



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

Members at PG&E ratify new 401k plan



Local 1245 members employed by PG&E voted by an overwhelming 90 percent margin to accept the results of the negotiations between Local 1245 and PG&E authorizing institution of a 401k salary savings plan. Ballots were counted at Walnut Creek headquarters on July 10, and showed 3937 of the 4425 certified ballots in favor of the 401k plan.

The new plan, which is scheduled to go into effect on October 1, will change the withdrawal procedures of the Stock Savings Fund Plan and will provide a tax shelter and provide more net income for our members.

Because of the advantages of the plan, the Union had recommended a "yes" vote on the ballot.

Pictured left, sorting ballots are Ballot Judge Chuck Larsen and tellers, Annette Spencer and Becky Rosecrans. Other tellers included Leroy Adams, Jim Bricker, John Delsman, Floyd Farmer, Ron Ferrari, Harvey Iness, Leo Jameson, and Christine Lay.

SMUD PLANT MECHANIC, HELPER FATALLY INJURED

Rancho Seco power plant accident claims two lives

On June 12, 1984, Plant Mechanic Anthony Farace, 41, and Crafts Helper Gary Sherrets, 28, received second and third degree burns over 90 percent of their bodies while attempting to remove a series of flanges from an auxiliary boiler at SMUD's Rancho Seco Nuclear Power Plant. Anthony Farace died of his injuries on June 27 and Gary Sherrets succumbed on July 3.

Farace and Sherrets were injured while beginning an assignment to remove and replace some locking unions on one of Rancho Seco's boilers, according to Shop Steward Jim Payseno, who was the

first to arrive at the accident scene. The men were to remove the three mated flanges in order to complete the repairs in the nuclear plant's shop.

Although the job could have been safely accomplished if there had not been steam pressure in the system, the proper clearances had apparently not been obtained for the assignment. The men were in the process of removing the last few fastenings when the bolts tore free and the men were engulfed in 350°F steam under 200 pounds-square-inch pressure.

Prior to the accident, the Union had expressed concern over the lax-

ness of clearance procedures in the maintenance department at Rancho Seco. Members lacked confidence about the extent of coordination between supervision and plant operators to insure their working safety and at least one grievance had been filed on the subject.

After an investigation by Cal/OSHA, SMUD was cited with two serious violations: one for not depressurizing the system prior to opening and a second for not instructing maintenance employees in the methods of recognizing pressurized systems and the hazards associated with working on such systems. At press time, SMUD had

not yet decided whether to appeal the citations.

IBEW Local 1245 continues its investigation into the accident.

IN MEMORIAM

Gary Sherrets
June 9, 1956—July 3, 1984

Anthony Farace
May 17, 1943—June 27, 1984

Local wins at Sierra Pacific, member O'Dell gets job back

On June 25, 1984, Arbitrator Thomas Christopher issued his Opinion and Award in Local 1245's recent arbitration with Sierra Pacific Power Company involving the 10-day suspension of Nancy O'Dell. Arbitrator Christopher sustained the grievance, held that the suspension violated the contract, and ordered that O'Dell be made whole for wages and benefits lost as a result of the suspension and that the notice of suspension be expunged from her personnel record.

As was reported in the February issue of the Utility Reporter, O'Dell, a 28-year employee of Sierra Pacific, was suspended in the fall of 1982 after a customer complained that she had been unresponsive and impolite in handling the customer's inquiry.

Arbitrator Christopher based his decision on three factors. First, and most importantly, he agreed with Local 1245's argument that the Company's case, which did not include testimony from the complaining customer, "rested on hearsay without direct corroborating evidence", thus "resulting in a failure of proof."

Second, Arbitrator Christopher

noted that the Company's refusal to interview the customer at the request of Business Representative John Stralla during the grievance procedure violated the contract.

Lastly, he held that the Company violated its own disciplinary procedure by suspending O'Dell before hearing her side of the incident.

Assistant Business Manager Orville Owen commented on the decision: "I believe that this decision will help all our members, not just at Sierra Pacific but at all properties. Arbitrator Christopher set down some definite guidelines for disciplinary cases involving customer complaints, and his decision is instructive for all our contracts. We thought we had a good case on the merits and on the procedural issues, and it turns out we did."

Three city contracts show solid gains in '84

Local 1245 negotiators have recently reached agreement on new multi-year contracts with three municipalities, Berkeley, Healdsburg, and Lodi. Each Memorandum of Understanding provides impressive gains which place the agreements at the forefront of public sector negotiations in 1984.

City of Berkeley: Business Representative Bob Choate reports that on July 3, Local 1245 members at the City of Berkeley Electric Department ratified a three-year agreement. Major issues agreed upon include an agreement by the City to pay the employees' 7 percent Public Employee Retirement System (PERS) contribution effective immediately; a second-year general wage increase of 6 percent coupled with improvements in the shift dif-

ferential and tool allowance, and a third-year reduction in the work week to 37-1/2 hours. Choate, who was joined on the Bargaining Committee by members Harold Sappean and Bob Wilkins, reports that the agreement was ratified by a 6:1 margin, placing the new terms into effect on July 1.

City of Healdsburg: Local 1245 members at the City of Healdsburg met at the City's Corporation Yard on Thursday, June 28 and by a 17 to 3 vote agreed to a two-year Memorandum of Understanding with the City covering both clerical and physical employees. Improvements negotiated for the first year of the agreement include a 5 percent general wage increase, vision care, upgrades for a number of classifications, bereavement leave, use of sick leave for family members' illnesses, and a new contract section dealing with temporary and part-time employees. During the second year employees will receive a cost-of-living adjustment of 4 percent plus half the increase in the CPI over 4 percent; doubled life insurance, and increased standby pay. Local 1245's negotiators in-

See BACK PAGE

Local 1245 joins marchers

IBEW Local 1245 members were among the 150,000 unionists who marched in San Francisco on Sunday, July 15, on the eve of the Democratic Convention, bringing the voice of Labor to the political leaders of the country. (See photos, pages 6, 7 and Business Manager McNally's column, page 3.)



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WIPA

GCIU

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Arbitration ruling pending in Citizens Utilities case

Briefs are yet to be filed and the decision is not in, but a thought-provoking arbitration was concluded between Citizens Utilities Company of California, (CUCC) and IBEW Local 1245 on June 22, 1984. At issue was the termination of the grievant, Senior I and R Technician, for alleged conflict of interest with the Company.

The grievant's troubles began when Citizens Utilities spawned a wholly-owned subsidiary entitled Citizens Communication Services Incorporated (CCSI).

In contrast to its parent, the new corporation was not regulated by the Public Utilities Commission and was created expressly to offer unregulated telephone services outside CUCC's regulated service area.

At the hearing, witnesses for the Company characterized the new entity as a "paper corporation" created solely for marketing and accounting purposes. CCSI has no employees or materials of its own, but "uses" CUCC's employees, trucks, and materials to do its work, tracking the expenditures through separate accounting procedures. CCSI began delivering services in 1983.

For at least four years prior to the creation of CCSI the grievant had operated his own small company called Pre-Wire Incorporated (PWI). PWI sold unregulated telephone services to customers outside of the CUCC service area only. The grievant was scrupulous about referring any inquiries for service within CUCC's service area to his employer. In addition, he had discussed his business with his immediate supervisors to quiet any fears that they had about possible misuse of Company materials and time.

Then in May of 1983 the grievant

was asked to sign a complex four-page conflict of interest statement, which was allegedly given to all Citizens employees, but which few have seen or signed. Management suggested that the grievant not discuss the document with fellow employees and gave him a copy only because the Shop Steward requested one "for the union".

Over the next four months the grievant was repeatedly asked to divest himself of his interest in his company on the rationale that his company operated in conflict of interest with CCSI and therefore, in the eyes of his supervisors, with CUCC as well.

Over the same four months Citizens Utilities negotiated a contract with the Union, which purported to enlarge the contract to cover both "regulated and unregulated" offerings, but which would not cover CCSI employees when some were hired in the future.

The Company explained that to so expand the coverage of the contract would hinder their ability to compete with other non-union, unregulated telephone service companies.

The new contract was ratified by the membership on September 22, 1983 and the grievant was fired the next day, the Company maintaining that the new contract language supports his termination. It remains to be seen whether the arbitrator will find that the Company's inconsistent argument is sufficient to uphold the grievant's termination.

Tentative agreement for Concord Cable TV

Tentative agreement on a three-year contract with Concord Cable TV was reached on July 3, according to Business Representative Joe Valentino who led the Local 1245 Bargaining Committee, which included Rob Powers and Julian Bustamante.

The agreement, which still must be ratified by the membership at Concord Cable TV, provides for wage increases of 3, 3.5, and 3 percent over the three-year life of the contract. More importantly, a number of non-wage economic improvements were negotiated, including a defined contribution pension plan — Local 1245's first with Concord Cable; improvements in medical insurance, an additional holiday in 1986, premiums for Working Foremen, and a restructuring of the wage system for technical classifications providing new promotional opportunities for installers. Another "first" in the new agreement is the creation of a health and welfare joint trust.

Business Representative Valentino commented on the new agreement as follows: "We broke a lot of new ground — the pension, a health and welfare trust. We also gave the technical classifications a good hit with improved opportunities for advancement. When you add all the economic issues in with wages, it's one of the best agreements we've seen this year."

Outside Line telephone contract negotiations continue

Negotiations continue between Local 1245 and Henckles and McCoy for a contract covering the Company's telephone construction. Senior Assistant Business Manager Darrel Mitchell and Outside Line Business Representative Jerry

Robinson met with the Company on April 25 and June 7, and as this issue of the Utility Reporter went to press were scheduled to meet again on July 12. Developments from the negotiations will be carried in future issues of this paper.

Plumas-Sierra 1-yr contract approved

Business Representative Lee Thomas and Bargaining Committee members Dave Wearin and Greg Nervino recently concluded negotiations on a one-year contract with the Plumas-Sierra Rural Electric Cooperative. Key provisions include a general wage increase of 4.9 percent, an additional holiday, and inclusion of a new MeterReader/Collector classification within the bargaining unit. After ratification the contract was signed by Plumas-Sierra on July 10 and forwarded to Walnut Creek for approval.

CHANGE OF ADDRESS

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

UTILITY REPORTER

P.O. Box 4790

WALNUT CREEK, CA 94596

Old label: _____

Name _____

New Address _____

(Street and Number)

(City and Zip Code)

APPOINTMENTS

CONFERENCES AND CONVENTIONS

Joint Executive Conference of
Southern California Electrical Workers

Curt Peterson

Tom Heyl

Lyman Morrison

California Labor Federation
1984 Joint Legislative Conference

Pete Dutton

Ninth District Industrial Conference

Lee Thomas

Anne Spencer

Patricia Gray

Janice Davis

California Labor Federation
Women-in-the-Work-Force Conference

Dorothy Fortier

Roger Stalcup

Sam Tamimi

Bill Twohey

Mack Wilson

Kathy Tindall

Linda Allen

Barbara Symons

Jim Mitchell

Mataline Mickles

PACIFIC GAS AND ELECTRIC COMPANY

Review Committee

Arlis Watson

General Construction Services
Line of Progression Interim Committee

Marvin Rubendall

Bob Balderson

Charles Pfenning

Radiation and Process Monitor/
Chemical and Radiation Protection Committee

Cary L. Brown

CITY OF BERKELEY

City of Berkeley Negotiating Committee

Bob Wilkins

Diaab Seraaj

Harold Seppanen

MODESTO IRRIGATION DISTRICT

1984 Negotiating Committee

Ken Raven

Bill Rich

Jerry Peters

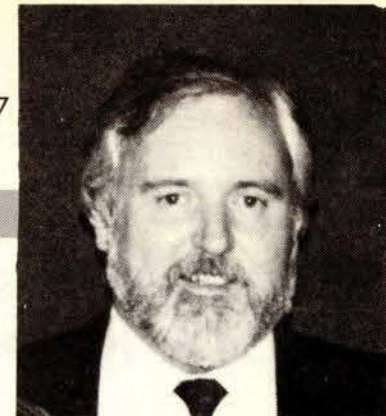
Roy Johnson

Leticia Becerra

Ron Simpson

POINT OF VIEW

IBEW 1245 Business Manager



LABOR'S MUSCLES FLEXED

150,000 Unionists parade on eve of convention

On the eve of the Democratic National Convention, Organized Labor held a massive Labor Parade and Rally in San Francisco. The parade started at the foot of Market Street, and an estimated 150,000 union members marched up Market Street to San Francisco Civic Center where a rally was held. The five-hour event was called the "greatest labor demonstration in Western America."

Union members came from far and wide. In the Bay Area, BART trains and the San Francisco Peninsula commuter trains running from San Jose to San Francisco were jammed with unionists wearing hats and shirts signifying their union and carrying signs protesting the unfair policies of the current administration.

County Central Labor Councils and local unions outside the Bay Area organized bus loads of unionists from all over California. In addition, there were other AFL-CIO local union contingents from as far away as New York, Massachusetts, and Texas.

Each International Union marching in groups carried banners which identified its organization, and members wore hats and shirts which identified their organization. Some had floats or equipment which also identified their craft or trade.

IBEW locals were in a group, with many Local 1245 members marching under our Local's banner. In addition, we had an overhead line truck which was donated for the event and decorated by our members with banners and streamers identifying Local 1245.

The mile-long parade began at 10 a.m. and was led by Lane Kirkland, President of the AFL-CIO, and Jack Henning, Executive Secretary of the California Labor Federation.

The purpose of the parade and rally was to demonstrate that labor is together and to protest the anti-worker policies of the current administration. In addition, it was to commemorate the San Francisco General Strike which occurred 50 years ago.

In his address at the rally, Lane Kirkland said that San Francisco was shut down 50 years ago by a general strike in response to the deaths of two strikers during what is now known as Bloody Thursday. He pointed out that the Reagan policies have become the same as they were when Bloody Thursday occurred. Kirkland summed it up by saying, "We demand a government that serves all the people and not just a privileged few. Under Ronald Reagan we do not have such a government."

Participating in the labor parade and rally was an exciting experience. Riding a BART train that was jam-packed with union members going to the parade, waiting for the parade to start and talking with unionists from all parts of California, and marching with your union in a labor parade brought out strong feelings of unity. I wish to thank the Local 1245 members who joined with thousands of other union members to demonstrate that trade unionism can still flex its muscles.

In Unity—

Jack Kirkland

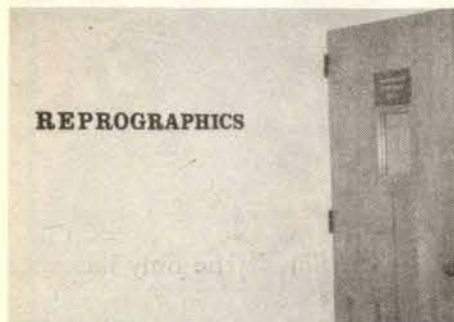
Mark your calendar

Advisory Council members will meet in Concord at the Sheraton Inn on Saturday and Sunday, August 4 and 5.

A Unit Officers Conference will be held Saturday and Sunday, August 11 and 12 at the Sheraton Inn, Concord.

LOCAL'S INDUSTRIAL HYGIENIST RUNS TESTS

More Reprographics monitoring



PG&E's Reprographics Department is located in the basement of 77 Beale Street, San Francisco. This department operates 24 hours a day.

For a third time this year, solvent exposures associated with machine cleaning in PG&E's Reprographics Department were tested. The monitoring was conducted by the Company during the Friday swing shift on June 22, with Local Union Industrial Hygienist Juliann Sum present to observe the testing methods.

The reason for the ongoing attention being given to these chemical exposures stems from employee complaints since last year of odor, headache, and respiratory problems. Preliminary results from Local Union testing conducted in January of this year prompted Cal/OSHA officials to request PG&E to conduct further testing. Since the Company's results of their monitoring conducted in March indicated a possible overexposure during periods of heavy usage of a deglazing solvent, Cal/OSHA requested that PG&E institute work practice changes and then re-monitor the exposures. The deglazing solvent, used to clean rollers in the printing machines, contains the hazardous substance methylene chloride.

At the time of this third monitoring on June 22, members of Local 1245 in Reprographics commented that they felt that improvements had occurred due to administrative controls, which the company had instituted after the Union's monitoring visit in January. The administrative controls involve assigning only one large machine to each person to be cleaned during one shift, rather than two machines as had been assigned previously.

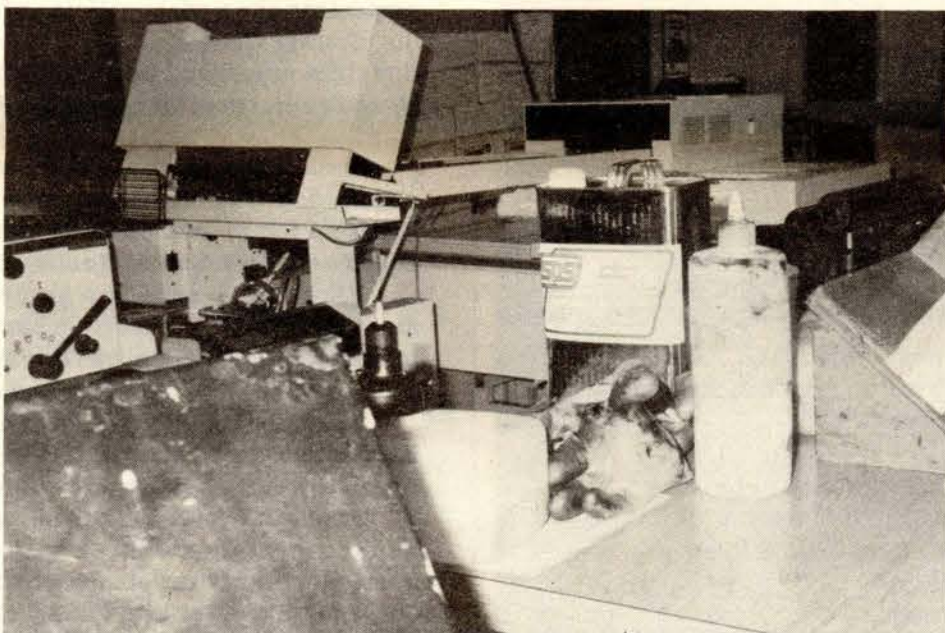
The members also indicated that the new work practice controls seemed to help. These controls include immediate disposal of contaminated rags in sealed cans as the rags are used, discontinuing spray application of solvents onto machine rollers, and minimizing usage of the deglazing solvent in particular.

As of press time, the Local Union was awaiting the laboratory analysis results which will determine the results of this latest series of tests.



Photos: Juliann Sum

Angel Alvira, Operator A and member of IBEW Local 1245, uses the new work practice methods while removing ink from the rollers of a large printing machine. A charcoal-filled glass tube is clipped to his lapel. The charcoal tube, which is connected in series to a portable pump, is used to collect hazardous breathing zone vapors to be measured later by a chemical laboratory.



Supplies at work station.



A foot-controlled disposal can was recently introduced in Reprographics so that solvent contaminated rags can be discarded immediately after each use. Frequent disposal reduces unnecessary solvent evaporation into the workplace atmosphere.

Local alerts PG&E to PCB label mixup

At the May 23, 1984 meeting of the PG&E/Union Health and Safety Committee, the Union raised the subject of 800 Westinghouse capacitors mislabeled "Non-PCB".

The capacitors came to the attention of the Union via a Company memorandum which indicated that the 800 capacitors had been converted from PCB to non-PCB fluid between 1976 and 1978, but, due to the "pervasive nature of PCBs", 50 to 100 ppm of residual PCBs remained in each unit. The memorandum indicated that the capacitors fell within a certain range of serial numbers and were all labeled "non-PCB", but "must be considered PCB-contaminated".

To the Union's questions about how the Company planned to handle the problem, the Manager of Electric Transmission and Distribution stated that the Company did not plan to relabel the capacitors as the Company did not know where the capacitors were.

Despite the obvious conflicts with T&D Bulletin 2-50, which clearly distinguishes between the proper procedures for PCB and non-PCB clean ups, the Company maintained that the probable and acceptable procedure here would be for a Troublemaker arriving at a spill site to contact someone at headquarters who has the serial numbers of the contaminated capacitors.

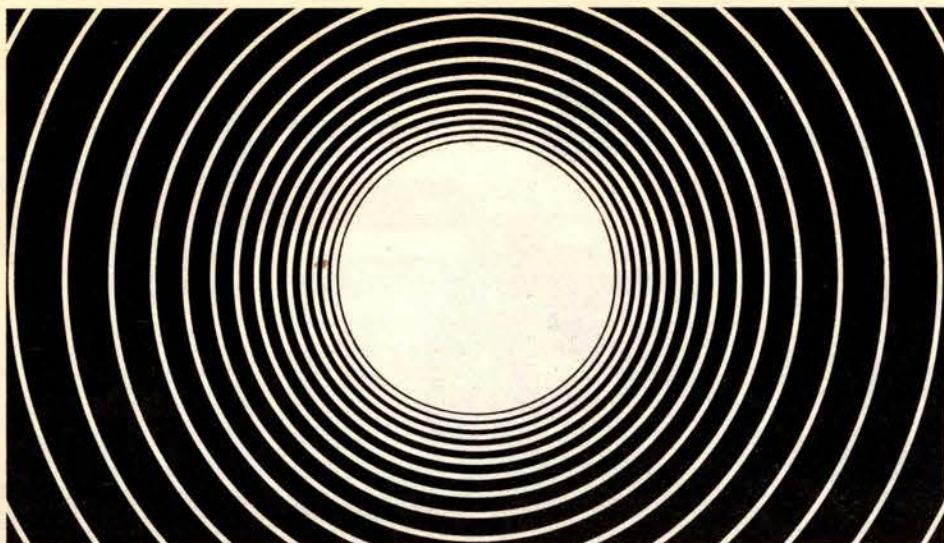
Only when the Troublemaker had contacted this individual would he know whether or not the apparent non-PCB spill was PCB contaminated.

As the Company spokesperson put it, "We'll only know where one (contaminated capacitor) is when we find it."

Hearing test info needed by Local 1245

The Local Union is seeking information from our non-PG&E members regarding hearing testing programs administered by employers. These programs are required under Federal and State Occupational Safety and Health regulations.

Please let your Shop Steward or Business Representative know whether your employer has an annual hearing testing program, and include information on any problems experienced with the program.



How to avoid heat stress while you're on the job

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

HEALTH AND SAFETY PROBLEMS

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

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

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

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

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

LEGAL ENFORCEMENT

At this time, there are no specific OSHA or Cal/OSHA requirements to control heat stress. In certain extreme cases, Cal/OSHA officials have issued special orders which applied to specific employers and work locations.

RECOMMENDATIONS ON THE JOB

In order to prevent heat stress on the job, you should take the follow-

ing steps, where allowable, and/or see your supervisor regarding your required rate of work and the availability of drinking water:

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

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

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

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

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

6) On clear, sunny days, light layers of cotton clothing on arms and legs and a head covering, instead of bare skin, will minimize heat gain to the body from the sun.

7) Be particularly careful when using protective clothing for protection against chemicals such as PCBs. Take more frequent breaks and open up or remove the clothing during the breaks.

UNION ACTION

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

Pole breakage? Document it! Contact Steward, or Rep!

Due to unresolved problems and concerns regarding pole breakage, the Local Union is undergoing systematic documentation of the situation.

If you have any information on poles that have broken at ground level due to storms, rottings, or other causes, please relay this to your Shop Steward

or Business Representative. We are particularly concerned with pine poles and cello treated poles. The information should include date and place of breakage, how broken, type of pole, type of pole treatment and preservative, date of pole, brand name, and any other pertinent information.

Hazardous substances — and 'your right to know'

Union and public health advocates have successfully fought for the retention of seven items on the Cal/OSHA Hazardous Substances List.

As a result, your employer will still be required to provide you special health and safety training if you may be exposed to any of these substances, or to any of the 800 other substances on the Hazardous Substances List.

The training and information requirements are specified in the Cal/OSHA Material Safety Data Sheets regulations, General Industry Safety Order 5194, also called your "Right To Know."

The seven items retained on the list were fibrous glass and six fluorocarbons, a family of chemicals used as refrigerants, solvents, and aerosol propellants. "Freon" is a trade name for many of the fluorocarbons. One additional fluorocarbon was also added to the list as a new item.

Under Cal/OSHA's annual review of the Hazardous Substances List, Owens-Corning Fiberglas Company lobbied heavily for removal of fibrous glass from the list in order to stay competitive in the insulation industry.

DuPont Company petitioned for removal of the fluorocarbons on the basis of alleged low toxicity.

However, at public hearings in December 1983 and May 1984,

IBEW Local 1245 and numerous other unions and occupational health physicians objected to the proposed deletions. Fibrous glass is a serious irritant for many people, and the possibility of long term lung injury has not been ruled out at this time. The fluorocarbons can cause cardiac arrhythmias which have killed workers in the past.

At the monthly business meeting of the Cal/OSHA Standards Board in June, the Board voted to retain fibrous glass and the fluorocarbons. A compromise was reached on fibrous glass through a new footnote indicating that mechanical irritation is the only basis for retention on the list.

In addition to these seven items, over 50 other substances were added due to new scientific information concerning potential health effects of these substances. Three other items were deleted from the list.

The annual process in which Cal/OSHA officials must review the Hazardous Substances List in response to public petitions requires continual participation and vigilance on the part of labor.

Furthermore, the "Right To Know" law which governs the requirement for employers to provide special training on the listed substances will expire in 1986 unless re-enacted by the State Legislature through political pressure.

Walking, it's safe, sure, healthy form of exercise

By Susan Beauchamp
Research Director, American Physical Fitness Research Institute

Are you one of those people who knows they should exercise, but just haven't found the form that seems right for you? Does it look like everything either costs too much, takes too much time, or hurts? Or is aerobics too exhausting or does jogging hurt your knees?

If any of the above sound familiar, then we've got just the exercise for you: Walking. Yes, "just plain" walking. It has shown itself to be far safer than the more flamboyant forms of exercise while still producing excellent health benefits. It's an activity that can be enjoyed almost anywhere by almost everyone, and it won't cost you a bundle for special equipment or instruction.

O.K., so it's easy, painless, inexpensive and safe, but does it really do as much good as more vigorous exercise? Not only is it as good, in some ways it's better. For instance, at the University of Wisconsin, a study of three types of exercise showed that after 19 weeks in the program, the resting heart rate of walkers was lower (lower being better because it means less work for the heart) than the resting heart rates of either the bicyclists or the joggers.

The circulatory system has even

more to gain from regular, brisk walking. It has been found to lower blood pressure, increase blood levels of HDLs (which help protect against heart attack), augment important clot-dissolving activity and help to relieve blood vessel disorders of the extremities.

But, the merits of walking don't stop there. It is useful in controlling adult-onset diabetes, migraine headaches, and emphysema. It can be more effective than tranquilizers in reducing muscular tension and anxiety. And for weight control, it's better than dieting. It's also a great way to improve one's self image, gain a greater sense of joy in life and increase motivation.

If you're unaccustomed to exercise, begin walking slowly. A five or ten minute stroll is usually a good way to start (unless your doctor recommends differently). Gradually increase your time and speed until you find yourself walking briskly for 45 minutes, three or four times a week.

"Take a hike" or a short or long walk, but get out there and move those legs like your life depends on it ... because it can.



IBEW LOCAL 1245 MEMBERS JOIN MARCHERS

**With one voice—
150,000 unionists
reaffirm Labor's values**



Some Local 1245 staffers gathered early at parade starting site.



Here a group of Local 1245 members gathered before parade got underway.



Proud IBEW members under new banner...



...IBEW members marching along Market Street in San Francisco.



Left, ILWU President Harry Bridges, and Jack Henning, Executive Secretary California State AFL-CIO.



Lane Kirkland, AFL-CIO President.



Thousands upon thousands...



... At rally



A massive Labor Parade in San Francisco, on the eve of the Democratic National Convention, brought together more than 150,000 members of Organized Labor, and touched those who participated with a strong sense of unity that will long be remembered.

During the march, and at the rally that followed, the value of the American worker was reaffirmed, along with the basic principles of the founders of the Labor Movement.

During the day, determination was generated to call a halt to the current governmental policies in this country which attack labor and the rights of workers on countless fronts.

Rally keynote speaker Jack Henning, Executive Secretary of the California Federation of Labor, AFL-CIO called for an end to the "governmental war being waged against labor." He urged all unionists to fight the battle at the ballot box in November.

AFL-CIO President Lane Kirkland who was among leaders of the parade, assured the trade unionists, "that long after this administration has passed and is but a memory, there will still be a strong labor movement focused on decency, and that there will be a labor movement 100 years hence, demanding a government that focuses on the interests of all the people — and not just a privileged few."

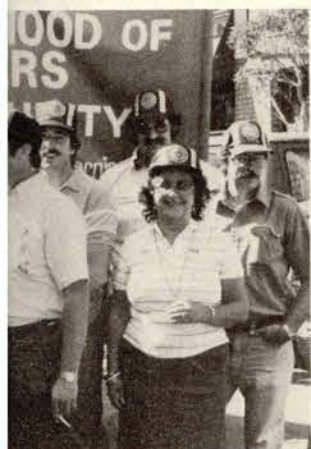
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Kirkland further called for unionists at the rally to continue their march ... right to the polls this fall, and, "to vote their ideals, and their principles."

(See Business Manager McNally's column on page three for more on the parade.)

RS JOIN MARCHERS

one voice— 00 unionists bor's values



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Kirkland further called for unionists at the rally to continue their march ... right to the polls this fall, and, "to vote their ideals, and their principles."

(See Business Manager McNally's column on page three for more on the parade.)

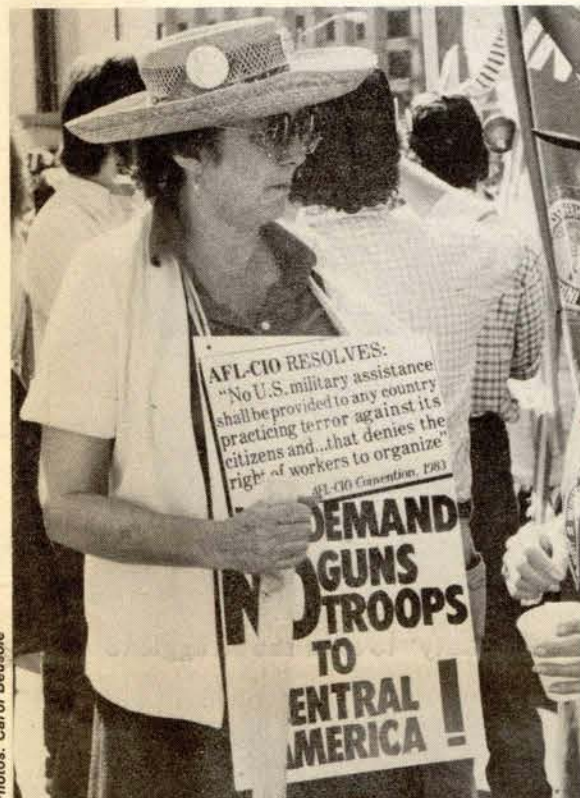
PROUD DAY FOR



Vendor at rally.



Volunteers ready truck for parade



Photos: Carol Bedsole

Signs of the times.



Marchers on Ma



...IBEW members marching along Market Street in San Francisco...



... Followed b



Lane Kirkland, AFL-CIO President.



Thousands upon thousands...



... At rally at Civic Center.

PROUD DAY FOR UNIONISTS!



Photo: Jack Osburn

endor at rally.



Volunteers ready truck for parade.



Line Truck driver at the wheel.



Children on truck get set for parade to start.



Signs of the times.



Marchers on Market Street.



Rally "on the eve of..."



San Francisco...



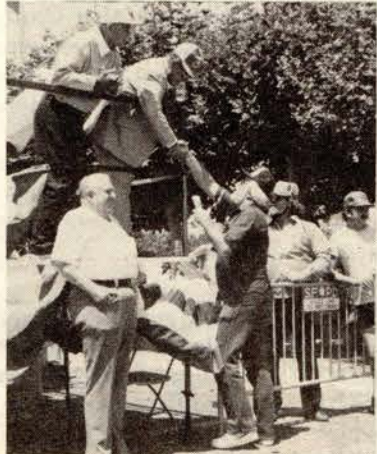
... Followed by Line Truck...



...And IBEW Local 1245 van.



at Civic Center.



Business Manager McNally greets rally speaker.



Members held banner high at rally.

AROUND THE SYSTEM —PG&E

Receivable Accounts production standard

Local 1245 and PG&E have made significant progress in their recent negotiations over a Company proposal to implement production standards for employees working Receivable Accounts.

During the first phase of the negotiations, professor Dr. David Thompson, studied the problems facing Receivable Accounts employees, and working with an Employee Enhancement Committee comprised of equal numbers of Union and management representatives, developed a series of recommendations for improvements in working conditions and procedures.

During the second phase of the negotiations, completed on July 3, the committee addressed Thompson's proposed method to collect data, in light of the Union's concern that any production standard not have an adverse effect on employees.

The committees agreed to initiate a pilot program with eight volunteer operators who will be working under the new method developed by Dr. Thompson and the Employee Enhancement Committee. The results of the data collecting will be studied by the committees before any production standard system is installed.

Assistant Business Manager Ron Fitzsimmons explained that the committee has approached the issue of productivity with a unique blend of attitudes, including most importantly the effect of a production standard on employees. The committee, which is made up of Fitzsimmons, Business Representative Dorothy Fortier, Industrial Hygienist Juliann Sum, and members, Angela Harper and Gloria Burrell, will meet with the Company again after initial results are in from the pilot program.

Reprographics

As a result of an agreement reached during 1983 general bargaining negotiations, Assistant Business Manager Manny Mederos is preparing for an August 14 meeting with PG&E to discuss three major issues affecting the Reprographics Department — wage inequity adjustments, cross-training, and communications. Joining Mederos on the bargaining committee will be Reprographics members Tim Abalayan, George Oryall, Ed Belcher, and John Callejas.

Clerical Job Evaluation

Slow but steady progress is being made on Local 1245's massive effort to develop with PG&E a job evaluation system for clerical jobs in the accounting, operations, and customer services Lines of Progression.

According to Assistant Business Manager Roger Stalcup, who heads up the Union Bargaining Committee, the pilot study interviews have been completed. A total of 90 employees were interviewed for up to an hour after filling out an in-depth questionnaire, and 90 additional employees filled out the questionnaires.

After a preliminary review of the 180 questionnaires and 90 interviews, the consultants working with the committee determined that there was not enough data to proceed to the next step of the process. Accordingly, approximately 125 additional employees agreed to by the Company and Union will be asked to fill out questionnaires beginning on approximately July 18.

In the meantime, the committee will be working to agreed on compensable factors by the end of July. By the end of August the consultants will have completed their computer analysis of the questionnaires and interviews, and developed a composite questionnaire. If these target dates are all met, the committee will meet in early September and begin discussion on the actual system to be used for job evaluation.

Gas Servicemen audits

Local 1245 and PG&E met on June 29, and were scheduled to meet again on July 24 to discuss changes in the Company's audit program for Gas Servicemen. Assistant Business Manager Ron Fitzsimmons reported on the June 29 meeting as follows: "We went through the Gas Serviceman Quality Audit Training Manual page by page, giving our comments, objections, and proposed changes to the Company. We then gave our proposals to formalize and revise the existing gas service audit procedures. Our proposals included language which would clarify that the number of audits will be limited to two audits per year, that performance is to be graded as "M" — meets requirements, or "N" — needs improvement, and that audits are to be utilized to identify additional needs for the development and improvement of an employee's work skills, and not for disciplinary purposes." Agreement was reached on many of the Union's proposals, although the disciplinary aspects and other aspects of audits have yet to be agreed upon and were set to be discussed on July 24.



Members of the Switching Committee who recently met at headquarters included, L-R, Tom Garcia, Business Representative Jack Osburn, Raymundo Gupoy, and not pictured, Assistant Business Manager Ron Fitzsimmons.

Switching

Local 1245's Switching Committee met with PG&E on June 27 and as this issue of the Utility Reporter went to press was scheduled to meet again on July 12. At the June 27 meeting, the Union committee agreed in principle, contingent upon a satisfactory economic offer from the Company, to change the job duties to Electrical Technicians, Cable Splicers, Linemen, and Electricians to allow the taking and holding of clearances as well as the performing of switching. Language still has to be worked out, as well as agreement reached on a wage adjustment for the classifications where job duties would be changed to include switching, and all affected classifications. The results of the July 12 meeting will be reported in the August issue of the Utility Reporter.

General Construction

Senior Assistant Business Manager Darrel Mitchell is heading up two sets of interim negotiations involving the Company's General Construction operations. The first involves Line of Progression in the Service Department. Helping Mitchell develop a response to the Company's proposed Line of Progression are committee members Marvin Rubendall and Bob Balderston.

The second set of negotiations involves the tool list for General Construction employees. Local 1245's committee, which in addition to Mitchell includes Rubendall and Fred Pedersen, has submitted a proposed tool list to the Company and is currently awaiting the Company response.

PREMIS Clerks

Final revisions on a Company proposal for establishing work hours for PREMIS clerks working in conjunction with power plant overhauls is expected soon at Local Union Headquarters in Walnut Creek. For the past several months, Local 1245's committee, comprised of Senior Assistant Business Manager Darrel Mitchell and members Vicki Easterday and Becky Husted have been working on various Company and Union proposals and counter-proposals on the work hours issue. Details of the final settlement will be reported when agreement is reached.

Positive discipline

After several months of experience under the pilot program of "positive discipline" in North Bay Division, representatives of Local 1245 and PG&E met on June 15 in San Rafael to discuss several issues which have arisen since implementation of the program on March 1.

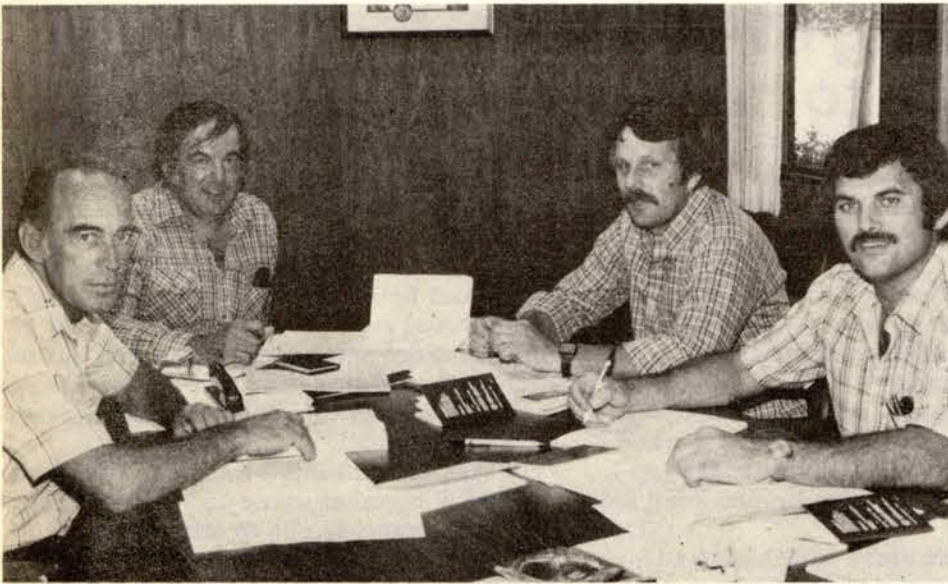
Local 1245, which was represented by Assistant Business Manager Corb Wheeler, President Howard Stiefer, Business Representative Ed Caruso, and Shop Stewards Larry Wood, San Rafael; and Arlis Watson, Santa Rosa, identified several supervisors whose approach they felt was not positive. In addition, Company and Union representatives agreed that employees were entitled to Shop Steward representation during a coaching and counseling session.

President Stiefer and Assistant Business Manager Wheeler will join Business Representative Caruso traveling throughout the Napa-Vallejo District and the Geysers to discuss the success, or lack of success, of the program throughout its pilot area.

LETTERS OF AGREEMENT

PACIFIC GAS AND ELECTRIC COMPANY

- 82-129 Placement of an employee into an Operator-in-Training vacancy in Richmond, East Bay Division.
- 82-130 Waives the residence requirement for a Relief Service Operator, Hayward, East Bay Division.
- 82-131 Establishes a permanent Work schedule for Computer Operations Department.
- 82-132 Confirms agreement with respect to the LTD adjustments recently negotiated under terms of Benefit Agreement dated January 1, 1969, amended January 1, 1981.
- 82-133 Placement of an employee into a Relief Service Operator position in Fremont.
- 82-134 Hours change for the Saturday shift in Livermore Gas Service Department.
- 82-135 Cancelled.
- 82-136 Pending.
- 82-137 Extends life of Letter Agreement 82-115 through April 30, 1983.
- 82-138 Reclassifies current Utility Compressor Plant Operator, To-pock (1568) position to that of Maintenance Assistant (0057), and also establishes the Maintenance Assistant classification as a regular classification within Pipe Line Operations, eliminating headquarters restriction.
- 82-139 Hours change for Head Meter Reader, Belmont.
- 82-140 Placement of an employee into a T/A Utility Clerk position in Hayward, East Bay Division.
- 82-141 Hours change on December 24, 1982 and December 31, 1982 for Production Service Section of COD.
- 82-142 Flextime hours change on December 24, 1982 and December 31, 1982 for Data Recording, COD.
- 82-143 Hours change for General Office Reprographics Section on December 24, 1982 and December 31, 1982.
- 82-144 Regarding language concerning dollar amounts for Section 303.4 (expenses).
- 82-145 Hours change on December 24, 1982 and December 31, 1982 in Vice President and Comptroller Department.
- 82-146 Allows Gas Servicemen and Reserve Gas Servicemen to deliver 48-hour notices to residential customers.
- 82-147 Pending.
- 82-148 Placement of an employee into a Utility Clerk position in Concord Customer Services Department.
- 83- 1 Pending.
- 83- 2 Placement of an employee into a vacant Service Meterman position in San Rafael for which there are no prebids on file.
- 83- 3 Concerning the training of an employee as a Pressure Operator for an anticipated position in San Rafael and placing him as a T/A Operator in San Rafael for six months.
- 83- 4 Placement of an employee into a Lineman position in Concord.
- 83- 5 Cancelled.
- 83- 6 Assignment of an employee to the "cuts and non-pay Troublemaker slot" on a permanent basis.
- 83- 7 Adds the Unassigned Transmission Mechanic (1414) under "same or higher classification" in the Corrosion Mechanic (1245) Lines of Progression.
- 83- 8 Concerning the qualifying to take Apprentice Electrical Technician, Communication Technician, and Division Journeyman Elec-Steam or Maintenance Division Journeyman Mech-Steam examinations.
- 83- 9 Procedure for placement when an apprentice, who is listed as same or higher in line of progression, bids to another apprenticeship.
- 83- 10 Concerning a combination of Company sponsored van/car pools and paid incentives for private car pools for Division employees at Geysers Power Plant. Includes amendment to Exhibit VI-B.
- 83- 11 Adds Note 7 to GC Services Department Garage Group lines of progression.
- 83- 12 Reclassifies the Operating Clerk position in Ridgecrest, San Joaquin Division, to Service Representative and fills the position.
- 83- 13 Training course for Senior Computer Operator-Computer Operations Department.
- 83- 14 Pending.
- 83- 15 Permanent hours change for one Customer Services Utility Clerk position headquartered in San Rafael, North Bay Division.
- 83- 16 Concerning computer center in Fairfield operating in coordination with the San Francisco center.



Members of the T&D Committee who also recently met in Walnut Creek included, L-R, Ken Holbrook, Grass Valley; Assistant Business Manager Manny Mederos, Randy Kaefer, Belmont; and Joe Nicholas, Antioch.

T&D drivers

In an effort to improve productivity, PG&E has recently proposed a Letter of Agreement to amend the T&D Drive job definition to include field clerk duties, and to permit drivers to move from one crew to another. Assistant Business Manager Manny Mederos and T&D Drivers Randy Kaefer and Joe Nicholas were scheduled to meet with a company committee on July 10. The outcome of this meeting will be reported in the August Utility Reporter.

Drug policy

Representatives of PG&E and Local 1245's administrative staff met at the Local's Walnut Creek headquarters on Thursday, July 5, to discuss a Company draft version of a new policy with respect to the use, sale, purchase, and possession of illegal drugs by company employees. While not condoning drug activity, Local Union officials informed the Company that it would not be party to any management rule on drugs which might result in disciplinary action other than the Accident Prevention Rules. Additionally, Local 1245 pointed out to the Company a number of areas in the proposed policy which the Union felt were too broad and could lead to abuse and violation of employees' rights.

Roving Operators

Senior Assistant Business Manager Darrel Mitchell, together with Leonard Liotta, Shasta Division; Tom Moore, San Joaquin Division; and Dave Armstrong, DeSabra Division are scheduled to meet with PG&E's Roving Operator committee only July 24 to discuss a Company proposal dealing with job duties, hours, and rates of pay of the approximately 37 Roving Operators who work in the Company's hydro plants.

Combination Crews

On July 26, 1984, Assistant Business Manager Ron Fitzsimmons and a committee yet to be named, will meet with PG&E to discuss the Company's proposed permanent establishment of underground combination gas and electric crews.

In the meantime, Local 1245 has agreed to continue combination crews on a provisional basis until November 1, 1984, through the heavy period of summer construction. The agreement extending the combination crews temporarily includes a 30-day cancellation clause as well as a waiver of the footnote "applicable to those employees who have completed the Fieldman/Equipment Operator Training Program," under the Utility UG Installer, and UG Installer as far as it is applied to individuals, who through no fault of their own, were not scheduled to attend the training program on a seniority basis. The composition of the new committee as well as the results of the July 26 meeting with the company will be reported in future issues of the Utility Reporter.

Benefits and Insurance summary

Assistant Business Manager Manny Mederos and San Francisco Cable Splicer Jerry Cepernich, have been working long and hard to come up with a booklet for all PG&E members summarizing all contract benefits as well as the dozen medical, dental, and vision plans available to Local 1245 members at PG&E. The booklet, which will update the 1981 summary on benefits and the 1974 summary of health and dental plans, should be printed and available to members by Labor Day.



OUTSIDE LINE

Very young 69-year-old, not ready to hang up his hooks

Lineman Frank Kaatman will be 70 years old in a few months ... and he has no intention of hanging up his hooks in the near future.

Kaatman, an Outside Lineman, has been climbing for 47 years — and has never suffered lost-time injuries in all his working years.

"I've always worked with a heads up attitude — and the guys that have worked with me have had heads up attitudes too ... they're the one's that have helped keep me alive," he said.

He did have one close call though in 1975 when a materials bag fell from 30 feet, landing on Kaatman's hard hat. A bolt cutter fell out and knocked out a front tooth. His hard hat still shows the impact.

Kaatman is originally from St. Louis, Missouri where his 95-year old mother still resides. He worked in Utilities there before coming to California where he worked at Southern California Edison for 30 years prior to retiring there in 1975.

After some travelling he returned to Outside Construction because he says he really didn't know what to do with himself — and particularly because he missed the work and being around crew members.

Kaatman says he's happy to see that there's more safety consciousness in the field today adding that "over the years you come to realize that those safety rules were written in blood."

A staunch unionist, Kaatman has been an IBEW member since 1936, and proud of his many years in the Brotherhood.

Kaatman, father of two sons, grandfather of five, has plenty of interests. He and his wife Doloros both enjoy raising flowers and have a large garden at their home. Kaatman is also very handy at wood carving and has made his wife an entire set of hand carved utensils. Another major interest is traveling. They have already been through Europe and to Hawaii, and next hope to go to Australia. That is ... if Kaatman, one determined Lineman, can stay away from climbing that long.

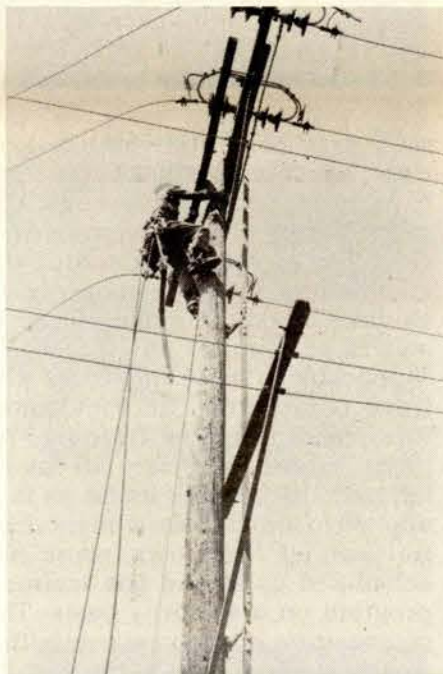
Just months shy of his 70th birthday, Lineman Frank Kaatman gets equipment in preparation for climbing pole.



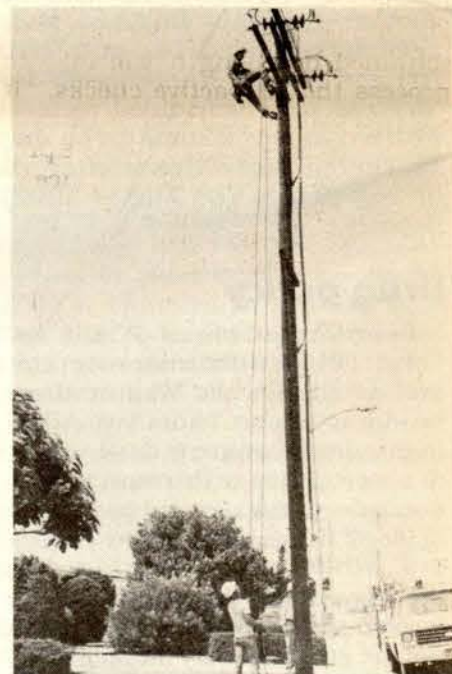
Photos: Carol Bedsole



Up



Up



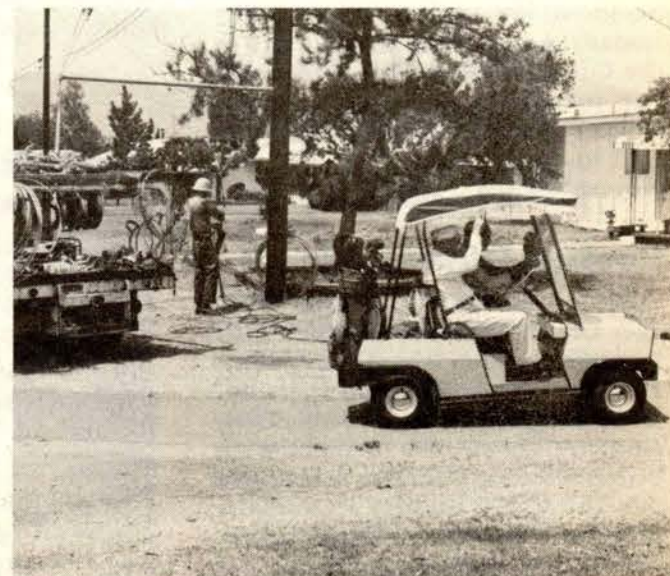
.....At a very rapid pace.



Figures on Kaatman's hard hat indicate 47 years of work with no time lost to injury accident.



Kaatman sends tools up to crew member.



Golfers on Retirement Community course drive cart by a Local 1245 Lineman who refuses to hang up his hooks.

BARGAINING REPORT — PUBLIC AGENCIES

United States Bureau of Reclamation

Business Representative Pete Dutton reports that contracting out, also designated as the "A-76" program, continues to dominate labor relations at the Bureau. Bids are currently being solicited by private concerns for canal maintenance work in Fresno, while the same work is being studied with an eye towards contracting out in the Tracy area.

In a happier development, on June 11, the Bureau notified Local 1245 that all Local 1245 members will receive an additional .5 percent wage adjustment effective retroactively to April 15, 1984. The new increase, which supplements the earlier 3.5 increase, is the result of Public Law 98-270. According to Dutton, the Bureau has not yet determined how long it will take to process the retroactive checks. "It will take quite a long time" said Dutton, "as each employee must be processed separately. Each instance of upcode, classification, pay rate, or any other changes will require research. No doubt this will cost the government more than our people will receive. I hope they remember that when it comes time to vote for President in November."

Sacramento Regional Transit

Two meetings have been held to date as part of interim negotiations on the issue of tools for mechanics. Business Representative Jack Osburn, together with Transit District members, Wes Duvall, Larnell Gill, and Robert Ruiz, are in the process of compiling Local 1245's counterproposal on the economic and non-economic aspects of the tool issue.

City of Gridley

Local 1245 members at the City of Gridley recently received checks of more than \$1,000 each as the final installment of the five-year controversy between the City and IBEW Local 1245 which erupted in 1979 negotiations. The checks represent the last chapter in a sometimes-bitter dispute, which in the past year has been mutually resolved in favor of an improved, stable collective bargaining relationship.

Public sector Steward training

A special Shop Steward training session designed for Local 1245 Shop Stewards in the public sector will be held on October 13. The session, which will cover subjects of particular concern to public sector employees, will be held in addition to the annual August meeting of United States Bureau of Reclamation Shop Stewards. The tentative agenda for the October session includes legal issues affecting public sector employees, bargaining, discipline, Workers' Compensation, and health and safety issues. Details on this information packed training session will be carried in future editions of the Utility Reporter.

Oroville-Wyandote Irrigation District

Business Representative Jack Osburn reports that the District has recently proposed that it stop paying the employees' 6.7 percent FICA contribution and convert the money to a wage increase. The reason given by the District for the proposed change is a recent tax ruling which makes the existing arrangement no longer tax-free. Local 1245 is currently studying the economic and legal considerations of the District's proposal, as well as meeting with members at the District for their input on the proposed change.

Western Area Power Administration

Local 1245 members employed by WAPA recently took part in a ratification vote of the tentative agreement reached by WAPA and Government Coordinating Council 1 of IBEW. The vote was 181 in favor of ratification, 81 opposed. Most classifications will receive a 1.7 percent wage increase effective September 16, and an additional 3.5 percent wage increase on January 20, 1985. This will take the Lineman rate to \$15.56 an hour in September 1984, and \$16.10 an hour in January 1985, according to Business Representative Rich Hafner who also serves as Chairman of Government Coordinating Council 1.



Plenty of boating fun at Delta Poker Run

There was a large turnout of members and their families for the Antioch Unit's Annual Poker Run.

Boaters maneuvered from dock to dock randomly selecting playing cards in sealed envelopes. At the end of the day's event envelopes were opened, and those holding top hands were awarded prizes.

Helping to get the event organized were members Jim Poindexter and Bob Martin whose hard work made this day an extra special summer-fun day!

Photos: Corb Wheeler



Getting set to cast off.



Food, Fun 'n Sun on shore.



Seafaring party.

City contracts

cluded Staff Attorney Tom Dalzell, Business Representative Ed Caruso, and members Larry Giovannoni, Linda McLaughlin, and Bob Larson.

City of Lodi: Business Representative Mickey Harrington recently completed negotiations on a new three-year agreement with the City of Lodi covering Utility Department employees. The agreement, which was ratified by a 12 to 5 vote, provides for two wage increases during the first year of the contract totaling more than 7 percent, with cost-of-living adjustments and increased PERS contributions during the second and third years of the agreement. According to Harrington, the Negotiating Committee's goal of achieving parity with PG&E



Pictured above, L-R, are Lodi Negotiating Committee members, Gary Mai, Jim Porter, Bill Cummins, and Business Representative Mickey Harrington.

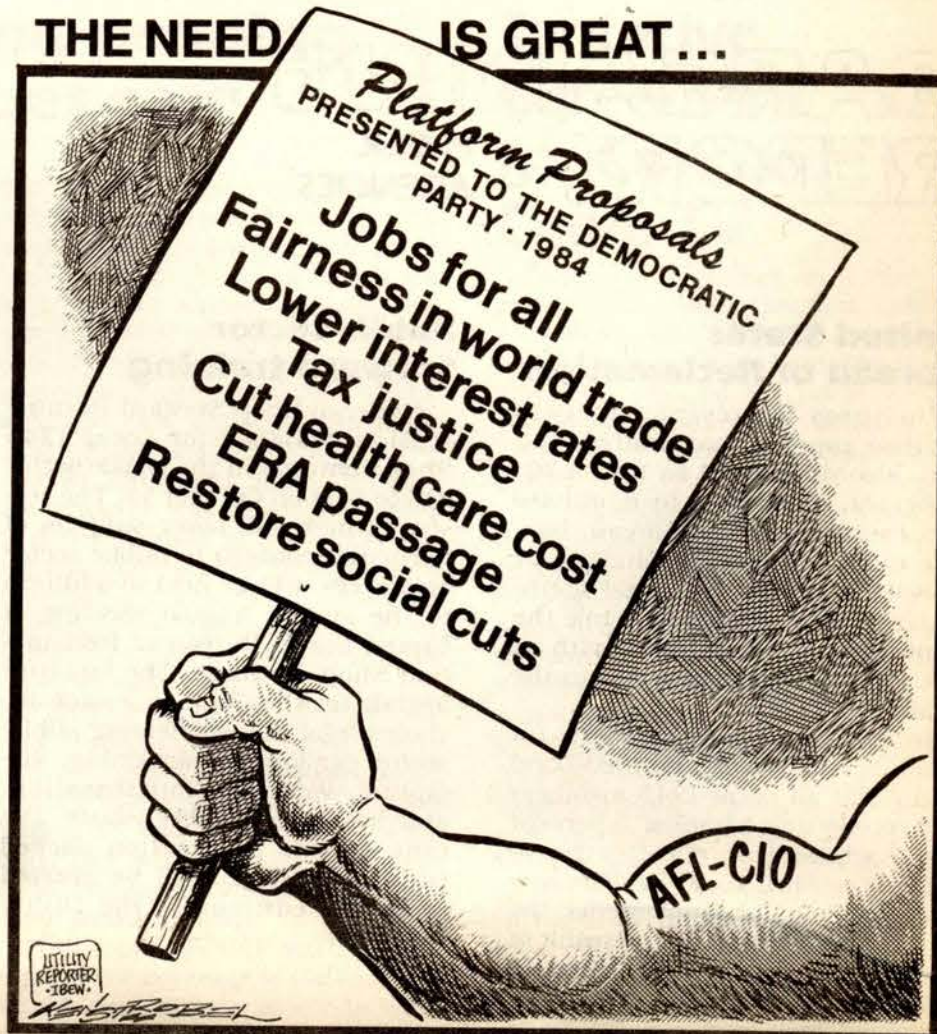
wages was met. Additional improvements include vision care, a better union security clause, increased vacation for employees with 25 years or more of service, and standby pay. Members of the Bargaining Committee included Gary Mai, Jim Porter, and Bill Cummins Jr.

PAC Tree severance money ready

As has been reported in the last several issues of the Utility Reporter, representatives of Pacific Tree, Local 1245, and a number of consultants, actuaries, and attorneys have been working to draft the necessary trust agreement and other documents to implement the severance pay plan negotiated earlier this year between Local 1245 and Pacific Tree. Drafts are presently being reviewed by both the Company and the Union, but in the meantime several employees have quit Pacific Tree and the question has arisen as to when these employees will get their severance pay.

Assistant Business Manager Orv Owen has explored the problem, and has recently determined that in the interest of fairness to these individuals, checks should be issued immediately, even though formal trust documents have yet to be adopted. "We know of at least seven employees who have left since the severance pay plan went into effect" said Owen, "and checks will be sent to these individuals. Anyone else who has quit should contact their business representative or the Walnut Creek office and arrangements will be made."

THE NEED IS GREAT...



City of Redding ratified after mediated session



Pictured during early part of negotiations are committee members, L-R, Steve Mayberry, Mike Light, Joe Kropholler and Carl Schmidt. Business Representative Gene Wallace also participated in the many sessions of negotiations.

FINAL DEADLINE: AUGUST 13!

DON'T MISS OUT! GET YOUR NAME AND MONEY IN NOW!

DEADLINE EXTENDED TO AUGUST 13, 1984

FEE: \$25 - NO REFUNDS



IBEW LOCAL 1245 GOLF TOURNAMENT

SEPTEMBER 8, 1984 - 10:45 a.m.

SAN RAMON NATIONAL GOLF AND COUNTRY CLUB

— Carts not included with the \$25 fee —
— If you wish a cart or are a guest, check below —
(Foursomes are not necessary)

Please print clearly:

	Cart	Guest
1. Name _____	()	()
Address _____		
Phone _____		
2. Name _____	()	()
Address _____		
Phone _____		
3. Name _____	()	()
Address _____		
Phone _____		
4. Name _____	()	()
Address _____		
Phone _____		

Starting times will be mailed back to you
Make checks payable to: LOCAL 1245 GOLF TOURNAMENT

MAIL TO

LOU ANZALDO/GOLF TOURNAMENT

35524 Cleremont Drive

Newark, CA 94560

Phone: 415-793-0677

!!MUST BE RECEIVED BY AUGUST 13!!

After a grueling all-day session with State Mediator William Haney on July 9, representatives of Local 1245 and the City of Redding came to agreement on a new three-year Memorandum of Understanding.

Business Representative Gene Wallace, who headed the Local 1245 Bargaining Committee, reported the following highlights of the agreement: a 1984 general wage increase of 5.0 percent; cost-of-living adjustments in 1985 and 1986 (1 percent plus .8 percent for each 1 percent increase in the CPI after 1 percent); inequity increases bringing four Electric Department classifications to parity with PG&E; an

increase in supplemental benefits to the PG&E level; an orthodontic plan with a maximum of \$1500, a 33 percent sick leave buy-out for employees with more than 10 years of service, a reduction in the probationary period from one year to six months, and an improvement in overtime meals.

Wallace was joined on the Bargaining Committee by City employees Joe Kropholler, Michael Light, Steve Mayberry, and Carl Schmidt. The agreement was set to go into effect on July 15 following a special meeting of Local 1245 members on July 13 when the contract was ratified.