



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

HEALTH, SAFETY

Reagan appointee, bad news!

The Reagan administration announced in June the nomination of Robert Rowland as the new Assistant Secretary of Labor in charge of the Occupational Safety and Health Administration. The nomination has not yet been confirmed by the U.S. Senate.

Former Assistant Secretary Thorne Auchter left this position in March for a job as president of a construction-industry holding company in Kansas.

Rowland, a lawyer, served as vice chair of Reagan's Texas election committee and on the state steering committee for the 1980 presidential campaign. In 1981, Reagan appointed Rowland to chair the OSHA Review Commission.

Rowland's record and performance as OSHA Review Commission Chair for the last three years spells trouble for worker health and safety.

In his first two years on the Commission, Rowland served with Carter appointees Bert Cottine and Timothy Cleary. In this period, the Commission ruled on 146 cases involving OSHA citations (excluding those cases dealing with procedural or jurisdictional issues). Rowland would have vacated OSHA's enforcement action on 121, or 83% of those cases. In contrast, the Commission as a whole upheld OSHA 72% of the time in this period.

Since January 1984, after Reagan appointed E. Ross Buckley to replace Cottine, Rowland has supported just one OSHA citation. In that case the citation was downgraded and the penalty reduced. In the three other cases where citations were upheld, Rowland dissented. The Commission overturned OSHA on the remaining 16 cases.

Not once has Rowland dissented from a decision to vacate an OSHA citation.

Robert Rowland's nomination as head of OSHA is but one more example of Ronald Reagan's plan to reduce health and safety protections for workers as much as possible. If re-elected, four more years of Reagan would mean four years of continued erosion of these protections.

Record reviewed

See BACK PAGE for article reviewing the new Reagan appointee's record on health and safety.

3%, PLUS COLA FOR JAN. 1

PG&E, PGT COLA adjustment reaches \$12.40 for 1985 boost

As a result of 1984 General Bargaining, all workers in the bargaining units of PG&E and PGT will receive a two part wage adjustment of 1) 3% of current salary and 2) an across the board COLA of \$12.40. To compute your January 1, 1985 wage add:

Your weekly salary	
Jan. 1, 1984	= \$ _____
3% of your	
weekly salary	+ \$ _____
C.P.I. Increase	+ \$ 12.40
Total Jan. 1, 1985	\$ _____
Rounded to next	
highest nickel	\$ _____

There are two National Consumer Price Indexes. The COLA is based on the Consumer Price Index for Urban Wage Earners & Clerical Workers which is not reported widely by the press. The Index which the press cites is for all Urban Consumers, and those figures can be confusing, since we don't use them.

From July 1983 to July 1984 the

Consumer Price Index for Urban Wage Earners and Clerical Workers rose from 298.2 to 307.5 for a total increase of 9.3 points. Using the formula found in Section 500.3 of the Physical Contract and Section 25.3 of the Clerical Contract, the in-

crease of 9.3 points was divided by .3, resulting in an adjustment of 31¢ an hour or \$12.40 a week for all employees across the board.

Future C.P.I. increases will be reflected in January 1, 1986 wages.

EXAMPLES

LINEMAN

Salary	
January 1, 1984	= \$635.95
3% of above	+ 19.07
C.P.I. Increase	+ 12.40
Total January 1, 1985	\$667.42
Rounded	\$667.45

GENERAL CONSTRUCTION JOURNEYMAN

Salary	
January 1, 1984	= \$667.80
3% of above	+ 20.03
C.P.I. Increase	+ 12.40
Total January 1, 1985	\$700.23
Rounded	\$700.25

GAS SERVICEMAN

Salary	
January 1, 1984	= \$610.00
3% of above	+ 18.30
C.P.I. Increase	+ 12.40
Total January 1, 1985	\$640.70
Rounded	\$640.70

SERVICE REPRESENTATIVE

Salary	
January 1, 1984	= \$551.25
3% of above	+ 16.53
C.P.I. Increase	+ 12.40
Total January 1, 1985	\$580.18
Rounded	\$580.20

IBEW Local 1245 shocked, saddened by Jerry Robinson's death

It is with deep sadness that we report the death of our good friend, and loyal Brother, Business Representative Jerry Robinson.

A former Outside Construction Lineman, Robinson, 43, died August 30 while undergoing heart surgery in San Francisco.

A member of IBEW for 20 years, he first joined Local 1245 staff in October 1981.

He took on the responsibilities of the Outside Construction jurisdiction, and worked constantly to improve working conditions for our members.

A staunch Unionist, Robinson's efforts on behalf of Outside Construction were far reaching. Working closely with Business Manager Jack McNally, Robinson helped secure an expanded jurisdiction. He fought for increased pensions, improved health and safety provisions, and was totally committed to protecting the jurisdiction.

He was widely respected by the membership, by his associates, and by contractors for his depth of knowledge, his ability to negotiate equitably, and for his keen sense of humor.

Robinson's death came as a tremendous shock to his many friends. Less than a week before

his surgery he had celebrated with members who were being honored at a Senior Recognition Dinner in Sacramento on August 24. Robinson also was a 20-year honoree at the dinner.

At the Recognition Dinner he informed friends that he was going in for a heart examination on the following Monday.

He had undergone successful heart surgery some years back,

In Memoriam
Jerry Robinson
November 25, 1940
—
August 30, 1984

and after the August 27 examination in Sacramento, doctors found complications and transferred Robinson to San Francisco for surgery.

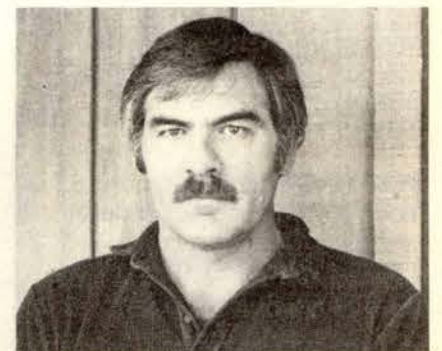
A family Memorial was held in Forest Hills. Representatives from Local 1245 attended, expressing deepest sympathy to the Robinson family which included his 20-year-old daughter, Tracy, his 10-year-old son, Scott, and their mother, Susan.

Members of Local 1245 participated in a Memorial honoring

Robinson on Labor Day in Sacramento.

A large group of friends gathered from throughout the jurisdiction to pay their final respects.

Business Manager Jack McNally eulogized Robinson and



IBEW Local 1245 Business Representative Jerry Robinson.

expressed a great sense of loss.

Other mourners spoke of their respect and high regard for Jerry Robinson, the man, and of their equally high regard and respect for Robinson's many good works during his lifetime.

He will long be remembered. Donations in Robinson's behalf have been made by IBEW Local 1245 to Outside Line Units' Health and Welfare Fund, which had been requested in lieu of flowers.



Utility Reporter

SEPTEMBER 1984

VOLUME XXXII NUMBER 9

CIRCULATION: 24,000

(415) 933-6060

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

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

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

Single copies 10 cents, subscription
\$1.20 annually.



Contributing writers: Tom Dalzell, Ann
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Industrial Hygienist;

Las Vegas Boycott

The Nevada State AFL-CIO re-
cently passed a resolution at their
28th Annual Convention request-
ing a boycott of Sam's Town, and
California Hotel in Las Vegas, in an
effort to get striking workers back
on the job.

The State Federation called for
fair Union contracts for Unionists
at the two locations — fair contracts
that other Las Vegas hotel operators
have already signed!

In support of the workers, The
State Federation has circulated "DO
NOT PATRONIZE" petitions for
members of Culinary Workers Local
#226.

**BOYCOTT
SAM'S TOWN
&
CALIFORNIA
HOTEL**

Member Sue Davidson applauded for years of service at Lynch



Member Sue Davidson.

IBEW Local 1245 member, Sue
Davidson, who works at Lynch
Communications in Reno was re-
cently applauded for her 15 years of
employment without a missed day,
or for that matter, any missed time
during all her employment at
Lynch.

She has been a member of Local
1245 since February 1969.

Initially she started as a Mechan-
ical Assembler in the Transformer
Department at Lynch, making
\$1.65 per hour. Today she works
in Final Assembly as a Wire and
Solderer.

During the late 1920's, when she
was a teenager, she left Marion,
Virginia with her parents, and 10
brothers and sisters.

The family headed west to Smith
Valley, Nevada in a classic Model-T
truck.

Sue went to high school in Smith
Valley and graduated in 1931. A year
later she married her husband,
William, who is now deceased.

Sue and her husband raised two
children, and lost their daughter in
an automobile accident in 1954.
Their son, Al, resides in Reno, and
has five children.

Sue will celebrate her 71st birth-
day on Oct. 24. Along with all her
friends at work, we wish her many
happy returns, and congratulate
her on her 15-plus years of Local
1245 service, and her outstanding
attendance record at Lynch.

ENDORSEMENTS

Candidate
endorsements will be
published in the next
edition of the Utility
Reporter.

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:

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P.O. Box 4790
WALNUT CREEK, CA 94596

Old label: _____

Name _____

New Address _____

(Street and Number)

(City and Zip Code)

APPOINTMENTS

CONFERENCES AND CONVENTIONS

Third Annual Western Regional Summer Insititute for Labor Union Women

Pat Dunn
Dolly Gray
Donna Clift
Marsha Barker
Kathy Tindall
Olga Estrella
Rebecca Rosecrans
Nannette Dominguez
Vida Anderson
Barbara Symons

Nevada State AFL-CIO Convention

John Stralla
Jack McNally
Kathy Tindall
Leland Thomas, Jr.
James Bud Gray

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

Helen Munoz

Nevada State AFL-CIO Annual Convention

Jay Killgore

Ninth District Progress Meeting

Howard Stiefer
Nannette Dominguez
Jack McNally
Ron Field
Kathy Tindall
Darrel Mitchell
Barbara Symons
Michael Davis
Ron Blakemore
Lyman Morrison

Fifteenth Convention of the California Labor Federation

Howard Stiefer
Nannette Dominguez
Barbara Symons
Jack McNally
Pete Dutton

California State Association of Electrical Workers Conference

Howard Stiefer
Nannette Dominguez
Barbara Symons
Jack McNally
Pete Dutton

Third Annual Western Regional Summer Institute for Labor Union Women

Gwen Wynn

PACIFIC GAS AND ELECTRIC COMPANY

General Construction Joint Grievance Committee

Brian F. Kapaun
(Alternate Position)

General Construction Lines of Progression Interim Negotiating Committee

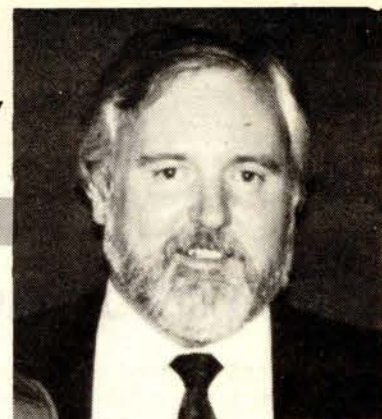
Dale Miller
Stanley Simonds

Computer Operations Department Committee (Fairfield Shift)

Donetta E. Hunt
Curtis K. Nitake

POINT OF VIEW

IBEW 1245 Business Manager



Labor laws turned around under Reagan Administration

Local unions and their members who have been fortunate enough to avoid litigation under the Reagan Administration may not realize how much damage that Administration has done to the legal rights of workers and their unions in less than four years, and how much more damage will be done if there is a second Reagan Administration. Let's look at the labor law policies of the Reagan Administration.

Most of the federal administrative agencies have been staffed with Reagan appointees with a clear anti-union bias. The Department of Labor is one such example. Among other actions hostile to organized labor and to workers, the Labor Department has issued regulations designed to destroy the effectiveness of the Davis-Bacon Act and the Service Contracts Act, which protect our wage rates on federally financed work. It has virtually stopped the funding for, and the enforcement of, our Federal health and safety laws. It has turned its union auditing program from one of assistance to unions into a criminal witch hunt directed at union officials.

The situation at the National Labor Relations Board is even worse. Three of the present four Board members are Reagan appointees. Almost every week, there is a new anti-labor decision by the Reagan Board that reverses earlier Board decisions which had upheld union and worker rights. Here are just a few examples of the anti-labor, anti-worker decisions of the Reagan NLRB:

1. An employer no longer has to bargain about a decision to relocate bargaining unit work unless the decision is based purely on a concern for, or "turns on" labor costs. (*Otis Elevator*)

2. Even if a relocation decision does turn on labor costs, an employer no longer needs the union's consent — even in mid-contract term — to transfer unit work to a non-union plant. (*Milwaukee Spring*)

3. An employer no longer violates the Act by refusing to reinstate a sympathy striker, after her unconditional offer to return to work, even though the collective bargaining agreement states that it is not cause for discipline if an employee refuses to cross a picket line at the employer's place of business. (*Butterworth-Manning-Ashmore Mortuary*)

4. Verbal threats alone, directed by a striker to a non-striker, but unaccompanied by physical acts or gestures, may now be sufficiently serious misconduct to warrant a denial of reinstatement. Thus, a verbal exclamation in the heat of the picket line may now cost a striker his or her job. (*Clear Pine Mouldings*)

5. In a large number of cases, where the parties have a broad arbitration clause in their bargaining agreement, the Board will no longer even consider unfair labor practice charges filed against an employer. Under the new rule, you must take your case to arbitration. (*United Technologies, Olin Corp.*)

In short, the NLRB is no longer an objective forum where we can hope to succeed with our complaints against employers. It is critical to remember that the next President will be in a position, within eight months, to appoint two new Board members and perhaps the General Counsel of the Board as well.

Most critical of all is the situation at the Supreme Court of the United States. There are nine Supreme Court Justices. Four of the nine — including the one Reagan appointee so far — are basically hostile to labor and usually vote against our position. In a study of 17 labor cases decided by the Supreme Court last year, this conservative, anti-labor, block of four was shown to have voted together in 16 of the cases.

As difficult as the situation is now in the Supreme Court, it could soon be far worse. Five of the nine justices are over 75 years old. All, or most of them, are likely to retire or could die within the next four years. If Ronald Reagan has the opportunity to appoint even two or three more Supreme Court Justices, labor can virtually write off the Supreme Court for the next 20 to 25 years. That would be a catastrophe that we cannot afford.

The Reagan Administration's anti-worker rights attitude is the worst since the enactment of the National Labor Relations Act in 1935. There is nothing more compelling than the need to halt the stripping away of the legal rights of unions and their members. The way to do that is at the polls on November 6.

In Unity —

Jack McNally

Control of noise exposure—your legal rights detailed

For workers exposed to excessive noise on the job, employers are required by Federal and State OSHA laws to take certain steps to control the noise exposures.

Administrative and engineering controls

If you are exposed to sound levels exceeding an 8-hour time-weighted average of 90 decibels-A-weighted (dBA), your employer must utilize feasible administrative or engineering controls. Ninety dBA is about as loud as a boiler room or a printing press plant.

Administrative controls generally mean re-scheduling of work assignments to control individual exposures. Engineering controls refer to equipment re-design, equipment re-location, installation of enclosures, diffusers, mufflers, and sound absorbing material, and other physical changes. If these controls fail to adequately reduce the sound levels, personal protective equipment must be provided and used.

The question of what constitutes "feasible" administrative and engineering controls is currently being debated at the Federal OSHA level. It is the Local Union's position at this time that all controls which are technologically available should be considered feasible and should therefore be used to control noise

exposure before resorting to hearing protectors.

Noise monitoring and audiometric hearing tests

If you are exposed to sound levels which equal or exceed an 8-hour time-weighted average of 85 dBA, your employer must administer a "hearing conservation program." Generally speaking, 85 dBA is louder than a very noisy restaurant but quieter than a printing press plant. Hearing conservation programs must include monitoring of noise exposures in the workplace and audiometric (hearing) testing for all affected employees.

Your employer may monitor noise exposures with a sound-level meter, which directly measures noise at specific work locations, and/or a dosimeter, which directly measures exposures of individuals as they move around on their jobs. If monitoring shows that employees are exposed to an 8-hour time-weighted average of 85dBA or greater, your employer must notify each affected employee.

The audiometric tests must be provided to employees annually. Your first test provides a baseline audiogram which is compared against future audiograms for the purpose of determining the extent of any hearing loss.

It is important that you not be exposed to excessive noise during the 14-hour period preceeding your first test. Otherwise, the baseline results may falsely indicate that hearing loss has already occurred and therefore mask future hearing losses. Your employer is responsible for protecting you from excessive workplace noise in this 14-hour period and also for notifying you of the need to avoid excessive non-occupational noise in this period.

The audiometric tests must be administered in a quiet room. The background sound levels in the room must be measured with an approved sound-level meter, and your employer must keep accurate records of these measurements.

If your annual test shows a certain amount of hearing loss called a "standard threshold shift," your employer must notify you in writing within 21 days. Unless a physician determines that this standard threshold shift is *not* work related or aggravated by occupational noise exposure, your employer must fit or refit you with effective hearing protectors, provide training, require use of protectors, and refer you for further clinical testing, if appropriate.

Hearing protectors, employee training, and employee access

to records

If you are exposed to sound levels which equal or exceed an 8-hour time-weighted average of 85 dBA, your employer must also do the following:

1) Provide you the opportunity to select from a variety of suitable hearing protectors.

2) Institute an annual training program which includes information on the effects of noise on hearing, information and instructions on the selection and use of hearing protectors, and an explanation of the audiometric testing procedures.

3) Post a copy of the State or Federal noise standard in your workplace.

4) Keep noise exposure measurement records for two years and audiometric test records for the duration of your employment.

5) Provide you or your representative access to the records upon request. Further information on access rights is provided in Local 1245's LIFELINE manual, pages 13-17.

Union action

If you believe your employer is not providing any of the above programs as required, we recommend that you notify both your supervisor and your Shop Steward or Business Representative.

Union monitors sound levels at Pittsburg Power Plant

IBEW Local 1245's Industrial Hygienist Juliann Sum, and Pat Quinlan, Industrial Hygienist, U.C. Berkeley, Labor Occupational Health Program recently monitored noise levels at PG&E's Pittsburg Power Plant.

Sound level meters are used by industrial hygienists to evaluate noise at specific work locations. The sound level meter consists of a microphone, amplifier with volume control, and indicating meter. Intensities of sound are measured in units of decibels.

A control button or knob on the sound level meter can be adjusted to control the instrument's weighted response to various pitches, or frequencies, of sound. The A-weighted scale duplicates most closely the response and sensitivity of the human ear.

In determining personal noise exposures, sound level meters are useful only if the worker's exposures are fairly stable and predictable throughout the work shift. Otherwise, a dosimeter must be used to determine the worker's overall noise dose. He or she wears a small battery-powered dosimeter throughout the shift with the microphone attached near the shoulder. The dosimeter results are read at the end of the monitoring period.



Industrial Hygienists Juliann Sum of Local 1245, right, and Pat Quinlan, of the University of California Labor Occupational Health Program, recently monitored plant noise using hand-held sound-level meters at PG&E's Pittsburg Power Plant.



Inside Auxiliary Operator Harry Carpenter wore a dosimeter on his belt with the microphone attached near the left shoulder. Carpenter is shown here taking plant equipment readings.

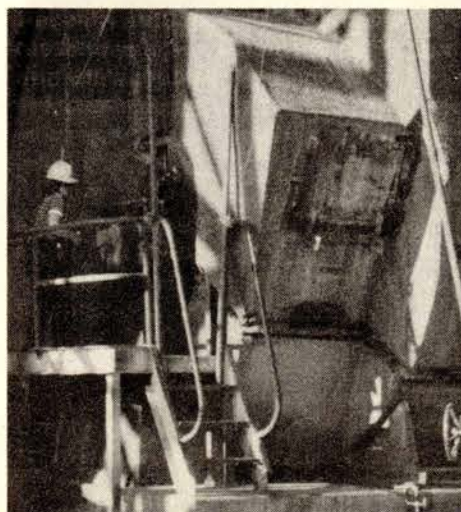


Shop Steward Bob Martin assisted the two industrial hygienists in planning and conducting the monitoring. The purpose of the monitoring was to further document the needs for noise exposure controls in PG&E plants. The Union and the Company have been discussing noise control issues since 1980.

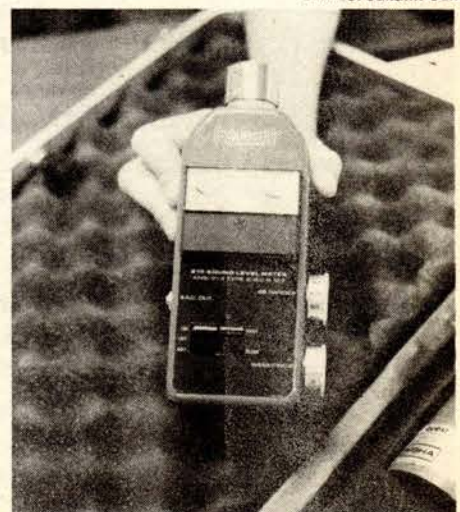
Photos: Juliann Sum



Karen Bell, Outside Auxiliary Operator participated in monitoring survey.



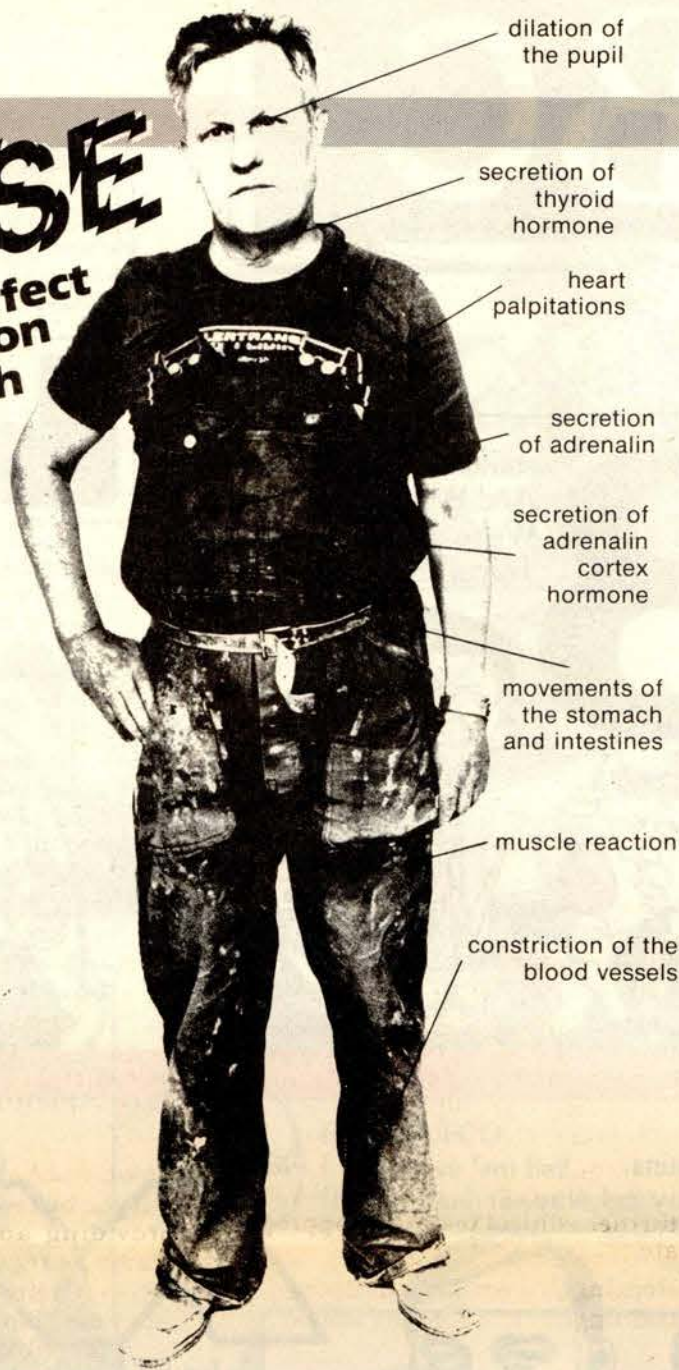
Bell at work, inspecting fans.



Close-up of sound level meter.

NOISE

Its effect on health



Credit: OSHA, Noise Control - A Guide for Workers and Employers, 1980.

Noise: Its effect on health

The ability to hear is one of our most precious benefits. Without it, it is very difficult to lead a full life either on, or off the job.

Excessive noise can destroy the ability to hear, and may also put stress on other parts of the body, including the heart.

For most effects of noise, there is no cure, so that prevention of excessive noise exposure is the only way to avoid health damage.

Hearing

The damage done by noise depends mainly on how loud it is and on the length of exposure. The frequency or pitch can also have some effect, since high-pitched sounds are more damaging than low-pitched ones.

Noise may tire out the inner ear, causing temporary hearing loss. After a period of time off, hearing may be restored. Some workers who suffer temporary hearing loss may find that by the time their hearing returns to normal, it is time to return to work where they are re-exposed to the noise, so, the problem is "permanent."

With continual noise exposure, the ear will lose its ability to recover from temporary hearing loss, and the damage will become permanent. Permanent hearing loss results from the destruction of cells in the inner ear — cells which can never be replaced or repaired. Such damage can be caused by long-term exposure to loud noise or, in some cases, by brief exposures to very loud noises.

Normally, workplace noise first affects the ability to hear high frequency (high-pitched) sounds. This means that even though a person can still hear some noise, speech or other sounds may be unclear or distorted.

Workers with hearing impairment typically say, "I can hear you, but I can't understand you." Distortion occurs especially when there are background noises or many people talking. As conversation becomes more difficult to understand, the person becomes isolated from family and friends. Music and the sounds of nature become impossible to enjoy.

A hearing aid can make speech louder, but cannot make it clearer, and is rarely a satisfactory remedy for hearing loss.

Workers suffering from noise-induced hearing loss may also experience continual ringing in their ears, called "tinnitus." At this time, there is no cure for tinnitus, although some doctors are experimenting with treatment.

Other effects

Although research on the effects of noise is not complete, it appears that noise can cause quickened pulse rate, increased blood pressure and a narrowing of the blood vessels. Over a long period of time, these may place an added burden on the heart.

Noise may also put stress on other parts of the body by causing the abnormal secretion of hormones and tensing of muscles (see Figure).

Workers exposed to noise sometimes complain of nervousness, sleeplessness and fatigue. Excessive noise exposure also can reduce job performance and may cause high rates of absenteeism.

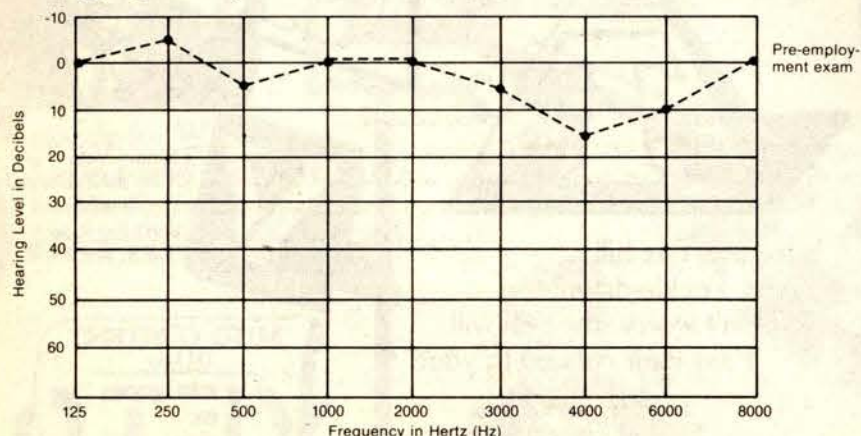
What your audiogram says about your hearing capacity

The method used for measuring a person's ability to hear is called audiometric testing. This test is conducted in a sound-proofed booth. Those being tested wear headphones. Each ear is tested individually. A series of bleeps are played at different frequencies at a level of 50 dB to 60 dB. The sound levels are then gradually reduced until the subject can no longer hear the signal. The point where the person can just hear the signal is the "threshold of hearing." This threshold is determined for a wide range of frequencies.

After all of the thresholds of hearing are determined they may be graphed. For example, a typical test result would be reported like this:

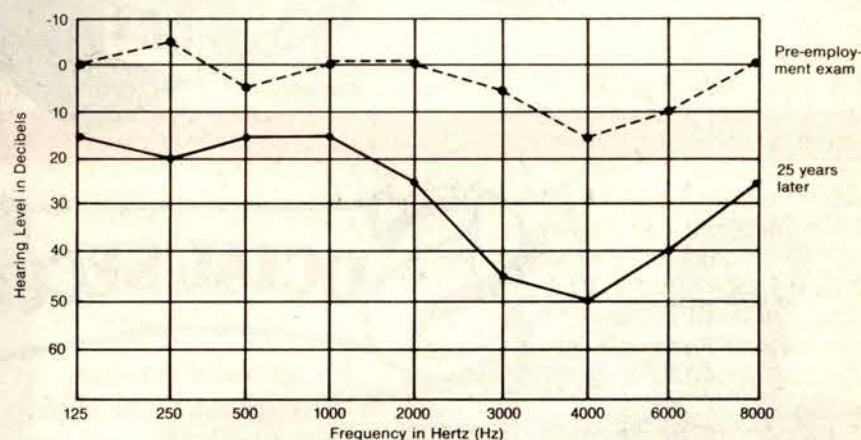
Freq. Hz.	500	1000	2000	3000	4000	6000	8000
Right Ear	5	0	0	6	15	10	-2

Once graphed, the results would look like this:



The graph is called an audiogram. A similar audiogram would also be drawn for the left ear.

The baseline audiogram characterizes your hearing **before** you enter the noisy plant environment. By comparing the initial graph to one taken years later, you can find out how much hearing ability you have lost. For example, consider the following comparison:

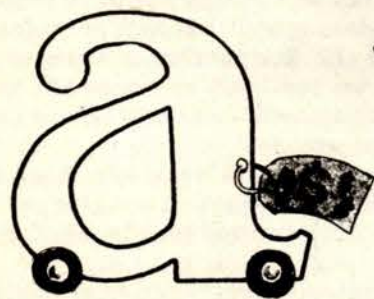


The two lines show that there has been measurable hearing loss in this case. One way to determine if the loss was noise related is by looking at the 4000 Hz area. If the loss was due to noise, there would be an exaggerated loss at that frequency. In other types of deafness the loss is generally the same in all frequencies.

In the Hearing Conservation Amendment, OSHA estimates hearing loss using the frequencies 2000, 3000 and 4000 Hz as indicators. If a person's loss averages 10 dB over these frequencies, he or she is considered to have suffered a permanent hearing loss, which OSHA calls a standard threshold shift. Various state workers' compensation laws may use indicators of hearing loss other than these frequencies.

Credit: UAW Occupational Health & Safety Newsletter, 1983 #4.

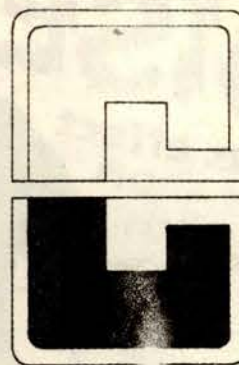
Ronald Reagan's ABC



a is for Auto:
As the profits rise higher,
I'll help out the bosses
Not workers or buyers.



B stands for Big Business
And Bankruptcies, too.
We're making it easy
To cut wages for you.



C's Civil Rights
And the sins of Com
Those equality fights
We've put in remissio



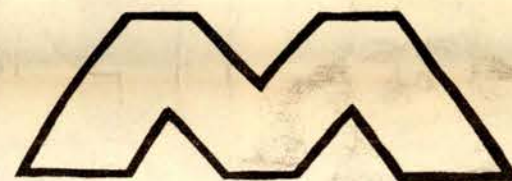
D stands for big Deficit:
Why does it get harder
To stop it from growing?
I'll just blame it on Carter!



K stands for Kids,
I like them all, but . . .
Funds for their schools
I've just got to cut.



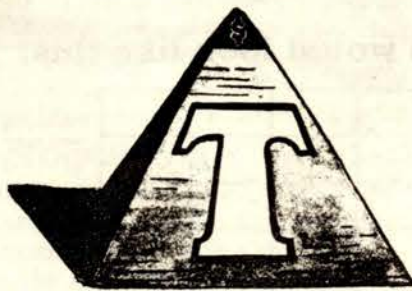
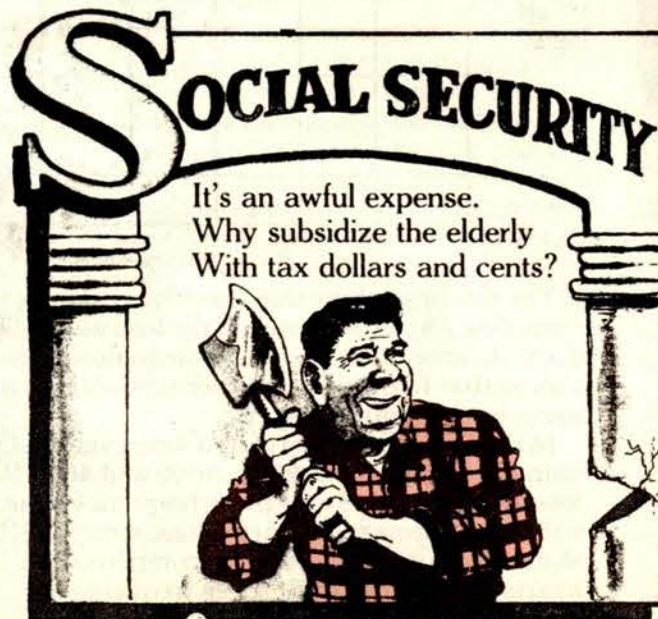
L is for Labor,
It's giving me pains.
They'll either play my way, or
I'll put them in chains.



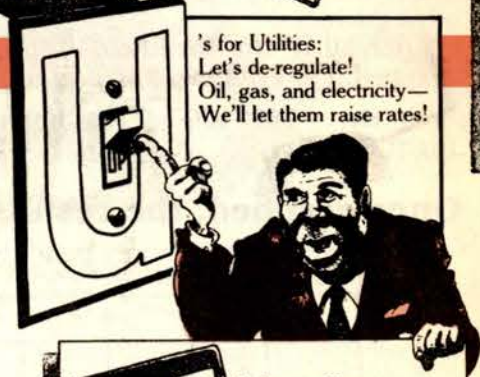
M is for Ed Meese,
A misunderstood soul.
For the hungry, he's got cheese,
For the rich, more loopholes.

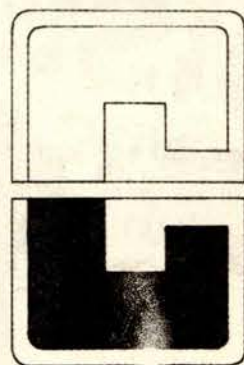


R is for Runaway
Plants in far lands,
Where they cut workers' pay
Because unions are banned.



T's for my Tax bill
And Trickle-down, too.
Don't worry, the rich will
Pass their cuts on to you.





's Civil Rights
And the sins of Commission.
Those equality fights,
We've put in remission.



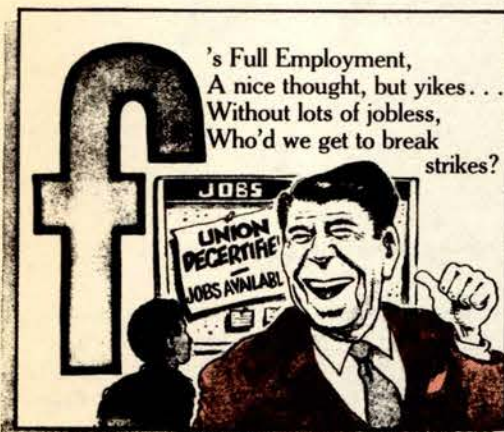
's for Ecology:
A liberal plot
To put shackles on industry.
Let's bring back Jim Watt!



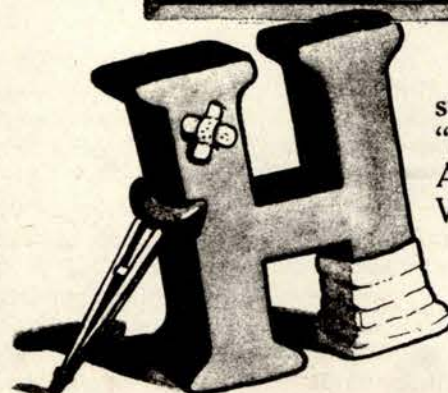
's for General Dynamics
And the Pentagon's frills.
They rake in profits,
And you pay the bills!



stands for big Deficit:
Why does it get harder
To stop it from growing?
I'll just blame it on Carter!



's Full Employment,
A nice thought, but yikes...
Without lots of jobless,
Who'd we get to break strikes?



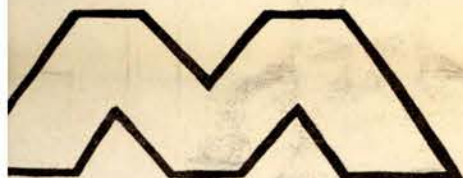
stands for Health Care,
"No problem," I say,
As long as you're there
With the money to pay.



's for Nicaragua:
If they don't toe my line,
I'll shoot first and talk later,
Send the CIA to lay mines.



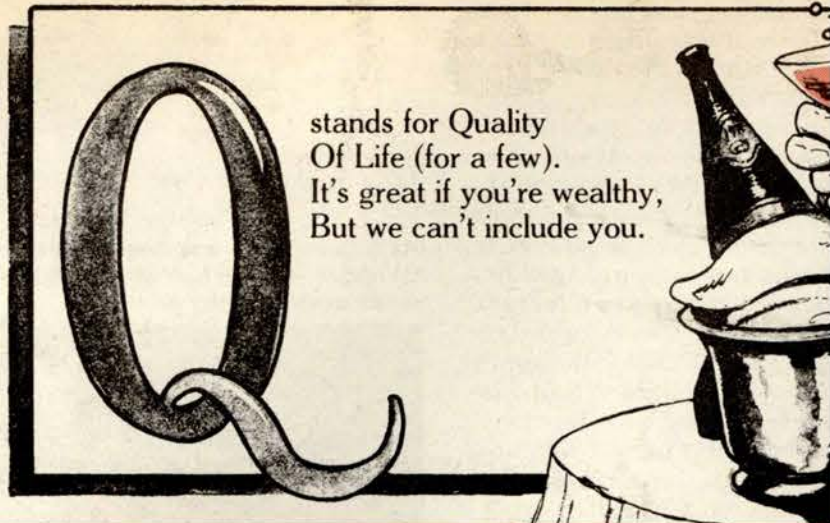
is for PATCO,
I sure gave 'em hell.
If they'd only been Polish,
I'd have wished them all well.



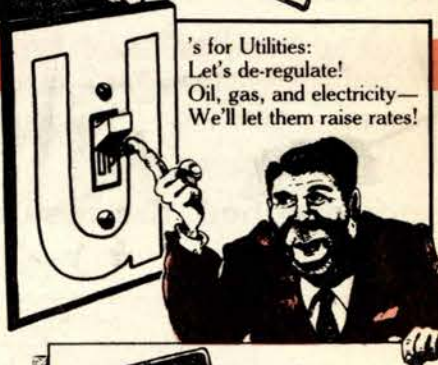
is for Ed Meese,
A misunderstood soul.
For the hungry, he's got cheese,
For the rich, more loopholes.



is for OSHA:
It's better ignored.
To put lives before profits,
We just can't afford.



stands for Quality
Of Life (for a few).
It's great if you're wealthy,
But we can't include you.



's for Utilities:
Let's de-regulate!
Oil, gas, and electricity—
We'll let them raise rates!



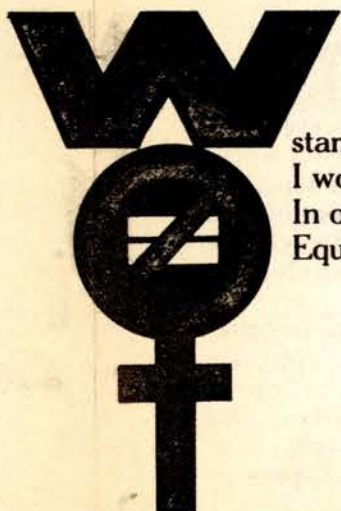
Put an X right by my name.
Forget your silly fears.
You think my program's been
too tame?
Well, just watch my next
four years!



is for the Japanese Yen,
Whose value will get lower
As I push up the dollar; watch
The imports gain more power



's for my Veto
Of the auto content bill.
The Republicans
don't like it, so
Kill it, yes, I will!



stands for Women—
I won't give them ERA.
In our economic system,
Equality's too high a price to pay.



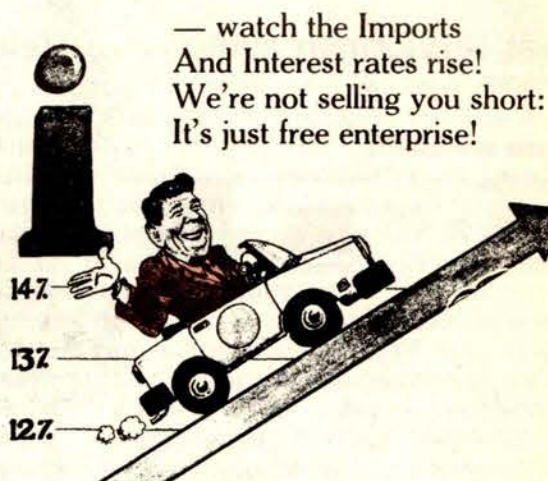
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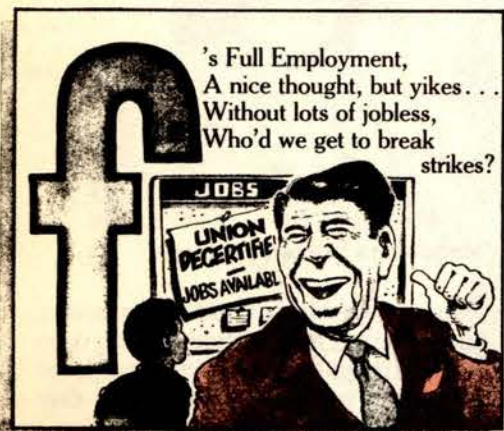
's for Ecology:
A liberal plot
To put shackles on industry.
Let's bring back Jim Watt!



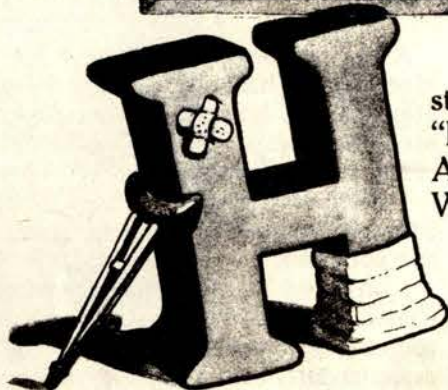
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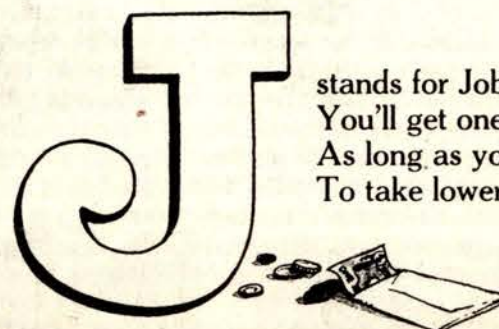
— watch the Imports
And Interest rates rise!
We're not selling you short:
It's just free enterprise!



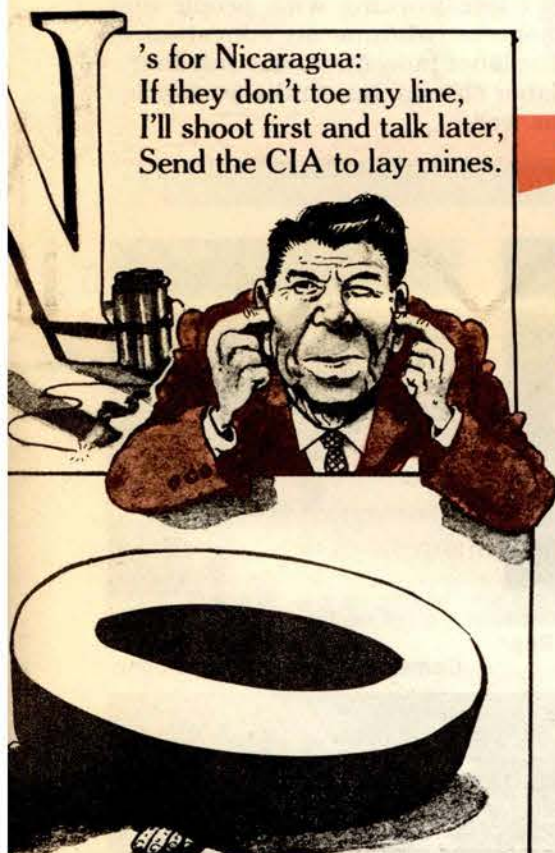
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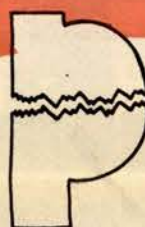
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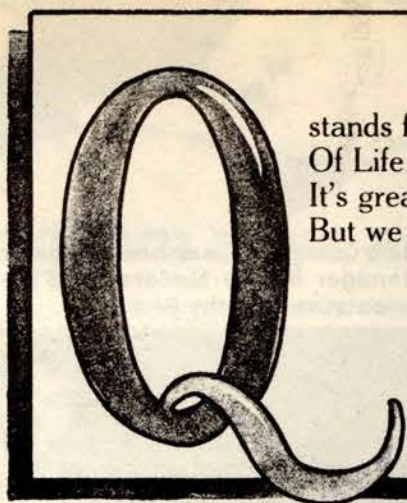
stands for Jobs.
You'll get one some day,
As long as you're willing
To take lower pay.



's for Nicaragua:
If they don't toe my line,
I'll shoot first and talk later,
Send the CIA to lay mines.



is for PATCO,
I sure gave 'em hell.
If they'd only been Polish,
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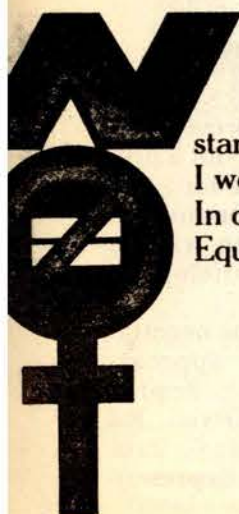


is for my Zig-zag course:
I stay it all the while.
In foreign countries, I'll use force;
While at home, I nod and smile.

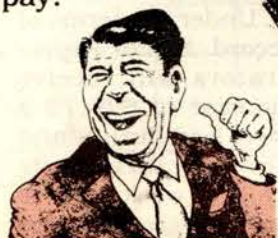
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Put an X right by my name.
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Whose value will get lower
As I push up the dollar; watch
The imports gain more power.



AROUND THE SYSTEM —PG&E

Gas Servicemen audits

A series of meetings between the Union and the Company has resulted in a tentative agreement between the parties on the issue of Gas Servicemen quality audits. Assistant Business Manager Ron Fitzsimmons, the Union spokesperson on the committee, reports that at a September 6 meeting with the Company the outline of an agreement was agreed to. A subcommittee will be formed to conduct a pilot program for quality audits in certain targeted areas; during the life of the pilot program all audits performed in the targeted areas will take place with both the auditing supervisor and the audited Gas Serviceman present for the audit. The results of the audits in the targeted areas will then be compared with the results of normal audits in the non-targeted areas to determine if the pilot program should be extended.

In addition, major changes have been made in the audit manual to reflect more accurately the current practices, and major changes have been made in the point system.

The progress of the subcommittee's study of the pilot program will be reported in future editions of the Utility Reporter.

Mechanics, Machinists, Riggers & Welders

Representatives of the Company and Local 1245 met on August 24 to discuss a variety of issues affecting power plant Mechanics, Machinists, Riggers and Welders, and tentative agreement was reached on several issues which will be considered again at a meeting in early October. According to Assistant Business Manager Ron Fitzsimmons, the parties tentatively agreed to the following: (1) Mechanics will become full-scale journeymen paid at the journeyman level; (2) the existing 17 Riggers and two Apprentice Riggers will be red-circled and their jobs not filled when vacated; (3) the Rigger apprenticeship will be eliminated after the two present apprentices complete their training; (4) the Rigger duties will be incorporated into the Mechanic classification, with the Mechanic apprenticeship covered by the Master Apprenticeship Agreement; and (5) Machinists will not be required to perform "related rigging or welding". Details of the settlement will be covered in the Utility Reporter after the next meeting with the Company.

Also serving with Assistant Business Manager Fitzsimmons on the Union's bargaining committee are Frank Robertson, John Overy, and Thomas Dorsher.

Telecommunications

Local 1245's Telecommunications Bargaining Committee, consisting of Assistant Business Manager Corb Wheeler, and members Peter Luth, and Curtis Cottle, both of General Office, met at the Union's Walnut Creek headquarters on September 5 and 6 and considered the Company's proposed Letter of Agreement which is designed to transfer some of the administrative work presently being performed by Communication Technicians to clerical employees. The committee is carefully scrutinizing the Company proposal and its possible impact on bargaining unit jobs. Of greatest concern is the possibility that the effect of the Company proposal would be to make clerks into low-paid technicians. A meeting is scheduled with the Company on September 27, the results of which will be reported in this paper.

Combination Crew — Underground Installer

Assistant Business Manager Ron Fitzsimmons recently met with Company representatives to explore apparent discrepancies between the study results and the raw data provided by the Company after the Company's initial pilot programs involving combination gas and electric crews. In the meeting, Company representatives were able to explain some of the data but agreed that other data was either very subjective or did not compute and that the Company should undertake another statistical survey to end on November 1, 1984. The new survey will definitely take place in San Joaquin, Stockton, and East Bay Divisions, and possibly in San Jose and North Bay. For the next several months, the Company will be experimenting with greater cooperation between the Gas and Electric Departments.

Representatives of the Company have asked to meet with high-level Union representatives on September 18 to discuss the new survey, still with an eye towards possible future negotiations if the Company proposes permanent establishment of combination crews after the new survey is completed.



SHOP STEWARD Helen Munoz

Helen Munoz is a Customer Service Representative in New Construction, San Jose. She has been a Shop Steward for 1-1/2 years. She says she believes it's really important to try to resolve problems quickly, and that she enjoys helping people.

Photo: Bill Twohey



Magdalena "Helen" Munoz.

A few years ago I went to a Unit Meeting to have a better understanding of how our Union operated. I was impressed at how people really cared about people.

I decided I wanted to be a Shop Steward so that I could help enforce the contract.

I enrolled at the Labor Studies Class at San Jose City College and took a class on grievance handling. I am currently taking a class on labor law.

Recently I had the opportunity to attend a Women in the Workforce

Conference where I had discussions with women from other unions who were struggling to obtain some of the benefits and wages that our union had already obtained.

I love working with people and hope to continue my education of the labor movement, not only in the labor classes, but in the work place as well.



Staff Committee members, Assistant Business Manager Manny Mederos, and Business Representative Dorothy Fortier.



Committee member Ed Belcher.



Committee members John Callejas, George Oryall, and Tim Abalayan.

Reprographics

Assistant Business Manager Manny Mederos reached tentative agreement with the Company on interim negotiations affecting the Reprographics Department on September 5, 1984. Under the terms of the tentative accord, Senior Reprographics Operators will receive an inequity increase of \$20.75 a week, due to their lead duties, and Operator A's will receive an inequity increase of \$10.30 a week, due to the length of their progression and new equipment. Additionally, an ef-

fort will be made to improve communications and to work out a procedure for lateral moves for shift preferences. Lastly, the Commercial Photographer wage rate will be red-circled due to technological changes.

Assisting Mederos in the negotiations which affect the approximately 65 members in Reprographics were George Oryall, Ed Blecher, John Callejas, Tim Abalayan and Business Representative Dorothy Fortier.

Training session for USBR



Shop Stewards Guy Richardson and Larry Mather.



Shop Stewards John Lineback and Jim Muilenburg.

USBR Shop Stewards recently met in Sacramento for a day-long training and negotiations planning session.

Staff Business Representatives Pete Dutton, Wayne Greer, Rich Hafner, and Senior Assistant Business Manager Darrel Mitchell participated in a panel presentation discussing governmental issues with the stewards.

The film "You Are What You Were Then" was screened, and members discussed how basic attitudes develop.

During the afternoon session members prepared their proposals for negotiations.



Business Representatives Wayne Greer, Pete Dutton and Rich Hafner were training session panelists.



Stewards: Richard Pender, Rick Knehan.



Stewards: Bill Chambers, Will Stubrud.



Panelist, Senior Assistant Business Manager Darrel Mitchell.

Photos: Carol Bedsole

Senior members honored

IBEW Local 1245 senior members at Sacramento Municipal Utilities District, and members from Northern California Outside Construction were recently honored for twenty and more years of service.

The members received pins, buckles, and P.G. "Bill" Appleton was awarded a plaque honoring his 44 years of service.

Appleton started his career as a Lineman in January 1938 in Memphis, Tennessee. Over the years he worked in 38 states, as well as India, Caracas, Saudi Arabia and Venezuela.

It was a proud night for Appleton and the other senior members as they celebrated their many years of service.



Recently retired Outside Lineman, "Bill" Appleton receives congratulations for his long years of service to IBEW from Executive Board Member Lyman Morrison, and Bill's proud wife, Ann.



Photos: Carol Bedsole



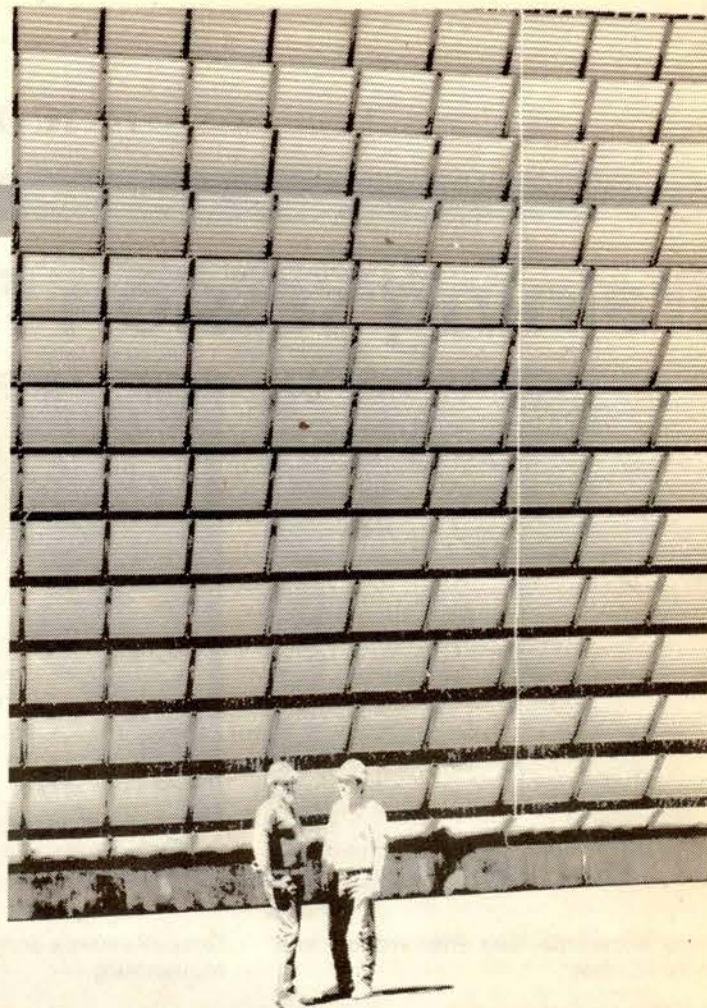
Honored Senior members included, l-r, Michael Martin, William Schatz, Ray Sparks, William Painter, P.G. "Bill" Apple-

ton, George Langley, Harold Holstrom, Paul Westerman, Sr., Wallace Wright, Dorm Burks, and Richard Daugherty.

SMUD members at Geysers, tight-knit, 100% Local 1245 group



SMUDGEO #1, Geothermal Power Plant at the Geysers, high atop Sonoma County mountainous terrain.



Business Representative Mack Wilson, and Shop Steward Reuben Guerra are small figures below 80-foot cooling tower.

There's a tight-knit group of IBEW Local 1245 members working at the brand new Sacramento Municipal Utilities District Geothermal Power Plant, SMUDGEO #1 at the Geysers.

We have 100% membership at the site.

The glistening new plant was dedicated in June as hundreds of well-wishers travelled up to the mountain top to celebrate the plant's completion.

It was a festive day filled with speeches, music played by school bands, a complimentary luncheon, and — guided plant tours for the guests.

The plant had been under construction over a two-year period. Power is currently being distributed through PG&E lines, and plans are in the works for SMUD to construct 150-miles of line linking up to Sacramento.

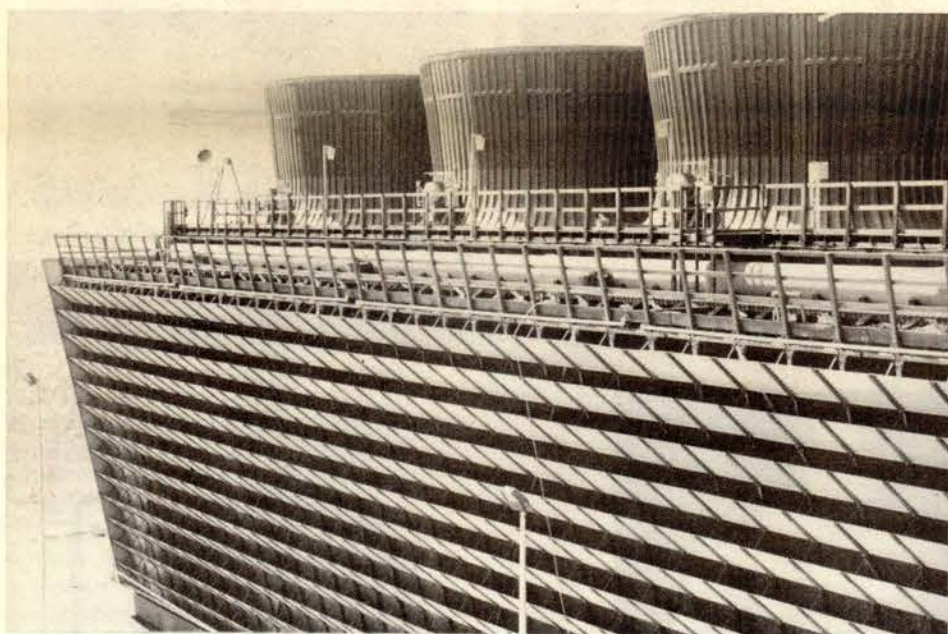
A number of our members at SMUDGEO #1 are transfers from Rancho Seco, and have moved from the Sacramento area to the Cobb Mountain and Hidden Valley areas near the foot of the Geysers.

They say they really like the area, and the rural communities they are living in.

The drive to the plant site is rigorous, over a lengthy, and winding two-lane road and it can take more time than you might anticipate going up the mountain if you are following heavy equipment vehicles.

Unit Meetings are held monthly shortly after work. Meetings are well attended, and interest in the business of the Local Union is solid, Business Representative Mack Wilson, reports.

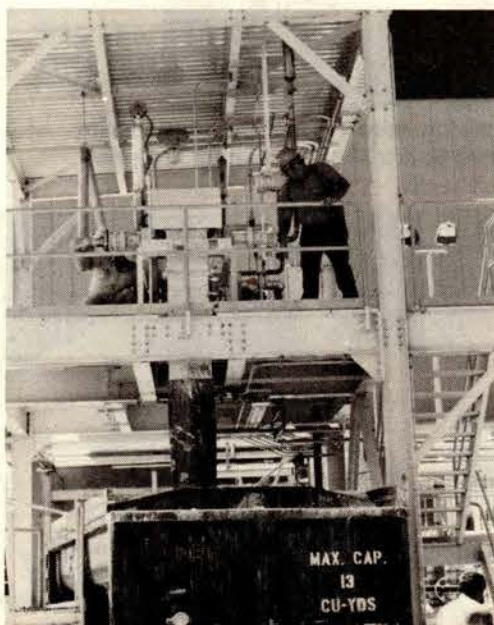
Congratulations on 100% Membership! Our members at SMUDGEO #1 include, Steve Ahern, George Arney, John Brehm, Ron Burch, Rueben Guerra, Unit Recorder; Bill Hardin, Gale Higgins, Unit Chairman; Bernie Hopkins, Grove Jenkins, Ronnie Lorensen, Michael Manges, Joe McNaughton, John Morris, Richard Pardue, Calvin Pilkay, Karl Reichmuth, Mark Stirtz, Unit Executive Committee Member, and Roy Turner.



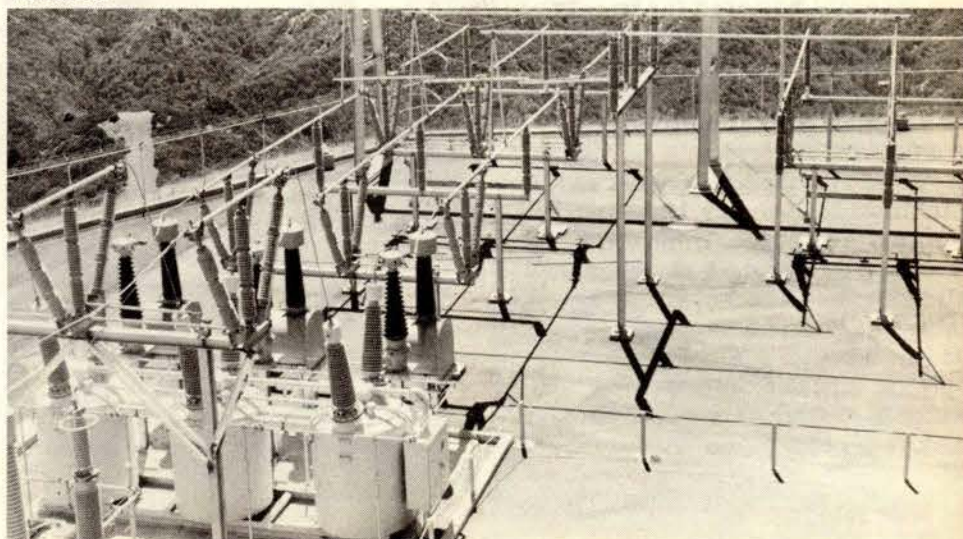
Top of 80-foot cooling towers.



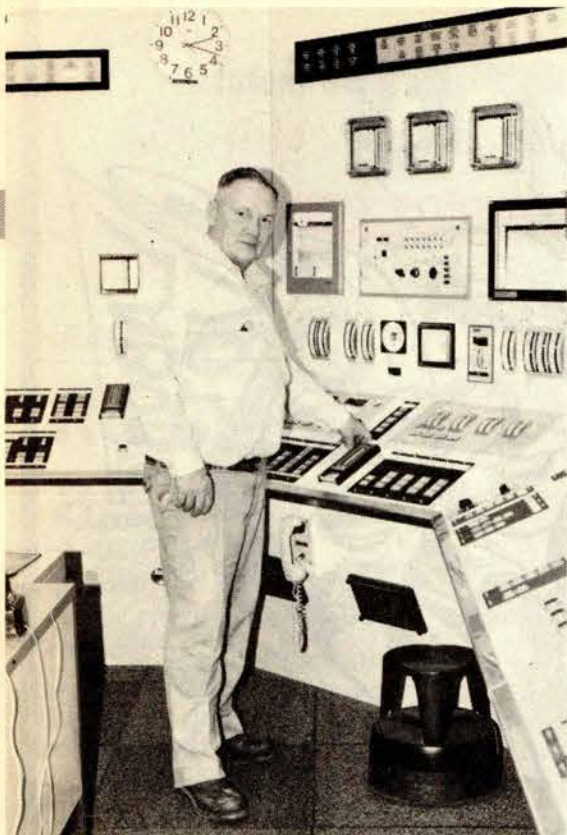
George Arney, Plant Mechanic.



Operator Karl Reichmuth on tower.

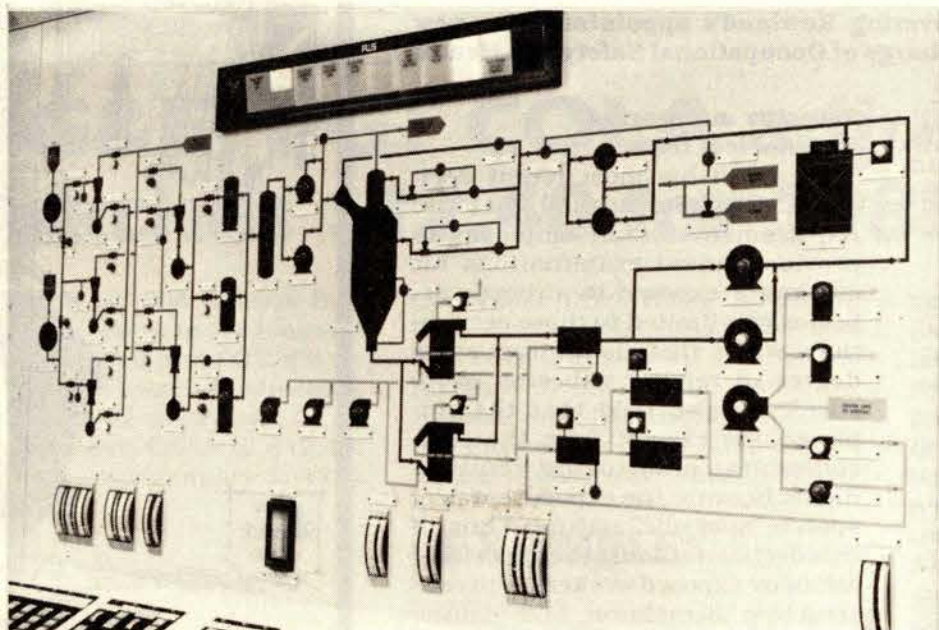


Transmission lines.



Bill Hardin, Operator, has been an IBEW member since 1946.

Members at SMUDGE #1



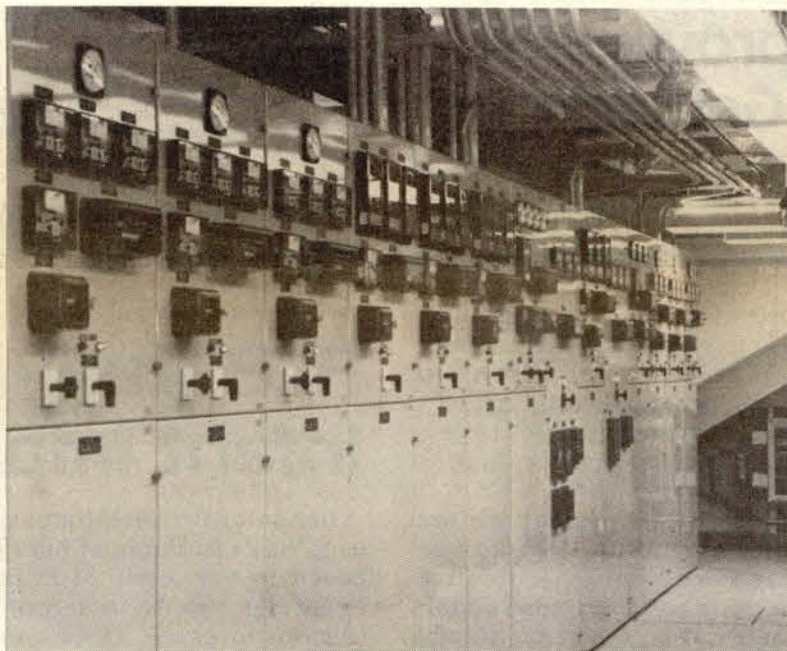
Panels in control room.



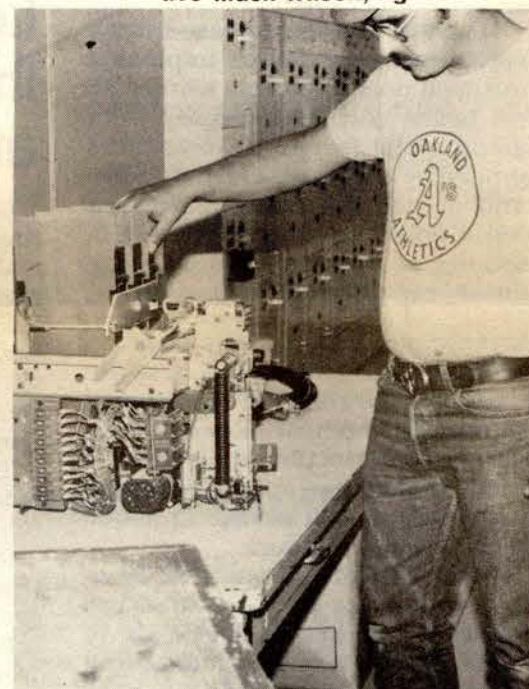
Center, Chief Shop Steward Rueben Guerra with Steve Ahern, left, and Business Representative Mack Wilson, right.



Gale Higgins, Draftsman, is Unit Chairman.



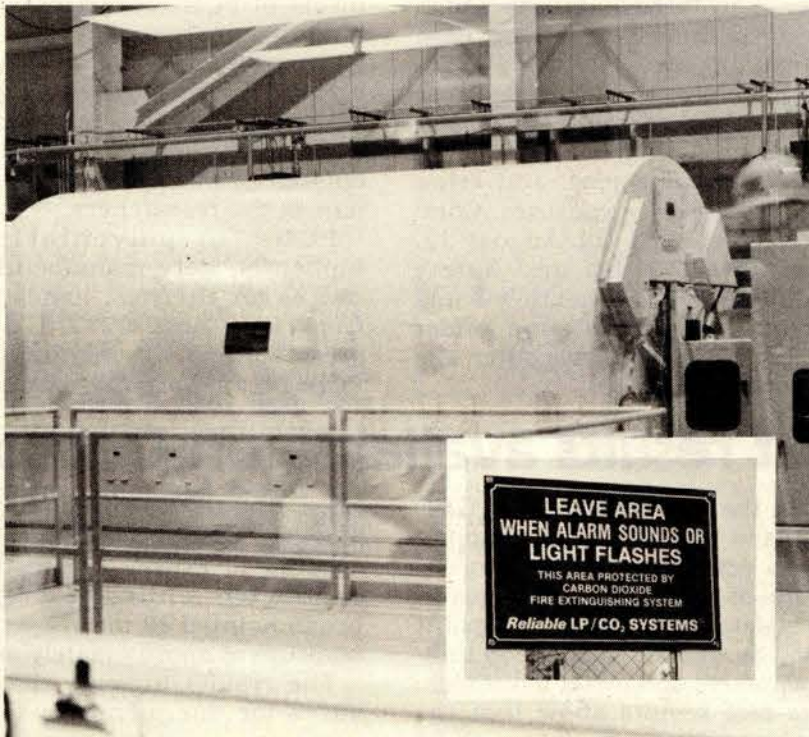
Switchgear Room, the plant's electrical distribution center, where power is distributed to plant auxiliary equipment.



Shop Steward Guerra with 40V circuit breaker.



Guerra, Wilson look into turbine area before entering.



Large generator in turbine area.



Safety alert sign.



Prior to entering turbine area Guerra uses ear plug protectors.

Examples of Rowland's record

See article on PAGE ONE covering Rowland's appointment as new Assistant Secretary of Labor in charge of Occupational Safety and Health Administration.

The record of Robert Rowland's views on a wide range of health and safety issues raises serious concerns about the future of OSHA:

General Duty Clause

The OSHA General Duty Clause states that "each employer... shall furnish to each of his employees, employment and a place of employment which is free from recognized hazards that are causing or likely to cause death or serious physical harm to his employees." It has been a long and well established position, endorsed repeatedly by the OSHA Review Commission, that "a recognized hazard is a condition or practice in the workplace known to be hazardous either by the industry in general or the employer in particular."

However, in a recent case involving a citation for failure to provide overhead protection to a worker 87 feet below and 50 feet away from falling metal (where a worker was blinded by a falling metal lug), Rowland denied the citation because OSHA failed "to prove by a preponderance of evidence" that the employer "recognized" the hazard.

Arsenic medical examinations

Under the inorganic arsenic standard, the employer is obligated to provide medical examinations without cost to the employee and must pay for time spent taking the examinations if it is taken outside normal working hours.

In his dissenting opinion, Rowland would not have required the employer in one case to pay off-duty employees for the time spent taking examinations nor would he have required reimbursement for extra transportation costs incurred as a result of the examinations being made available only during non-working hours.

Construction safety

In a case in which a worker fell to his death in a shaft, Rowland wrote a separate concurring opinion vacating the citation. He argued that the safety belt did not apply in this case as OSHA's "record does not show the feasibility of safety belts."

In another case, a citation for violation of the crane standard was overturned. Rowland and Buckley argued that even though a backhoe was being used as a crane it did not fall under a strict definition of a crane and was therefore exempt from the standard.

Protective equipment for PCBs

In a case in which an amount of PCBs had entered a worker's mouth, Rowland argued that OSHA failed to prove that the exposures could cause cancer. He therefore would have found that the violation for failure to provide personal protective equipment was not serious.

Asbestos monitoring and medical tests

In one of his most recent decisions, Rowland argued that the requirement for an employer to provide annual examinations for employees exposed to airborne asbestos was limited to those occupations where there is "at least some degree of regular asbestos exposure." He also held that the employer was exempt from the environmental monitoring requirements because the exposure was of such a "sporadic" nature. Thus, if this decision stands, the majority of asbestos-exposed workers—in construction, demolition, and maintenance—will not have rights to monitoring and medical surveillance.

Local seeks improvements at Geysers

Local 1245 welcomes the continued availability of extensive medical examinations for PG&E employees at the Geysers Geothermal Power Plant. Examinations have been provided for three years now, with a fourth year planned for both General Construction and Division employees, according to PG&E.

The Union also continues to provide recommendations for improving the program.

Our latest recommendations are that lung function test results be evaluated with more protective criteria than has been used so far. We would rather see conventional criteria used which may incorrectly alert some healthy people that they have abnormal lung function, rather than PG&E's criteria which may miss some people who have minimal disease.

We have also recommended that PG&E attempt to correlate the medical findings with job assignments, length of employment, and other measures of toxic exposures. Company indicated at the August 22, 1984, Joint Health and Safety Committee meeting that they would take this recommendation under consideration, probably after the fourth-year tests.

Test results available on Debco meter paint

Upon the Union's request, PG&E conducted additional air sampling tests to determine the air concentrations of hazardous chemicals in Debco Meter Gray Paint. This paint is used by Gas Servicemen on individual meters and meter manifolds.

The test results show that the three hazardous ingredients, Butyl Cellosolve, Methyl Cellosolve, and Ethyl Cellosolve, were not present in the air in detectable concentra-



The Place to Fight Back!

Silicone precautions discussed

As a result of a National Institute for Occupational Safety and Health study which was completed earlier this year, the Union has inquired of PG&E's intentions with regards to employee protection from silicone grease.

The Union is interested in plans regarding use of gloves at all times, training to avoid contact with face and goggles, and wash facilities.

Company indicated at the August 22, 1984, Joint Health and Safety Committee meeting that they were in the process of considering the NIOSH recommendations.

This health concern was originally brought to the Union's attention by Substation Department members experiencing severe eye irritation while coating ceramic insulators.

PCB study indicates infant impairment

Behavioral development problems in 242 infants of mothers exposed to low levels of PCBs have been reported in a recent study (Jacobson *et al.*, *Developmental Psychology*, Vol. 20, No. 4, 523-32, July 1984).

The mothers ate two to three meals of PCB contaminated Lake Michigan fish per month for 16 years. The infants showed decreased motor function, greater amount of startle, and weak reflexes. These deficiencies were great enough to warrant concern on the part of the researchers.

PCBs, or polychlorinated biphenyls, were manufactured for use as an electrical insulating oil from 1930 until 1977. U.S. Congress banned the manufacture of PCBs because of potential cancer ef-

fects and other effects uncovered in poisoning incidents.

However, contamination persists throughout the environment because of the chemical stability of PCBs and its ability to build up as it progresses through the food chain. Predatory fish such as trout and salmon can therefore carry significant amounts of PCBs. After ingesting PCBs, it is known that mothers can transfer the toxin to their children through the placenta and through breast milk.

The recent study reveals potential adverse effects of PCB exposure which until now were probably too subtle to be noticed on an individual basis. The consequences of these findings must be considered in limiting our occupational and environmental exposures.

The tests were conducted on May 31, 1984, in Sacramento. According to PG&E, the tests were conducted while the employee brush painted 43 meters, at a temperature of approximately 86 °F.

The results indicate that exposures for our members to these paint vapors are not in violation of Cal/OSHA regulations.

However, the Union continues to recommend that employees use

half-mask air purifying respirators, whenever using this paint in enclosed spaces, and protective gloves at all times. PG&E has agreed to provide these items to employees upon request.

Two of the paint ingredients have recently been found to cause birth defects and injury to sperm and testes in laboratory animals. The chemicals can enter the body through skin absorption.