



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

Lineman severely injured

On July 17, 1984, an accident occurred involving Mike Macklin, 46, a PG&E Lineman from Woodland of Sacramento Division, Yolo District, which resulted in the amputation of his right hand after he suffered severe second and third degree burns.

He also suffered second and third degree burns to his shoulders and knees; laceration to the back of his head and flash burns to the face.

The accident occurred in Davis at 633 Marina Circle at approximately 9:15 a.m.

While switching in order to positively identify a cable, Macklin knelt and reached with his right hand into the bottom compartment of a pad-mounted switch for the cable identification tag. He came in contact with an energized, open, disconnect. Macklin was blown backward into a circled position, knocking off his hat and glasses.

Two co-workers at the site administered CPR as Macklin was not breathing and they could not at first detect any heart beat before Macklin eventually rallied.

The accident is under investigation by the Local Union.

UNION LABEL WEEK September 2-8, 1984



Successful leadership conference held Aug. 11, 12 in Concord

Approximately 100 members participated in the Local Union's Leadership Conference held in Concord the second weekend in August.

Unit Chairmen, Recorders, and some Vice Chairmen attended a series of information-packed workshops and general sessions where they met with Union staff, Executive Board members, and special guests, who presented a variety of educational and informational material during the two-day program.

Special feature of the program was a presentation by State Assembly Labor and Employment Committee Chairman, Dick Floyd. The assemblyman's viewpoints are highlighted on page 7.



Business Manager Jack McNally, left, thanks Assemblyman Dick Floyd, Chairman of the Assembly Labor and Employment Committee for his lively conference participation. Floyd's presentation is highlighted on page 7.

The meeting got underway when President Howard Stiefer, after welcoming the officers, introduced Business Manager Jack McNally who then outlined the program and the intended goals for the conference.

The purpose of the conference was aimed at providing basic information about policies of the Local Union, increasing awareness of the legislative process, and to highlight health and safety concerns and procedures, while focusing on the duties and responsibilities of Union leaders.

Conducting a workshop on the duties and responsibilities of Union officers were President Howard



Lobbyist Art Carter, left, discusses legislative process with Unit officer.

Stiefer, Vice President Nannette Dominguez and Secretary Barbara Symons. Unit Officers had dozens of questions for the workshop panel which related to correct procedures for conducting the business of the Union at Unit Meetings. The panel reviewed by-laws and policies for the participants.

Secretary Symons encouraged participants to attend quarterly Advisory Council meetings so they can observe first hand the business of the Local which is addressed at these meetings.

Business Manager McNally and Legislative Lobbyist Art Carter, who represents the State Association of Electrical Workers, headed-up a workshop focused on the importance of legislative activity.

Carter emphasized the value of
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Lifesaver Carrethers gets IBEW honor award

Business Manager Jack McNally was proud to present the International IBEW Lifesaver Award to one very-deserving member at the recent Advisory Council meeting.

Bobby Carrethers, an Equipment Operator, out of Roseville Gas Service Department, Drum Division, was cited for extraordinary heroism in his efforts in helping to save the lives of a couple whose home was burning.

Last January 13, they were connecting a newly-installed pipe to a natural gas main on Sisley Road in Penryn near the driveway to the Joseph Pedras home. The home is

See PAGE TEN



Business Manager Jack McNally, left, presents IBEW Lifesaver Award to Bobby Carrethers, center. Business Representative Ed Fortier, right, nominated Carrethers for the coveted award. Carrethers helped guide a couple to safety from their burning home, and returned to the flaming house to retrieve a treasured family Bible.

Future in your hands: Register to vote—Register, now!

The future of our country will be in the hands of the voters in just a couple of months.

In November we will all be voting in the 1984 General Election to elect the president of the United States.

This, as are all elections, is a major election; but for those of us in Organized Labor this election is particularly crucial. Many decisions which will be made by elected offi-

cials during the upcoming four years will have a direct bearing on our livelihoods, our safety in the workplace — our very lives, for decades to come.

We have seen over the past four years the gutting of labor policies and we've seen a government intent on union busting.

To turn the tide, it is critical for our members to look closely at the

records — to weigh the facts — and to get out and vote.

To vote you must be registered.

Registration is a relatively simple matter in California.

First, you must be at least 18 years old, and a county and precinct resident for 29 days prior to the election.

Registration in California is permanent unless you: change your

name, change your address or change your political party.

You can register at the County Registrar of Voters, or local City Clerk's offices, or you can register by mail after obtaining a voter registration card. You can get cards at most public libraries, post offices and fire stations. You can also call your Registrar of Voters, or City

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YOUR LEGAL RIGHTS

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A closer look at vocational rehabilitation

California's Workers
Compensation system provides
for a mandatory vocational
rehabilitation program to restore
an injured worker to his or her
former abilities or to develop new
job capabilities so that the injured
worker may be economically
self-sustaining.

When a qualified injured
worker chooses to enroll in a
rehabilitation program he or she
continues to receive temporary
disability payments plus
additional living expenses
necessitated by the rehabilitation
program. All reasonable and
necessary vocational training is
provided at the expense of the
self-insured employer or the
employer's insurance carrier.

To be entitled to vocational
rehabilitation, the injured
employee must demonstrate that
he or she is a "qualified injured
worker."

This means meeting a two-step
definition: (1) the effects of the
injury or disability have
permanently or are likely to
preclude the worker from
returning to his or her former
occupation; and (2) the worker
could return to suitable
employment through the

implementation of vocational
rehabilitation. If a worker comes
within the definition of the
"qualified injured worker", he or
she is entitled to rehabilitation
services under a plan or program
developed for his or her particular
potential capabilities by a qualified
rehabilitation representative.

The program entitles a worker
to all services calculated to restore
the worker to suitable gainful
employment, including evaluating,
counseling, retraining, and job
placement assistance — all at the
expense of the employer.

Although temporary disability
continues in conjunction with
receiving vocational training,
payment of permanent disability
benefits is deferred until
termination of rehabilitation
temporary compensation.

The employer has the primary
responsibility to initiate and
provide rehabilitative services. In
consultation with the employee,
the employer, and a rehabilitation
representative, a rehabilitation
plan is developed. If the employer
does not initiate a plan, the
employee has the right through
his attorney to apply to the
Rehabilitation Bureau for an
order requiring the employer to

provide vocational services.

Participation in a plan developed
in this manner is not mandatory.
An injured worker has the right
to develop his or her own
rehabilitation plan, but any
program developed in this manner
needs approval of the
Rehabilitation Bureau.

Any disagreement that arises
between an employer and employee
regarding rehabilitation rights and
obligations must first be referred
to the Bureau for possible
resolution.

If it is not resolved at this point,
the worker has a right to appeal
to the Workers Compensation
Appeals Board and a right to
a hearing before a Workers
Compensation judge. Therefore,
the assistance of an attorney is
clearly an added benefit as the
worker helps to develop a fair
vocational rehabilitation plan.

If you believe you are entitled
to vocational rehabilitation, you
should contact your Business
Representative or attorney
immediately.

**NEXT ISSUE: This column will
discuss the relationship between
statutory rights to vocational
rehabilitation and Local 1245's
members' contractual rights.**

Register to vote!

**In California
call 800-345-VO*TE
to request a voter
registration card**

* "O" — NOT Operator

From PAGE ONE

Clerk's office and request a card
which will be mailed to you. Then fill
it out and return the card, which
requires no stamp, to your regis-
trar.

In California you can also call:
800-345-VOTE. That's "O" not
operator, and leave a recorded mes-
sage requesting a voter's registra-
tion card, and one will be sent to
you. Repeat: that's 800-345-8683,
(VOTE).

Prior to the election you will re-
ceive a sample ballot which will in-
dicate the address of your polling
place.

The rest will be up to you. The
General Election is the first Tuesday
in November every four years. This

year we will be voting on November
6. That means you must be regis-
tered by October 9 to be eligible
to vote.

In Nevada and Washington regis-
tration requirements vary some-
what.

In Nevada if you **did not** vote in
the last 1982 General Election for
congressional representatives you
must re-register.

In Washington if you voted in
either the last 1980 Presidential
Election, or 1982 General Election
you do not have to re-register ... if
not — get moving, and get regis-
tered — by October 6.

APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

401 (K) Ballot Committee

Charles Larsen, Jr.

Leroy Adams

Floyd Farmer

Harvey Iness

John Delsman

Christine Lay

Annette Spencer

Ronald J. Ferrari

Leo Jameson, Jr.

Rebecca H. Rosecrans

James Bricker, Jr.

Hydro Roving Operator Interim Negotiating Committee

Tom Moore

Leonard Liotta

Dave Armstrong

Reprographics Committee

George Oryall

Ed Belcher, Jr.

John Callejas

Tim Abalayan

T&D Driver Committee

Joseph Nicholas

Randall C. Kaefer

Kenneth Holbrook

MERCED IRRIGATION DISTRICT

1984 Negotiating Committee

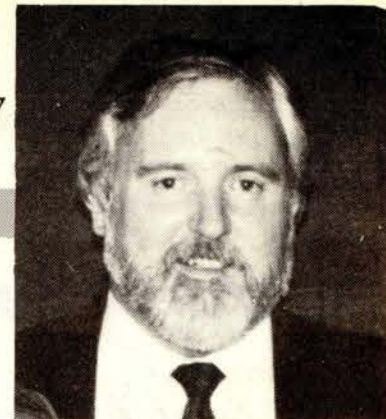
Bill Crisman

Dee Witherell

William Taylor

Michael Higgins

POINT OF VIEW



IBEW 1245 Business Manager

Presidential election politics calls for close attention

Presidential politics are warming up. The Democratic Convention was held in San Francisco in July; the Republicans just completed their Convention this month in Dallas, Texas.

Both parties have adopted their platforms ... their policies for the next four years.

The platform, policies, or goals are put into writing and adopted at the Party conventions.

Normally, the media then reports to the public what these platforms contain. Newspapers may print the entire platform as adopted or it may be summarized. On TV one will only hear the highlights, or only that portion the media thinks is controversial or "newsworthy" ... *it's amazing how TV producers decide what is controversial.*

The vast majority of the citizens of this country will not read the entire platforms of the Democratic and Republican parties. They will rely on the media for information.

It seems to me we need to spend a good deal of time exploring the issues which will be debated by both parties during the next two-and-one-half months and to listen, very closely to what is reported in the media, and to the debates between the candidates, and to do a good deal of reading about the issues, as well.

I remember four years ago when the Carter-Reagan debate occurred, and when asked, Reagan said he would *not* tamper with, or cut Social Security for those currently receiving benefits. Except for delaying a cost of living increase for current Social Security recipients, he lived up to his word. However, he pushed through legislation which he signed that will substantially reduce Social Security benefits for younger workers who retire in the future.

The point is that he said he would *not* tamper with those *currently* on Social Security. I know a number of members who are not aware of this, and said they remember Reagan stating that he would *not cut* Social Security. This issue alone points out that we must listen very closely.

There will be many issues discussed, debated, and argued between the parties. Many of these issues will eventually directly affect you and your work.

Workers in the United States are the backbone of the country. We are caught up in the day to day living, and hear so much rhetoric in the news media that sometimes we don't really listen. We should be involved as to the direction we are headed, and take the time to study and evaluate the issues, and the effect these issues will have on our future.

This year is a critical election year and it would serve all of us in Organized Labor to listen closely, and evaluate carefully the issues that will affect our jobs and the security of our future.

In Unity—

Jack McInerney

Letter to the editor

August 3, 1984

Former Senior
Assistant Foss



To All of My Friends:

This is a letter of thanks, albeit belated.

I have written, and discarded, a dozen or more versions of this letter over the past several months.

I just couldn't put together the right blend of words that would express my feelings of gratitude regarding one of the great events, and nicest moments, in my life.

I am speaking of the Appreciation Dinner given for me by Local 1245 on February 4th of this year.

Rather than delay any longer waiting for the "right" words to come together, let me just briefly sum up my feelings for you.

The event was one of the nicest, happiest moments of my life. The memories of it are, and will remain, indelible. The afterglow continues undimmed. I shall be ever grateful for this happiest of endings.

I also want to thank all those who made it possible for a most generous set of gifts. For the record, the rototiller is producing results far beyond expectations. As for the Las Vegas trip — well, one out of two ain't bad.

Most importantly let me thank each of you for your friendship. It is the major element that makes the smooth part of life enjoyable and the rough part bearable.

Thank you all once again,

Larry Foss

Larry Foss

Avonseal vapors: IBEW Local 1245 observes test methods

Employee exposures to solvent vapors from a primer used to connect cast iron pipes in the Gas Transmission and Distribution Department were monitored by PG&E on July 11, 1984, in Sacramento, at the request of Local 1245. The brand name of the primer was "Avonseal Primer Two 173."

Shop Steward and Fieldman Tom Ramirez, who had originally notified the Union about these odorous vapors, was present to discuss the work procedures with Business Representative Wayne Greer and Industrial Hygienist Juliann Sum. Light Crew Foreman Cleo Thompson and Helpers Doug Hough and Ed Arias conducted the work operation. The operation consisted of brushing the liquid

primer onto the joint, allowing the primer to dry to tackiness, and applying and clamping the Avonseal connecting material onto the joint until a bond was formed. The temperatures on that day were approximately 100°F.

The chemicals which were tested included a variety of solvents known to be ingredients in the primer. One of the solvents is Cellosolve, which was recently found to cause testicle damage and birth defects in laboratory animals.

As of press time, the Local Union was awaiting the Company's test results.

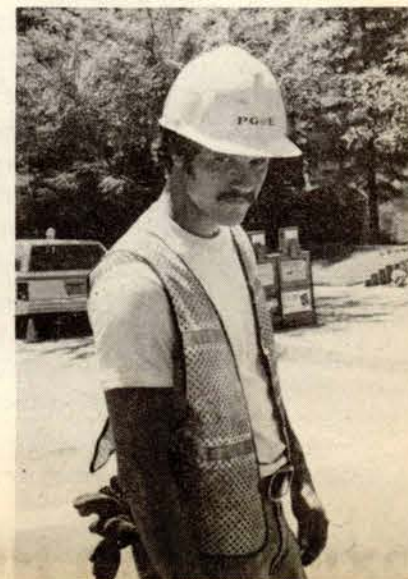
Photos: Juliann Sum



Business Representative Wayne Greer discusses Avonseal materials with Light Crew Foreman Cleo Thompson.



Wayne Greer and Shop Steward Tom Ramirez.



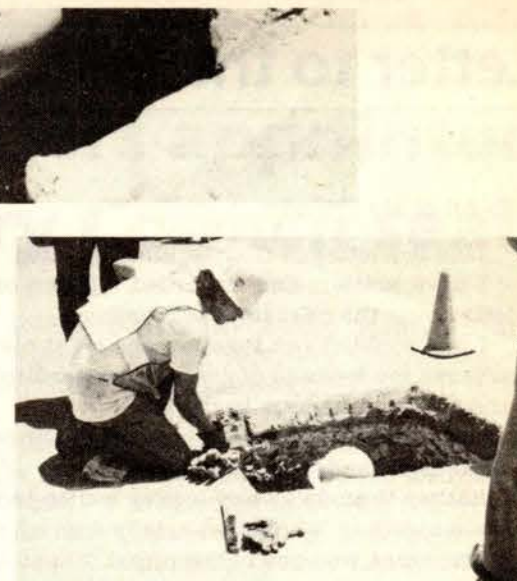
Fieldman Tom Ramirez is a Shop Steward.



Light Crew Foreman Cleo Thompson stirs the primer in preparation for application.



Thompson brushes the primer onto the joint.



Helper Doug Hough gives Thompson a hand.

Standards Board sets new TCE Ceiling, Excursion levels

At its July 19 meeting, the CAL/OSHA Standards Board voted 4-1 to raise two of the three safety levels for trichloroethylene (TCE), a solvent widely used in the electronic, dry cleaning and other industries. The action came in the face of a timely veiled threat of court action by the Halogenated Cleaning Solvents Association on the basis that the record of a previous hearing when the levels were lowered did not support the Board's earlier action.

The Board's legal counsel apparently agreed, since the proposal, ratified by a majority of the Board, would return the Ceiling and Excursion Limit from 75 ppm and 50 ppm to 300 ppm and 150 ppm, respectively, but leave the Permissible Exposure Level untouched at 25 ppm.

In late August after a review of all data by Division of Occupational Safety and Health staff, the Board will decide whether to leave the

levels as they are or to lower the levels once more.

This action comes at a time when public concern regarding TCE has increased over the recent discoveries of TCE in well and public drinking water in the Santa Clara Valley.

Over the past 2 months court cases have been filed seeking recoveries for injuries and death suffered by electronics workers exposed to TCE and other sub-

stances. The action of the Standards Board, though perhaps legally self protective, would seem to be a step in the wrong direction of worker and public health & safety.

TCE is occasionally found in solvent cleaners, and in overhead line cut out fuses used by our members.

TCE is not as commonly used by our members as is 1,1,1-Trichloroethane.

California releases new information on hazardous-substance injury compensation

A brochure has been distributed by the California Department of Health Services to advise residents of this State of the availability of compensation for financial losses due to injuries caused by the exposure to hazardous substances.

"Hazardous Substances" are defined by State and Federal law to mean a material which has the potential to harm human health because it is toxic, corrosive, flammable or explosive. For purposes of this program, "hazardous substances" exclude petroleum products, natural gas, radioactive material and, within the workplace, exposures from engine exhaust emission and from the normal application of pesticides.

The Hazardous Substances Compensation Program was created as a part of the California legislation which established the California "Superfund", the program which cleans up abandoned hazardous waste sites. The Compensation Program, which is administered by the State Board of Control, pays for out-of-pocket medical expenses and lost wages (or business income in lieu of wages) due to injuries or illness caused by

exposure to a "release of hazardous substance", as defined above.

An individual who is injured by a release of a hazardous substance in California may be eligible for compensation provided that the parties responsible for the release cannot be identified, or the parties can be identified but have insufficient assets with which to pay a judgment. Persons eligible for compensation under this program may receive (1) 100 percent of out-of-pocket medical expenses for up to three years from the beginning of treatment; and (2) 80 percent of uninsured actual lost wages, or business income in lieu of wages, caused by injury to the claimant or the claimant's property, up to \$15,000 per year for a maximum of three years.

Some releases of hazardous substances may be obvious, such as chemical spills or industrial activity. Gradual releases of hazardous substances into the air, water or soil are less obvious, but have been confirmed at 93 "Superfund Sites" in California. Since the physical symptoms of low-level exposure tend to be general and non-specific, such as headache, nausea, respiratory difficulties and skin irrita-

tions, it is advisable to consult your physician if you believe you have come into contact with a hazardous substance.

Application forms for filing can be obtained from:

Hazardous Substances
Compensation Program
Board of Control
926 J Street, Suite 300
Sacramento, CA 95814
(Telephone 916/324-1342)

Applicants must provide information about (1) the release of the hazardous substance; (2) the claimant's residence for the last five years; (3) medical history for the last five years; and (4) wage history for the last three years.

Questions about the Hazardous Substances Compensation Program should be directed to the Board of Control at (916) 324-1342. Questions about hazardous waste management generally or the state's Superfund sites may be directed to the Office of Public Information and Participation of the Toxic Substances Control Division at (916) 324-1789.

Government reports on PCB study at PG&E

After four years since undertaking an evaluation of PG&E's PCB program, the National Institute for Occupational Safety and Health has released a 36-page report.

The NIOSH Health Hazard Evaluation Report concludes that exposures to airborne PCBs were not a problem for the operations which NIOSH investigated: (1) receiving and packing operations at DeCoto Pipe Yard in Union City, (2) the clean-up of the transformer rupture at Embarcadero Center in San Francisco, and (3) tap-changer transformer inspection and regulator overhauling operations at Station F in Berkeley.

However, the wipe samples and soil samples taken at the DeCoto facility were contaminated to the extent that NIOSH determined a health hazard did exist there, due to the possibility of skin absorption and ingestion of PCBs. Contamination was found on hands and faces of employees, as well as in lunch, bathroom, and yard areas.

Medical examinations revealed elevated PCB levels in the blood of 11 of the 15 workers who volunteered to participate. These workers were employed at DeCoto Pipe Yard, Oakport Service Center (Electric T & D Department), and Richmond Service Center (Substation Maintenance Department). The elevated blood levels were regarded to be an indicator of past exposures to PCBs. No prediction of future health consequences could be made from these results, and no other clinical problems related to PCBs were detected.

The NIOSH report includes a number of recommendations regarding continued environmental testing, a medical records register for future studies, improved sanitation, training and education, a program to study the problem of exposure to toxic byproducts of heated PCBs, and changes in the Transmission and Distribution bulletins.

The Local Union plans to discuss the recommendations of this report with PG&E.

Toxins from PCB fires under review by EPA

As a result of a court decision in 1980 stemming from an environmental lawsuit, the Environmental Protection Agency has been revising their regulations involving PCB equipment for the last three years. The latest EPA action concerns the need to limit exposures related to transformer fires, due to the fact that highly toxic contaminants are produced when PCB fluids are burned.

Polychlorinated dibenzofurans (PCDFs) and polychlorinated dibenzodioxins (PCDDs) have been found in soot produced from large transformer fires in Binghamton,

New York, and at 1 Market Plaza in San Francisco. The soot had spread throughout the office buildings where the transformers were housed. Animal studies indicate that PCDFs and PCDDs may be at least 1,000 more toxic than PCBs and may also be extremely potent carcinogens.

IBEW Local 1245 is attempting to collect statistical information to send to EPA on the existence of PCB equipment and the rate of failures/ruptures. Most or all of the information that EPA is relying on is from industry and appears to be incomplete.

On two occasions, in 1982 and 1983, the Local Union has requested that PG&E study the potential problem of PCDFs and PCDDs and the health risks to our members. PG&E has declined our request and has deferred this responsibility to the Electric Power Research Institute, a utility industry association.



Hazardous wood preservatives banned from general sale

After six years of special review, the Environmental Protection Agency has announced changes in the registration requirements of the three most commonly used wood preservatives: creosote, pentachlorophenol, and arsenic (or inorganic arsenicals).

The changes are intended to protect workers and consumers from adverse health risks associated with these substances. Creosote causes cancer in laboratory animals and has been associated with skin cancer in some workers. Impurities of pentachlorophenol, the chemical used to treat the Cello poles handled by many of our members, has been shown to cause cancer in animals. Arsenic has been associated with cancer in humans who drank

or inhaled arsenic contamination. In addition, pentachlorophenol and inorganic arsenicals cause birth defects in animals, and creosote and inorganic arsenicals cause genetic damage in bacteria and animals.

The three wood preservatives will be banned from over-the-counter sales, except for brush-on treatment of the inorganic arsenicals for commercial construction.

Special labeling which lists specific safeguards will be required to protect workers involved in wood treatment. Labeling will be required to warn pregnant women of adverse effects on the unborn.

Registrants must limit the toxic impurity concentration in pentachlorophenol.

A "Consumer Awareness Pro-

gram" will be required of all pressure treaters. This program will include recommendations that treated wood not be burned and that special sealants be used on creosote and pentachlorophenol treated wood which comes in frequent contact with bare skin.

Use of treated wood in homes will be restricted.

In addition, registrants will be required to submit further scientific data regarding biological effects, impurity levels, exposures, and protective clothing.

According to EPA's 1982 estimates, these three wood preservatives make up over one third of the 2.7 billion-pound U.S. pesticide market. They account for 97 percent of the wood preservatives used

in this country.

The EPA notice does not directly address exposures of linemen, truck drivers, warehousemen, and other workers in our membership who come in frequent contact with treated utility poles. In 1980 and 1981, IBEW Local 1245 sent to EPA letters of testimony about the widespread irritation symptoms associated with Cello pole contact and a copy of a preliminary study by the National Institute for Occupational Safety and Health showing increased pentachlorophenol levels in the blood and urine and of a group of our linemen.

As of press time, we were in the process of determining EPA's position with respect to linemen's exposures.

Successful Leadership Conference for Unit Officers



President Howard Stiefer introduced Business Manager Jack McNally who then outlined program for Unit Officers.



Assistant Business Manager Orv Owen was Staff Coordinator for the two-day event.

From PAGE ONE

contacting legislators, either in person, through the mails, or by phone to express concerns over political issues that affect Labor.

Carter urged participants to contact their legislators, and to identify themselves as members of IBEW Local 1245, and to let their legislators know how they feel about issues.

Carter indicated that legislators pay a great deal of attention to letters — particularly those of the "non-form" variety — a letter that expresses in your own words, how you feel about an issue, or issues.

Carter and McNally fielded a wide range of questions from workshop participants, and made sure that before leaving the group, each participant knew the name of his or her own representatives.

Carter urged members in California to meet with their representatives during the next legislative recess which starts August 30. After that date, he pointed out, most representatives will return to their home districts to meet with constituents.

Panelists Don McKinley, Chairman pro-tem, Local Union Health and Safety Committee; **Ann Miley**, Staff Attorney, and **Juliann Sum**, Industrial Hygienist, outlined the importance of establishing Unit Health and Safety Committees, and how to best alert the Local to potential health and safety hazards.

Use of appropriate forms and the importance of documentation of conditions were stressed.

Sum pointed out that Unit Health and Safety Committees can often provide more thorough documentation by offering more view points.

Participants reviewed key points in the Local's "Lifeline" Health and Safety manual which has a check list on steps to follow in documentation.

The importance of documentation in the areas of standard's setting, in developing legislative pol-

icy, and in assisting in scientific studies was highlighted.

Miley pointed out that good documentation frequently helps uphold citations when appeals are filed.

Miley urged members to submit information on problems before someone gets hurt, so the Union can attempt to investigate prior to a major accident. She cited for example, "If a weld breaks, and no one gets hurt," — contact your Business Representative, and file a report which will reach the Local Union's Health and Safety Committee detailing the basic: "who, what, why, where, when and how."

Workshop participants and panelists all spoke about the importance of individual members stepping forward to help document health and safety problems to help make the workplace safer for everyone.

During the Saturday afternoon General Session, Pete Guidry, Labor Studies Coordinator, Center for Labor Research and Education, U.C. Berkeley, presented the film: "What You Are Is What You Were When", a fast paced, informative film that details how value systems are formed, and how to relate to people with varying value systems.

This film drew many comments. Most conference participants found it extremely informative to learn at what early ages most people lock into value systems that will stay with them during their entire lifetime. The film encourages people to attempt to consider the other person's value system when communicating.

Guidry also headed up a Sunday morning session devoted to outlining various rights and responsibilities of Union leaders. During the session he pointed out that our contract, which he called, "that little mysterious, valuable document," is an instrument that brings us together in unity, and that we should

be proud of our heritage and Union members.

To further pinpoint the proud heritage of Labor, Guidry presented a film featuring the late, former Vice President Hubert Humphrey, speaking before a Minnesota Labor group.

In the film, Humphrey told how proud he was to be affiliated with Labor, as he urged members to: "Be proud of the heritage of labor unions, and be proud of your work". Humphrey went on to list the many strides that labor had made over the years, and pointed out that the gains made for most workers, including basic health care coverage, had come about because union negotiators had fought for it at the bargaining tables.

In the film he urged continued fights to organize new members, and challenged unionists to remember that, "The Organized Labor Movement doesn't guarantee it's going to make life easier — but it certainly gives the worker a better opportunity for a better life."

Humphrey said that, "Labor unions need to continue to be the conscience of the country and to improve the standard of living."

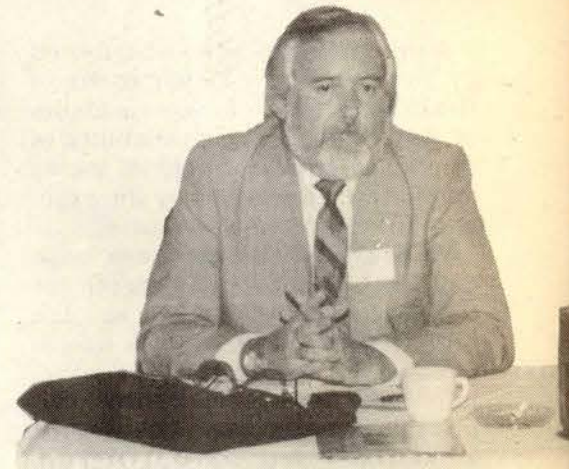
At the close of the film, conference participants gave out thunderous applause. Guidry closed his own presentation with Humphrey's closing quote, "I'd rather live 50 years as a tiger, than 100 years as a chicken." Guidry challenged the assembled union leaders to continue to show their pride as Union members, to set examples for others to follow.

After Guidry's presentation Business Manager McNally welcomed Assemblyman Dick Floyd who further discussed the legislative process with our members.

Following a question and answer session with Assemblyman Floyd, Business Manager McNally closed the two-day session, reminding the officers that decisions made at the ballot box this year will have an impact on labor for many years to come.



Popular speaker, Pete Guidry, Labor Studies Coordinator, Center for Labor Research and Education, U.C. Berkeley, led program session.



Business Manager Jack McNally and Legislative



Health and Safety panelists included Juliann Sum, Industrial Hygienist; Ann Miley, Staff Attorney, and Don McKinley, chairman pro-tem Local Union Health and Safety Committee.



Unit Officers at Conference

Samuel Leroy Adams	Patricia Gray
Norm Adamson	Ruben Guerra
Eddie Anderson	Mike Haentjens
Chet Bartlett	Robert Harper
Joe Belle	Barbara Hartke
Michael Brady	David Hartley
John Callahan	Tim Healy
Dora Carone	Gale Higgins
Vernon Cooke	Dick Hoyer
Grace Coyle	Danny Jackson
William Culligan	Tom Jacobson
Veda Dabney	Mary Johnson
John Delsman	Brian Knox
Ronda Drew	Madell Landrum
Henry Everett	Christine Lay
Tanya Ferreira	Luis Lemus
Ralph Freeland	Cindy Lepenske
Daryl Gilbert	John Loades, Jr.
Joe Graham	Carlene Lucas

for Unit Officers

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Business Manager Jack McNally and Legislative Lobbyist Art Carter fielded questions.



Health and Safety panelists included Juliann Sum, Industrial Hygienist; Ann Miley, Staff Attorney, and Don McKinley, chairman pro-tem Local Union Health and Safety Committee.



Local 1245 officers, Barbara Symons, Recording Secretary; Howard Stiefer, President, and Nannette Dominguez, Vice President, conducted program on duties and responsibilities.



Unit Officers participating in Leadership Conference

Unit Officers at Conference

Samuel Leroy Adams
Norm Adamson
Eddie Anderson
Chet Bartlett
Joe Belle
Michael Brady
John Callahan
Dora Carone
Vernon Cooke
Grace Coyle
William Culligan
Veda Dabney
John Delsman
Ronda Drew
Henry Everett
Tanya Ferreira
Ralph Freeland
Daryl Gilbert
Joe Graham

Patricia Gray
Ruben Guerra
Mike Haentjens
Robert Harper
Barbara Hartke
David Hartley
Tim Healy
Gale Higgins
Dick Hoyer
Danny Jackson
Tom Jacobson
Mary Johnson
Brian Knox
Madell Landrum
Christine Lay
Luis Lemus
Cindy Lepenske
John Loades, Jr.
Carlene Lucas

Ed Mallory
Dale Mann
Bob Martin
Dave Mason
Duane Mayberry
Daniel Mayo
Daniel Melaneph
Ron Moon
Larry Niskern
Wilfred Nunez
Christine Oakey
Walt Oakley
Gary Outlaw
Joe Parker
Richard Pender
Sal Perales
Richard Perry
Dave Pittman
Paula Ramsey

Ken Raven
Sondra Reynolds
Norma Ricker
Michael Roper
Becky Rosecrans
Jay Runswick
Luis Sabala
Bonnie Semas
John Souza
Archie Taylor
Larry Thomas
Pat Thomas
Billy Weilage
James Wilburn
Daniel Wojdac
Diane Wood
Larry Wood
Steve Worden

Floyd — loyal to labor

Rounding out the two-day program was outspoken Assemblyman Dick Floyd, from L.A.'s 53rd District.

Floyd who is Chairman of the California Assembly's Committee on Labor and Employment made no bones about his support of Organized Labor.

He is in his second term as an Assemblyman and tells of defeating an entrenched Republican in his home district. "I did it with Labor, and it's something you don't forget," he told the Local's Unit Officers.

He said he focuses on issues that directly affect: wages, hours, working conditions and benefits.

Floyd said that during the last year-and-one-half in the California Legislature that he's seen every type of anti-union

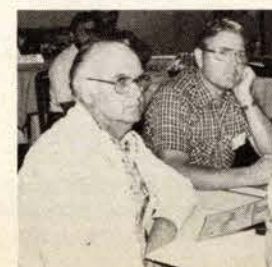
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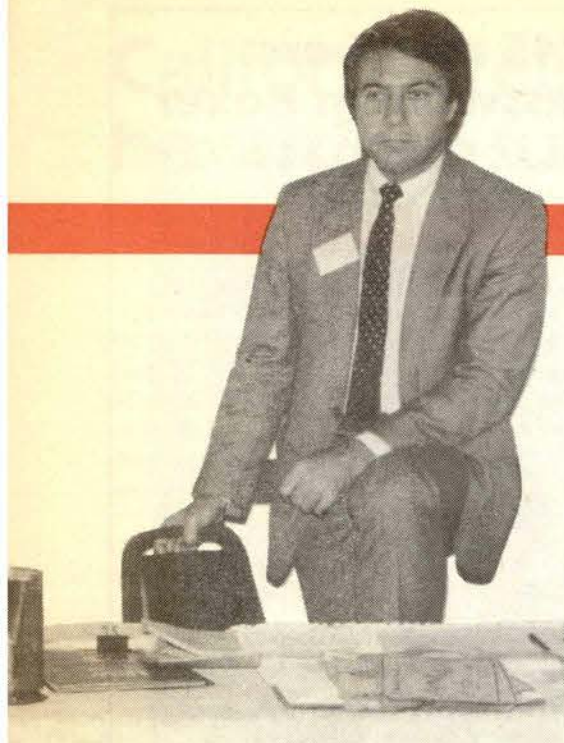
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"We need to defeat an reapportionment measu now, or the Republicans in control," he said.

Floyd went on to disp elite image that surrou some legislators, and to participants that, "A leg is no different than you. They're simply a man or woman who put their na the ballot and were luck enough to win. A legisla works for you, and their would be a lot easier if y

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Assemblyman Dick Floyd.

would take an active part in the legislative process."

He urged our members to be in touch with legislators, to let them know what's on their minds, and what issues they are concerned about.

Floyd expressed concern over a dwindling middle class in the United States under the current administration and says that he believes, "that there may well be more people working now, than at any other time in history; but that most of them are working for less than a decent wage."

He also urged members to stick to the convictions of Organized Labor to protect the middle class in our country.

Photos: Carol Bedsole

AROUND THE SYSTEM —PG&E

Meter Readers

Local 1245's Meter Reader Committee met with the Company on July 18 to discuss several pending issues. Progress was made on some issues but not others, and another meeting has been scheduled for September 12.

The major issue discussed was the planned implementation of electronic meter reading in late 1984 and early 1985. The system, which is also being introduced at San Diego Gas and Electric Company and Southern California Edison, uses small hand-held computers instead of the traditional meter book. The key issue in the negotiations is the Company's use of a timing device on the computer which could produce a print-out of the Meter Reader's daily activity, second by second. The Company is currently considering Local 1245's proposed limitations on the use of the timing device and will give its response in September.

Other issues still pending include flex-time, uniforms, and van pooling. Pilot programs for flex-time were recently concluded in the Eureka, Grass Valley, and Stockton offices; the possibility of extending the program systemwide for Meter Readers will be discussed in September. Similarly, the Union's suggestions for changes in uniforms and rain gear will be studied and discussed in September.

Van pooling continues on a pilot-program basis in the Oakland office, with poor results and low morale reported. The Company's plans to begin a pilot program in the Cupertino office have apparently been deferred at least until 1985.

Roving Operators

Negotiations on a Company proposal to change the job duties, hours, and rates of pay of the approximately 37 Roving Operators who work in the Company's hydro plants reached an impasse at a meeting on July 24. As a result, reports Senior Assistant Business Manager Darrel Mitchell, there will be no modifications in either the working conditions or rate of pay for Roving Operators.

Positive discipline

In late July, Local 1245 President Howard Stiefer, Assistant Business Manager Corb Wheeler, and Business Representative Ed Caruso visited Clerical and Physical employees in Vallejo, and Napa and at the Geysers to get membership feedback on the Company's pilot program on positive discipline. Where problems were found they involved a few individual supervisors who have not grasped the basic principles behind the positive discipline system. Where PG&E management has accepted the basic premises, the system is reported to be working well. The future success of the program, Local 1245 believes, depends upon the Company's ability to bring its "renegade" supervisors into line with the program's goals and objectives.

Switching

Interim negotiations on switching came to an impasse recently. Although the Union had been optimistic that mutual agreement could be reached on changes in switching, the Company proposals were not acceptable. Assistant Business Manager Ron Fitzsimmons, who headed Local 1245's committee, reports that the several dozen grievances which had been referred to the Switching Committee for resolution, will be returned to the grievance procedure in accordance with contract provisions governing *ad hoc* negotiations.

Note: last month, Committee member Raymundo Godoy was incorrectly identified in a Utility Reporter photo.

PREMIS Clerks

Senior Assistant Business Manager Darrel Mitchell and Committee members Vicki Easterday and Becky Husted recently concluded negotiations on PREMIS clerk work, saving more jobs for PG&E employees and Local 1245 members. Under the terms of a Letter of Agreement signed by Business Manager Jack McNally on July 18, 1984, the Company may assign PREMIS work in conjunction with any section 202.17 work that may progress to Routine Plant Clerks, for an eight-hour shift from 4:00 A.M. until 12:00 noon with a third shift premium.

General Construction

Local 1245's Interim Bargaining Committee on Mechanical Services, consisting of Senior Assistant Business Manager Darrel Mitchell and Local 1245 members Marvin Rubendall, Bob Balderson, and Stan Simmonds, met in Walnut Creek on August 9 to finalize a counter-proposal on lines of progression and job descriptions for submission to the company. Results of the bargaining will be reported in future issues of the Utility Reporter.



Meeting at headquarters were: Marv Rubendall, Business Representative Gene Wallace and Bob Balderson.



Also participating on the Interim Bargaining Committee were: Business Representative Joel Ellioff, Stan Simmonds, and Senior Assistant Business Manager Darrel Mitchell.

Two IBEW Local 1245 members honored by Congresswoman Boxer



Bay Area Congresswoman Barbara Boxer, at podium, recently saluted local women who are making outstanding contributions in all walks of life. At the San Francisco gathering of "Women Making History" she honored two of our members, Lineman Jeri Keeler, right, and next to her, Meter Reader, Mary Coffin. Keeler and Coffin, were among dozens of "Women in Uniform" who were featured guests.



Hundreds of participants gathered as Congresswoman Barbara Boxer lauded the efforts of "Women at Work in Uniform" at a recent San Francisco event which celebrated the struggles and successes of women opening new doors in the workplace.

Accounts Receivable production standards

As reported last month, Local 1245 recently agreed to a pilot program to implement a production standard for employees working in Accounts Receivable. The volunteers have recently been selected and the pilot program began, using the recommendations of Dr. David

Thompson, which include a production standard. As data from the pilot program becomes available, Local 1245's Bargaining Committee will evaluate the effect of the new methods and in light of the data further consider the Company's proposed standards.

LETTERS OF AGREEMENT

Gas Servicemen audits

A meeting scheduled for July 24 was cancelled by the Company and will be rescheduled once the Company has had an opportunity to develop a proposal based on the comments made by Local 1245 at the June 29 meeting as reported in the July issue of the Utility Reporter.

Assistant Business Manager Ron Fitzsimmons is head of the bargaining for Local 1245, and future developments in the Union's effort to formalize and revise the existing gas service audit procedures will be reported as they arise.



Pictured, l-r, are Committee members Bob Blakemore, San Joaquin; Roy Moore, Stockton; Assistant Business Manager Ron Fitzsimmons; Ron Field, San Jose, and Mike Woodward, San Francisco.

Combination Crews

On July 26, representatives of Local 1245 and PG&E convened a Labor-Management meeting at the Company's headquarters to review data submitted by the Company in support of its proposed permanent establishment of underground combination Gas and Electric crews. The Company was unable to provide immediate answers to a large number of questions posed by

Local 1245 with respect to the data which the Company had submitted. Future meetings are expected to discuss and clarify the Company's data. If after a complete evaluation of the data, it appears that the Company's economic arguments are solid, a committee will be formed and negotiations initiated on the Company proposal.

SHOP STEWARD

Marie Kizzie: Shop Steward

I was asked in 1970 to become a Shop Steward by Jack McNally who at that time was my Business Representative, and now is IBEW's Local 1245 Business Manager. Jack was a very good Business Representative which made me want to know more about the Union I supported, and the company I worked for, so I decided to become a Shop Steward.

There are not material rewards involved in being a Shop Steward. The reward of being a Shop Steward is knowing that you have done the best you can to keep control of situations that might have otherwise erupted into volatile situations. You must be dedicated to fairness and justice for the people and the company.

In the 14 years I have been a Shop Steward, I have worked on many committees, including the Joint Grievance Committee, and have served as Unit Chairman, and Unit Vice-Chairman. I have also participated in conferences such as Women in the Work

Force, Shop Stewards Workshops, Labor Management Meetings, and a variety of other union activities.

In all, being a Shop Steward is very challenging and very interesting.



Marie Kizzie, Customer Services Representative, East Oakland.

PACIFIC GAS AND ELECTRIC COMPANY

- 83- 17 Waives final paragraph of Paragraph F, Section 2 of Labor Agreement Clarification, Title 202, dated April 1, 1965 and as revised January 21, 1970. (DCPP Cold License Certification Program).
- 83- 18 Placement of an employee in an Assistant Foreman's Clerk position in Richmond for a 90-day trial period.
- 83- 19 Pending.
- 83- 20 Establishes a Lead Electrician classification in Gas Mechanical Services Department at Davis Service Center.
- 83- 21 Pending.
- 83- 22 Pending.
- 83- 23 Pending.
- 83- 24 Cancelled.
- 83- 25 Concerning extension of Letter Agreement 82-115.
- 83- 26 Return of an employee from LTD and placing him in an existing Helper (0930) vacancy in Oakport Gas Department.
- 83- 27 Reclassifies two Pipeman (1960) positions at Materials Department, Decoto Pipe Wrapping Facility in Union City.
- 83- 28 Placement of an employee in a vacant Operating Clerk position in Walnut Creek Gas Department.
- 83- 29 Amends the Guidelines for GC Apprentice Lineman Training Program.
- 83- 30 Placement of an employee into a vacant Apprentice Meterman position in Santa Cruz without reference to Title 205.
- 83- 31 Pending.
- 83- 32 Placement of an employee in a Utility Clerk position in General Office Design and Drafting Department.
- 83- 33 Pending.
- 83- 34 Return of an employee from LTD to his previous classification of Equipment Operator, Walnut Creek, East Bay Division.
- 83- 35 Pending.
- 83- 36 Pending.
- 83- 37 Placement of an employee into a vacant Operator-in-Training position in Pittsburg Switching Station.
- 83- 38 Permanent hours change for the two Utility Operator positions at Station C, Oakland.
- 83- 39 Awards a vacant Water Systems Subforeman position in Water Collection Department at Alta on a provisional basis to the senior prebidder of record.
- 83- 40 Cancelled.
- 83- 41 Pending.
- 83- 42 Hours change for a Utility Clerk, Electric Department, Ukiah in North Bay Division.
- 83- 43 Effects a procedural change in schedules of Hayward Gas Service Department.
- 83- 44 Reclassifies Station C, Oakland, to a System Operator #1 rating and Station G, El Cerrito, to a System Operator #2 rating.
- 83- 45 Retains an employee at his previous classification of Tractor Operator B, in General Construction.
- 83- 46 Placement of an employee in a vacant Materialsman position in Eureka Materials Department.
- 83- 47 Placement of an employee into the next available T&D Driver vacancy in Salinas.
- 83- 48 Exempts certain Auxiliary Operators at Diablo Canyon Power Plant from Power Plant Fundamentals course held at Central Training Facility, Oakland Power Plant.
- 83- 49 Cancelled.
- 83- 50 Pending.
- 83- 51 Cancelled.
- 83- 52 Provides per diem amounts for employees attending Union/Company schools at Emeryville and Oakland.

Reprographics

PG&E's latest tests have confirmed a chemical overexposure problem in the Reprographics Department. The problem chemical is methylene chloride, the ingredient in the deglazing compound which is used weekly in the final cleaning of printing machine rollers.

Although use of this chemical is now limited to less than one hour per person per shift, overexposures

still result due to the rapid evaporation characteristics of methylene chloride.

As of July 25, 1984, PG&E began implementing a respiratory protection program for employees who use the deglazing compound. Company states they are continuing to research chemical alternatives which will obviate the need for respirators.

ADVISORY COUNCIL

Lifesaver Carrethers saluted as he receives honor award

From PAGE ONE

about 155 feet from the road and that day dense fog obscured it from view.

While operating a backhoe, Carrethers smelled smoke. He shut down his equipment but couldn't locate the source. A short while later he stopped his equipment again and asked the other crew members if they smelled smoke.

Just then, the fog lifted enough so that they could see heavy smoke coming from the Pedras home.

While Seaton used his crew truck radio to summon help, Carrethers and Hinojos ran to the home.

Hinojos dashed inside, where he found Mrs. Pedras in a hallway and guided her out the front door. Carrethers ran to the back of the house where he located Pedras, who thought his wife was still inside.

Carrethers returned to the front, found Hinojos leading Mrs. Pedras outside, then returned to the rear where Pedras was trying to move a garden tractor out of the garage which had also caught fire. The two PG&E employees moved the tractor into a nearby field.

They noticed Mrs. Pedras had entered the smoke-filled home in hopes of saving some keepsakes. Carrethers followed her and assisted her outside in spite of her insistence that she had to save pictures of her children.

Carrethers then entered the home a final time, crawling through dense smoke, and saved the family bible and Mrs. Pedras' glasses before he was forced out by smoke.

After presentation of the IBEW award Advisory Council members saluted Carrethers with a standing ovation.

Photos: Carol Bedsole



Advisory Council Members applauded Carrethers's lifesaving efforts as Business Manager Jack McNally presented the award.



Bobby Carrethers and his wife Janie proudly displaying IBEW Lifesaver award.

Two members appointed to Advisory Council seats.

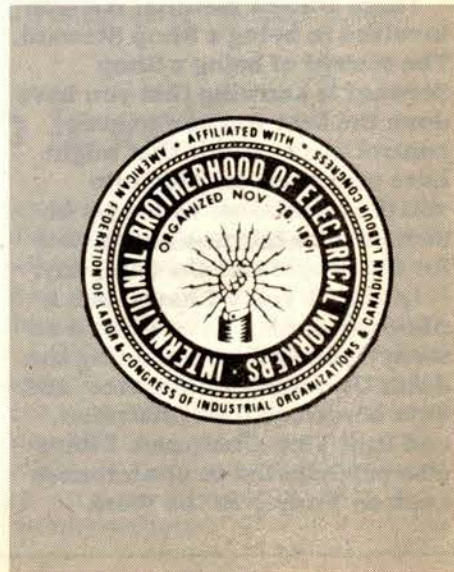
Members of IBEW Local 1245's Advisory Council met Saturday and Sunday, August 4 and 5 at the Sheraton Inn in Concord.

After the Business Manager and his assistants gave reports on the status of the Union, each Advisory Council member presented reports covering his or her area.

During the two-day meeting President Howard Stiefer swore in a new member, Bob Callender, representing General Construction. Callender is a veteran, 15-year member of IBEW Local 1245. He's currently a Sub Foreman A in the Line Department working out of King City in Coast Valleys Division. Callender has been a Shop Steward for the past seven years, he served on the Apprentice Lineman Committee, and has been a member of the Joint Grievance Committee for over two years.

Attending his second Advisory Council meeting as a new member was Lineman Tim Healy representing the East Bay. President Stiefer

formally swore Healy in at the spring Advisory Council meeting. Healy participates actively in Union affairs. He is currently Chairman of Unit 2314. He has served on the Overtime Committee and has been a Shop Steward for five years. He also serves as a delegate to the Alameda County Labor Council.



Lineman Tim Healy, left, and G.C. Line Sub Foreman A, Bob Callender, are the most recent Advisory Council members. Healy was sworn in during the Spring meeting, and Callender at the recent August meeting.

Photos: Carol Bedsole



President Howard Stiefer swears in...



new Advisory Council member, Bob Callender.

ON THE JOB

Oroville-Wyandotte Irrigation District members construct new piping system

IBEW Local 1245 members in Oroville Wyandotte Irrigation District recently completed some emergency irrigation work when they laid 1200 feet of new reinforced concrete pipe to eliminate seepage from an open ditch which had been destroying the base of a nearby road.

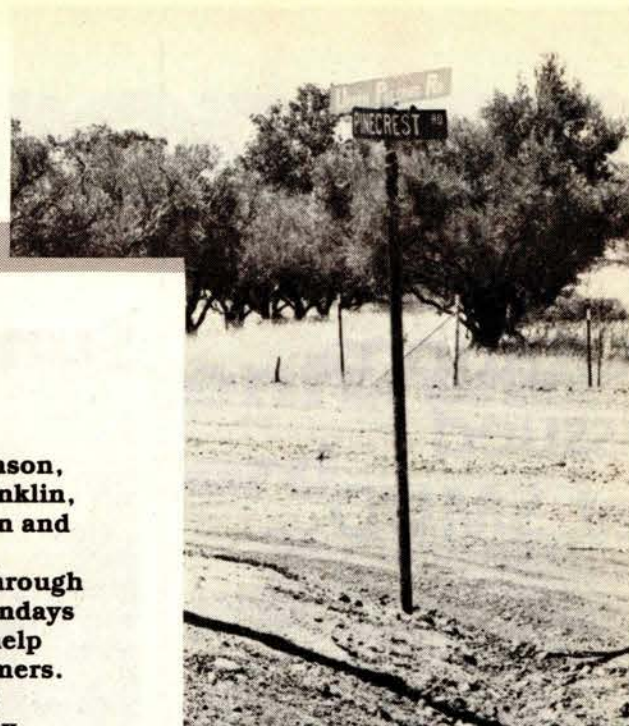
In conjunction with that project on Upper Palermo and Pine Crest Roads, the members also replaced some 270 feet of rotted-out steel pipe on another nearby irrigation section, and constructed a series of concrete clean-out boxes.

Members who completed the job in less than two weeks, which was under the estimated

schedule for the job, included Loren Atkinson, Field Foreman, Emelio Cabrera, John Franklin, Bill Malacky, Jim McElhaney, Gary Nielsen and Donald York.

The crews worked 10 hours, Mondays through Fridays, and 8 hours on Saturdays and Sundays to get the job done as fast as possible, to help meet irrigation demands of District customers.

By replacing the open ditch, and the old antiquated pipe, the District will save many gallons of water. District officials estimate that because of open ditches and old piping systems that as much as 80 percent of the irrigation waters are not able to be best utilized.



Worksite at Upper Pine Crest and Palermo Roads, Southeast of downtown Oroville.



New pipe was laid where water previously ran in open ditch.



Crews covered the 1200-foot concrete pipeline after it was laid in this area.

Photos: Carol Bedsole



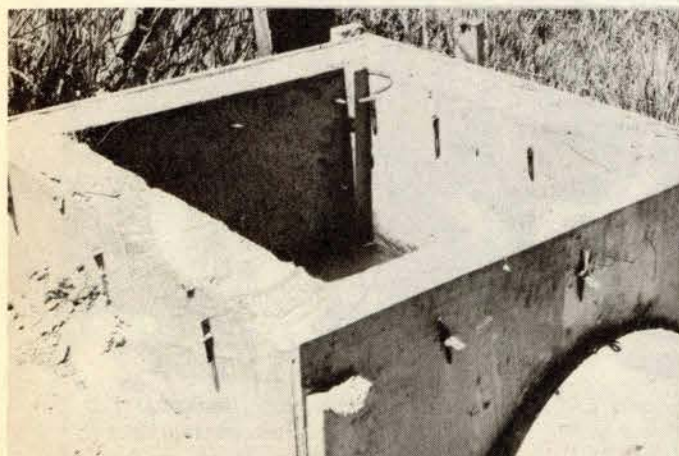
Field Foreman Loren Atkinson, left, and Business Representative Jack Osburn, check out water intake box.



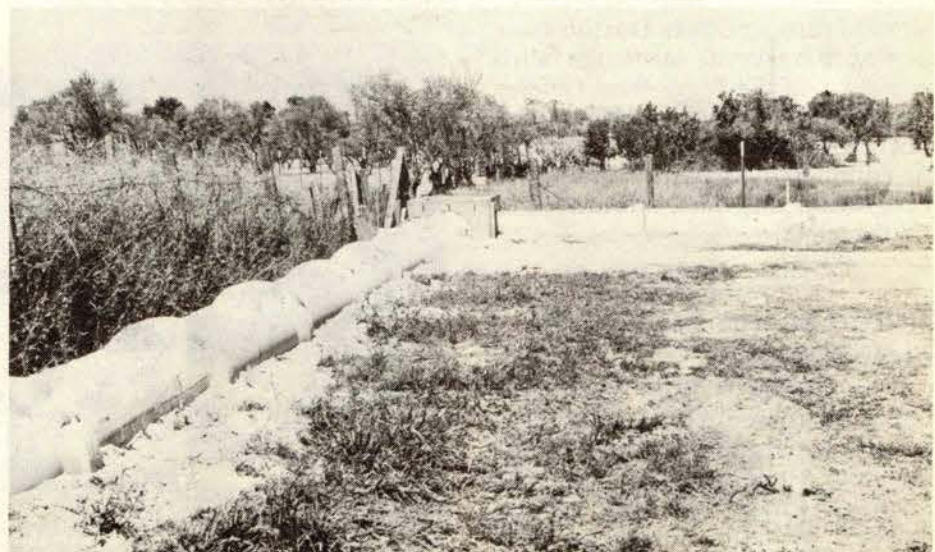
Crew members in the field, left to right, Jim McElhaney, Bill Malacky and Field Foreman Atkinson.



Antiquated steel pipe was crushed before hauling it off to salvage area.



Crews constructed concrete clean-out boxes, and intake boxes.



New pipe replaced old steel piping system in this field.

OUTSIDE LINE

Citations issued at SMUD

As a result of CAL/OSHA's investigation of the June 12 accident at SMUD's Rancho Seco Nuclear Facility which resulted in two fatalities, two citations were issued. One citation was issued for not depressurizing the steam boiler on which the two deceased employees were beginning to work.

A second citation was issued for lack of proper training for maintenance employees who are assigned to work on pressurized systems.

Sacramento Municipal Utilities District has appealed both citations and has retained an outside attorney to represent the District on appeal. The Union has applied for and been granted third party-status and will be a party in the Appeal Proceeding.

Summertime fun



Picnic time.

It was a day of fun in the sun at the recent Outside Line summer Bar-B-Q in Antelope Valley. Business Representative Tom Heyl reports a good time was had by all.

Photos: Tom Heyl



Chef at work.



BARGAINING REPORT — PUBLIC AGENCIES

Organizing Drives

Organizing drives are presently underway at three public sector properties. Business Representative Ed Caruso has been working with employees at the Northern California Power Agency's Geysers facility in an effort to bring them the benefits of Local 1245 representation. A petition has been filed with the Agency and the State Mediation and Conciliation Service recently verified Local 1245's showing of interest for an election. Business Representative Mickey Harrington reports an early enthusiastic reception from employees at the South San Joaquin Irrigation District. A petition for recognition is currently being prepared for submission to the District's Board of Directors. Lastly, Business Representatives Jack Osburn and Pete Dutton have conducted several meetings with employees of the Biggs-West Gridley Water District and obtained authorization cards from 90 percent of the employees. Again, a demand for recognition has been submitted to the District.

United States Bureau of Reclamation

Shop Stewards from the USBR met in Sacramento on August 25 to develop a bargaining proposal for this year's negotiations with the Bureau. Proposals will be exchanged with the Bureau in early October and bargaining started in early November.

Upcoming Negotiations

The final months of 1984 will see a flurry of bargaining between Local 1245 and public sector properties. Notices opening bargaining have already been sent to the Nevada Irrigation District, Glenn-Colusa Irrigation District, Modesto Irrigation District, Merced Irrigation District, and Town of Paradise. In the next several weeks notices will also be sent to the Oroville-Wyandotte Irrigation District, Truckee-Donner Public Utility District, Sacramento Municipal Utility District, City of Alameda, Yuba County Water Agency, Richvale Irrigation District, Thermalito Irrigation District, and Shasta Dam Area Public Utility District. Results of these negotiations will be reported in future issues of the Utility Reporter.

ACWA Blue Cross Insurance

Blue Cross has recently informed the Association of California Water Agencies that the high option plan which it had previously made available to irrigation districts would not be available effective August 1, 1984. As a result, several irrigation districts whose employees are represented by Local 1245 (Merced, Oroville-Wyandotte, Paradise, and Glenn-Colusa) have lost their insurance plans. Local 1245 is presently evaluating the situation at each irrigation district in an effort to protect the members.

"We're taking a close look at the alternative plans which the districts are coming up with" said Business Representative Pete Dutton. "We believe that the Districts are obligated to provide the same

coverage even though they've lost the ACWA plan, and we are working with the Districts to come up with the best plan for each property."

Lindmore Irrigation District

Business Representative Wayne Weaver reports that he recently concluded negotiations with the Lindmore Irrigation District over the terms and conditions of a new one-year Memorandum of Understanding. As a result of the negotiations, District employees will receive a 5.0 percent general wage increase as well as continued medical plan coverage.

WAPA negotiators at bargaining table



Lineman Richard Perry, left, Dick Barris, I.O. Representative, Ninth District, Vallejo.



Also, left to right, Walt Kohrman, L.U. 2159, Montrose, Colorado; Jim Miller, L.U. 640, Phoenix, Arizona; behind Miller, Carl Brown, I.O. Representative Eighth District, Cooper, Wyoming; Spokesman Rich Hafner; Business Representative Local 1245, and Dave Stauffer, L.U. 1959, Huron, South Dakota.

