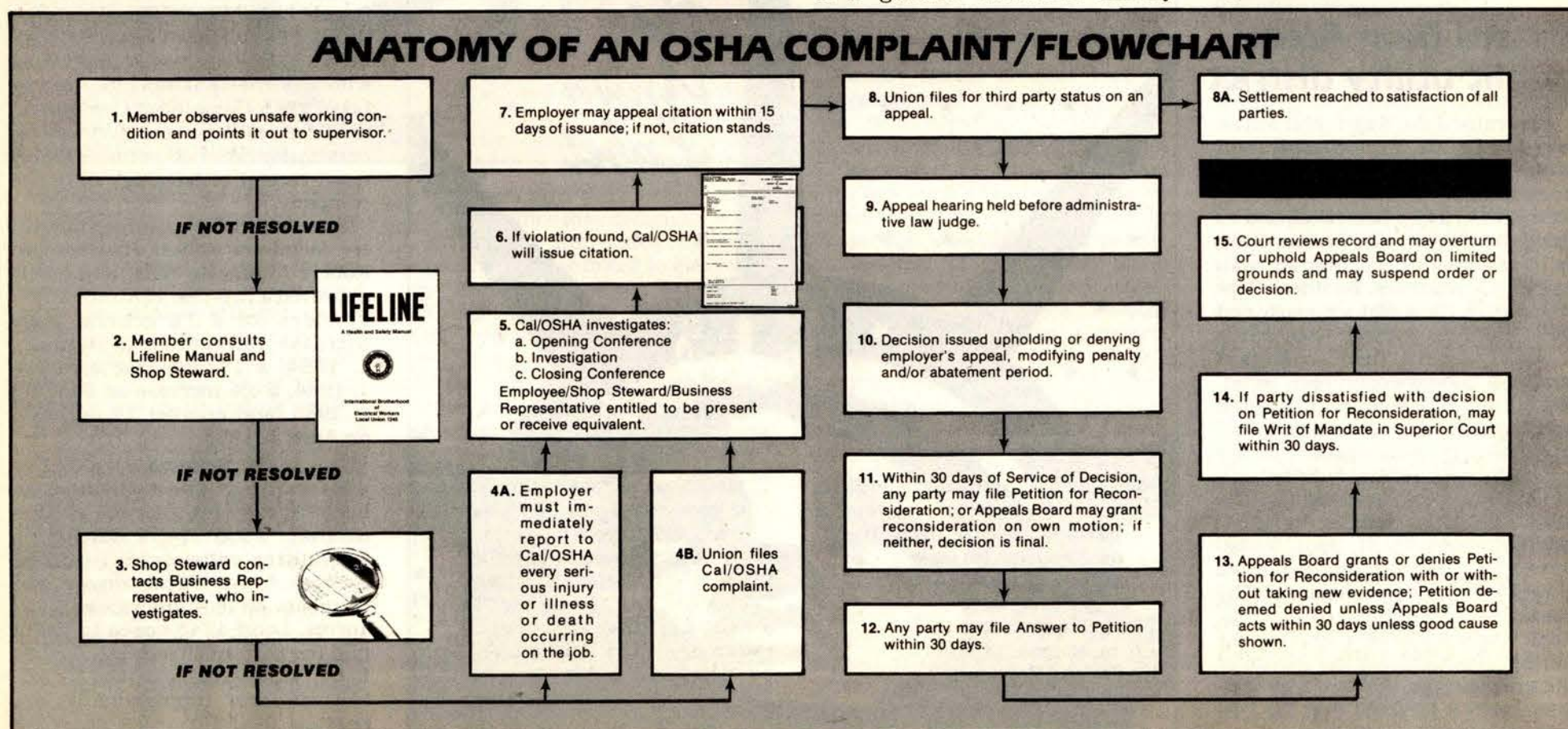
The employer filed a Petition for Reconsideration on July 27, 1983, claiming that the evidence presented did not support the decision reached and that the administrative law judge had exceeded his judicial power. On August 1, 1983, Cal/OSHA also filed a Petition for Reconsideration, claiming that the evidence presented did not justify a reduction of the third citation from serious to general.

On August 5, 1983, two of the three members of the Occupational Safety and Health Appeals Board issued a grant of the two Petitions for Reconsideration and an order staying the judge's decision. Between August 19 and August 29 the Union, Cal/OSHA and PG&E filed answers to the Petitions for Reconsideration.

On September 22, 1983, PG&E made an offer to provide additional evidence by submission or by further hearing. Both the Union and Cal/OSHA answered, opposing the Company's offer to provide additional evidence, which was declined by the Cal/OSHA Appeals Board on January 18, 1984.

To date, the Cal/OSHA Appeals Board has made no decision on the reconsideration requested by both the Company and Cal/OSHA.

As in the example above, Union members are always the backbone of a successful OSHA complaint, whether by first observing the unsafe condition, participating in the walk-around, serving as witnesses at the Appeal hearing or monitoring the results of the settlement or decision. Members should alert their Shop Steward or Business Representative if they believe the inspection was not conducted properly, so that the Local Union can take appropriate action. In addition, the Union relies on members and their co-workers to alert the Local Union if the Company still does not comply with the requirements issued by OSHA.



BARGAINING REPORT — PUBLIC AGENCIES

US Bureau of Reclamation

"Every time we turn around it seems like we're getting A-76'ed again" said Business Representative Pete Dutton in a recent report on developments at the **United States Bureau of Reclamation**. For those who may not know, "A-76" is the procedure which the Reagan administration has used to eliminate a number of federal jobs by putting the jobs out to bid to private contractors. "The effect of A-76 is that the low bidder on labor will get the job, undercutting the years and years of struggle by federal employees to win decent working conditions" said Dutton.

For example, Dutton continued, all of the Bureau's garage operations except those in Folsom were recently put out for bid under A-76. "We had a tough decision to make" said Dutton. "Either we entered interim impact negotiations to save the jobs or we stuck with all the terms of the contract and lost the jobs. We chose, of course, interim negotiations to save the jobs, but it's never easy to sacrifice any gains made over the years."

A similar situation is facing canal maintenance employees of the Bureau in Tracy and Fresno, for these operations are currently under consideration for a possible A-76 bid. "We're doing our best in impact negotiations to save the jobs, but just like every other union in the country that represents federal employees we are finding that there is only so much we can do in collective bargaining arena. The solution to our problem is clearly in the political arena next November" concluded Dutton.

Shasta Dam Area public utility district

Arbitrator John Kagel soon will be asked to decide if the **Shasta Dam Area Public Utility District** violated its Memorandum of Understanding with Local 1245 when it refused to recognize Dr. Martin Luther King Jr. Day as an official District holiday for its members. Business Representative Rich Hafner explained the dispute as follows: "According to our agreement, there are certain specified holidays each year. In addition, any official state or federal holidays are to be considered District holidays. Although Dr. King's holiday is not a federal holiday until 1986, Governor Deukmejian declared it a state holiday in 1984. Under the agreement, then, we believe the District should have granted the day as a holiday." The matter is to be submitted to Arbitrator Kagel without a hearing for his decision both on the merits of the grievance and on the appropriate remedy if he finds that the District violated the agreement.

City of Chico



At the bargaining table, L-R, a City Representative, Pete Dutton, members Jim Johnson, Water Pollution Control Operator; Jesse Smyth, Sr. Maintenance Worker, and Business Representative Scott Thomas.

As this issue of the Utility Reporter went to press, Business Representative Pete Dutton reported that "things are starting to come together" in bargaining with the City of Chico. Dutton, who along with Business Representative Scott Thomas and employee Bargaining Committee members Jesse Smyth and Jimmy Johnson, is representing Local 1245 in the meet and confer process, explained that after several preliminary meetings with the City a complete package proposal was put on the table for the City's consideration.

"The big issues this year", said Dutton, "Are term, wages, night shift premium, standby, holidays, and union security." An organizational meeting for all members was held on March 20, and the committee was encouraged both by the turn-out and high degree of interest shown by the membership in this year's meet and confer with the City. Dutton has reported to the membership that he hopes to have a tentative agreement for their consideration by the end of April, the details of which will be reported in future issues of this paper.

Gridley From PAGE ONE

another several years of expensive litigation was real," explained Dalzell, "and that it was in the best interest of both the City and the Union to negotiate a settlement if at all possible."

At the same time, Business Representative Pete Dutton joined the Union's bargaining team which for several months had been bogged down in unfruitful negotiations. Dutton's fresh attitude and years of experience in public sector bargaining provided the impetus to free up the log-jam and suddenly negotiations began to move.

The result of all this effort? As this issue of the Utility Reporter went to press the City Council had approved a two-year Memorandum of Understanding hammered out by the City and Union negotiating teams and the parties had successfully negotiated a settlement on the issue of damages and attorneys fees.

"The wounds aren't all the way healed," said Dutton, "but we've sure made a good start back on the road to normal relations." Staff Attorney Dalzell, echoing Dutton's sentiment stated, "considering the bitter struggle that the City and Local 1245 have been through, the degree of trust and mutual respect which we have built over the past several months is remarkable."

Business Manager Jack McNally put things in perspective when he commented that "we all owe a real debt to our members at the City of Gridley. By sticking with their Union, they have shown us all something, and taught us all a lesson about solidarity."

CP National

From PAGE ONE

Local 1245 lead the way. With the support of our membership and the other locals, we hope that we can bring back an offer which the members will be proud to ratify.

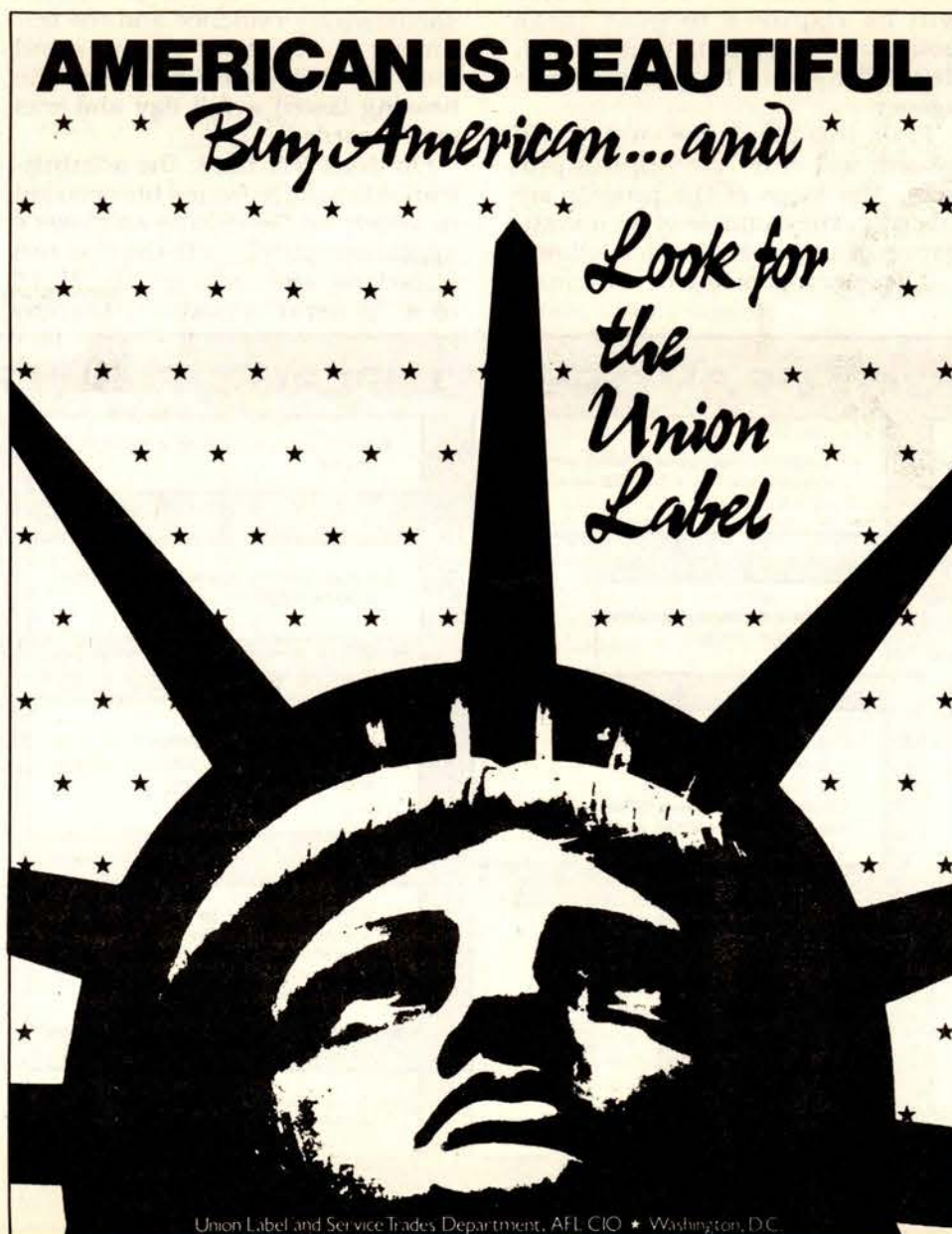
South Lake Tahoe

A tentative agreement was reached with CP National for a new South Lake Tahoe agreement on March 30, 1984. According to Business Representative John Stralla who was the spokesperson for the Local 1245 Bargaining Committee, the offer will be put out to the membership for ratification immediately upon receipt of language from the company.

Stralla and Bargaining Committee Members Robert Hansen and Robert Robinette have tentatively approved a two-year contract which provides for a 3% general wage increase retroactive to January 1, 1984, a 1% increase on April 1, 1984, a 3% increase on January 1, 1985, and another 1% increase on April 1, 1985.

Needles

Bargaining was scheduled to begin in early April for the Needles contract. Local 1245's Bargaining Committee consists of Business Representative Wayne Weaver and members Mike Andrews and Vicki Torres. Local 1245 hopes to maintain the pattern already established in CP National negotiations of making whatever improvements are possible in the contract given the economic conditions.



Union Label and Service Trades Department, AFL CIO • Washington, D.C.

AROUND THE SYSTEM —PG&E

Focus: Shop Steward Bob Choate

My activity as a Shop Steward dates back to the late 1960's just shortly after I'd filed a grievance on my own and lost the issue due to a lack of preparation. At the LIC I was reduced to helplessness by not having the specific facts available to sell my case. I had used a lot of hearsay and misinformation. Right then and there I became a serious student of the contract, the grievance procedure, and began gaining an understanding of labor issues.

I attended Shop Steward conferences, became involved with Ad Hoc committees, arbitration cases, and took labor classes at the University of California.

I also participated as a member of the General Bargaining Committee, and now serve as a member of the Review Committee.

I have found that active members are the real strength of the Union.

My personal experience showed me that in unity there is strength, and that a single employee needs a Union to help support their own interests.

As a Steward I try to give life and meaning of the contract to the members I represent. I try to express the value of protecting our contract with the grievance proce-



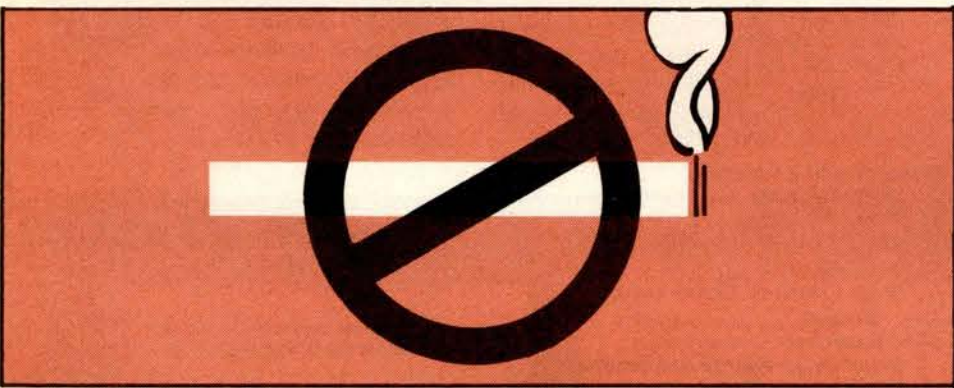
Shop Steward Bob Choate

dures and the importance of protecting rights. I feel an obligation to the members to work whatever hours it takes to see that they get the best possible representation of their labor rights.

Becoming active, gives me an opportunity to work with the Union leaders, who give this Union a strong positive direction. To work with people who are dedicated to the Union's welfare, to be a part of decisions that are made through collective bargaining that are a direct benefit of union members — all this means a great deal to me.

I find the rewards of my Stewardship are in the demonstration of my knowledge of labor matters. I truly care for fellow members and consider their welfare as important as my own.

'No Smoking' — what it means to members in San Francisco



Effective March 1, 1984, PG&E established a policy and procedure to comply with the anti-smoking ordinance passed recently in San Francisco County. The smoking policy provides that supervisors shall try to accommodate individual preferences as much as possible where space is shared by two or more employees, including conference rooms.

In cases where an employee objects to smoke, supervisors should attempt to separate smoking and non-smoking employees. The separation may be accomplished through rearrangement of seating or moving of employees where practical, but does not require structural changes or other expenditures. If the non-smoker's preferences cannot be accommodated, smoking must be prohibited in the work place area. In addition,

employees with their own private, enclosed office may designate it as a smoking or non-smoking area. Smoking is prohibited in elevators, the auditorium, areas designated as non-smoking in the cafeteria, any other areas posted as non-smoking.

The General Office Department heads and the San Francisco Division Manager are responsible for compliance with this standard practice. Providing and posting "no smoking" signs are the responsibility of the Building and Administrative Services Manager. Employees who fail to comply with the smoking policy are notified that they are subject to disciplinary action up to and including discharge. By its terms, the smoking policy applies only to PG&E facilities owned or leased in the city and county of San Francisco.

Troubleman relocation issue

From PAGE ONE

on March 15, Troublemens Walt Lessman and Dan Martin and District Operator Don LaDue testified that the efficiency of the Company's operations had decreased, not increased, since the consolidation of the Troublemens into a single yard. A loss of familiarity with their areas, a lack of cross-training, the lost daily contact with Line Crews in Walnut Creek, and increased travel time were all cited by Union witnesses as disadvantages to the relocation.

Staff Attorney Tom Dalzell explained the Union's legal argument as follows: "Under the old contract, the company could only relocate employees due to lack of work. When the Local gave the company the right to relocate for other rea-

sons it was with the condition that there had to be a reasonable basis for the Company's decision. The thrust of our argument is that the Company just didn't have reasonable 'economic considerations' for the move in this case. The fact that the Union had agreed to a number of other relocations under the same language helps our case by showing that if the Company has good reasons, we will go along. Here, though, there just weren't any good reasons for the move."

Briefs will be filed with Arbitrator Adolph Koven 30 days after the transcript is received, which means that a decision is not expected until this summer. Arbitrator Koven's decision will be reported in the Utility Reporter.

Fast paced bargaining for Local's Meter Readers

Several days before this issue of the Utility Reporter went to press, tentative agreement was reached with PG&E on a number of Meter Reader issues. After a fast and furious meeting with PG&E on March 28, members of Local 1245's Meter Reader Bargaining Committee, which includes Staff Attorney Tom Dalzell, Meter Readers Bob Blanc, Ron Richardson, Jerry Takeuchi, and Daryl Turner returned to Walnut Creek with tentative agreement on the following issues, details of which will be sent to all Meter Readers and Clerical Shop Stewards once specific language has been approved by the company and the union:

Senior Meter Reader line of progression: a line of progression was established for Senior Meter Reader positions, including Service Representatives. Only employees with two years' of meter reading experience will be eligible to bid for Senior Meter Reader positions. Approximately 21 new Senior Meter Reader positions are tentatively budgeted for 1984 in the following offices: Chico, Auburn, Concord, Eureka, Petaluma, Napa, Sacramento, Fairfield, San Francisco (3 positions); Daly City, Fresno (2 positions); Merced, Madera, Selma, Bakersfield, San Jose, Belmont, and Stockton.

Dual starting times for Senior Meter Readers: depending on the number of Senior Meter Readers in an office and the type of supervision they receive, the Senior Meter Readers will either be given the choice of dual starting times or assigned the earlier starting time. Senior Meter Readers will no longer be required to take one-hour lunch breaks.

Meter Reader route assignment: the provision of the 1983 letter agreement permitting local agreements different than the one-year rotation based on company seniority bids was clarified. For example, by Local agreement, yard seniority may be used instead of company seniority for the purposes of route assignment only.

Tie votes: the parties agreed that in any situation where the Meter Readers and other employees voting on starting times or a route assignment system cannot reach agreement, the status quo will prevail after three tie votes.

Language was also clarified on Meter Reader job duties, prioritizing types of accounts in inclement weather, audits, and rerouting task forces.

A number of issues remain unresolved and will be addressed when the company and union committees meet again in early May. These issues include a new miss standard, a meter reading error standard, a standard for probationary employees, transportation, hand-held reading devices, uniforms, and flex-time.

"We made a good start last year and we've made a good start this year" commented Staff Attorney Dalzell. "The tough issues this year are still ahead of us. The response of Meter Readers to our survey was tremendous, and with their continued support we hope for continued success bargaining."



FINANCIAL STATEMENT

February 8, 1984

To The Officers and Members Of The
International Brotherhood Of Electrical
Workers Local No. 1245
Walnut Creek, California

I have examined the statements of cash receipts and disbursements of your local union for the year ended December 31, 1983 and the related statement of assets, liabilities and equity at December 31, 1983. My examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as I considered necessary in the circumstances.

Generally accepted accounting principles have not been established for labor organizations. The local records receipts and disbursements on a cash basis. The basis for its statement of assets, liabilities and equity is described in the note thereto.

During prior years the local had a Replacement Fund. Subsequent to December 31, 1982 the savings account for that Fund was transferred to the General Fund and the amounts in the Replacement Fund have been included in the General Fund in these statements.

The savings accounts and stock fund account which make up the Supplemental Retirement-Severance Fund are included in these statements as they are carried in the name of the local and are considered an asset of the local. However, as of December 31, 1983 the entire amount in the fund was a liability to present and former employees and the local had no equity in the fund.

In my opinion, the above mentioned financial statements present fairly the cash receipts and disbursements of Local No. 1245 for the year ended December 31, 1983 and the equity of Local No. 1245 at December 31, 1983 in accordance with the accounting principles stated in the note to the statement of assets, liabilities and equity applied on a consistent basis.

SIDNEY RUBIN
CERTIFIED PUBLIC ACCOUNTANT
P.O. Box 299
Mill Valley, California 94942

EXHIBIT A INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS YEAR ENDED DECEMBER 31, 1983

GENERAL FUND

Cash Balance December 31, 1983		\$1,280,550.90
Receipts:		
Local Union portion of receipts:		
"A" members' dues	\$ 58,186.46	
"BA" members' dues	4,226,692.48	
Initiation fees	14,299.02	
Reinstatement fees	225.00	
Agency fees	23,948.90	
Working dues — Outside Line	238,704.85	
Difference in dues	1,048.80	4,563,105.51
Reimbursements to General Fund:		
Receipts held for credit or to refund	4,300.59	
Members' credits applied to dues, etc.	(3,296.62)	
Interest	106,623.73	
Dividends	310.00	
Refunds and reimbursements:		
Loan payments — Energy Workers Center:		
Interest	15,662.92	
Principal	12,937.08	
Disability pay and other payroll	7,427.32	
Bank loan for computer purchase and expenses	40,000.00	
Workmens compensation insurance	26,882.36	
Sale of used autos	20,900.00	
Members life insurance	7,666.77	
Staff expenses	6,759.79	
Office expenses	6,706.92	
For Coalings Fund	574.00	
Sale of baseball caps	5,583.05	
From Sup. Ret-Sev. Fund to forward to former employee	1,733.19	
Others, details in quarterly financial statements	10,025.09	270,796.19
International portion of Receipts:		
"A" members' per capita	147,656.30	
"BA" members' per capita	1,118,790.00	
Initiation fees	14,299.02	
D.B.A.F. Fees	294.00	
Reinstatement fees	225.00	
Agency fees	7,700.00	
Pension Reinstatement fees	330.00	1,289,294.32
Total Receipts		6,123,196.02
Total Balance and Receipts		7,403,746.92
Disbursements, per page 7 of Schedule of Disbursements		6,213,091.27
Cash Balance, 12/31/83, Details in Statement of Assets, Liabilities and Equity		1,190,655.65

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 SCHEDULE OF DISBURSEMENTS YEAR ENDED DECEMBER 31, 1983

GENERAL FUND

Affiliation Fees:		
International Brotherhood of Electrical Workers		\$1,216,289.79
San Francisco C.L.C.		2,880.00
Santa Clara C.L.C.		4,680.00
Alameda C.L.C.		7,680.00
Northern Nevada C.L.C.		1,650.00
Nevada State AFL-CIO		2,205.00
Nevada State Electrical Assn.		420.00
Sacramento C.L.C.		5,640.00
Contra Costa C.L.C.		4,125.00
California Federation of Labor		45,500.00
California State Assn. of Electrical Workers		8,400.00
Marin County C.L.C.		819.00
San Joaquin & Calaveras C.L.C.		2,100.00
Butte-Glenn C.L.C.		780.00
Napa-Solano C.L.C.		1,284.00
Kern-Inyo-Mono C.L.C.		1,350.00
Fresno-Madera C.L.C.		3,060.00
Sonoma, Mendocino, Lake C.L.C.		1,920.00
Merced-Mariposa C.L.C.		900.00
Stanislaus-Tuolumne C.L.C.		1,116.00
Marysville C.L.C.		240.00
Humboldt-Del Norte C.L.C.		603.00
Five Counties C.L.C.		681.60
Monterey County C.L.C.		576.00
Joint Ex. Con. of N.C. Elect. Workers		100.00
Joint Ex. Con. of S.C. Elect. Workers		55.00
Idaho State AFL-CIO		91.70
Government Coordinating Council		750.00
Total		1,315,896.09
Staff Expenses:		
Salaries		1,824,689.73
Hotels		28,917.23
Meals		62,027.39
Other transportation		9,521.16
Automobile expenses		88,248.89
Parking and tolls		5,829.91
Mileage		3,396.73
Purchase Autos		170,600.48
Auto Licenses		3,249.00
Moving expenses		461.36
Auto insurance		14,958.00
Health and safety		3,969.20
Credit card fees		214.00
Total		2,216,083.08
Research and Education:		
Utility Reporter	\$ 93,511.45	
Public relations	16,200.59	
Subscriptions and publications	10,133.85	
Educational	1,734.10	
Shop Stewards' Conferences:		
Salaries	9,981.49	
Expenses	29,256.36	
Scholarship awards and expenses	1,578.54	
Film and recorder	1,902.14	
Dues for membership to:		
Cal. Council Environmental & Economic Balance	1,200.00	
California State Bar	585.00	
Int. Foundation of Employee Benefit Plans	325.00	
National Safety Council	100.00	
N. Nevada Employers' Health Cost Coalition	100.00	
West Coast Tour of Central America Trade Unionists	100.00	
Consumers Federation of California	100.00	
Others, details in quarterly financial statements	240.00	
Total		167,048.52
Office Expenses:		
Clerical salaries	346,076.56	
Rent	83,200.00	
Telephone	113,089.85	
Postage and meter expense	43,856.47	
Supplies and printing	59,840.88	
Equipment maintenance	20,140.75	
Data processing	64,787.56	
Southern California office	29,998.69	
Equipment rental	529.15	
Furniture and equipment	4,146.69	
Computer purchase	15,504.09	
Computer supplies and services	25,171.90	
Mileage	1,082.59	
Total		807,425.18

FINANCIAL STATEMENT

GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Committee Salaries and Expenses:			
Executive Board	\$22,223.12	\$ 12,888.87	\$ 35,111.99
Executive Board Committees:			
Ways and Means		164.55	164.55
Benefit		100.00	100.00
Advisory Council	9,690.78	37,905.00	47,595.78
Trustee Committee	7,553.86	1,294.96	8,848.82
Conference and Convention	2,056.88	58,355.40	60,412.28
Grievance Committee	4,130.68	13,702.55	17,833.23
Review Committee	2,769.02	3,533.37	6,302.39
P.G. & E. Arbitration	724.72	8,924.64	9,649.36
Local Investigating Committee		167.59	167.59
Safety	5,214.28	4,688.08	9,902.36
Outside Line meeting		3,295.02	3,295.02
Bylaws ballot	2,567.63		2,567.63
Organizing Committee		5,443.70	5,443.70
P.G. & E. Apprenticeship	5,704.61	246.95	5,951.56
CP National safety	465.96	567.14	1,033.10
SMUD arbitration		3,480.20	3,480.20
Citizens Utility arbitration	560.64	439.05	999.69
P.G. & E. Ballot		13,806.80	13,806.80
S.P.P. Apprenticeship	320.84		320.84
S.P.P. Safety		375.00	375.00
P.G. & E. Safety		147.60	147.60
Pacific Gas Trans. ballot		163.45	163.45
Outside Line apprenticeship		289.20	289.20
City of Santa Clara arbitration		74.00	74.00
Election Committee	3,990.97	4,981.08	8,972.05
AC Transit arbitration	960.03	1,884.76	2,844.79
City of Chico arbitration		43.70	43.70
Pacific Tree arbitration		368.25	368.25
Davey Tree arbitration		939.00	939.00
Sacramento Regional Transit arbitration	372.24	4,896.43	5,268.67
USBR arbitration		129.21	129.21
Town of Paradise arbitration		75.00	75.00
Truckee Donner PUD arbitration		1,409.26	1,409.26
Lynch Communication arbitration		755.76	755.76
Orange Cove Irrigation Dist. arbitration		161.80	161.80
Totals	69,306.26	185,697.37	255,003.63

	Salaries Paid or Reimbursed	Expenses	Total
Various Negotiating Committees:			
Sierra Pacific Power	\$ 37,488.45	\$18,750.08	\$ 56,238.53
Sacramento Regional Transit	3,750.00	605.76	4,355.76
U.S. Bureau of Reclamation	4,555.17	7,815.07	12,370.24
Merced Irrigation District		395.20	395.20
Davey Tree	359.68	4,331.92	4,691.60
Nevada Irrigation Dist.		409.67	409.67
Lynch Communication	1,603.48	1,039.89	2,643.37
Pacific Tree Expert	2,222.24	2,755.02	4,977.26
Tri-Dam		27.35	27.35
Pacific Gas Transmission	2,737.83	11,372.44	14,110.27
Plumas Sierra REC	213.68		213.68
Truckee Donner PUD	569.28	905.81	1,475.09
City of Santa Clara	233.24	503.45	736.69
Wells Rural Electric	515.28		515.28
Oroville — Wyandotte Irrigation Dist.		151.08	151.08
Outside Line Construction	3,844.48	14,165.66	18,010.14
Citizens Utility	35,661.00	17,202.09	52,863.09
CP National	5,213.05	3,366.94	8,579.99
City of Lodi	2,844.19	907.86	3,752.05
Standard Pacific Gas	1,880.75	220.46	2,101.21
Modesto Irrigation District	1,577.60	83.64	1,661.24
Mt. Wheeler Power	373.28	25.32	398.60
City of Oakland		343.50	343.50
City of Roseville		176.96	176.96
Group W. Cable	12,230.12	11,191.79	23,421.91
Sonic TV Cable	335.52		335.52
Shasta Dam PUD		47.98	47.98
City of Healdsburg		18.00	18.00
City of Alameda		200.00	200.00
Totals	118,208.32	97,012.94	215,221.26

	Salaries Paid or Reimbursed	Expenses	Total
P.G.&E. Negotiating Committees:			
Wage and Contract	\$115,826.08	\$82,206.53	\$198,032.61
Departmental:			
Clerical	7,106.25	4,191.11	11,297.36
Gas meter shop		2,040.35	2,040.35
Geysers Power Plant	5,880.12	1,456.25	7,336.37
Meter readers	9,419.72	6,436.01	15,855.73
Totals	138,232.17	96,330.25	234,562.42
Membership Supplies:			
Election expenses			28,238.55
Membership cards			934.84
International supplies			5,969.75
Scrolls and IBEW pins			1,889.00
Shop steward supplies			544.71
Pencils			1,166.13
P.G. & E. agreements			13,207.07
Total			51,950.05

Membership Benefits:	
Group life insurance	106,439.34
Flowers	237.79
Pin award dinners	6,952.30
Unit meeting prizes	1,200.00
Retirement Committee	764.34
Unit refreshment fund	6,600.00
Donations in lieu of Flowers:	
American Cancer Society	115.00
Easter Seal Society	50.00
Heart Assn. of Kern County	50.00
Total	122,408.77

Donations:	
KQED	\$ 200.00
Carpenters Local 1752 for unemployed & disabled members	150.00
Unionist of Year Dinner	140.00
City of Hope	200.00
Boy Scouts	100.00
Golf tournament	100.00
Total	890.00

Payroll taxes:	
Employee portion:	
US income tax withheld	(413,431.52)
California income tax withheld	(94,376.59)
FICA withheld	(128,713.99)
SDI withheld	(8,256.91)
US income tax forwarded	413,431.52
California income tax forwarded	101,464.45
FICA forwarded	128,717.31
SDI forwarded	8,463.76

Local Union portion:	
FICA	128,985.31
California Unemployment	12,105.39
Nevada Unemployment	346.36
U.S. Unemployment	3,197.95
California Training Fund	434.60
Total	152,367.64

Employee Benefits:	
Health & Welfare plans	176,759.45
Group life insurance	15,911.21
Staff pension plan	218,403.78
Clerical pension plan	40,895.20
Total	451,969.64

Other Disbursements:	
Legal fees	\$ 40,799.38
Audit fees	5,900.00
Hall rentals	36,565.08
Refunds	3,342.35
PRD service charges	3,943.22
Workman's Comp. insurance	86,346.13
Other taxes	18,277.46
Taxes paid, subsequently refunded to Local	2,459.77
Bank loan payments, interest and principal	7,771.84
Forward amounts received for Coalinga Fund	574.00
Forward Retirement — Severance received for former employee	1,733.14
Filing fees	64.00
Consultant fee	150.00
Trustee fees	5,198.68
Bond and insurance	3,782.50
Baseball tournament	1,600.00
Baseball caps for resale	3,757.44
Total	222,264.99
Total General Fund Disbursements	6,213,091.27

EXHIBIT B INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS FOR THE YEAR ENDED DECEMBER 31, 1983

SUPPLEMENTAL RETIREMENT-SEVERANCE FUND

Balance December 31, 1982	\$89,088.01
Receipts:	
Interest	\$ 7,818.24
Dividends	1,306.64
Total of Receipts and Balance	98,212.89
Disbursements:	
Pay benefits to former employees	14,788.77
Transfer to General Fund for forwarding to former employee	1,733.19
Balance December 31, 1983	81,690.93
Details of Balance:	
Seven American Savings and Loan Accounts	69,570.43
One Dodge & Cox Stock Fund account — at cost	12,120.50
Total as above	81,690.93

FINANCIAL STATEMENT

EXHIBIT D POLITICAL DONATION FUND

Cash Balance December 31, 1982	\$	2.69
Receipts:		
Part of Local Union's portion of dues deposited direct to this fund		2,000.00
Total of Receipts and Balance		2,002.69
Disbursements:		
Santa Clara COPE banquet	315.00	
Labor Leader of the year dinner	250.00	
Friends of Alatorre	200.00	
Contra Costa COPE	140.00	
T. Bates for Assembly	120.00	
McCorquodale Committee	60.00	
Bank charges	8.86	1,093.86
Cash Balance December 31, 1983 — Wells Fargo checking account		908.83

EXHIBIT D INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF ASSETS, LIABILITIES AND EQUITY DECEMBER 31, 1983

ASSETS

Cash Accounts & Stock Fund at Cost:		
General Fund:		
Wells Fargo Bank — checking account (overdrawn)	\$(79,220.87)	
Wells Fargo Bank — market rate account	1,264,676.52	
Cash Funds	5,200.00	
Total General Fund		\$1,190,655.65
Savings Accounts and Stock Fund at cost — Supplemental Retirement-Severance Fund	81,690.93	
Checking Account — Political Donation Fund	908.83	
Total Cash and Stock Fund at cost		1,273,255.41
200 shares P. G. & E. common stock — at cost	3,388.17	
Air Transportation Deposit	425.00	
Loan Receivable from Energy Workers Center, Inc.	193,866.14	
Fixed Assets:		
Automobiles (40) at cost	378,335.65	
Less allowance for depreciation	143,800.00	234,535.65
Furniture & office equipment — at cost	277,592.33	
Less allowance for depreciation	148,234.00	129,358.33
Total Assets		1,834,828.70

LIABILITIES AND EQUITY

Liabilities:		
IBEW per capita portion of October, November and December receipts to forward	323,957.30	
Payroll taxes	6,082.73	
Wells Fargo Bank loan — computer purchase and expenses	34,327.98	
For Supplemental Retirement-Severance	81,690.93	446,058.94
Equity:		
General Fund	1,387,860.93	
Political Donation Fund	908.83	1,388,769.76
Total Liabilities and Equity		1,834,828.70

Note: The accounts are maintained on a cash basis. Assets and liabilities consist of those arising from cash transactions and all other material assets and liabilities. Depreciation has been computed on depreciable assets at 30% per year on automobiles and 10% per year on furniture and equipment. Prepaid and delinquent dues and unpaid and prepaid operating expenses are not included in this statement.

February 8, 1984

To The Board Of Directors
IBEW Local Union 1245
Energy Workers Center, Inc.
Walnut Creek, California

I have examined the balance sheet of the IBEW Local 1245 Energy Workers Center, Inc. at December 1983 and the related statement of income and expense for the year then ended. My examination was made in accordance with generally accepted auditing standards and included such tests of the records and such other auditing procedures as I considered necessary in the circumstances.

In my opinion, the above mentioned financial statements present fairly the financial position of the IBEW Local Union 1245 Energy Workers Center, Inc. at December 31, 1983 and its income and expense for the year then ended in accordance with generally accepted accounting principles applied on a consistent basis.

SIDNEY RUBIN
CERTIFIED PUBLIC ACCOUNTANT
P.O. Box 299
Mill Valley, California 94942

I.B.E.W. LOCAL UNION 1245 ENERGY WORKERS CENTER, INC. BALANCE SHEET DECEMBER 31, 1983

ASSETS

Cash in bank		\$	161.51
Prepaid Insurance			1,333.00
Fixed Assets:	Cost	Depreciation	
Land	\$ 78,077.78		
Building	359,325.61	\$ 64,520.00	
Equipment	42,003.30	21,270.00	
	479,406.69	85,790.00	393,616.69
Total Assets			395,111.20

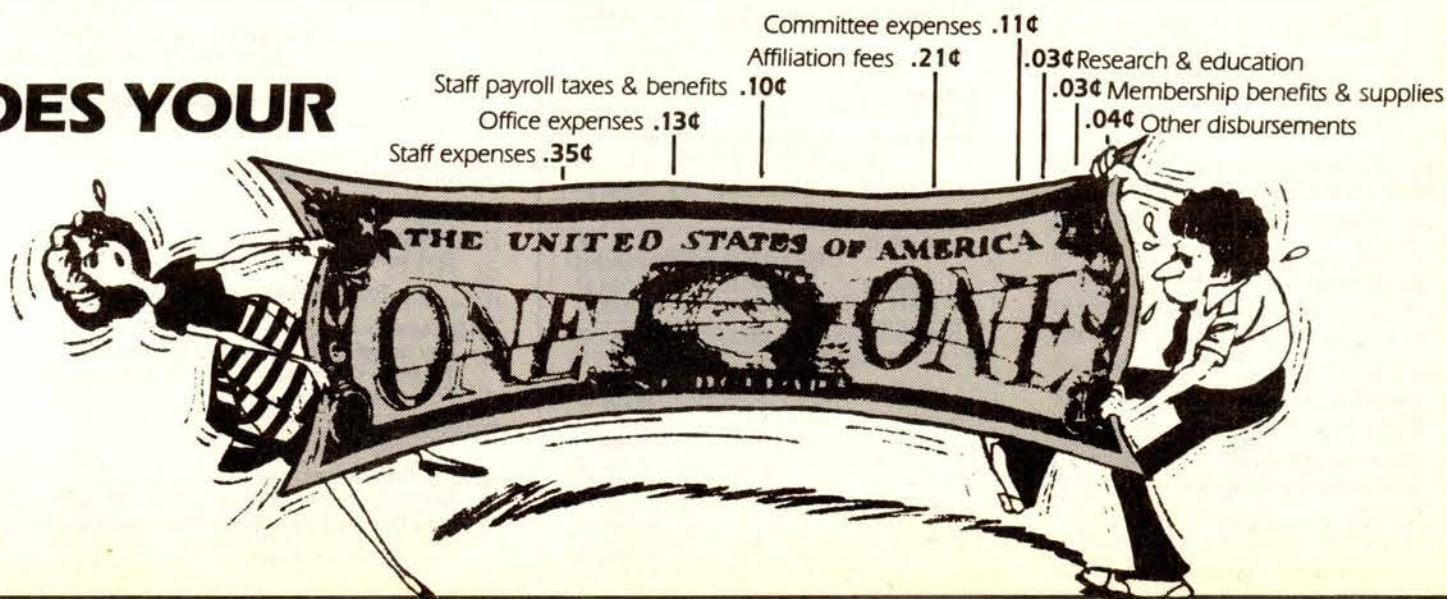
LIABILITIES AND NET WORTH

Liabilities:		
Loan payable to IBEW Local Union 1245	193,866.14	
Accrued expenses	2,376.23	196,242.37
Net Worth:		
Gain through December 31, 1982	204,622.49	
(Loss) for year, per statement of income and expense (below)	(5,753.66)	198,868.83
Total Liabilities and Net Worth		395,111.20

STATEMENT OF INCOME AND EXPENSE YEAR ENDED DECEMBER 31, 1983

Income:		
Rent		72,000.00
Interest		4.12
		72,004.12
Expense:		
Maintenance and supplies	7,774.57	
Interest	15,662.92	
Depreciation	16,972.00	
Utilities	13,975.15	
Property tax	8,846.93	
Janitor	11,052.47	
Insurance	3,001.70	
Audits and other	472.04	77,757.78
(Loss)		(5,753.66)

WHERE DOES YOUR DUES DOLLAR GO?



DECADE OF PROGRESS

Coalition of Labor Union Women meet in Chicago

By Dorothy Fortier,
Business Representative

Vice President Nannette Dominguez and Business Representative Dorothy Fortier joined 20 other IBEW member-delegates from across the country and more than 1,000 men and women representing 49 International unions and 41 CLUW Chapters at CLUW's 10th Anniversary Convention, March 22-25, in Chicago, Illinois.

Delegates adopted 31 resolutions, acted on proposed constitutional amendments, elected national officers, participated in educational workshops, and applauded the remarks of distinguished speakers and international guests.

Some of the speakers who addressed the convention were: Althea Simmons, Director Washington, D.C. NAACP; Robert Gibson, Illinois State Federation of Labor and Congress of Industrial Organizations; International Presidents: Moe Biller, American Postal Workers Union; Rodney Bower, International Federation of Professional and Technical Engineers; Gerald McEntee, American Federation of State, County and Municipal Employees; Vincent Sombrotto, National Association of Letter Carriers; Lynn Williams, United Steelworkers of America; William Wynn, United Food and Commercial Workers Union; Lane Kirkland, President, AFL-CIO; Joan Mondale, Representative Charles Hayes; Linda Puchala, President, Association of



IBEW Local 1245's representatives to the national CLUW Convention, L-R, Business Representative Dorothy Fortier, and Vice President Nannette Dominguez.

Flight Attendants; Professor Eleanor Holmes Norton, Georgetown University; Judy Goldsmith, President, National Organization for Women; Mayor Harold Washington. All those present at the convention were united in their commitment to dump Reagan in 1984.

Workshop topics included: Affirmative Action in the Private Sector; Affirmative Action in the Public Sector; Pay Equity/Comparable Worth; Social Barriers to Women in the Workforce; Affirmative Action in Non-Traditional Jobs; Affirmative Action Within Our Unions — What Unions Have Done; promoting

Minority Leadership Within Our Unions; Promotability/Upward Mobility/Training and Growth; Building Bridges Between Minority Groups; Undocumented Workers/Use of TNS as Union Busting; Reagan Administration and Affirmative Action; and Sexual Harassment in the Workplace.

IBEW delegates elected two National Executive Board members and two alternates. Mary N. Whipps and Diana Kamen will serve as our Board members for the next two years. Whipps is an International Representative and currently works in the Manufacturing Department

at the I.O. in Washington, D.C. Kamen is the Business Manager of Local Union 1968 in Spring Valley, New York. Our alternates to the Executive Board are Yvonne Coleman, an International Representative who works in the Research Department at the I.O. in Washington, D.C., and Jill Feblowitz from Local Union 103 in Jamaica Plain, Maine.

Convention delegates elected incumbent Joyce Miller, President; Addie Wyatt, Executive Vice President; Gloria Johnson, Treasurer; Lela Foreman, Recording Secretary; Clara Day, Evelyn Dubrow, Odessa Komer, Georgia McGhee, Gwen Newton, Patricia Striker and Anna Maria Padilla as Vice Presidents.

Some of CLUW's goals are: to unify all women in a viable organization to determine common problems and concerns and to develop action programs within the framework of our unions to deal effectively with our objectives:

- to educate union women to insure and strengthen our participation
- to encourage our leadership and our movement into policy making roles within our own unions and within the union movement in all areas
- to develop programs which will encourage women to learn what their rights are under the law and become more knowledgeable of the specifics of collective bargaining and of contract clauses and workplace practices which discriminate against them
- to organize the unorganized
- to become more active participants in the political and legislative processes of our unions as well as seeking election to public office or selection for governmental appointive office at local, county, state and national levels.

'Flying Colors' for members passing Group W test



Assistant Business Manager Orv Owen went over procedures as members prepared to take test.



The results are in, and the news is good for 29 of the 44 members of IBEW Local 1245 employed by Group W Cable Television.

On January 25 and 26, the Group W members from Lompoc, Santa Maria, Reno, Tahoe, Santa Cruz, Ukiah, Willits and Fort Bragg took an intensive promotional examination which was designed as the result of negotiations between Local 1245 and Group W last fall. While the Santa Maria and Lompoc employees took the test in Lompoc, all others traveled to Walnut Creek

and Local 1245 headquarters on January 26 for the testing.

"We were extremely pleased with the results" announced Assistant Business Manager Orv Owen. "The Reno employees deserve special commendation, for 21 out of 22 in the Reno group passed and will be promoted. They were number one in the entire Northwest region for Group W."

Local 1245 sends its congratulations to the 29 successful employees. "It was a tough test" said Owen, "and those who passed can truly be proud of themselves."

PERSEVERANCE PAYS OFF AT SMUD

Congratulations go out to new SMUD Apprentice Linemen

Last month nine Local 1245 members at the Sacramento Municipal Utility District got the chance they had been waiting for since 1979 and were awarded Apprentice Lineman jobs. The nine, all union members since first hiring on at SMUD, are Dave Bakkie, Phil Beardsley, Richard DeArcos, Bob Ehrman, Bernie Elkins, Bob Flatland, Rich Giesser, Lance Mauck, and John Paneda.

According to Business Representative Mack Wilson, in 1979 SMUD hired 24 Pre-Apprentice Linemen. However, because of the Reagan economy and its disastrous effect on the housing and utility industries, the District implemented a job classification freeze. The result — the 24 Pre-Apprentice Linemen remained that, Pre-Apprentice Linemen. "Since 1979," Wilson said, "15 of these employees got tired of waiting for the regular Apprentice slots and either transferred to other job classifications or left the District all together."

"There were nine of these employees though who had their hearts set on being Linemen. These nine employees waited over four and one-half years at a frozen job classification in hopes of becoming Apprentice Linemen."

Their hopes came true last month with SMUD promoted the remaining nine to Apprentice.

Mack Wilson, who issued a bulletin to all members at SMUD calling attention to the dedication of the nine, summed it up as follows: "I think that the devotion that these employees showed should certainly be passed on to all of the members of Local 1245 as they were all members during their wait." The Utility Reporter joins Mack Wilson in sending a hearty "congratulations" to the nine new Apprentice Linemen at SMUD. Good luck in your apprenticeships and we look forward to nine new Journeymen in a few years!

Poker Run set for May 19



A day of boating fun planned.

By Bob Martin

In our annual Poker Run, contestants must travel from marina to marina to pick up playing cards in sealed envelopes. At the end of the day cards are compared and the persons with the highest valued poker hands win prizes.

The annual "Day On The Delta Poker Run", presented by Antioch Unit 2317, will be held this year on Saturday, May 19. The starting location is Brannan Island State Recreation Area, three miles South of Rio Vista on State Route 160.

This years poker run will include four stops: Tower Park, Herman and Helens, Moore's River Boat, and Spindrift Marina. The final stop will be at The Brannan Island Day Use Facility. All players must be back

by 4 P.M. The cost of the poker hands are \$2.00 each. Be sure to ask about the ramp raffle.

There are two prize categories, children under 16 and adults. The ramp raffle will be held at the end of the day's activity. There will also be hot dogs and beans for you to eat. You need only bring the fixings.

The day can be enjoyed by everyone. Some of the other activities include swimming, sight seeing, fishing, sun bathing, racing, side betting, and water skiing. You do not need a boat to participate because all the locations can also be reached by auto.

Anyone wishing to enjoy the event and join in the excitement, please contact chairman, Jim Poindexter, after 6 P.M. at 754-3796, or just come on out on the day of the Run.

Still time for tickets for Hank Lucas Appreciation Dinner

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.

Welcome back, Ron!

We're happy to report that Assistant Business Manager Ron Fitzsimmons is back at work at Local Union headquarters.

Fitzsimmons underwent successful six-way heart by-pass surgery on February 24 and returned to work the first week in April.

Fitzsimmons reports that he's feeling very good and that doctors tell him his recuperation is moving along well ahead of the anticipated schedule.

Welcome back, Ron.

PG&E CONTRACT

Contracts are printed and now available to members.

To request a copy, contact your Shop Steward or Business Representative.

Worker's Comp guide prepared for Stewards

Shop Stewards in California will soon be receiving copies of "IBEW Local 1245 Steward's Guide to California Worker's Compensation", a booklet designed by Local 1245 to make shop stewards more familiar with benefits provided workers in California for any industrial injury or occupational disease arising out of employment.

Staff Attorney Ann Miley and Assistant Business Manager Manny Mederos compiled the information contained in the booklet with the assistance of two law firms who represent Local 1245 members in worker's compensation cases. Subjects treated in the booklet include the definition of industrial injury and occupational disease, benefits, rehabilitation, the subsequent injuries fund, penalties, time limits for filing a claim, other benefits, and representation by counsel.

Copies of the booklet will soon be mailed to all California Shop Stewards with a list of the law firms specializing in worker injuries recommended by Local 1245 for members

who have been hurt on the job. A separate booklet dealing with Nevada worker's compensation benefits is in the planning stages.

IBEW LOCAL 1245 STEWARDS' GUIDE TO CALIFORNIA WORKER'S COMPENSATION



prepared by:
Manny Mederos, Local 1245
Assistant Business Manager
and Ann Miley, Local 1245
Staff Attorney

In cooperation with:
David P. Mastagni, Attorney-
at-Law (800) 852-7581
and Neyhart, Anderson,
Nussbaum, Rellly & Freltas
Attorneys-at-Law
(800) 652-1569

Slo-Pitch Enthusiasts— Mark Your Calendar!

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



Plan To Attend

Team play for members only. Trophies will be presented to winners of A and B Division teams. Tournament USSSA Sanctioned. Winners advance to Mens '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.