



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

CP NATIONAL

New benefits package ratified

Members at CP National ratified a new benefit agreement by a four to one margin on September 30, 1985.

The Company's initial offer had been voted down by the members in late March 1985, and subsequently at the request of the Company, Local 1245's Negotiating Committee went

back to the bargaining table on September 10.

At the September meeting, the Company proposed to extend the contract term for another year, through April 30, 1987.

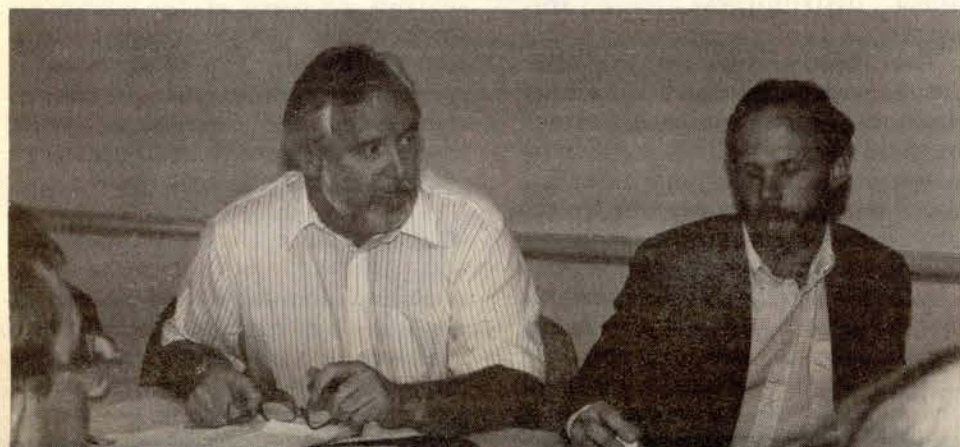
The Company additionally held firm in attempting to change deduc-

tible percentage costs, and pushed for a "Health Plan Awareness Program," which was designed to limit and monitor possible abuses by health-care providers, and to help control unnecessary health-care costs. The Company reported that management employees had participated in the "Health Plan Awareness Program" since February 1985.

The proposed awareness program for IBEW members initially included a significant takeaway, and the Local's Committee opposed any reduction in the Medical-Dental,

See PAGE TEN

Utility Coalition strives to protect bargaining gains



Business Manager Jack McNally and Staff Attorney Tom Dalzell recently met in San Francisco with other members of the Coalition of California Utility Workers.

After several years of no interference by the California Public Utilities Commission in collective bargaining, recently the Commission's staff has rediscovered the issue of collective bargaining. In response, the Coalition of California Utility Workers, which was organized in the summer of 1981 to combat the Commission's increasing involvement in collective bargaining, met in San Francisco on Tuesday, September 3, to map out a strategy for combating the latest round of interference.

Recent alarming developments include the following:

—In September, 1984, the Commission's Public Staff Division issued a report on health-care cost containment for California utilities, recommending that the Commission allow utility medical health care cost escalation for rate-making purposes to be no greater than the projected escalation of appropriate U.S. Bureau of Labor Statistics medical health-care services indices.

—On March 25, 1985, the Public Staff Division issued a report on the regulation of electric utilities in which it recommended that the amount ratepayers pay for utility wages, pensions, and benefits should now be tightly controlled and should increase at a lower rate than those of other sectors, given that utility employees did so well during more difficult times.

—In ongoing rate cases involving Pacific Bell (Communications Workers of America) and San Diego Gas

and Electric (IBEW Local 465), the Public Staff Division has proposed limits on health-care plan cost escalation and employee savings program costs.

Although none of the Public Staff Division recommendations have been adopted by the Commission, the potential for substantial interference in collective bargaining is very real.

At the September 3 meeting of the Coalition, leaders of the various groups developed political and organizational strategy for countering the PUC Staff proposals. The Coalition submitted a lengthy letter to the Commission outlining its legal position with respect to the San Diego case, and is preparing the same sort of response in the Pacific Bell case. A follow-up meeting of the Coalition is scheduled for Los Angeles on November 6, 1985.

Business Manager Jack McNally, who played an important role in organizing the Coalition four years ago, explained Local 1245's concerns as follows: "Although we don't represent the employees at either Pacific Bell or San Diego Gas and Electric, we are very worried about the possible precedent which could be set in these cases. PG&E filed their application for a rate increase early in September, and we expect to be going through the same issues at PG&E that the other unions have, at the telephone company and in San Diego. Their fight is our fight, and so we're all fighting together."

Davey Tree proposals prepared

By Assistant Business Manager Orv Owen

The current Labor Agreement between Davey Tree and Local 1245 expires December 31, 1985, and in accordance with the provisions of Section 18.1 of the Agreement, Business Manager Jack McNally mailed a written notice to the Company expressing the Union's desire to amend the current Agreement and

See PAGE TEN

Business Manager McNally testifies in Nevada rate case

On Thursday, September 12, 1985, Business Manager Jack McNally, appeared before the Public Service Commission of the State of Nevada to testify with respect to the ongoing rate case involving Sierra Pacific Power Company.

Isolated consumer opposition to the long-standing employee discount and Commission staff testimony about negotiated salary increases and pension benefits had come to the Union's attention. "The threat of interference with our right to free collective bargaining with

Sierra Pacific required a swift response from the Local" explained Business Manager McNally, "and we were able to prepare for my testimony and appearance with only a few days' notice."

The testimony submitted by the Union dealt with both the need for collective bargaining free from the interference by state regulatory agencies and the process by which specific contract provisions at Sierra were negotiated.

The Union's appearance before the Commission so far has proved

See PAGE TEN

Meet IBEW Local 1245's new Office Manager...



Laramie Dorcy is IBEW Local 1245's new Office Manager. She comes to the Local with a strong background in systems development, management, and accounting, and most recently was affiliated with the firm of Weidner and Associates, where she was employed as an Account Executive. Prior to her appointment by Business Manager Jack McNally on June 1, Dorcy worked for IBEW Local 1245 for five months as a computer consultant. No newcomer to IBEW Locals, her experience includes Account Executive duties with IBEW Local 6, San Francisco; 302, Pleasant Hill and 595, Oakland.



YOUR LEGAL RIGHTS

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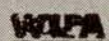
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CREDITS

Contributing writers: Assistant
Business Managers Ron Fitzsimmons
and Orv Owen, Staff Attorney, Tom
Dalzell; Industrial Hygienist, Juliann
Sum.



Revocable living trusts reviewed

By John P. Kelley

John P. Kelley, who prepared this article, is an attorney and partner in the law firm of Greene, Kelley & Tobriner, the law firm that offers group legal services to our membership. Under the group legal plan, you are entitled to an initial free consultation in this specialized area of the law.

This is one of the legal services provided for our members by calling the 800 number listed below.

Increasingly, the general public reads about the importance of probate avoidance through special accounts or "revocable living trusts." The purpose of this article is to discuss probate avoidance accounts, and to summarize the benefits and drawbacks to these accounts.

Individual Accounts

An individual probate avoidance account means one person is listed as the owner. Only that person has access to the account. At death, the individual probate avoidance account is distributed to the beneficiaries named on the account —

avoiding any court proceedings or probate. Will bequests would not affect distributions from this account.

The disadvantage of the individual account occurs if the owner becomes incapable of taking care of himself or herself, a court-appointed conservator of the estate then manages the account unless the owner has previously signed a durable power of attorney for property management. Another possible disadvantage is that at death the only people who can receive proceeds in the account are the named beneficiaries on the account. For example, assume the owner listed children as beneficiaries on the account, and one of the children dies leaving grandchildren. If the member died without changing the account, the only beneficiaries of the account would be the living children named on the account and not the grandchildren.

Joint Accounts

The joint probate avoidance account has at least two owners. On the death of the first owner, in most

cases the funds in the joint probate avoidance account become the exclusive property of the surviving owner. The joint account thus solves the problem of access if a member becomes incapacitated. However, the surviving joint owner can change the beneficiary designations on the account.

Conclusion

Each member's situation is unique. For members with adult children or adult beneficiaries, the probate avoidance account is a simple way to distribute funds at death without any court probate. This saves time, legal fees and court costs.

Alternatives to the probate avoidance account include signing a durable power of attorney for property management (noted above) or creating a revocable living trust — which allows another person to access the account and avoid probate at death. Competent professional advice explaining these options is very worthwhile. Planning in advance can save time and money.

Legal Questions ?

**Contact IBEW Local 1245's
Legal Service Plan**



**In California
(800) 652-1569**

**In Nevada
(702) 358-1086**

APPOINTMENTS

CP NATIONAL

South Lake Tahoe 1986 Negotiating Committee
Robert Hansen

Lassen Division 1986 Negotiating Committee
Donald Raymond
Joann Villalobos
Kevin S. Merrill

U.S. BUREAU OF RECLAMATION

USBR Negotiating Committee

William Chambers
James Muilenburg
Chester A. Wright
Robert Kerr
Robert Gonzales
Larry Mather

DAVEY TREE SURGERY COMPANY

1986 Davey Tree Negotiating Committee

John S. Paige
Chris Clutton
John Smullen
Fred Serrano
Bill Mamola
Ron Freeman
Ken Bissmeyer
Samuel R. Hernandez

PACIFIC GAS AND ELECTRIC COMPANY

Gas Service Subcommittee

Mike Woodward
Ron Field
Finlay Boag

Clerical Job Evaluation Committee

Elizabeth Van Nieuwburg

Sacramento Gas Productivity Interim Committee

Danny Jackson
Tom Ramirez
Cleo Thompson

CONFERENCES AND CONVENTIONS

National CLUW Executive Board Meeting

Kathy Tindall

Inter-Union Gas Workers Conference

Wayne Weaver
Wayne Greer
Bob Gibbs
John Stralla

Joint Executive Conference of
Southern California Electrical Workers

Tom Conrad
Curt Peterson

International Labor Communications
Association Convention

Carol Bedsole

California Labor Federation's

Women-in-the-Work-Force Conference

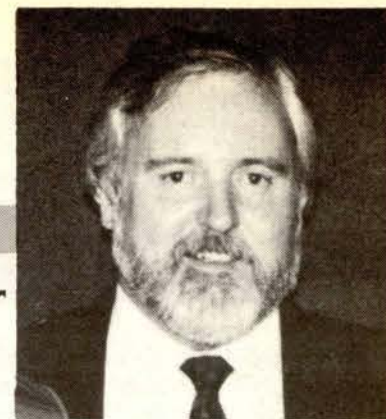
Dorothy Fortier
Karen Russell
Pat Friend
Janet Pulcifer
Annette Spencer
Alice Amistani
Ronda Drew
Rosemary Bologna
Ron Blakemore
Sam Tamimi

A. Philip Randolph Institute 16th National Conference
Dorothy Fortier

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



Labor laws vetoed; anti-labor attitude prevails

The sessions of the California legislature came to a close last month with a number of bills passed that have an impact on working people in California.

One bill that would have raised the Workers' Compensation maximum temporary weekly benefit from \$224 to \$273 was vetoed by Governor Deukmejian. This bill would also have raised the death benefit for survivors of workers killed on the job from \$70,000 to \$85,000 for one dependent and from \$95,000 to \$115,000 for more than one dependent.

In vetoing this bill the Governor said, "I believe Workers' Compensation benefit increases should be accompanied by meaningful reforms designed to neutralize employer costs." Workers' Compensation benefits have not been increased since 1981, and currently 38 states and the District of Columbia have higher benefits than does California.

Another bill vetoed by Governor Deukmejian was an increase in weekly employment insurance benefits. The bill would have raised the maximum weekly benefit of \$166 to \$181 for next year, \$196 in 1987, and \$211 in 1988. The veto message by the Governor indicated that he thought eligibility should be restricted and enough workers disqualified to offset any cost-of-living increases. Thirty states now have higher maximum weekly unemployment insurance benefits than does California. Eleven other labor-backed bills dealing with a variety of issues were also vetoed by Governor Deukmejian.

In the Nevada legislature this year there were a large number of anti-worker bills introduced. Most of them did not make it to the Governor's desk for signature, or if they did the Governor vetoed the bill. However, some anti-labor legislation did get passed into law. The Nevada state prevailing wage law was amended, which weakened labor's ability to maintain union wage rates as prevailing rates. This came after the attempt to repeal the law itself outright. Mine workers in Nevada were protected by law from being required to work overtime; this law was repealed. The anti-worker bills introduced by both the Assembly and Senate were vigorously opposed by organized labor in Nevada. Without organized labor's friends in the legislature, workers in Nevada would have suffered severe losses.

In California, the actions of Governor Deukmejian continue to point out that he is not very friendly to workers. His vetoes and appointments to various worker agencies demonstrate this fact.

Anti-worker state legislators and governors across this nation are following the lead of the man in the White House. This lead started with the smashing of the PATCO Air Traffic Controllers and the anti-worker appointments to the National Labor Relations Board. And so it follows down to the state, county, and local levels. It will soon have to stop.

In Unity,

Jack McNally

By Jullann Sum, Industrial Hygienist

Hazard alert: methylene chloride

A Hazard Alert was recently issued by the California Hazard Evaluation System and Information Service regarding a common industrial solvent, methylene chloride. The use of this solvent to clean printing machines in the Reprographics section of PG&E was a subject of investigation by the Local Union and CAL/OSHA compliance officers two years ago. The investigation led to a major modification of work practices by PG&E and a subsequent reduction of exposures for employees.

The following information is an excerpt from the Hazard Alert. To find out whether you are being exposed to methylene chloride, request a Material Safety Data Sheet from your supervisor. By law, your employer must provide you access to the MSDS within 15 days of your request.

Methylene chloride is a widely used organic solvent. In recent tests, it caused cancer in laboratory animals. Whether it can cause cancer in humans has not been adequately studied. However, based on the animal tests, you should consider methylene chloride to be a potential cancer-causing substance.

As with most organic solvents, overexposure to methylene chloride can also affect the human nervous system. If methylene chloride is allowed to remain on the skin, it can cause skin irritation and even burns. Breathing the vapors of this solvent also increases the amount of carbon monoxide in your blood, reducing the oxygen supply to vital organs.

MANY PRODUCTS CONTAIN METHYLENE CHLORIDE

Methylene chloride looks like water and has a mild sweet odor like ether. It is widely used because it evaporates very quickly. Because of this quality, it can quickly reach a hazardous concentration in the air. Some of the chemical and trade names for methylene chloride are:

Chemical Names

dichloromethane
CH₂Cl₂
methane dichloride
methylene dichloride

Trade Names

Aerothene NM
Freon 30
Solaestine
Somethine
F-30

Common Products and Uses

- paint and varnish thinners and removers
- certain paints and adhesives
- printing press cleaners and inks
- metal and plastic cleaners and degreasers
- cleaners in many industries and work settings
- aerosols, including pesticides (as a propellant or carrier solvent)
- "strippers" in printed circuit board and electronics manufacturing
- refrigeration and air conditioning equipment
- coffee decaffeination and spice extraction processes
- as an intermediate in chemical manufacturing

Under California law, your employer must tell you if you are working

with methylene chloride, or other hazardous substances. If you think you may be exposed to it, ask to see the Material Safety Data Sheet (MSDS) for the product you are using. Your employer is required to have MSDS's for all products in the workplace that contain a hazardous substance, and must make them available to employees on request. An MSDS lists the chemical contents of a product, its health and safety hazards, and methods for using and storing it safely.

HOW METHYLENE CHLORIDE ENTERS AND AFFECTS YOUR BODY

Methylene chloride enters your body when you breathe it in the air. Small amounts can also be absorbed through your skin. Overexposure most commonly affects your skin, respiratory system, or nervous system.

Skin: Methylene chloride evaporates quickly from bare skin, so it usually causes only mild irritation. However, shoes, gloves, or tight clothes that get wet with methylene chloride can hold it against your skin and cause a burn. Paint removers are designed not to evaporate and so can also hold the methylene chloride they contain against the skin. Repeated skin contact can cause dermatitis (a rash).

Eyes, Nose, and Throat: Methylene chloride in the air at levels above about 500 parts per 1 million parts of air (500 ppm) may irritate your eyes, nose, or throat. If methylene chloride is splashed into your eyes, it may be very painful but it is unlikely to cause any permanent injury.

Nervous System: Methylene chloride, like most organic solvents, affects your central nervous system (brain) the same way alcohol does. With increasing levels of exposure above about 500 ppm, these effects include feeling "high," sluggish, sleepy, irritable, lightheaded, dizzy, and having a headache. This increases your chances of having an accident. At higher levels of exposure, symptoms can include nausea, flushing, confusion, slurred speech, loss of balance and coordination, and even death.

Though symptoms usually go away fairly rapidly after the exposure stops, organic solvents can cause long-term effects on the nervous

system. This usually occurs only after frequent, lengthy exposure at fairly high levels. Symptoms include difficulty concentrating, memory loss, and emotional changes.

Liver and Kidneys: Based on animal tests and human experience, methylene chloride is not likely to damage the liver or kidneys except in cases of extreme overexposure.

Reproductive System: High exposure levels did not cause birth defects in the offspring of laboratory animals. Like many other organic solvents, methylene chloride can reach the human fetus through the placenta and can enter human breast milk. Your exposure should be minimized if you are pregnant or breastfeeding.

Cancer: Methylene chloride causes cancer in laboratory animals. Whether it can cause cancer in humans has not been adequately studied. However, based on the animal tests, methylene chloride should be treated as a potential cancer-causing substance.

A Note on Carbon Monoxide: Methylene chloride breaks down into carbon monoxide (CO) in your body. CO prevents your blood from carrying oxygen to your tissues, which can cause symptoms similar to those described above under *Nervous System*. Since smoking increases the CO in your blood, smokers may experience these symptoms at lower exposure levels than non-smokers. In addition, people with angina (chest pains) from coronary artery disease are extremely sensitive to CO, and may have increased angina from exposure to methylene chloride even below the legal exposure limits.

LEGAL EXPOSURE LIMITS

Workplace exposure limits are set and enforced by the California Division of Occupational Safety and Health, or "Cal/OSHA." The limits apply to the amount of methylene chloride measured in your breathing zone. The current permissible exposure limit (PEL) for methylene chloride is 100 parts of methylene chloride per 1 million parts of air (100 parts per million, or 100 "ppm"). Your exposure may exceed the PEL at times, but only if it is below the PEL at other times, so that your *average* exposure for any 8-hour workshift is 100 ppm or less.

There are also "excursion" and "ceiling" limits for methylene chloride. The excursion limit of 400 ppm can be exceeded for no more than five minutes in any two-hour period. The ceiling limit of 1000 ppm must never be exceeded at any time.

Methylene chloride is considered to have "poor warning properties" since most can not smell it until it reaches a hazardous level (100-500 ppm). If you *can* smell it, you may be overexposed.

Whenever it is reasonable to suspect that any worker is exposed to a substance at a level higher than the legal limits, the employer must monitor the work environment. You have a legal right to see the results of air sampling relevant to your work.

Note on Carbon Monoxide: If you are exposed to methylene chloride

and carbon monoxide at work, the law requires your employer to keep those exposures at lower levels in order to protect you from overexposure to carbon monoxide.

Medical Tests for Exposure: Measurement of carboxyhemoglobin in your blood can give a rough estimate of your exposure to methylene chloride. To be accurate, the test must be performed within a few hours of exposure and you must not have been recently exposed to carbon monoxide, including carbon monoxide from smoking.

REDUCING YOUR EXPOSURE

Employers are required to use control methods to reduce exposures that are above the PEL.

Substitution: One way to control hazardous exposures is to substitute safer chemicals in place of more hazardous ones. However, the hazards of other organic solvents must be considered before choosing a substitute. Many (especially those which contain chlorine, such as trichloroethane ["TCA"], trichloroethylene ["TCE"], and perchloroethylene ["perc"]) share most of the hazards of methylene chloride.

Engineering Controls: Other control methods include changing work habits or the work process, and installing ventilation. Containers and vats should be thoroughly covered as often as possible to prevent evaporation. Some work processes can be isolated, enclosed or automated to reduce exposures. The most common type of engineering control is ventilation. Local exhaust ventilation systems are the most effective type of ventilation control. These systems "capture" or draw contaminated air from its source before it spreads into the general room air and your breathing zone.

Personal Protective Equipment: when engineering controls are not possible or do not sufficiently reduce exposures, a respirator approved by OSHA or MSHA must be worn. A respiratory protection program should be developed in consultation with an industrial hygienist or other knowledgeable person, to ensure that the equipment is appropriate and is used correctly. If respiratory equipment is necessary, a supplied-air respirator or a self-contained breathing apparatus must be used; methylene chloride's warning properties are so poor that the cartridge or "canister" of an air-purifying respirator could wear out and become ineffective without your noticing it.

If direct contact with methylene chloride is necessary, or splashes are likely to occur, other protective equipment such as gloves and face-shields should be worn. Polyvinyl alcohol, Viton, and polyurethane are reported to be among the materials most resistant to methylene chloride.

Note Concerning Methylene Chloride and High Temperatures: Do not use methylene chloride around open flames or very hot metal, including welding operations. Methylene chloride (like most solvents containing chlorine) can decompose into hazardous compounds including phosgene and hydrochloric acid.

"WE DON'T PATRONIZE..."

The following firms are currently on the "We Don't Patronize" list of the California Labor Federation, AFL-CIO. Firms are placed on the list in response to written request from affiliates and only after approval by the Executive Council.

All trade unionists and friends of organized labor are urged not to patronize firms listed here.

Unfair firms are:

HOTELS & RESTAURANTS

Los Angeles Area

The Grand Hotel at One Hotel Way in Anaheim.

The Pacifica Hotel at 6161 West Centinela Street in Culver City.

The Sheraton Plaza La Reina Hotel at 6101 West Century Blvd., near the Los Angeles Airport.

Sacramento Area

Beverly Garland Motor Lodge, 1780 Tribute Road, Sacramento.

Days Inn, 200 Jibboom St., Sacramento.

Sacramento Inn, Arden Way at Interstate 80, Sacramento.

Red Lion Motor Inn, 2001 West Point Way, Sacramento.

The Nut Tree and the Coffee Tree Restaurants on Interstate 80 between San Francisco and Sacramento.

San Francisco Bay Area

Perry's and Victoria Station on Union Street in San Francisco.

The Mandarin, in Ghiradelli Square, San Francisco.

Other eating places in San Francisco:

McDonald's Hamburgers (all); Colonel Sanders Kentucky Fried Chicken (all); H. Salt Esquire Fish & Chips (all);

Jack In The Box (all);

Benihana of Tokyo;

Carol Doda's;

Mabuhay Restaurant;

The Casbah;

Ernies;

Franciscan;

North Beach Restaurant;

Pompei's Grotto;

Tia Margarita;

Vanessi's;

San Jose Area

The following hotels, motels and restaurants in Santa Clara County:

Sainte Claire Hotel at South Market and San Carlos.

Vagabond Motor Hotel, 1488 North First, San Jose.

Giorgio's Pizza House, 1445 Foxworthy, San Jose.

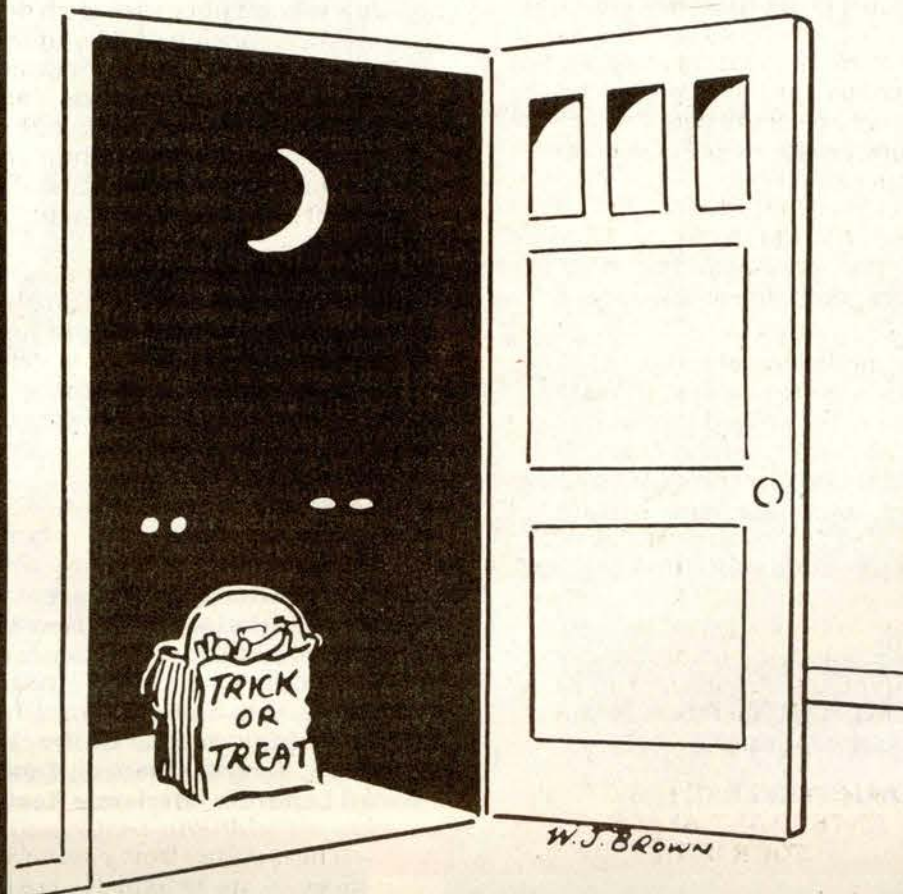
Holiday Inn — Palo Alto, 625 El Camino Real, Palo Alto.

Cindy's Restaurant, 17025 Condit Road, Morgan Hill.

Sirloin & Brew Unlimited, Restaurant, 12333 Saratoga-Sunnyvale Road, Saratoga.

Hungry Tiger Restaurant, 1010 Sunnyvale-Saratoga Road, Sunnyvale.

DON'T BE TRICKED



Look for the Union Label for your Halloween Treat

Union Label and Service Trades Department, AFL-CIO

Magic Pan Restaurant, 335 S. Winchester Blvd., San Jose.

House of Genji/Cathay Restaurant, 1335 N. First St., San Jose

Travelodge, 940 Weddel Drive, Sunnyvale.

Red Baron Restaurant, 2500 Cunningham Ave., San Jose.

Marriott's Great American Theme Park and Hotel, Santa Clara.

Santa Barbara Area

El Encanto Hotel and Garden Villas.

Stockton Area

Hilton Hotel, 2323 Grand Canal Blvd.

Stockton Inn Motel and Restaurants, 4219 Waterloo Road at Hwy. 99.

Stockton Joe's Restaurant, 1503 St. Mark's Place Plaza.

Vagabond Motor Hotel, 33 N. Center

Denny's Restaurant, 4747 Pacific Ave.

Sambo's Restaurant, 11 N. Center.

MANUFACTURING

Coors Beer

Gaffers & Sattler products

Goehring Meat Co., Lodi.

Ito-Cariani Sausage Co., San Francisco: Cariani and Pocino brands.

Masonite Corp. plant, Cloverdale, Sonoma County.

Pemko Mfg. Co., Emeryville.

Rylock Company, Ltd., 1285 Atlantic Ave., Union City.

Sonoma Vineyards products, including Windsor Winery, Tiburon Vintners and Piper-Sonoma Sparkling Wine.

Tennessee Plastics of Johnson City, Tennessee.

PRINTING

Sacramento Bee

San Francisco Bay Guardian

Vallejo Times-Herald

New York Times, (Northwestern Edition).

THEATERS

Broadway Theatre, 4th and Broadway, Santa Ana.

Kindair Theatre Corporations, operators of the following anti-union theaters in Santa Cruz and Monterey Counties:

Cinema 70 in Monterey;

Steinbeck Theater in Monterey;

Valley Cinema in Carmel Valley;

Globe Theater in Salinas;

Cinema Theater in Soquel; and, **Twin I & II in Aptos.**

The following theaters owned by United Artists and Syufy Enterprises:

In San Francisco: **Alexandria, Balboa, Coronet, Coliseum, Metro, Stonestown Twin and Vogue** (all United Artists) and **Cinema 21 and Empire** (Syufy).

In Sacramento: **Capitol Theater** and **State Theater** (both Syufy).

In Orange County: **Syufy Cinemas**, Orange; **Syufy Stadium Drive-In**, Orange; **Syufy City Cinemas**, Orange; **Family Twin Cinemas**, Fountain Valley; **Fox Fullerton**, Fullerton; **Villa Theater**, Villa Park; **Miramar Theater**, San Clemente; **Cineland Theater**, Anaheim; **Stanton Theater**, Stanton; **Valley View Twin Cinemas**, Cypress.

OTHERS

American Poultry Co., San Francisco.

Bank of America Branches:

178 North 1st St., Dixon.

2400 North Texas St.,

Fairfield.

1120 Texas St., Fairfield.

South Vacaville Office,

Vacaville.

367 Merchant St., Vacaville.

Larwin Plaza, Vallejo.

831 Tennessee St., Vallejo.

200 Georgia St., Vallejo.

2141 Springs Rd., Vallejo.

1429 Lincoln Ave., Calistoga.

1700 First St., Napa.

903 Main St., Napa.

70 Solano Square, Benecia.

1001 Adams St., St. Helena.

Barbers, Fairfield

Top Hat Barber Shop,

914 Texas St.

Mad Hacker,

1143 Missouri St.

Barbers, Vallejo:

Sir Cedric's Barber & Beauty

Salon, 1115 Maple Ave.

Mr. Al's, 500 Sacramento St.

Mare Island Barber Shops,

Mare Island Navy Exchange.

Blue Shield of San Francisco.

Doctor's Hospital of San Leandro.

Hertzka and Knowles, San Francisco, architects.

John Ascuaga's Sparks Nugget in Sparks, Nevada.

KNTV Channel 11, San Jose.

Louisiana-Pacific Corporation products.

Montgomery Ward in Redding.

Mervyn's Store in Ventura.

Norbert Cronin & Co., insurance agents, San Francisco.

Non-Union Iceberg Lettuce.

Qantas Airways.

Raley's Food Market, Oakhurst, Madera County.

State Farm Insurance Complex, Santa Rosa.

Twin Pines Federal Savings and Loan Assn., branches in El Cerrito, Berkeley, and Walnut Creek.

Shop Steward Training, Chico, East Bay

Annually the Local Union conducts dozens of Shop Steward training conferences to help keep Stewards up to date on educational and informational material that will assist them on the job.

Keeping informed and current is a major focus of our Shop Stewards throughout our large jurisdiction.

Recently, Business Representatives Ed Fortier, Rich Hafner, Jack Osburn, Scott Thomas and Gene Wallace coordinated a training conference in Chico for Stewards from the surrounding area and Citizens Utilities.

And in the East Bay, Business Representatives Bob Choate, Art Murray, Sam Tamimi, and Frank Saxsenmeier conducted a day-long training for area Stewards.

Topics ranging from health issues to Social Security benefits were highlighted and a Blue Cross representative met with both groups to address questions on insurance-handling problems.

Chico...



Social Security speaker.



Business Manager Jack McNally. Other administrative staff at Assistant Business Manager Dan Business Managers Manny Meder

Stewards attending the recent Chico Stewards' Training conference include Saldana, Christine Oakey, Ken Andrews, Luis J. Sabala, John A. Beck, Duane K. R. Brown, Bill Cowden, Susie Chelonis, John Chelonis, Mark J. Lackner, Do Leonard Liotta, Wm. J. McCullough, Jerry K. Chandler, Monte Penland, Fr Gutierrez, Veda Dabrey, Monte Nelson, Joseph P. Belle, Robert Parker, Robert Aurora Gurley, Janet Pulcifer, Lowell Terrell, Joe Aquilio, Bruce L. Gilbert, J Martinez, Terry Andrelicci, Dewayne Felkins, Michael W. Brady, James H. B Madell Landrum, Marianne Kostick, Tina Spangle, Blina Gonzales

East Bay...



Blue Cross representative.



Executive Board member Ron Blakemore outlined duties of the Board.



Shop Stewards at conference...



Photos: Art Murray



Shop Stewards attending the recent East Bay Stewards' Training Conference included: Tom Dorsher, Ron Zunino, David Mitchell, Robert T. Houchins, Gary Philips, Vanuita Sand, Tom D.S. Young, D.E. Hurst, Ray Gerber, Steve Gutzwiller, Louise G. Music, Joe Romeo, John French, Finlay Boag, Paula Ramsey, Frank L. Stokes, David E. Meier.

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Social Security speaker.

Chico...



Business Manager Jack McNally welcomed the Stewards. Other administrative staff attending included Senior Assistant Business Manager Darrel Mitchell, and Assistant Business Managers Manny Mederos and Orv Owen.

Photos: Rich Hafner,
Ed Fortier



Stewards attending the recent Chico Stewards' Training conference included: Al Wilhelm, Arthur Saldana, Christine Oakey, Ken Andrews, Luis J. Sabala, John A. Beck, Duane W. Cress, Larry W. Martin, K. R. Brown, Bill Cowden, Susie Chelonis, John Chelonis, Mark J. Lackner, Doyal Babcock, Skip Harris, Leonard Liotta, Wm. J. McCullough, Jerry K. Chandler, Monte Penland, Fred H. Pedersen, Dorothy Gutierrez, Veda Dabrey, Monte Nelson, Joseph P. Belle, Robert Parker, Robert L. Callender, Ken Brown, Aurora Gurley, Janet Pulcifer, Lowell Terrell, Joe Aquilio, Bruce L. Gilbert, Julie K. Bergstrom, John Martinez, Terry Andreicci, Dewayne Felkins, Michael W. Brady, James H. Basgall, Nick Salvatorelli, Madell Landrum, Marianne Kostick, Tina Spangle, Blina Gonzales

STEWARDS' TRAINING CONFERENCE



Executive Board member Ron Blakemore outlined duties of the Board.



Grievance role-playing exercises were conducted during the training.



Shop Stewards attending the recent East Bay Stewards' Training Conference included: Tom Dorscher, Ron Zunino, David Mitchell, Robert T. Houchins, Gary Philips, Vanuita Sand, Tom D.S. Young, D.E. Hurst, Ray Gerber, Steve Gutzwiller, Louise G. Music, Joe Romeo, John S. French, Finlay Boag, Paula Ramsey, Frank L. Stokes, David E. Meier.

Photos: Rich Hainer,
Ed Fortler



welcomed the Stewards.
ding included Senior
Mitchell, and Assistant
and Orv Owen.

d: Al Wilhelm, Arthur
Cress, Larry W. Martin,
l Babcock, Skip Harris,
H. Pedersen, Dorothy
Callender, Ken Brown,
ie K. Bergstrom, John
gall, Nick Salvatorelli,



Shop Stewards at conference...



Grievance role-playing exercises were conducted during the training...



AROUND THE SYSTEM —PG&E

LOCAL 1245, COMPANY REACH AGREEMENT

Underground wage rates clarified for members

By Assistant Business Manager Ron Fitzsimmons

On September 16, 1985, Union and Company met to discuss clarification of Letter of Agreement 84-157-PGE. After some discussion, it was agreed that those employees who are volunteering from a higher-paid classification will retain the wage rate of their base classification rather than having their pay reduced to the Utility UG Installer or UG Installer wage rate.

The Utility UG Installer or UG Installer will be filled through the bid system and should not be used on a day-to-day basis. Those employees who are upgraded to perform these assignments will receive the upgraded rate of pay for no less than an eight-hour increment.

When Electric T&D training has commenced for 10 or more individual bidders within a Region and

additional bids are received, the Region is not obligated to conduct another training session until they have received 10 additional bids. When a Region has determined that a training program is to be conducted, a notice should be posted indicating that any bids received after the posted date will not be considered for training until an additional 10 bids are accumulated.

An Electric T&D employee is considered a volunteer for 12 months following completion of training, and therefore may not refuse an assignment except where there is more than one employee in the headquarters who is eligible for an assignment. In such cases, the appointment should be offered to the senior employee and continue to the junior employee for both the

Gas and Electric T&D departments collectively. If there are no acceptances, the junior Electric T&D employee will be given the assignment.

During the 12-month period following completion of training an Electric T&D employee is precluded from other upgrade opportunities while assigned to an UG Utility Crew. However, should a headquarters have an adequate pool of trained employees and there is an extended upgrade assignment available, the senior trained employee, who would otherwise receive the upgrade, should be offered the upgrade assignment and the next senior trained employee should be utilized on the UG Utility Crew. Also, a trained employee is not precluded from consideration for a regular assignment. Such employee's status

is no different under these circumstances than any other upgrade assignment.

If an UG Utility Crew is assigned to a job and one day's work on that job requires electric, only the UG Utility Crew should perform that work.

Backhoe skills are not a requirement for either UG classification. Equipment Operators are floating crew members and, as such, may be used where and when needed.

Overtime should be accumulated separately from the base classification. Employees assigned to a UG Utility Crew may sign at the bottom of the overtime list for their base classification to be utilized when the list is exhausted.

SWITCHING

Test period continues at 12 headquarters

On September 26, 1985, Union and Company met to discuss Letter of Agreement 84-148 in regards to the guidelines for the six-month experiment on switching for Electricians, Cable Splicers and Linemen.

Both parties agreed that the information received during the six-month test regarding switching and clearance practices for the Cable Splicer and Lineman classifications has not been sufficient to determine that portion of the test's usefulness.

Therefore, it was agreed to continue collecting the information for the duration of the extended test period that will commence in Oc-

tober and continue for three months at the following headquarters: Paso Robles, San Luis Obispo, Fresno, Selma, Merced, Los Banos, Hayward, Livermore, Vallejo, Napa, Belmont, and Auburn.

Further, it was agreed that the information received concerning switching practices for the Electrician classification has been adequate to complete that portion of our analyses, and to continue following the work practices as set forth in Letter Agreement R3-84-148 at all locations until such time as the Committee determines to do otherwise.

M.M.R.W.

The Machinists, Mechanics, Riggers and Welders Committee met on September 23 and 24 and October 1, 2, 3, and 4, 1985 at Local Union Headquarters.

PG&E has proposed to combine the Mechanic and Rigger classifications in Steam Generation. Nuclear Operations was excluded from this concept and the Company proposed to continue using the Mechanics classification at Diablo Canyon.

The Union met with Company on October 4, 1985. The Union's Committee consisting of Tom Dorsher, Rigger, Frank Robertson, Machinist, and John Overy, Welder, discussed its concerns with the Company's proposal at this meeting.

We tentatively agreed to adopt proposed Letter of Agreement #85-104-PGE, and are continuing to discuss combining mechanics and riggers classifications.

Gas Serviceman

Mike Woodward of San Francisco, Ron Field of Belmont, and Findley Boag of Concord, have been appointed to the Sub-Committee which was created to establish the headquarters where the experiment of having Gas Servicemen accompany the Service Reviewers on all reviews will be conducted.

The Gas Serviceman Sub-Committee met on October 7, 1985.



Assistant Business Manager Ron Fitzsimmons reviews data with Switching Committee member Yoshiko T. Ball.



Switching Committee members Armundo Godoy and Tom Garcia checking records.

Settlements and decisions

Arbitration Case No. 129

On August 27, 1985, Arbitrator David Concepcion issued his decision in Arbitration Case No. 129, sustaining the discharge of an East Bay Meter Reader for "curbing" seventeen meter reads in early 1984.

"We hammered away at the Company evidence" said Union staff attorney Tom Dalzell, "and tried to convince the arbitrator that the grievant had simply read the meters in question wrong because she was in pain, she was using medication, and she was under stress because she was being audited. We almost succeeded — but almost doesn't count."

Arbitrator Concepcion agreed that the Union was able to "sufficiently overcome the circumstantial evidence" on 16 of the 17 accounts which the Company alleged the grievant had curbed, but not the last, where he concluded that it was not possible to read the account in the matter described by the grievant because the meter faced in a different direction. Concepcion thus concluded that "the circumstantial evidence supports the finding that the grievant did 'curb.'" Because "curbing" of a single account may constitute grounds for discharge, he thus upheld the grievant's discharge.

Arbitration Case 130

On October 29, 1985, Arbitrator Sam Kagel convened an executive session of the Board of Arbitration in Arbitration Case No. 130 at his San Francisco office to announce

his decision in the case — the Company's unilateral termination of a local prearranged overtime practice in the San Francisco Division did not violate the contract.

Over at least the last 20 years, most departments in the San Francisco Division have developed local practices for equitably distributing prearranged overtime among employees. Although the practices differed slightly, it was the local practice in each such department to pay an employee for the time which he or she lost if it was determined that the Company made a mistake in the administration of this practice.

When the Company in late 1982 and early 1983 unilaterally terminated these local practices, the Union filed grievances which formed the basis for Arbitrator Kagel's decision.

In his decision, Arbitrator Kagel noted that in 1974 negotiations the parties specifically agreed to pay for bypasses in emergency overtime but not prearranged overtime.

He concluded that, "The anti-abrogation clause is not available to justify a clear violation of the specific provisions of the system-wide agreement because of the action by a unit within a division."

As a result of Arbitrator Kagel's decision, the equitable distribution of prearranged overtime in the San Francisco Division will be determined on an annual basis and payment will no longer be made for individual bypasses. Application of this case as precedent should be limited if at all.

Spray paint found to be very dangerous

By Juliann Sum, Industrial Hygienist

A spray paint used by workers employed in PG&E's General Construction Paint Department contains an ingredient which can cause respiratory irritation and, in some people, dangerous asthma-like symptoms. The name of this paint is *Triangle Coatings Acrylic Urethane Enamel*. It is the component B additive, called "500 Activator," which contains the dangerous ingredient hexamethylene diisocyanate (HDI).

We have been informed that two GC painters have probably become permanently sensitized by exposure to this paint. A person who is sensitized can develop the asthma-like re-

sponse at very low levels of exposure to HDI and other isocyanates, even while wearing a respirator.

We have notified PG&E of the seriousness of this hazard and requested that they stop using this paint. In the meantime, a Cal/OSHA citation has been issued for failure to provide appropriate respiratory protection.

PG&E has responded that they are monitoring the air levels of HDI generated during work operations and providing full-face supplied air respirators for GC paint crews. They are also looking for a substitute for this paint.

ARBITRATIONS

Arbitration Case No. 128 involves the use of agency employees to replace bargaining unit employees and to perform work identical to that performed by bargaining unit employees. Arbitrator Barbara Chvany will hear the case on October 29, 1985.

Arbitration Case No. 129 involves the discharge of an East Bay Meter Reader for allegedly "curbing" meter reads. Arbitrator Concepcion's decision in this case is reprinted in this issue.

Arbitration Case No. 130 involves the prearranged overtime system in the San Francisco Division. Arbitrator Kagel's decision in this case is reported in this issue.

Arbitration Case No. 131 involves the discharge of a North Bay Electrician for purchasing a transformer on his private contractor's license at the request of the company and then reselling the transformer to the company at a profit. Briefs were filed on October 14, 1985.

Arbitration Case No. 132 involves the discharge of a Stockton Division Meter Reader for alleged improper actions towards a female customer in a dress shop during work hours. Arbitrator Donald Wollett heard the case on July 25, 1985. Briefs were filed on October 14, 1985.

Arbitration Case No. 134 involves the transfer of overhead T&D employees from the Martin Service Center in the San Francisco Division to 2225 Folsom Street. Arbitrator John Kagel will hear the case on December 11, 1985.

Arbitration Case No. 137 involves the discharge of three Belmont Credit Representatives for allegedly "withholding company cash collections, falsification of company records and misuse of company time" and the five-day suspension of one Credit Representative for alleged "falsification of company records and misuse of company time." Arbitrator Barbara Chvany heard the case on June 27 and July 28, 1985. Briefs were filed on October 14, 1985.

Arbitration Case No. 138 involves a dispute over the proper calculation of the vacation allowance to be paid an employee who resigned in his seventh year of service. Arbitrator Kathy Kelly will hear the case on January 6, 1986.

Arbitration Case No. 139 involves the discharge of a General Construction Garage Mechanic for refusing an order to be examined and tested by a company doctor to determine if he was under the influence of intoxicating drugs. Arbitrator Adolph Koven will hear the case on January 21, 1986.

Focus: Shop Steward Arlis Watson, Santa Rosa

Arlis Watson has been a Shop Steward for 10 years in the North Bay.

During that time, he has served on two General Bargaining Negotiating Committees, and currently he is on the Local's Review Committee which meets monthly in Walnut Creek.

His first-hand involvement with contract negotiations has assisted him a lot with his duties as a Shop Steward.

"I like helping people who have problems. It's important to see that they're treated fairly, and according to the contract," Watson said.

"My philosophy is to work hard to settle issues at the Shop Steward level, and to keep matters from going beyond the local grievance level," he said.

"As a Steward I've developed the ability to sort out problems with management by pinpointing specific contract areas," he added.

Watson works closely with Business Representative Perry Zimmerman, who helps get answers to questions he may have, so that grievances can be resolved quickly on the



Line Subforeman, Arlis Watson
local level.

Watson attempts to attend all Unit Meetings in Santa Rosa, and served as a Recording Secretary for a short time.

He has also attended Central Labor Council meetings as a delegate during the past 10 years.

Being involved in a variety of Union activities has assisted him in being able to better relate to the contract, and in turn help members at his Santa Rosa headquarters.

"Knowing the contract is an ongoing thing, I'm continually learning new applications," he said.

CP NATIONAL

Benefits ratification . . .

From PAGE ONE

Vision Care and Short-Term Disability Benefit plans.

Local 1245's negotiating team advised CP National that our members could not support takeaways.

With that information in hand, CP National backed down on its proposal to alter 100% payment on initial \$1000 medical costs to our members.

With no takeaways resulting, the Negotiating Committee then agreed to recommend the new offer to our members, and ballots were mailed mid-September.

In its summary statement which went to members, the Committee stated:

"It is your Union Committee's view that, in this day and age at collective bargaining tables all across this nation where take-aways appear to be the rule rather than the exception, where deductibles are increased and where employers are insisting that employees pay for the higher increased pre-

mium costs for benefit plans, the offer of settlement is one that we can all be proud of. The settlement does not have take-aways, and in fact contains improvements over the current medical plan provisions. It is also your Committee's view that the implementation of the Health Plan Awareness Program will help to reduce the unnecessary medical costs and, in the long run, will help our membership to continue to receive the high level of benefits contained in our CP National-IBEW benefit agreements."

Committee members included Assistant Business Manager Orv Owen, Business Representative Jack Osburn, Bob Brownrigg, Dora Carone, Walt Conner, Richard Debbrecht, Robert Loper, Don Raymond, Robert Robinette and Al Stewart.

The contract provisions also covers CP National employees represented by IBEW Locals 89, 125 and 659.

DAVEY TREE

Proposals prepared . . .

From PAGE ONE

to commence the collective bargaining process for a new Agreement.

Davey Tree Negotiating Committee members, Ken Bissmeyer, San Joaquin; Chris Clutton, North Bay; Ron Freeman, Las Vegas; Samuel Hernandez, San Francisco; Bill Mamola, San Jose; John Paige, Humboldt; Fred Serrano, Coast District, and John Smullen, East Bay.

At Local Union headquarters in Walnut Creek, the Committee worked with Assistant Business Manager Orv Owen and Business Representative Bob Gibbs and began reviewing a series of membership proposals which had been prepared at various Unit meetings, and a special meetings held throughout the Davey Tree service area.

Most of the membership proposals covered eight basic areas of the Labor Agreement provisions, and included: 1) Paid Time Off, 2) Benefit Plans, 3) Wages, 4) Safety, 5) Headquarters Designation, 6) Expenses, 7) Non-Work-Day Holidays, 8) Grievance Procedure.

The Negotiating Committee reviewed and considered all the proposals submitted during the three-day meeting. "It was clear and apparent that the proposals submitted were carefully thought out and clearly demonstrate the real and fundamental concerns of the majority of our Davey Tree members," Owen reported.

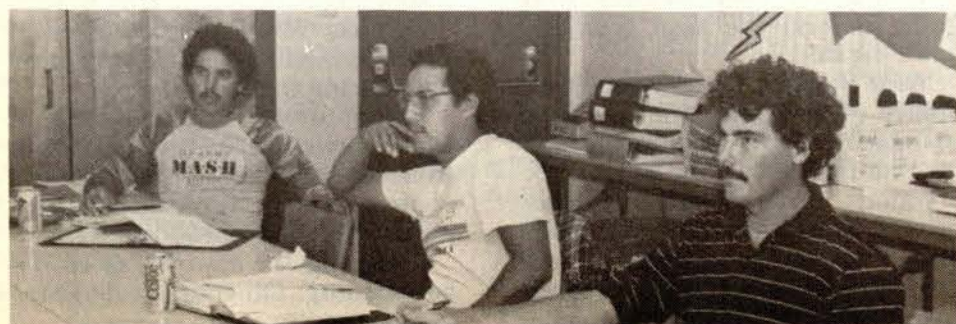
Dates for bargaining will be reported when they are scheduled.



Ken Bissmeyer.



Ron Freeman.



Sam Hernandez, Fred Serrano, and Chris Clutton.

CP National Benefits Provisions

Item I. Term

Although proposed term is for 18 months, it does not take effect until November 1, 1985 and expires on April 30, 1987. The current Agreement was to expire on April 30, 1985, so in essence, this proposed term is for two years.

Item II. Dental and Vision Care Plan

The current high-level of benefits that exist in the current Agreement will be maintained without any changes.

Item III. Medical Plan

The Health Plan Awareness Program has been revised to reflect that the current existing 100 percent of the first \$1000 of reasonable and necessary charges for hospital care and treatment will be maintained without change. (This was not included in the March 28, 1985 offer.)

The adoption of the Health Plan Awareness Program provides improvement over the current Medical Plan Benefits with the added benefits of "Prescription Drug Plan," "Hospital Audit Program," "Hospice Care" and "Extended Facility and Home Health Care" provisions.

Item IV. Deductible(s)

The current existing deductibles of \$100 per year for employee, or \$200 per year for family will be maintained without change.

Item V. Premium Costs

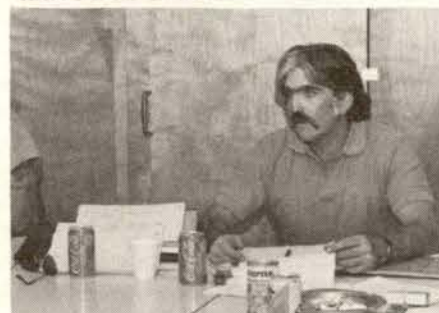
Company will continue to pay 100 percent of all premium costs for employees and dependents for the Medical/Dental/Vision Care and Short Term Disability Plans.

Item VI. Short-Term Disability Plan

The only changes in the current existing provisions of this plan are that effective January 1, 1986, California-based employees will receive the Short-Term Disability benefits directly from the California State Disability Plan rather than through Company's General Office, and update the maximum weekly benefit, which is currently \$224 per week, and is expected to increase on January 1, 1986. Other than these two changes, the other provisions of the existing Short-Term Disability Plan are the same and remain intact.



John Paige and Business Representative Bob Gibbs.



Bill Mamola.



Assistant Business Manager Orv Owen and John Smullen.

McNally testifies in Nevada . . .

From PAGE ONE

to have been successful. According to Attorney Elaine Feingold of Neyhart, Anderson, Nussbaum, Reilly and Freitas, who accompanied McNally, the staff's recommendation on the salary adjustment was withdrawn and no formal recommendation was made concerning pensions or employee discounts. "At this point in the proceeding, we are confident that the Commission's final decision will not touch on these basic subjects of labor negotiations," wrote Ms. Feingold in a recent letter to the Commission.

"The issues raised during the hearing were of vital importance to our members at Sierra Pacific and to all members of Local 1245" explained Business Manager McNally. "What this case proves though is that constant vigilance is necessary if we are to preserve either the gains we've made in collective bargaining or — probably even more importantly — our very right to collective bargaining."

Nevada Irrigation District bargaining gets underway



Negotiating Committee members, l-r, are Ron Skewes, Bill Webber, Chief Steward and ad hoc member; Larry Richerson, Roy Finnegan and Bill Baum.

Bargaining is underway at Nevada Irrigation District. Business Representative Ed Fortier and Negotiating Committee members, Bill Baum, Roy Finnegan, Larry Richerson and Ron Skewes, have participated in two negotiation meetings with the District in September.

At the first meeting, Local 1245's Committee proposed a one-year MOU with a 6% general wage increase in the Water Division, and parity for the Yuba-Bear project.

Other proposals included implementing supplemental medical benefits for retirees, and appointment of a sub-committee to update the Memorandum of Understanding.

At the second meeting, the District offered a 2.5% general wage increase, and a current-year parity

only. The District proposed an in-house wage survey for next year. The District stated that they will consider a "carve-out" type supplemental Medical plan for retirees.

Additionally, the District agreed to the forming of a joint sub-committee to update the MOU.

The sub-committee will meet early in October to begin working on the MOU.

The current contract expires December 31, 1985. Fortier reports that the District is still involved in its budget process, and the Local's Committee believes that the bargaining progress will be geared to District budgeting.

The Committee expects to go back to the bargaining table by November 15 for General Bargaining.

Photo by Ed Fortier

USBR Shop Stewards meeting



Photo by Pete Dutton

Industrial Hygienist Juliann Sum was the guest speaker at the Shop Stewards meeting held for USBR stewards on September 14. Many health and safety hazards were discussed, including working alone, drowning hazards, asbestos, solvents, noise, pesticides, and heat stress. Pictured above left to right are Juliann Sum, Barry Vandermolen, Bob Kerr, Will Stubberud, Larry Mather and Rick Knehans.

WAPA freezes; Local files

The Western Area Power Administration has informed the Government Coordinating Council #1 that wage rates are non-negotiable.

Business Representative Rich Hafner, who is chairman of G.C.C. #1, reports that this frozen attitude led the G.C.C. #1 to file a negotiability appeal with the Federal Labor Relations Authority on September 27.

A response is expected within the next 90 days.

Hafner has repeatedly requested a 4% wage increase effective October 13, 1985.

The 4% figure was arrived at from a 1985 Wage Survey which would put WAPA members at a more competitive rate.

WAPA's position is that wages are non-negotiable due to Congressional budget resolutions, the President's pay freeze proposal, and the approval by the House of Representatives of H.R. 3036 which limits wage adjustments for hourly employees to the same amount granted for General Services employees.

Yuba County Water Agency proposals set

Business Representative Ed Fortier recently met with Yuba County Water Agency to develop proposals for bargaining.

Fortier and Committee member Charlie Hall are notifying the Agency that proposals are ready, and to request a meeting date.

Major items to be addressed are Agency Shop provision, wage and shift premium parity with PG&E, maintenance of employer contributions for medical benefits, rate adjustment of the Deferred Investment Fund, and establishing Martin Luther King Jr.'s birthday as a holiday.

Bargaining starts Oct. 28 with USBR

Joint negotiations with the United States Bureau of Reclamation will get underway on October 28 at the Woodlake Inn in Sacramento.

Groundwork for Local 1245's negotiating team started in early September when Shop Stewards met to propose initial items for consideration.

The Local's Negotiating Committee then finalized proposals to exchange with the USBR on September 19.

The Local's Negotiating Committee includes Business Representative Pete Dutton; Bill Chambers, Shasta; Bob Gonzales, Fresno; Bob Kerr, Tracy; Larry Mather, Shasta; Jim Muilenburg, Willows, and Chester "Al" Wright, Folsom.

"The major proposal centers around overthrowing the federal wage freeze," Dutton said.

Slow motion at Bella Vista Water District

Members at Bella Vista Water District, just outside Redding, are seeking an initial Memorandum of Understanding on the property.

Heading up the Negotiating Committee is Business Representative Jack Osburn. He and Committee members Gary Summit and Richard Welch have met three times with the District since July.

The Committee is looking for a two-year agreement, and is basically dealing with economic issues at this time.

"Things have moved pretty slowly since the District cancelled their first meeting with us in May," Osburn said.

Between May and the initial July meeting, the District hired a negotiator before sitting down to the bargaining table with the Local's team.

LOCAL 1245 UPDATE

Monterey Peninsula TV cable

Members at Monterey Peninsula TV Cable have held three Unit Meetings and one special meeting with Business Representative Ken Ball to develop proposals for bargaining which opens in October.

All areas of the contract are open for negotiations at this time.

Members of the Bargaining Committee include Ball, Pete Gaudoin and T.L. Linebarger, both MPTV Technicians.

"The committee is carefully going over all the proposed items and will narrow proposals for initial bargaining," Ball said.

Lynch morale improving

Business Representative Mack Wilson is handling a number of grievances resulting from the recent temporary layoffs at Lynch in Reno.

Wilson reports that all indications look positive for a full force to be back at Lynch by the end of the year.

"With the news of the probable upswing, morale at Lynch has picked up among our members at work," Wilson said.

Mt. Wheeler "unfair" charges filed

Unfair labor charges have been filed against Mt. Wheeler Power Company after two unsuccessful negotiating meetings led to a bargaining impasse.

Business Representative Mack Wilson met with a representative of the National Labor Relations Board in late September to follow up with a deposition regarding the unfair charges.

Committee members Ed Deschamps, Sue Gully and Wilson had taken in a proposal of a 4.5% general wage increase effective July 31, 1985 to August 1, 1986.

With the unfair charges filed, the Local now awaits the decision from the NLRB, or the Company's agreement to return to the table.

APRI Conference report

The A. Philip Randolph Institute recently marked its 20th anniversary at a National Conference in Dallas.

Delegates from 182 chapters across the country met to review the alliance between black Americans and the labor movement.

Business Representative Dorothy Fortier, a member of the Contra Costa County Chapter of the APRI, was among the 800 delegates participating in the conference.

In his opening address, APRI President Norman Hill stressed the importance of strengthening the APRI network, and preparing to play an important role in the 1986 congressional and gubernatorial elections.

He urged members to work to oppose and defeat programs that are anti-black and anti-labor such as the sub-minimum wage for youth, and the taxation of employee benefits.

He noted that at this time it is crucial to become informed on the importance of the benefits of coalitions when seeking to develop programs that reflect the needs of workers.

Hill stated that goals must include full employment and social

justice as top priorities, as well as a commitment, in the Randolph tradition, to democracy and trade union rights abroad, whether in fighting apartheid in South Africa and totalitarian expansion in the third world, or supporting free trade unions in Poland and other countries around the globe.

The Union Label and Service Trades Department of the AFL-CIO distributes lists of National Boycotts which are officially sanctioned by the AFL-CIO Executive Council on a regular basis. Delegates were reminded to support their fellow unionists by urging co-workers, family members, and friends not to patronize Armour Processed Meats Co.; Brown & Sharpe Mfg. Co.; Bruce Church, Inc.; California Table Grapes; Continental Airlines, Inc.; Adolph Coors Co.; El Al Israel Airlines, Ltd.; Faberge, Inc.; Fort Howard Paper Co.; Holiday Cups, Division of Imperial Cup Co.; Indiana Desk Co.; Louisiana-Pacific Corp.; Marval Poultry Co., Inc.; Nixdorff-Lloyd Chain Co.; R.J. Reynolds Tobacco Co.; Schwinn Bicycle Co.; Seattle-First National Bank, Sterling Radiator and Trojan Luggage (as of September 1985).

With the holiday season nearing,



Business Representative Dorothy Fortier.

particular emphasis was given to supporting the United Food & Commercial Workers in their battle against the union-busting tactics of Armour Processed Meats Co., and Marval Poultry Co., Inc. When doing your holiday shopping, do not buy: Armour Hams, Armour Bacon, Armour Hot Dogs; Marval turkeys and turkey parts. Please note that Marval products are also sold under the name brands of Tender Pride, Lancaster, Frosty Acres, Top Frost, Table Rite, Manor House, Richfood, Food Club, Dogwood Hill Farms. All products bear USDA Stamp #P-18.

The A. Philip Randolph Institute was founded by brother Randolph 20 years ago. The organization is funded by the AFL-CIO. Its goals are to: develop a broad based organization of black trade unionists from all segments of the trade union movement, maximize black

participation in political activities through voter registration and get-out-the-vote campaigns; become a political force; maximize community support for political and legislative programs that aid the black community and the labor movement economically, politically, and socially; develop a cooperative, working relationship with local and state labor organizations; and encourage the participation and the development of leadership skills of black trade unionists within their unions, in the labor movement generally, and in the community at large.

If you desire additional information regarding the APRI, contact Business Representative Dorothy Fortier at IBEW, Local 1245 headquarters, P.O. Box 4790, Walnut Creek, CA 94596.

OUTSIDE LINE

MEMBER ALERT:

Outside Line Members — if you have questions regarding your retirement fund with District Ten, direct your inquiries to:

**I.B.E.W. — DISTRICT TEN — N.E.C.A.
Individual Equity Retirement Plan
Suite 1000 • 1735 Jefferson Davis Hwy.
Arlington, VA 22202 • (703) 892-6400**

All inquires must include your name, your Local Union number, your Social Security number and your card number.

MEETING NOTICE:

IBEW Local 1245 ADVISORY COUNCIL MEETING

**SATURDAY, SUNDAY
November 2, 3
9 A.M.**

Sheraton Inn, Concord, CA

CHANGE OF ADDRESS

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

**UTILITY REPORTER
P.O. Box 4790
WALNUT CREEK, CA 94596**

Old label: _____

Name: _____

New Address: _____

(Street and Number)

(City and Zip Code)