



# UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

## Major public sector bargaining starts in jurisdiction

As the year draws to a close, negotiations between Local 1245 and the four largest public sector properties represented by the Union have started up, all with agreement expiration dates of December 31, 1984. The closing weeks of 1984 promise continued long and hard work in the public sector as the committees strive for new agreements.

### SMUD

Business Representative Mack Wilson and the Union Bargaining Committee at SMUD have already put in several weeks of preparation and have finalized the proposal which is to be submitted to the District at the start of negotiations on October 23, 1984. SMUD is the largest public sector property represented by Local 1245.

Joining Mack Wilson on the Bargaining Committee are Ken Meyer, Brian Knox, Robert Harper, Mark Stirtz, Gary Hanson, Pete Ramon, and Jim Peysano.

### USBR

November 13 is the date currently set for representatives of the United States Bureau of Reclamation and Local 1245 to begin negotiations on proposals exchanged by the parties on October 3, 1984.

Business Representative Pete Dutton and his bargaining committee, which consists of Bill Chambers, Larry Mather, Al Wright, Robert Kerr, Robert Gonzalez, and Jim Mulilenburg spent several days in early October reviewing bargaining proposals submitted at a Shop Stewards conference held in Sacramento on August 25.

Given the attitude of the Reagan administration towards federal employees, a tough set of negotiations is anticipated.

### Merced Irrigation District

On September 27, representatives of Local 1245 and the Merced Irrigation District met in Merced to discuss Local 1245's proposals for a new Memorandum of Understanding with the district.

Local 1245's bargaining committee consists of Business Representative Frank Hutchins and members Dee Witherell, William Taylor, Mike Higgins, and Bill Crisman.

A further negotiating session was held in mid-October. The District has announced that one of its biggest concerns is the rising cost of medical insurance. Local 1245 shares this concern and has con-

sistently cooperated with employers in cost containment efforts, while opposing employer efforts to shift costs to our members.

### Modesto Irrigation District

"We're ready as soon as the District is," says Business Representative Mack Wilson in describing the status of negotiations with the Modesto Irrigation District. Wilson and his bargaining committee met in September and hammered out a bargaining proposal which will be submitted to the District as soon as the District has formulated its proposals.

Local 1245 will be represented in bargaining by Business Representative Wilson and members Ken Raven, Leticia Becerra, Ron Simpson, Bill Rich, Jerry Peters, and Roy Johnson.

## Arbitrator Kagel to decide Local's work dispute case

Arbitrator Sam Kagel heard testimony on September 13, 1984, in Arbitration Case No. 123, which involves the assignment of work which the Union believes to be bargaining unit work to non-bargaining unit Construction Representatives.

The factual background of the case is closely tied in to the Company's recent increased reliance on contractors to perform work which in the past has been performed by Company crews.

In the past, bargaining unit employees, usually Inspectors in the Electric Department and Fitters in the Gas Department, routinely inspected work performed by contractors. With the increased use of contractors to perform work formerly carried out by Company crews, the Company created a new, non-bargaining unit position — a Construction Representative — to inspect the contractor's work and make sure that the work meets Company standards.

In its presentation to Arbitrator Kagel, Local 1245 attempted to prove that the work performed by the approximately 10 Construction Representatives which are to be found throughout the system is vir-

tually identical to the work performed by bargaining unit employees over the years, and that the amount of discretion and independent judgment vested in that position is no greater than the independent judgment and discretion vested in other bargaining unit positions, such as Light Crew Foreman or Line Subforeman.

Testifying for the Union were Ed Hughes, Inspector, San Francisco Division; Bill Culligan, Line Subforeman, Coast Valleys Division; Paul Schonneman, Lineman, San Jose Division; and Jim McCauley, Light Crew Foreman, East Bay Division.

Staff Attorney Tom Dalzell, who handled the case for Local 1245, summed up as follows: "We believe that the contract, the National Labor Relations Board certification, past practice, and Company documents such as the job description for the Construction Representative position all support our contention that the work being performed by the Construction Representatives belongs in the bargaining unit."

Briefs are due to be filed with Arbitrator Kagel on November 9, 1984, and a decision is expected before the end of the year.

## Pac Tree bargaining time begins

On September 11, Business Manager Jack McNally formally notified Pacific Tree that Local 1245 wishes to open negotiations on a new contract. The present agreement, which expires on December 31, has been in effect for two years and covers approximately 300 tree trimmers working in Shasta, De Sabla, Colgate, Drum and Sacramento Divisions.

Assistant Business Manager Orville Owen will lead Local 1245's bargaining committee, which includes Doug Bonham, Ron Hiteshow, Bill Colbert Jr., and Mike Higgins. Bargaining proposals will be exchanged at the first collective bargaining session, which as yet has not been scheduled.

The Utility Reporter will carry updates on negotiations.

## Third fatality reported

On Thursday, September 27, 1984, Kenneth Slaten, Outside Construction Lineman, 51 years old, and working for Warner Electric on a Southern California Edison distribution job in Tustin, Los Angeles County, became IBEW Local 1245's third fatality of 1984.

The accident happened at approximately 12:45 p.m. on the northwest corner of Fairhaven

and Yarbo. Brother Slaten was ascending a pole when his left leg came in contact with an energized 12kv conductor while holding onto a de-energized conductor grounded through a traveler.

He sustained massive injuries when he fell to the sidewalk.

IBEW Local 1245 extends deepest sympathy to his wife, Nancy, and his family.

### IN MEMORIAM

Kenneth Slaten  
June 4, 1933—September 27, 1984

**VOTE FOR YOUR FUTURE  
ON NOV. 6  
SEE:  
LOCAL 1245 ENDORSEMENTS  
PAGES 9-10**





# SHOP STEWARD

## Utility Reporter

OCTOBER 1984  
VOLUME XXXII NUMBER 10  
CIRCULATION: 24,000

**(415) 933-6060**

Business Manager  
& Executive Editor  
**JACK McNALLY**

Managing Editor  
**CAROL BEDSOLE**

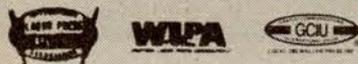
President  
**Howard Stiefer**  
Executive Board  
**Nannette Dominguez**  
**Barbara Symons**  
**Michael J. Davis**  
**Ron Blakemore**  
**Kathy F. Tindall**  
**Lyman Morrison**  
Treasurer  
**Ron Field**

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 writer: Tom Dalzell, Staff Attorney.  
Pages 4-8 Coordinated by Assistant Business Manager Ron Fitzsimmons with material from AFL-CIO and the UAW.

## Meet Clark Fleming

Clark Fleming is an active Unionist on many fronts.

He is a Troubleman in Humboldt Division working out of Willow Creek, a small town outside of Eureka.

Fleming also serves on the Local's Advisory Council which he was elected to during the Local's last officer election. He has served as a Shop Steward since the mid 1960s — at various headquarters.

Born in Crestline, Kansas in 1934, Fleming was initiated into IBEW Local 304 in Topeka, and worked on the complete Kansas City voltage cutover from 4160

volts to 7200 volts.

He came to California in 1960 working first in General Construction as a Third Step Apprentice. He bid into the East Bay Division as a Lineman in Richmond in 1962, then worked in Concord, Walnut Creek and Antioch. It was during his Troubleman days in Walnut Creek that he first began serving as a Shop Steward.

"I like being a Shop Steward because I like being depended on, and I like helping to resolve problems in the workplace," is how Fleming summarized his Steward activities.



Shop Steward Fleming at the wheel.

## Steward at well-rounded Unit Meeting



Clark Fleming, upper photos, far right, attends recent Willow Creek Unit Meeting with members representing a major cross section of our jurisdiction, I-r, PG&E Lineman Jim Pike, Meter Reader Bill Skoonberg, who is Unit Chairman, and from Davey Tree, Mike Loftis. Rounding out the meeting, lower photos,

I-r, are Business Representative Bob Gibbs, Utility Clerks, Nadine Watkins and Karen Lamb and Lineman Dave L. Vigil, from PG&E, and a group of three Outside Line Construction Linemen, C.A. Penrod, Joe Grubisic and Tom Aitchison, Working Foreman.

## Letter to the Editor

**Dear Editor:**

As a member of IBEW Local 1245, I have some observations concerning the forth-coming Presidential Elections ... and the exclusive support of the Mondale/Ferraro Candidacy.... This exclusive support ignores the fact that not all IBEW union members are Democrats....

Dues paying active members have been slighted due to the absence of the Republican message in the Utility Reporter and other ... union organs. The September 1984 issue of the Utility Reporter contained as its center page a rhyming caricature of the ABC's that was supposititious of the

Reagan/Bush Administration, which I, and many of our Brothers and Sisters of our Local feel was an example of yellow journalism clap-trap, that was an insult to our intelligence and an embarrassment to IBEW Local 1245....

Sincerely Yours In Brotherhood,  
Tom Dorsher.

—This Letter to the Editor is excerpted from a five-page document from Brother Dorsher.

The records show that Ronald

Reagan and Labor are at extreme odds.

It is clear that there are Republicans in our large membership.

As a Labor publication we are obliged to inform all of our members of Administration policies which weaken Labor and worker rights.

We encourage our members to take a hard look at how these policies will affect them today, and in the future — then to vote their personal choice.

Reagan has clearly gotten more than his fair share of space in the national media. The Utility Reporter takes responsibility for balancing the scales.

—Editor

# APPOINTMENTS

## OROVILLE-WYANDOTTE IRRIGATION DISTRICT

1984 Negotiating Committee  
Bill Bray  
Robert Warka  
Rene Lelandias

## SACRAMENTO MUNICIPAL UTILITY DISTRICT

1984 Negotiating Committee  
Mark Stirtz  
Steve Reem  
Brian Knox  
Jim Payseno  
Peter Ramon  
Kenneth Meyer  
Robert S. Harper

## PACIFIC GAS AND ELECTRIC COMPANY

General Construction Joint Grievance Committee  
(Alternate Position)  
Alfred D. Calleros

### Joint Trench Crew Committee

Paul Frasher  
Larry Packer  
Ron Moon  
Sal Perales  
Brian Bond  
Ron Connelly

### Telecommunications Committee

Curtis Cottle  
Peter H. Luth

### Computer Operations Department Fairfield, 12-Hour Shift Committee

Carol A. Turk

## GEO CONSTRUCTION TESTING

1984 Negotiating Committee  
Mark M. Geiser

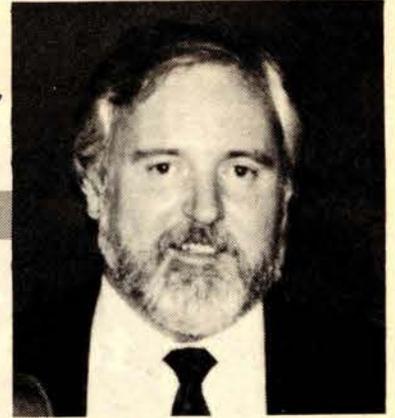
## PACIFIC TREE EXPERT COMPANY

1984 Negotiating Committee  
Douglas Bonham  
Ronald Hiteshaw  
Morris "Bill" Colbert, Jr.  
Michael Higgins

## LOCAL UNION 1245

Journeyman-Lineman Examining Committee  
Tom Heyl

# POINT OF VIEW



IBEW 1245 Business Manager

## 'Better off today?' 1984 fact, or fiction?

"Are you better off now than you were four years ago?" This is President Reagan's question to the American public. Those Americans who are at the higher end of the economic scale answer, "yes." Those Americans who are at the lower end of the economic scale answer, "no." Those Americans who are in the middle of the economic scale will answer, "yes, no, or about the same."

Organized workers were dealt a severe blow when PATCO air traffic controllers were smashed and abolished by the Reagan Administration. This was a message to American business that it is OK to bust unions. It is interesting to note that the current replacement air traffic controllers are complaining about the same issues that PATCO was complaining about and are now trying to organize into a union. I don't think those PATCO members are better off.

Four years ago the concession, or take-back, bargaining surfaced. In some cases, particularly the auto industry, concessions were granted by the union in order to save the industry. Imports and questionable management decisions had put the auto industry on the brink of disaster.

When the Reagan Administration took office in the beginning of 1981, unemployment was 7.4 percent, or 7.8 million unemployed. By December 1982, the rate had climbed to 10.8 percent, or 12 million unemployed. The current rate is 7.5 percent. During this period, more than 30 million wage earners suffered one or more episodes of unemployment.

As unemployment rose, inflation began to decline — a brutal way to control inflation. More importantly however, with a large amount of unemployment, employers forced unions to take concessions, knowing that if the union struck there was a vast labor pool to replace workers and bust the union. Think about what has been reported over the last three years: Continental Airlines — pilots have been replaced, maintenance workers' pay and benefits cut; Georgia Pacific Lumber — workers have been replaced, and their union has been busted; Phelps-Dodge Copper — workers have been replaced, and their union has been busted. Nearly one-third of the collective bargaining agreements negotiated in the first six months of 1983 called for first-year pay freezes or reductions. Many construction unions, including the IBEW, are taking wage cuts or pay freezes because of the growing non-union elements.

Over the last four years, attacks have been made on Social Security, and cuts have been made. Attacks have been made on prevailing wage laws, and they have been made less effective. There are proposals by the Reagan Administration to tax health benefits. The National Labor Relations Board appointments made by Reagan are reversing some long-standing principles and weakening the rights of workers. OSHA has been made less effective by less funding.

The last four years clearly show an attack by the Reagan Administration on workers' established rights and issues, and a number of employers have taken advantage of this attitude to either bust the union or to drastically cut wages and benefits.

The Reagan Administration's goal is to disable organized labor, and the American people are being conditioned to like it.

Organized labor has played the key role over the last 50 years in building the middle-class society we have today. In light of what has happened over the last four years, it is not hard to figure out what is going to happen to American workers in the next four years. Are the American workers better off now than they were four years ago? I don't think so.

In Unity—

## CP National vote taken

After four negotiating sessions with CP National on the retirement, long term disability, and life insurance plan benefits, Local 1245's Joint Benefit Negotiating Committee has sent what the Company calls its "best and final" offer to the membership without any recommendation on whether or not to accept the offer.

The major improvements include early retirement benefits — age 60 with 30 years of service — and bridging of service credit with a prior utility. Local 1245's committee felt that while CP National may have one of the better retirement plans in the utility industry, there should have been some improvement in the benefit formula during the two-year period of the Company offer.

Ballots will be counted in late October and the results will be communicated with the membership.

# DANGER

## Reagan is hazardous to American workers' health

# OSHA: A Four-Letter Word

By Ronald Reagan

*Consumers, workers, and businessmen are threatened by bureaucratic arrogance, police-state tactics*

"OSHA" is a four-letter word that's giving businessmen fits and is helping drive up consumer costs. And, there's no relief in sight.

One of the youngest federal regulatory agencies, the Occupational Safety and Health Administration, since 1970 has had the job of carrying out "the intent of Congress," by devising regulations implementing the Occupational Safety and Health Act.

Congress' intent was to protect the safety and health of the American workers — a commendable goal. But OSHA's regulations and tactics are something else again — a "Catch-22" of arbitrariness that is costing business (and the consumer) millions of dollars a year.

OSHA's regulations fill a shelf 17 feet long (even the "Harvard Classics" took up only five feet), and businessmen are expected to know which ones apply to them if an OSHA inspector drops by. If they don't, and their plant doesn't conform to the regulations they're subject to stiff fines.

One might have thought that OSHA would have offered an initial no-penalty inspection to a business seeking to learn if it complied, with a grace period for correcting deficiencies. No such luck.

If you call for an inspection, you are subject to the same penalties. You can pay your insurance company to make an inspection, but there's no guarantee that OSHA won't come along later and find some overlooked deficiency.

Civil liberties don't count for much with OSHA, either. Its inspectors can barge in on a "no-knock" basis without the owner's permission or a search warrant. It has even had this right confirmed recently by a federal court.

Excess paperwork, the security blanket of bureaucrats, is required by OSHA of the businesses it regulates. This torrent of paper and words is reflected in the gobble-degook language of OSHA's regulations, too.

Here is how they define an exit: "That portion of a means of egress which is separated from all other spaces of the building or structure by construction or equipment as required in this subject to provide a protected way of travel to the exit discharge..."

Application of OSHA's regulations is almost whimsical. The owner of a small business in one western state was told he had to install separate men's and women's restrooms for his employees. He had only one employee. At home they slept in the same bed and used the same bathroom. She's his wife.

There is more of the same on the way. Anti-noise regulations for trucks are now under discussion. One would require truck cabs to be so soundproof that drivers could not hear horns or emergency vehicle sirens.

The solution? A panel of lights in the truck cab which would flash when activated by such sounds. Result? More expensive trucks, higher freight rates, and higher costs of the things you buy.

Talk in Washington is serious these days about deregulating — at least partially — the airline, trucking and railroad industries to sharpen competition and lower consumer costs.

There is little evidence that OSHA has accomplished much in the way of saving lives, all the while it has added heavy cost burdens and created a bureaucracy with a growing appetite for tax dollars. Yet, there is little talk of reforming or eliminating this regulatory labyrinth. It's overdue.

*From the Conservative Digest/October 1975*

# LIFELINE — HEALTH AND SAFETY

## Reagan's toxic pollution record — a public health hazard

The following is taken from a special report of the Democratic Study Group, U.S. House of Representatives, No. 98-22 July 31, 1984.

**Efforts to protect public health and the environment from the dangers of toxic pollution have ground to a near standstill under the Reagan Administration.**

**Since President Reagan has been in office, only six abandoned toxic waste dumps have been cleaned, virtually no additional toxic chemicals have been regulated, noncompliance with environmental laws has reached staggering levels, and the operating budget of the Environmental Protection Agency (EPA) has been slashed by nearly a third.**

**The Reagan budget cuts came at a time when EPA was assuming broad new responsibilities to con-**

**trol toxic pollution. Crippled by these cuts, the agency has been unable to take the toxic pollution control actions required by federal law.**

America's industries generate billions of gallons of toxic wastes and emit millions of tons of toxic chemicals into the air and water each year. These toxic substances have been linked to a wide variety of chronic health problems, ranging from cancer and birth defects to loss of hearing and vision.

In the 1970s, Congress responded to the dangers posed by toxic pollution by enacting a series of laws to protect public health and the environment. These laws call for cleaning up abandoned toxic waste dumps, safely handling and discarding toxic wastes, minimizing and eventually eliminating toxic air and water pollution, and protecting

### THE REAGAN RECORD:

The Reagan Record has been one of favoring voluntary compliance instead of strong enforcement; putting corporate profits ahead of worker protection; of weakening standards for safety and health hazards and of ignoring legal requirements and responsibilities to protect workers on the job.

Reagan's actions to weaken OSHA include:

- Appointment of Reagan campaign business executives with no background in worker safety and health to head OSHA.
- Failure to enforce the OSHA law and stripping 14 million workers of the right to full coverage of OSHA inspections.
- Proposing a weakening of existing standards for the toxic substances lead and cotton dust and failing to issue necessary worker health standards for cancer-causing agents like asbestos and EDB.
- Proposing requirements for workers to wear respirators instead of requiring employers to reduce toxic substance exposures.
- Endorsed human experimentation of textile workers — allowing hazardous exposures to cotton dust to determine if the 1978 OSHA cotton dust standard is really needed to protect from brown lung.
- Exclusion of 60 million workers in construction, service trades, transportation, and public employment from federal right-to-know protections on workplace chemical hazards, and support of business efforts to eliminate existing state and local right-to-know protections for these workers.

### THE MONDALE PROGRAM:

Walter Mondale, a co-sponsor of the Occupational Safety and Health Act of 1970, supports a strong OSHA program to protect worker safety and health, through sound administration and vigorous enforcement of the law.

Mondale's commitment includes pledging:

- To appoint dedicated professionals to administer the nation's safety and health programs, with the concerns of the worker being the highest priority.
- Full and effective enforcement of the OSHA law and all environmental health and safety laws. As Vice President, Mondale opposed Congressional amendments which would have excluded 43 million workers from the full coverage of OSHA inspections.
- Strong standards for cotton dust, lead and other toxic exposures and the vigorous enforcement of these standards.
- OSHA action to eradicate the causes of occupational disease and legislation to assure just compensation and adequate health care for victims of occupational disease.
- The right of all Americans to know the hazardous materials and chemicals they may have been exposed to in their workplaces and communities.
- Reversal of Reagan OSHA budget cuts and support of funding and staffing levels that will allow OSHA to do its job.



workers from toxic chemicals in the workplace.

These congressionally enacted antipollution laws provided the Environmental Protection Agency (EPA) with sweeping new responsibilities and authority and called for a major new commitment by the agency to protect public health. By the time President Reagan took office in 1981, EPA was poised to begin implementing and enforcing many of the toxic pollution safeguards. But instead of providing EPA with the resources necessary to carry out its new responsibilities, the Reagan Administration slashed EPA's environmental operating budget by nearly one-third. This drastic reduction in EPA's resources severely hampered the agency's ability to meet its new responsibilities to control toxic pollution.

At the same time President Reagan was crippling the EPA, House Republicans were voting against measures to further expand toxic pollution protections and against increasing EPA's funding. On key vote after key vote, a majority of Republicans voted against increased environmental protections while a majority of House Democrats sup-

ported such measures.

#### The Reagan Record

The Reagan Administration's record on protecting the public from toxic pollution is marked by deep budget cuts, lax enforcement of existing laws, excruciatingly slow implementation of new toxic pollution protections, and staggering levels of noncompliance with anti-pollution standards.

After adjusting for inflation, many EPA programs now have less money than they did in the 1970s. The extent of the Reagan Administration's budget cuts — in inflation-adjusted, real dollars, is seen below:

- Cuts totaling 44 percent for water pollution control, leaving that program with less funding in 1984 than it had in 1975;
- Cuts totaling 22 percent for controlling air pollution, leaving that program with less funding in 1984 than it had in 1977;
- Cuts totaling 52 percent in state water pollution control grants and 20 percent in state air pollution grants;
- Cuts totaling 30 percent for enforcement of standards to protect workers from toxic chemicals; and

- Cuts totaling 31 percent in safe drinking water programs.

Largely as a result of EPA budget cuts, enforcement of existing environmental laws has declined and efforts to expand public protections against toxic pollution have ground to a near standstill. A review of the environmental record since President Reagan took office shows the following:

- Only 6 of the 546 toxic waste sites identified by EPA since 1981 as the most dangerous and requiring immediate action under the Superfund program have actually been cleaned up and closed;
- Not one additional hazardous substance has been added to the list of wastes regulated under the Resource Conservation and Recovery Act;
- Only about 1 percent of the roughly 8,000 active hazardous waste treatment, storage, and disposal facilities have been properly inspected for safety and issued final operating permits;
- Not a single additional hazardous air pollutant has been regulated despite the fact that EPA has had 37 such substances under review since 1981 and several of them have been found to cause cancer; and
- Only one additional standard to lower workers' exposure to toxic chemicals in the workplace has been issued by the Occupational Safety and Health Administration (OSHA). Twenty standards had been listed by the time President Reagan took office.

The Reagan Administration has implemented a drastic across-the-board reduction in enforcement actions against violators of environmental laws. Following are examples of the Reagan Administration's record:

- A 44 percent drop in formal enforcement actions against violators of the Clean Water Act between 1980 and 1982;
- A 55 percent drop in referrals by EPA to the Justice Department for actions against violators of the Clean Air Act between the last three years of the Carter Administration and the first three years of the Reagan Administration;
- An 82 percent drop in referrals of civil cases from EPA to the Justice Department under the hazardous waste and Superfund laws between FY 1980 and FY 1981; and
- Dramatic declines in enforcement by OSHA, with the number of enforcement actions dropping as much as 94 percent for certain OSHA toxic pollution standards.

The combination of budget cuts and lax enforcement has aggravated the persistent problem of bringing facilities into compliance with antipollution laws. The Reagan Administration has allowed non-compliance to persist, and in some cases to reach staggering levels. Without widespread compliance, efforts by Congress to pass laws to protect public health, and the billions of dollars spent by the Federal Government and the private sector on pollution control equipment, are largely wasted.

Surveys by EPA and GAO found that nearly 80 percent of hazardous waste facilities required to monitor for groundwater contamination were failing to do so; 82 percent of surveyed industrial dischargers and municipal wastewater treatment plants were violating the Clean Water Act, and almost one-third of these were exceeding standards by a significant amount for months at a time; and 75 percent of plants surveyed by EPA were violating the Clean Air Act.

#### FEDERAL OSHA ENFORCEMENT FY 1980 — FY 1983

	(Oct 79- Sept 80)	(Oct 80- Sept 81)	(Oct 81- Sept 82)	(Oct 82- Sept 83)	%Change FY 80-83
Establishment Inspections	63,363	57,241	52,783	58,209	-8%
Records Inspections	—	—	8,442	10,368	NA
General Schedule Inspections	33,320	36,135	42,576	48,745	+46%
Complaint Inspections	16,093	13,448	6,761	6,434	-60%
Follow-up Inspections	11,664	5,427	1,567	1,590	-86%
Manufacturing Inspections	27,224	22,685	18,013	19,071	-30%
Construction Inspections	26,223	26,013	29,297	33,862	+30%
Maritime Inspections	1,062	1,099	847	825	-22%
Percent Initial Inspections w/Citations	64%	61%	59%	61%	-5%
No. Serious Violations	44,695	32,765	22,542	26,219	-41%
No. Willful Violations	1,238	622	113	151	-88%
No. Repeat Violations	3,541	2,255	1,253	1,536	-57%
No. Other Violations	82,945	76,177	73,228	82,951	-0%
Serious, Willful Repeat as % of Total	37%	32%	25%	25%	-32%

**VOTE for Worker Safety  
and Health  
VOTE for the Future  
VOTE Mondale-Ferraro,  
Tuesday, November 6.**

# Unions fight to uphold worker protection as Reagan appointees ignore health, safety

No where is the anti-worker policy of the Reagan Administration clearer than in Occupational Safety and Health. Statistics have shown that OSHA has been gutted to a mere skeleton of what is needed to protect workers. Inspections, citations, research and manpower have all been cut. Unfortunately, statistics alone don't fully convey the message.

**Thorne Auchter**' the man Reagan appointed to run Federal OSHA, was vice-president of his father's construction company in Florida, and his previous experience in safety and health was his firm being cited repeatedly by OSHA. Auchter left OSHA to become president of the B. B. Andersen Construction Company in Kansas City. It turns out that in 1981, Auchter personally fixed a set of OSHA citations against B. B. Andersen.

In April 1981, an OSHA inspector was refused admission to a B. B. Andersen site; he got a warrant, went back, was again refused admission but walked in anyway, cited 12 violations and proposed \$12,681 in penalties. Andersen complained to Rep. George Hansen (who was subsequently convicted of financial irregularities), who spoke to Auchter. Auchter himself wiped out the citations. The OSHA area director was reprimanded for his handling of the affair, and was later forced to retire partly because of this case. Auchter said that his new job as president of B. B. Andersen had nothing to do with this incident. Reagan has nominated another pro-business Assistant Secretary of OSHA Robert Rowland. (His record was highlighted in the September Utility Reporter.)

Also, in 1981, 15 unions petitioned OSHA for stricter standards for formaldehyde, which had then just been shown to cause cancer in rats, and which certainly poses a risk to workers in foundries at the exposure levels now permitted. The Dupont Company was a leader in the industry fight against the petition. Auchter denied the petition, the UAW was forced to sue OSHA in Federal Court. Three years later the court ruled that OSHA must reconsider its denial of the Union's petition and consider a permanent standard for formaldehyde. Now it turns out that Auchter owned \$21,900 worth of Dupont stock at the time he denied the petition. He had been asked by the Labor Department's Ethics Officer not to participate in such decisions, but the White House told him that it was O.K. to do so.

OSHA had also refused to tighten the standard for ethylene oxide, a

carcinogen and also a reproductive toxin to which thousands of hospital workers are exposed. AFSCME sued, and a Federal Court ordered OSHA to begin work on a standard. Then a congressional committee subpoenaed the log books of Leonard Vance, the head of health standards, to look into the meetings Vance held with industry before he illegally denied the petition. Vance first opposed the subpoena based on executive privilege. Then he came before the congressional committee with this story — Vance claimed that he was taking these log books to his farm in Virginia. They were in the back of his pickup truck, where Vance's dog was riding. The dog threw up on his papers and the papers became so polluted that Vance had to drop them into the dump. They were not available for the committee.

**This would be** a joke, if the consequences for workers and their families were not so grave.

Workers face serious health and safety problems on the job. Recent studies show occupational diseases including cancer in many industries and plants. Utility, auto, steel and health care workers all are at risk.

Most chemicals in our work environment are not identified and workers are not told the hazards these exposures pose. The injury rate is still too high overall and certain groups of workers such as young inexperienced workers remain at very high risk of injuries and fatal accidents. Painful bone and joint diseases have been shown to be the predictable and preventable results of the physical stresses of jobs designed without people in mind. New technology, such as robots and VDT's may pose new hazards.

**The need for** tighter chemical exposure limits has never been clearer. New safety standards, such as for lockout and confined spaces, are also needed. Even industry recognizes that there are at least 20 common chemical substances which need tighter exposure limits.

What has Reagan's OSHA done? The first actions of Reagan's OSHA were to join industry in law suits before the U. S. Supreme Court asking to roll back OSHA Standards for cotton dust and lead. The Supreme Court rejected the Reagan OSHA's position and upheld these standards. These standards have radically transformed these two dangerous industries, reducing lead poisoning and brown lung disease.

Unions went to court to force action on formaldehyde and won. It



took court action to get OSHA to set a standard on ethylene oxide, and a union petition to get action on asbestos.

**Meanwhile, new data** on other chemicals accumulates, and nothing is done by this administration.

Workers need more health and safety rights. One critical right is the Right to Know about chemical hazards on the job. The Reagan OSHA has done the bidding of the Chemical Industry in trying to block off worker's Right to Know — first they scrapped a proposed federal regulation, then, when unions began to get states and cities to pass effective laws, the federal government passed a regulation which provides much less information, for the stated purpose of pre-empting state and local laws.

A Reagan OSHA effort to roll back worker's rights to obtain their medical reports of data on exposure has been turned down by the courts. Worker participation in inspections may also be curtailed.

**Never have we** needed an effective occupational health research program more than today. The opportunities to detect hazards and devise protection are very good. Instead, Reagan has cut the National Institute of Occupational Safety and Health (NIOSH) budget by 1/3 and gutted the effort to train occupational health scientists.

We also have the tools to fix many of these problems, through union programs, joint programs and collective bargaining. What we need is help from the Government.

Let's list what workers need from the Government in this area:

1. We need better enforcement of existing standards.
2. We need improved standards which take into account new scientific knowledge and other experiences.
3. We need government action to improve worker's rights.
4. We need the government to promote worker education in health and safety hazards.

**What has the Reagan Administration** done in each of these areas? Instead of better enforcement we have less. We have 1/3 fewer inspectors, 1/3 fewer inspections, and only 1/2 the serious citations issued. Fines assessed are down almost 80 percent, and willful citations are off 90 percent.

OSHA has exempted 75 percent of all manufacturing plants from OSHA initiated safety inspections based on employer compiled injury reports supposedly showing low injury rates. Inspections for complaints have been restricted. Even plants where fatalities are exempted because they are "Safe". Employers are also offered exemptions if they set up a paper safety program or

bring in a toothless consultant. Using a consultant would exempt employers from an inspection for up to one year. The Reagan Administration's Consultation Program eliminates worker participation in inspections. Posting requirements for violations are eliminated.

The Administration has put enormous pressure on field people not to enforce. Inspectors are required to give employers a form which invites the employer to file an anonymous complaint about the inspection. OSHA supervisors are down rated, and can actually suffer pay penalties if employers contest too many citations. High penalty citations must be reviewed in Washington.

**Worker education** is a critical need. OSHA has devised a major program for supporting education, primarily for workers, delivered by unions and universities. Employers could apply for these funds, but seldom did. The Reagan OSHA slashed these funds, while at the same time proposing increases in a much larger, totally industry oriented program for providing free consultation. OSHA is still there, wounded but not dead. The Labor Movement is still the Labor Movement, and will be even if Reagan is reelected. We have been making progress in the face of Reagan, Aucter and now Rowland.

Union's collective bargaining clout is still there, and our internal programs are getting better all the time. Companies know we can also carry on the fight in the political arena and in the media. We can have the leverage to get matters corrected.

**Everything is much** harder, and union participation in everything having to do with the Government's Safety and Health Activity is essential now — filing complaints if needed, going along on the inspection, attending closing conferences, being part of all discussions between OSHA and the company, and company appeals of OSHA citations. We still have these rights, we had better use them or we will lose them.

If we are to change OSHA back to an agency that protects workers, not companies, Walter Mondale must be elected. It is going to take all our combined efforts. We must work together with our local unions, central labor councils and local political leaders. We are all going to have to give that extra effort to defeat Reagan in November. Our future health and safety is in our hands.

## WORKERS AT JEOPARDY:

LIFELINE—HEALTH AND SAFETY

### OSHA UNDER THE REAGAN ADMINISTRATION

When Congress passed the Occupational Safety and Health Act in 1970, the law promised the elimination of the widespread, unnecessary occupational injuries and illnesses suffered by American workers. Business never accepted the law. Painting the law as heavy-handed government intrusion into their affairs, employers have conducted a more or less constant political attack and propaganda war against OSHA to escape regulation and enforcement actions mandated by the Act. During the 1970s, these unrelenting attacks yielded some minor modifications in OSHA's enforcement, but the basic foundation and principles of the Act, however, remained intact. Despite business' opposition, the role of government in enforcing the law was adhered to in other Democratic and Republican Administrations. OSHA's programs and policies were found to be reasonable and sound.

Progress stopped with the election of President Reagan.

**He made clear** during his campaign that he believed there was "no need for OSHA." For the first 44 months of his Administration, that philosophy has been the touchstone for OSHA as well as for other labor and environmental protection programs. OSHA is no longer the watchdog that Congress intended; it is the puppy dog of the lawbreakers.

Under the banner of regulatory reform there has been a systematic assault on the entire program. OSHA enforcement, never sufficiently strong, has been weakened to the point of being meaningless: the policy of rolling back existing regulations has been the centerpost of the standard setting program.

- programs to train and educate workers to OSHA have been drastically cut, and worker and union rights guaranteed by the Act virtually ignored;

- special favors to business, through weakening regulations or going easy on enforcement, have ignored legal requirements and responsibilities;

- budget and personnel have been cut and dedicated staff have been pressured into leaving. In 1984 OSHA is left with a less competent professional staff than it had in 1976.

**President Reagan's** appointments signaled the change, with campaign officials Raymond Donovan and Thorne Aucter chosen as Secretary of Labor and Assistant Secretary for OSHA. Reagan picked two people without relevant background or training in job safety and health.

A review of the Occupational Safety and Health Administration under the Reagan Administration

and the status of our national health and safety efforts must focus on the areas of greatest concern:

- the enforcement of the law Congress enacted;
- standard setting;
- worker rights;
- special favors to business;
- and the competence of the agency.

#### OSHA Enforcement

During the past three years, OSHA's enforcement program has been systematically weakened. The enforcement budget has been cut, the number of inspectors has been reduced by 25 percent, and one-third of OSHA's field offices have been closed. But more importantly, the agency's strong enforcement program — mandated by the law — has been abandoned in favor of voluntary compliance and a "nice-guy" approach.

**The law remains** intact, but scores of administrative directives and numerous removals of committee field staff have sent a clear message that the agency will go easy on employers. The agency's actions since 1981 reveal a program of non-enforcement, with schemes devised to exempt millions of employers from OSHA inspections. In those remaining firms where OSHA does inspect, policy directives make it harder for inspectors to cite violations of the law. The citations issued are less serious and carry reduced penalties, both of which are likely to be further reduced or eliminated in settlements between OSHA and employers. Indeed, among the thousands of pages of new policy directives issued since 1981, it is difficult to find any instruction designed to increase OSHA's enforcement actions against hazardous conditions. Tooth by tooth, the law's bite has been extracted.

**The centerpiece** of Reagan's OSHA enforcement program has been a so-called targeting program for routine safety inspections in the manufacturing sector. The stated intent of the program is to make better use of limited inspection resources by targeting inspections to the most hazardous firms in the most hazardous industries. This principle is sound — in fact, OSHA has always employed a variety of targeting plans for workplace inspections. Unfortunately, the Reagan Administration plan is ill-advised and unproductive.

The Reagan targeting program in fact exempts 75 percent of all manufacturing employers from routine safety inspections. Based on injury rates, whole manufacturing industries and individual employers are exempted from OSHA's general schedule safety inspections. Employers who fall into manufacturing

sectors with a lost-time injury rate below the private sector average are automatically exempt even if the firm itself has a high injury rate. Those firms not exempt by industry classification may have injury records indicating lost time below the rate for the manufacturing sector — and they, too, will have no inspection of workplace conditions.

**In the view of the AFL-CIO,** the Reagan Administration's targeting program is nothing more than a wholesale exemption program which is a waste of time and money. OSHA's inspection data for fiscal year 1983 shows 50 percent of all general schedule safety visits in manufacturing (10,638 out of 20,496 visits) were limited to paper reviews of employer records with no inspection of actual conditions in the plant. More than 35 percent of the agency's inspection targeting resources consist of looking at paper, turning technically trained inspectors into bookkeeping clerks. In attempts to beef up its dismal enforcement record, OSHA has been counting these records review visits as inspections, even though OSHA's own policy directive says no workplace conditions may be evaluated or citations issued during these visits.

A further indictment of the Reagan Administration's targeting programs are its results. Touted as an initiative that would effectively utilize OSHA's limited inspection resources to find serious workplace hazards, the program has failed to do so. In fact, during its first two years the Reagan Administration program produced 45 percent fewer serious violations per inspection than earlier Carter plans did during fiscal year 1980. Despite these less than productive results, there has been no attempt by OSHA to re-evaluate the program and design an approach which is effective and sound.

**In addition to the** inspection targeting program, the Reagan Administration has devised at least two other schemes to exempt employers from OSHA inspections. In 1982, on an experimental basis OSHA introduced a plan that allowed inspection exemptions for employers who participated successfully in state consultation visits. Recently the program was expanded and codified through regulation. Any employer can get a one-year exemption from routine federal OSHA inspections by requesting a comprehensive safety and/or health state consultation visit and agreeing to correct identified serious violations.

The AFL-CIO and many of its unions, including IBEW 1245, have opposed the OSHA exemption through consultation program. The program is directly at odds with the Congress' 1974 directive that the federally funded consultation pro-

See PAGE EIGHT

**DANGER**  
Reagan is  
hazardous  
to American  
workers'  
health

# WORKERS AT JEOPARDY

From PAGE SEVEN

gram not serve as a substitute for OSHA enforcement. It shifts the focus of the state consultation program from assisting small business to exempting much larger employers from OSHA inspections. As established, the program makes no provision for participation of workers in consultative visits or worker access to consultants results, as is required for OSHA inspections. There are no provisions for cancelling an exemption once granted, even in the case of a serious accident or fatalities.

**A third series of exemption programs,** OSHA's Voluntary Protection Programs, allegedly established to foster labor-management cooperation, has also failed. The STAR workplace program, one of three voluntary protection programs inaugurated with fanfare in 1982, offered employers with good safety records and programs exemptions from general schedule safety inspections if they provided for effective worker participation. Except for two construction projects where labor-management cooperation already existed, not one unionized firm has participated in the STAR program. Rather, all applications for exemptions under OSHA's voluntary protection programs have been for the other management-only initiatives, TRY and PRAISE, which do not require the involvement of the union or the workers. Since most manufacturing firms are already exempt from OSHA general schedule safety inspections under the targeting program, participation in the voluntary protection programs has been small. After three years, only several dozen firms are participating nationwide.

**For those firms still** subject to OSHA inspections, changes in citation and enforcement policies have greatly diluted OSHA's enforcement actions. Use of the *general duty clause* to enforce against violations not covered by specific standards has been greatly restricted. Citing a general duty violation now requires a greater showing on the agency's part to demonstrate that the hazard is recognized, may result in serious harm, and that abatement is feasible. Technical bulletins and documents from NIOSH, the agency responsible for researching toxic substances and recommending appropriate standards, are no longer considered sufficient evidence to support hazard recognition. For health hazards, OSHA must now demonstrate that continued exposure of employees at measured levels will result in illness that is serious or life threatening. And no citation can be issued unless OSHA can specify the feasibility and likely utility of abatement methods.

The impact of the changes in general duty citation policy has been dramatic. Citations of the general duty requirement dropped from 3684 in fiscal 1980 to 537 in 1982, an 85 percent decrease. Thus, workers exposed to hazards not covered by specific OSHA standards cannot expect to find protection through OSHA's enforcement pro-

gram.

**The citation policies** for the issuance of serious, willful and repeat citations have been similarly weakened. Willful classification has been dropped for violations that are repeated. And repeat citations for non-fixed worksites like construction may only be issued if a repeated instance by the same employer occurs within a limited geographical area. Large national construction firms which repeatedly demonstrate non compliance in different geographical locations are no longer subject to repeat violations and the associated penalties.

For OSHA's comprehensive health standards covering such substances as asbestos and lead, serious violations of different requirements of the standard are grouped to lessen their impact. Violations of engineering controls, work practices and respirator requirements once classified as independent, serious citations are now grouped under one citation of the permissible exposure limit and one penalty is assessed.

The results of the Reagan Administration's policy changes weakening OSHA enforcement programs are clear. From fiscal year 1980 to fiscal year 1983, establishment inspections decreased 8 percent, follow-up inspections decreased 86 percent and by 1983 paper inspections accounted for 50 percent of all OSHA general schedule safety visits in manufacturing. During the same period (1980 to 1983) citations for serious violations decreased 41 percent; willful violations dropped 88 percent; and penalties assessed declined 81 percent from \$25.5 million to \$6.6 million. Even though the agency claimed to be reaching more workplaces through its targeting program, statistics show that 45 percent fewer workers were covered by OSHA inspections in fiscal year 1983 than in fiscal year 1980.

**To try to cover up** this dismal enforcement record, the Reagan Administration has misrepresented inspection data by reporting only selected enforcement statistics for the past three years. The Administration has been quick to point out that construction inspections and general schedule inspections have increased — but has neglected to report that manufacturing inspections, complaint inspections and follow-up inspections have plummeted. Recently, however, the Administration changed — without public notice — its entire system for reporting enforcement statistics to put a better light on its program. The new system treats records review visits the same as actual workplace inspections, and makes it impossible to validly compare current inspections results to past experience.

Thus public relations gimmicks are employed by OSHA to hide the gross failure to enforce the law.

## Worker Rights

In enacting the Occupational Safety and Health Act in 1970, Congress recognized that worker and union participation was necessary

for a successful program. The Act and its regulations grant workers and their representatives broad rights of participation and of access to information. Workers and worker representatives have the right to request inspections, participate in all inspections and to elect party status in contested cases. Rights to observe monitoring, receive the results of medical exams and access to exposure records are also guaranteed. Perhaps no other law, other than the Mine Safety and Health Act, provides workers and the representatives such broad rights as OSHA.

Under the Reagan Administration worker and union rights have been undermined and ignored, giving workers the clear signal the Administration does not want to be bothered with their concerns.

**The special treatment** shown business by OSHA officials has gone beyond individual enforcement actions to include special favors in standard setting. Over the 44 months between January 1981 and September 1984, a steady parade of business representatives visited the assistant secretary's office seeking and finding relief from OSHA standards.

In 1981, while OSHA's lead standard was under reconsideration, the 3M Company sought weakening changes in the standard's respirator fit test requirements that would allow the use of 3M's disposable mask. Documented evidence shows OSHA promised changes in the standard even before rulemaking was initiated and without reviewing any evidence. During the rulemaking both Auchter and Cowan coincidentally made trips to the 3M Company in Minnesota to visit the respirator manufacturer's facilities. But both deny that the changes in the standard were discussed.

In another incident involving the lead standard, in 1981 lead industry representatives who had challenged the original standard were asked to view OSHA's response to the court and to make suggested changes regarding the standard's feasibility.

## Conclusion

Our nation's health and safety program is in critical condition. A 44-month assault by the Reagan Administration on OSHA regulations, enforcement and worker rights has left an empty shell of a program that bears little resemblance to the promise of protection held out when the Occupational Safety and Health Act was passed in 1970. Businesses, not workers, are now the agency's clients. No special favor for business is too much, even if it costs workers their health.

The future of occupational safety and health in this country is at a crossroads and our choices are clear. We can choose to abandon our commitment to protect workers on the job and accept the move backwards, ignoring the fact that federal government efforts can and do make a difference. Or we can choose to move forward, building upon the progress we have already made establishing new programs and policies to deal with the serious health and safety problems we know to exist.

**The Reagan Administration** has already made its choice clear. They are more than willing to write off thousands of work-related deaths, disabling lung diseases, cancers and deformed children as a cost of doing business. Meanwhile workers are totally disabled from brown lung, die at age 45 from benzene related leukemia or unknowingly poison their children with mercury brought home on work clothes.

Strong standards must be set and steps taken to control exposures and hazardous conditions before thousands of workers are needlessly diseased or injured, not after the toll is politically unacceptable. Standards for asbestos, benzene, silica, formaldehyde, solvents, grain elevators, and confined spaces must be top priorities. An approach to regulating health hazards faced by construction workers — asbestos, noise, lead — must be developed. After 14 years of OSHA, excuses that this industry is difficult to regulate are unacceptable. Special emphasis must be directed towards reproductive hazards, neurotoxins and ergonomic problems and new regulatory policies developed to respond to these concerns.

**Meaningful enforcement** of the law must be re-established. Employers who willingly violate the law and put workers at risk must know that such actions will not be ignored or tolerated.

Worker's participation in safety and health efforts must be sought and encouraged. Workers and their representatives must be provided their full rights to participate in the OSHA enforcement process, including payment of workers for time spent on inspections, and guaranteed full access to health and safety information.

A major training and education program should be established on the scale of standard setting and enforcement efforts, not just for workers but employers as well. The government should meet its training responsibility under Section 21 of the Act by developing materials on safety and health hazards and by conducting and funding ongoing training programs for workers and employers.

**A commitment must be** made to build a national program, staffed by competent professionals, with no radical transformation every four years. Policies must be based on sound science and the law, not political ideology. And the agency must never forget that the protection of workers is its mission and responsibility.

The AFL-CIO believes that such a program is what the Congress intended when it passed the Occupational Safety and Health Act in 1970. Once again, however, congressional intervention is needed to make it a reality. Congress should conduct a full investigation of the Reagan Administration's willful mismanagement of OSHA, exploring in particular special favors granted to business. Comprehensive oversight hearings should be scheduled, examining not only past practice but future plans as well. New legislation should be considered to strengthen the existing law and to prevent abuses such as those which have occurred.

# IBEW Local 1245 Political Endorsements

**President: Fritz Mondale**  
**Vice President: Geraldine Ferraro**

## GENERAL ELECTION

PROPOSITIONS (See next page)

### NEVADA

Also endorsed by Northern, Southern Nevada Central Labor Councils.

#### FOR U. S. CONGRESS

House of Representatives District

1. Harry Reid (D)
2. Andy Barbano (D)

#### FOR STATE SENATE

District

1. Dave Bianchi (D)
2. Ray Shaffer, Clark County (D)
3. John Vergiels (D)
4. Joe Neal (D)
5. Shelley Berkley (D)
6. Roger Bremner (D)
7. James Bilbray (D)

#### FOR STATE ASSEMBLY

District

1. Steve McGinty (D)
3. Jane Wisdom (D)
5. Arnie Adamsen (D)
6. Gene Collins (D)
7. Morse Arberry (D)
9. Bob Coffin (D)
10. Myrna Williams (D)
11. James Banner (D)
12. James Schofield (D)
13. Doug Jydstrup (D)
14. Thom Pilkinton (D)
15. Marvin Sedway (D)
16. Joyce Woodhouse (D)
17. Bob Price (D)
20. Bob Craddock (D)
21. Danny Thompson (D)
22. Jack E. Jeffrey (D)
23. Bob Bayer (R)
24. Kelly Gould (D)
26. Keith Henrikson (D)
27. Bruce Bogaert (R) or Ken Haller (D)
28. Courtenay Swain (D)
29. Chuck Bourne (D)
30. Jim Stone (R)
31. Len Nevin (D)
32. Bob Sader (D)
34. Joyce Santos (D)
36. Don SeEVERS (D)
37. Bob Thomas (R)
39. Charles Decker (D)
40. Jack Davis (D)
41. Joe Behar (D)
42. Charles Perry (D)

#### Senatorial District

Central Nevada  
George Workman (D)

Northern Nevada  
Mike Marfisi (D)

#### Nevada Supreme Court

Seat D  
Noel Manoukian (Non-partisan)

#### FOR DISTRICT COURT JUDGE

Department

1. Joseph Bonaventure
2. James Brennan
3. Joseph Pavlikowski
4. Eugenia P. Ohrenschall
5. John Mendoza
6. Steven Young
7. Carl Christensen
8. Michael Wendell
9. Stephen Huffaker
10. Paul Goldman
11. Addelair Guy
12. Myron Leavitt
13. Thomas Foley
14. Donald Mosley
15. Miriam Shearing
16. John McGroarty

Northern Nevada Department

2. Charles "Chuck" McGee (Non-partisan)
3. Deborah Agosti (Non-partisan)
6. Robert Manley (Non-partisan)
8. No recommendation

#### FOR JUSTICE OF THE PEACE

Northern Nevada Department 3

John Kadlic (Non-partisan)

Las Vegas Department

3. Dan Ahlstrom
4. James Bixler

#### FOR CLARK COUNTY COMMISSION

District

A Bruce Woodbury  
D William Pearson

#### FOR SCHOOL DISTRICT BOARD OF TRUSTEES

District

A Shirley Holst  
C Virginia Brewster  
E Lucille Lusk

#### FOR UNIVERSITY BOARD OF REGENTS

Sub-District B  
Lilly Fong

Sub-District E  
Joe Foley

### CALIFORNIA

Also endorsed by California AFL-CIO State Federation  
PLEASE VOTE NOVEMBER 6 - YOUR VOTE COUNTS!

#### FOR CONGRESS

District

1. Douglas H. Bosco (D)
2. No Endorsement
3. Robert T. Matsui (D)
4. Vic Fazio (D)
5. Sala Burton (D)
6. Barbara Boxer (D)
7. George Miller (D)
8. Ronald V. Dellums (D)
9. Fortney Peter Stark (D)
10. Don Edwards (D)
11. Tom Lantos (D)
12. Martin Carnoy (D)
13. Norman Y. Mineta (D)
14. No Endorsement
15. Tony Coelho (D)
16. Leon E. Panetta (D)
17. Simon Lakritz (D)
18. Richard H. Lehman (D)
19. James C. Carey, Jr. (D)
20. Mike LeSage (D)
21. Charlie Davis (D)
22. No Endorsement
23. Anthony C. Bielensohn (D)

District

24. Henry A. Waxman (D)
25. Edward R. Roybal (D)
26. Howard L. Berman (D)
27. Mel Levine (D)
28. Julian C. Dixon (D)
29. Augustus F. Hawkins (D)
30. Matthew G. Martinez (D)
31. Mervyn M. Dymally (D)
32. Glenn M. Anderson (D)
33. Claire K. McDonald (D)
34. Esteban E. Torres (D)
35. No Endorsement
36. George E. Brown, Jr. (D)
37. David E. (Dave) Skinner (D)
38. Jerry M. Patterson (D)
39. Robert E. Ward (D)
40. Carol Ann Bradford (D)
41. Robert L. Simmons (D)
42. Mary Lou Brophy (D)
43. Lois E. Humphreys (D)
44. Jim Bates (D)
45. David W. Guthrie (D)

#### FOR STATE SENATE

District

1. Ray Johnson (I)
3. Milton Marks (R)
5. John Garamendi (D)
7. Daniel E. Boatwright (D)
9. Nicholas C. Petris (D)
11. Arlen Gregorio (D)
13. Alfred E. Alquist (D)
15. Rose Ann Vuich (D)
17. Henry J. Mello (D)
19. No Endorsement

District

21. Kathy Moyd (D)
23. David Roberti (D)
25. Diana Monaghan (D)
27. Open
29. Bill Greene (D)
31. Open
33. Paul B. Carpenter (D)
35. Jan Mark Dudman (D)
37. Open
39. Daniel W. Finnigan (D)

#### FOR STATE ASSEMBLY

District

1. No Endorsement
2. Dan Hauser (D)
3. No Endorsement
4. Thomas M. Hannigan (D)
5. Jean M. Moorhead (D)
6. Lloyd G. Connelly (D)
7. Norm Waters (D)
8. Mary Jadiker (D)
9. Paul C. Chignell (D)
10. Phillip Isenberg (D)
11. Robert J. Campbell (D)
12. Tom Bates (D)
13. Elihu M. Harris (D)
14. Johan Klehs (D)
15. John Bauer (D)
16. Art Agnos (D)
17. Willie L. Brown, Jr. (D)
18. No Endorsement
19. Louis J. Papan (D)
20. Arthur Lepore (D)
21. Byron D. Sher (D)
22. Gloria Rose-Ott (D)
23. John Vasconcellos (D)
24. Dominic L. (Dom) Cortese (D)
25. Rusty Arcias (D)
26. Patrick Johnston (D)
27. Gary A. Condit (D)
28. Sam Farr (D)
29. Nell Langford (D)
30. Jim Costa (D)
31. Bruce Bronzan (D)
32. Robert Dahlstedt (D)
33. Gene Tackett (D)
34. Cindy Shaw O'Connor (D)
35. Jack O'Connell (D)
36. Tom Jolicouer (D)
37. No Endorsement
38. Linda Nelson (D)
39. Richard Katz (D)
40. Tom Bane (D)

District

41. No Endorsement
42. Jo Smith (D)
43. Gray Davis (D)
44. Tom Hayden (D)
45. Burt Margolin (D)
46. Mike Roos (D)
47. Teresa P. Hughes (D)
48. Maxine Waters (D)
49. Gwen Moore (D)
50. Curtis R. Tucker (D)
51. No Endorsement
52. Dan Arguello (D)
53. Richard E. (Dick) Floyd (D)
54. Frank Vicencia (D)
55. Richard Alatorre (D)
56. Gloria Molina (D)
57. Dave Elder (D)
58. Marc A. Wilder (D)
59. Charles M. Calderon (D)
60. Sally Tanner (D)
61. Dolores Miles Kossman (D)
62. Richard (Dick) Santell (D)
63. Dianne R. Xitco (D)
64. Mary Bruns Capdevielle (D)
65. Harold A. Jackson, Jr. (D)
66. Gerald R. (Jerry) Eaves (D)
67. Ray Anderson (D)
68. Steve Clute (D)
69. Howard Gensler (D)
70. Steven Feldman (D)
71. John Kanel (D)
72. Richard Robinson
73. S.R. (Al) Lopez (D)
74. Gene R. Ramos (D)
75. Richard Wildman (D)
76. No Endorsement
77. No Endorsement
78. Lucy Killea (D)
79. Pete Chacon (D)
80. Steve Peace (D)

# IBEW Local 1245 California Proposition Endorsements

**Prop. 25:** The Clean Water Bond Law of 1984, providing a bond issue of \$325 million to provide for water pollution control, water conservation and water reclamation projects and activities. **Vote YES**

**Prop. 26:** State School Building Lease-Purchase Bond Law of 1984, providing for a bond issue of \$450 million for capital outlay for construction and improvement of public schools. **Vote YES**

**Prop. 27:** Hazardous Substance Cleanup Bond Act, providing for a \$100 million bond issue for funds for hazardous substances cleanup and removal. **Vote YES**

**Prop. 28:** Safe Drinking Water Bond Law of 1984, providing for a \$75 million bond issue for improvement of domestic water systems to meet minimum drinking water standards. **Vote YES**

**Prop. 29:** Veterans Bond Act of

1984, providing a \$650 million bond issue for farm and home loan aid for California veterans (Cal-Vet). **Vote YES**

**Prop. 30:** Senior Center Bond Act of 1984, providing a \$50 million bond issue for funding of senior centers. **Vote YES**

**Prop. 31:** Exempting fire sprinkler systems or fire-related egress improvements in buildings from the term "newly reconstructed" property for taxation reassessment purposes. **Vote YES**

**Prop. 32:** Amending the State Constitution provides that Supreme Court may review part and not necessarily all of a court of appeal decisions, under Judicial Council rules governing time and procedure for transfer and review. **Vote YES**

**Prop. 33:** Allowing disabled persons to postpone payment of ad val-

orem property taxes on a dwelling owned and occupied by the person as a principal place of residence, as is now the case with persons of low and middle income over age 62. **Vote YES**

**Prop. 34:** Exempting work on a certified structure occupied by the owner from the term "newly constructed" property for taxation reassessment purposes. **Vote YES**

**Prop. 35:** Mandating the Legislature to ask Congress to call a federal constitutional convention for a balanced annual federal budget amendment. Ruled unconstitutional by the State Supreme Court.

**Prop. 36:** Placing additional restrictions on taxation of real property taxation with revenue losses to the state of \$750 billion, \$150 billion to schools and \$2.8 billion to other local government agencies during 1984-85 and 1985-86, ac-

ording to the legislative analyst. This proposition is known as "Jarvis IV." **Vote NO**

**Prop. 37:** Establishing a state lottery and outlawing casinos, with 50% of revenues returned as prizes and 34% for public education. **No Recommendation**

**Prop. 38:** Calling on the Governor to write federal authorities to provide that federal law provide ballots and other election materials be printed in English only. **Vote NO**

**Prop. 39:** Creating a commission of retired appeals courts judges to redraw state legislative and U.S. House of Representatives districts' lines. **Vote NO**

**Prop. 40:** Limiting contributors and financial contributions to elective state office candidates. **Vote NO**

**Prop. 41:** Limiting amounts of California welfare payments to the needy and dependent. **Vote NO**

## BARGAINING REPORT — PUBLIC AGENCIES

### Sacramento Regional Transit

Business Representative Jack Osburn reports a number of unresolved problems at Sacramento Regional Transit, including one dispute which appears headed to arbitration. In 1983 negotiations the parties agreed to doubletime for emergency overtime, and a disagreement has arisen as to the interpretation and application of the contract language. The Union believes that any overtime where less than five days notice is given constitutes emergency overtime, while the District argues that there must be an actual emergency before the doubletime provision goes into effect.

### WAPA Arbitration

Attorneys and representatives of the Western Area Power Administration and Local 1245 met at WAPA's Elverta Substation outside Sacramento on September 27 before Arbitrator Neil Herring in a dispute involving the correct level of pay for an employee assigned to work as an Acting Supervisory Craftsman for two days in February, 1984.

Tom Dalzell, Local 1245 Staff Attorney who handled the arbitration, explains the issue as follows: "During 1983 negotiations, the IBEW proposed that the Acting Supervisory Craftsman be paid 115 percent

### Nevada Irrigation District

A second meeting in the annual meet and confer process between Local 1245 and the Nevada Irrigation District was scheduled for October 11, 1984, just as this issue of the Utility Reporter was going to press. On September 7, Business Representative Ed Fortier and committee members Bill Baum, Tom Santos, Roy Finnegan, and Ron Skews presented Local 1245's bargaining proposal to the District, and it was hoped that the District would respond on October 11 after an October 10 meeting of the Board of Directors.

of the wage rate of the highest classification being supervised. Negotiations broke down and all issues went to advisory interest arbitration. The Arbitrator agreed with the Union, and WAPA's administrator agreed to accept the Union position. Nevertheless, the grievant in this case was not paid the contractual differential during his upgrade."

Also attending the September 27 arbitration were Business Representative Rich Hafner and Bargaining Committee member Chuck Erickson. Briefs will be filed with Arbitrator Herring on October 29 and a decision is expected before the end of the year.

### Thermalito Irrigation District

Local 1245 members at the Thermalito Irrigation District will receive a 5 percent general wage increase and be back in bargaining this Spring, according to Business Representative Ed Fortier. Several years have passed without a wage increase because of severe financial problems at the District, and in return for the Union's agreement to move to a fiscal year, from the present calendar year the District agreed to the wage increase and to re-open the meet and confer process in several months.

### Sacramento Municipal Utility District

Seven grievances involving meal schedules have recently been filed involving Rancho Seco employees, and many appear to be heading for arbitration. Business Representative Mack Wilson, himself a former Rancho Seco employee, reports that a number of disputes involving meals have arisen over the past several months at Rancho Seco, with the District taking positions which the Union believes are contrary to established past practice and negotiated Letter of Agreements. Wilson reported at the October staff meeting in Walnut Creek that it seems likely that most, if not all, of the grievances will be resolved at arbitration.

### Yuba County Water Agency

Business Representative Ed Fortier and bargaining committee member Charley Hall are just waiting for the word from the Yuba County Water Agency on when to start negotiations on this year's Memorandum of Understanding. Proposals have been solicited from the membership and submitted to the agency for its consideration.

### Shasta Dam Area Public Utility District

"A tough set of negotiations" — that's Business Representative Rich Hafner's prediction for this year's talks between Local 1245 and the Shasta Dam Area Public Utility District. The first meeting between the Union and the District is scheduled for October 23 to discuss the Union's proposal for improvements in the current Memorandum of Understanding. Hafner, who will be joined by Water Serviceman II Dennis Daily on the Bargaining Committee, reports that the District recently withdrew an earlier resolution raising utility rates in reaction to public pressure, and cites the underlying political situation in the area as the basis for his prediction that the going will not be easy in this year's negotiations.

# AROUND THE SYSTEM — PG&E

## Medical, Dental & Vision Plan Summaries

As this issue of the Utility Reporter went to press, the printers were delivering cases of a new Local 1245 publication to Local Union's Headquarters. The publication includes summaries of the various medical, dental, and vision plans available to Local 1245 members employed by PG&E, and was prepared by Assistant Business Manager Manny Mederos with the assistance of Jerry Cepernich, a veteran of the last two sets of general negotiations with PG&E. Copies should be ready for distribution by late October or early November.

## Meter Readers

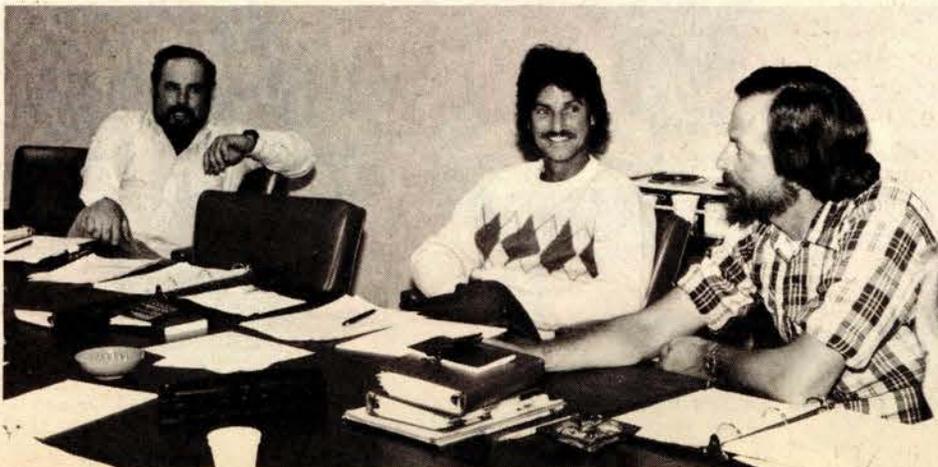
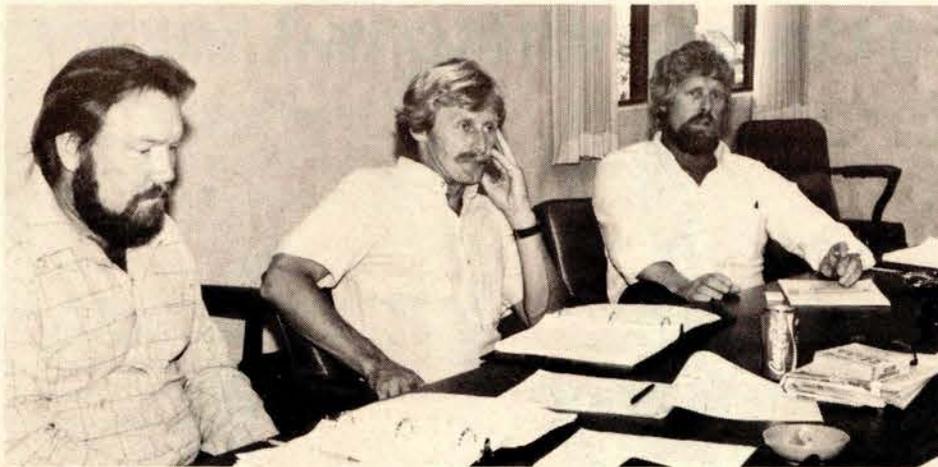
The second round of negotiations between the Company and Union on Meter Reader issues drew to a close on October 2, 1984, at the Company's offices in San Francisco. Staff Attorney Tom Dalzell, who chaired Local 1245's committee, reports that the major gain won in this round of bargaining was an agreement that the Company will offer flextime to all Meter Readers. Details of the program will be reported in a special mailing to all Meter Readers.

At the October 2 meeting, the Company reported on the status of last year's agreement to create a number of new Senior Meter Reader positions. Since the August 1983 agreement, some 11 new positions have been created, with another 11 targeted where budgetary considerations permit.

According to Dalzell, two major issues are still outstanding: van pooling and the timing device on the new electronic meter reading devices. "The van pool pilot project in Oakland will end in November, and the Company will decide if it wants to proceed with negotiations on system-wide implementation based on the results of Oakland and Fremont, without pilot programs in the San Jose Division.

"Negotiations on the timing device will start in early 1985 because the target date for beginning with the electronic meter reading devices has been pushed back to May 1985, starting in the San Francisco Division."

Also serving on the Meter Reader Committee for this second round of talks have been Bob Blane, Napa; Darryl Turner, Santa Cruz; Ron Richardson, Sacramento; and Jerry Takeuchi, San Francisco. Both Turner and Richardson will be leaving the Committee before the 1985 negotiations. Their hard work and contributions to the Committee are appreciated and the Utility Reporter wishes them well in their new jobs.



Members of the Joint Trenching Committee include (top), l-r, Ron Moon, Larry Packer, Ron Connolly, (and bottom photo:) Sal Perales, Brian Bond and Paul Frasher. Assistant Business Manager Ron Fitzsimmons is staff representative on the Committee.

## Joint Trenching Committee

President Howard Stiefer has recently appointed a new bargaining committee, the Joint Trenching Committee, to develop a counterproposal for the Company's proposal to establish a classification to perform underground secondary service work. The committee, led by Assistant Business Manager Ron Fitzsimmons, has met at the Local's

Walnut Creek headquarters for several days and as this issue of the Utility Reporter went to press was scheduled to meet with the Company. Members of the committee include Paul Frasher, North Bay; Larry Packer, San Jose; Ron Moon, San Joaquin; Ron Connolly, Sal Perales, San Joaquin; and Brian Bond, East Bay.

## Rerate Committee

Assistant Business Manager Corb Wheeler reports that the Rerate Committee will finally meet with the Company on October 24, 1984, to discuss the possible upgrading of the rating for several company facilities. Discussions are planned for both the Helms powerhouse and the Diablo Substation. Members of the bargaining committee include Gary Outlaw, Coast Valleys; William Hosford, Stockton; Herman Reuther, San Francisco; Jerry Covert, Shasta; and Ronald Thomas, East Bay.

## Telecommunications

Assistant Business Manager Corb Wheeler reports that Local 1245 flatly rejected a company proposal for a Letter of Agreement on telecommunications work at a meeting on September 27. According to Wheeler, "The Company wanted to bring four clerks into the office to perform what the Company felt was purely clerical work. We de-

## Switching

Negotiations on switching issues were set to start up again on October 23, 1984, after several months of impasse. In an effort to resolve the underlying issues and the large number of grievances involving switching, the Company and the Union Negotiating Committees will meet with Company and Union members of the Review Committee, which had originally been scheduled to consider all the pending switching grievances.

monstrated that the work was not clerical at all, but really was troubleshooting with computers; work which should be performed by technicians. As a result, the Company withdrew its proposed Letter and indicated that it might send the Union another proposal; this one involving a new technical classification."

## Gas Service training review

A final meeting between the Company and the Union scheduled for October 26 should finalize all pending issues before the Gas Service Training Review Committee, according to Assistant Business Manager Ron Fitzsimmons.

At an October 2 meeting with the Company, the Union was able to reach agreement on a number of issues and get closer to final language for the agreement.

Highlights of the agreement, copies of which will be mailed to the nearly 1000 Gas Servicemen throughout the system, include: (1) the agreement that the performance audits are not disciplinary in nature, but instead are used to identify the need for additional training; (2) the agreement that Servicemen will not be audited with less than 200 credits; (3) the agreement to remove all five-point errors; and (4) the agreement that all auditors will be given a four-day training course.

At the October 26 meeting the Union will present its final proposal on the Audit Manual and the cover letter will be fine-tuned for final agreement.

## Arbitration Case 120

A September 26 hearing before Arbitrator Barbara Chvany was called off as the Company and Union attempted to negotiate a settlement to Arbitration Case No. 120. According to Assistant Business Manager Roger Stalcup, the arbitration case involves four separate grievances from: Coast Valleys, San Francisco, and Sacramento Divisions, challenging the Company's decision to send employees performing emergency overtime under Title 212 of the agreement home because the employees were, in the Company's opinion, too tired to continue working. As this issue of the Utility Reporter went to press, draft settlements were still being exchanged in an effort to define the respective rights of the Company and employees to determine when employees should leave work because of fatigue or continued exposure to the elements.

### Open Period for PG&E Medical Plans

Local 1245 reminds members at PG&E that the open period for changing medical plans is from November 14 through December 13. Coverage under a new plan selected by members will be effective January 1, 1985.

## ACCIDENT RESCUE

# Well done, Citizens' Stewards

Three Citizens Utilities Shop Stewards, Joe Aquilio, Dave Mason and Eric Tanaka recently swung into emergency action when they arrived upon an accident scene on a remote stretch of old Hwy 99, known as "Blood Alley."

The three Stewards were returning home separately from a day-long Local 1245 Training Conference in Chico when they converged at the accident site.

The Stewards, all trained in emergency first aid, and Aquilio himself a certified instructor, quickly pulled five children, ages 5 to 13 from a car which was off the road and partially submerged in a ditch of water.

They attended to the victims for 45 minutes while waiting for Firefighters and Emergency Medical Teams to arrive, and freed the driver, the children's grandmother, who was pinned behind the wheel.

As Mason summed it up, "We were there. We were needed, and we took control of what may have been a very, very serious situation." Luckily no one in the accident received major injuries, and with the help of our well-trained Local 1245 Stewards, it's a sure thing the accident trauma was lessened by their quick attention.

## Safety Alert

Approximately 800 Westinghouse capacitors in PG&E service areas are mislabeled as "non-PCB." These capacitors actually contain 50 to 100 ppm PCBs, according to an internal PG&E memo. The Union and the Company have not been able to reach an agreement over this problem. The Union has filed complaints with EPA and Cal/OSHA.

Note to all affected members: Capacitors with serial numbers 76-12-0000 to 78-03-9999 are mislabeled as "non-PCB" but must be considered to be contaminated with PCBs.

Next month  
meet our  
members at  
work at  
Davey Tree

# Local 1245 Golf Tourney, big success!



Handsome trophies.

Members and their families had a great time at the recent IBEW Local 1245 Golf Tournament.

Coordinators Lou Anzaldo and Ed Miles report that dozens of terrific event prizes ranging from club cleaners, and golf balls to Polaroid cameras, portable radios and guest dinners were awarded all the participants.

Big prize for the day, a trip to Hawaii for two, went to retiree Art Perryman, who indicated he would pass the trip on to his son Michael who was planning a honeymoon.

Taking top honors among the golfing enthusiasts were members: Frank Saxsenmeier, Low Net: 71; and Tom Billings, Low Gross: 72.

Flight winners included members: Tom Billings, 72; Warren Mercer, 72; Frank Saxsenmeier, 71; James Duncan, 80.

Long Drive: Tom Flippo; Hole-in-One: Jerry Waylett, and Darlene Demeral.

Best Woman Golfer: Shannon Morton, 86; Runner-Up, Margaret Turner, 88.

Guests also participated in the tournament with Brad Lee taking Low Net: 64; and Charles Smiley a Low Gross of 73.

Word has it that plans are already underway to schedule an even more fun-packed event for 1985.



Teeing off.



On the putting green.



Teeing off.



19th hole: relaxing around pool.