



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

Memorial Dinner Honors Dick Hoyer

By Bob Choate

"I don't believe I have to tell anyone of you how important the Union, and what it stands for, was to Dick. He considered his Shop Steward's job as important, and maybe more so, than the job by which he supported his family." *Alma Hoyer, Utility Reporter, July 1985*

A memorial dinner was held on April 4, 1986, in honor of Richard K. Hoyer, who died last June. Dick was a Contra Costa County Central Labor Council member, and Unit 2316 Chairman for over 20 years. The dinner was held to generate funds for a permanent marker to be installed at the Local Union headquarters, the meeting place for the unit. The marker will be built by the members of the unit in the coming months.

Attending were Dick's wife, Alma, family members Marie, Jill, Barry and Martin, along with 103 fellow workers and friends. Also attending were Contra Costa County Central Labor Council representative Joe Goglio, Executive Board member Ron Blakemore, and staff members Joe Valentino, Dorothy Fortier, Ed Caruso,

Frank Saxsenmeier, Sam Tamimi, and Art Murray.

Bob Martin of the Central Labor Council presented Mrs. Hoyer with a Labor Council jacket in memory of Dick's work with the Council, and Art Murray presented, on behalf of the "Dick Hoyer Memorial Committee", a plaque which accurately expressed the feelings of all who knew him. Retiree Stan Dalin, a long-time friend of Dick's, shared some moving thoughts.

Dave Sutton capped the evening with a new member application from a "pre-security clause" PG&E employee. For years, Dick had worked on this new member to join the Union.

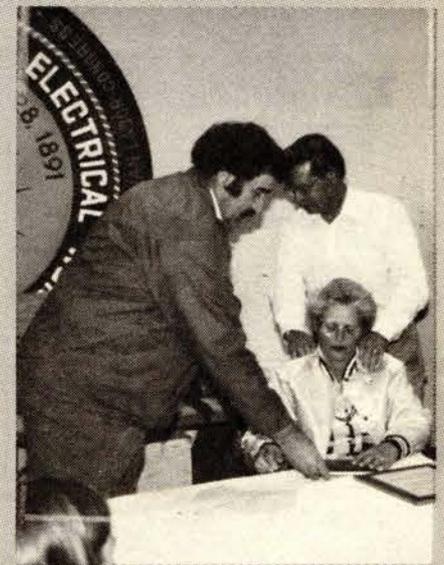
Making up the dinner committee were Connie White (hostess), Gerry Pittore and Mike Phillips (cooks), Mike Sutton and Loren Davis (bartenders), and organizer Bryant Bolen.

Many thanks to Mrs. Pittore and Mrs. Bolen for their help. And thanks to those who could not attend, but whose contributions were greatly appreciated.

Dick deserved this attention.



Bob Martin, of the Contra Costa Central Labor Council, presented Mrs. Hoyer with a Labor Council jacket, in memory of Dick's work with the Council.



Shown with Mrs. Hoyer are Bob Choate, Master of Ceremonies, and organizer, Bryant Bolen.



Two Cal/OSHA citations against SMUD upheld in Rancho Seco deaths

Despite frantic efforts on the part of its attorney to exclude evidence, hide a key witness and argue that Cal/OSHA laws did not intend that Boiler Operators maintain an accident prevention program, Administrative Law Judge Robert Henon on March 17, 1986, affirmed two serious citations levied against the Sacramento Municipal Utility District as a result of an accident in which two employees were killed. On June 12, 1984, Plant Mechanic Anthony Farace and Crafts Helper Gary Sherrets suffered burns over 90% of their bodies while attempting to remove a series of flanges from an auxiliary boiler at SMUD's Rancho Seco Nuclear Power Plant. Both workers died of their injuries within the next month.

On June 13, 1984, two serious citations were issued to SMUD by Cal/OSHA for lack of training of maintenance employees in the hazards of working on pressurized systems and for not depressurizing

the system prior to opening. A serious citation is upheld where there is substantial probability of death, or serious physical harm could result if an accident should occur because a safety order is not followed, and the employer did or could, with the exercise of reasonable diligence, know of the existence of the safety violation.

In upholding the two citations, the Administrative Law Judge noted that the evidence indicated that SMUD never formally trained maintenance employees on the hazards of working on boilers, and that whatever knowledge the employees obtained was from previous employment or from more experienced employees. Heron further observed that SMUD knew or should have known that the pressure was not relieved in the boiler on which the two employees had been sent to work. The testimony showed that the indirectness of the system for obtaining clearances did not insure

Brought back by popular demand: two Union publications

PG&E Index

Six years after it was first published, the PG&E Index of Major Letters and Decisions has been revised to reflect changes in the Contract, with many early summaries rewritten to add new information. Supplements, as well as new material, have been integrated into a Contract title and section format so that all the information is available in one book. Copies are available at Steward's Training Sessions from Business Representatives. It is the largest project ever produced by our Local's print shop, thanks to Word Processor Operator Leslie Chase, Printer Kua Patten, Machine Operators Conrad Pinoni and Lynn Buresh, and Office Manager Laramie Dorcy.

Retirement Planning Guide

The Retirement Planning Guide published by the Union last year was such a success that it is being re-issued with expanded coverage, new subjects, and more examples. We want to help you plan your successful retirement. That's why

this publication is offered to members of any age. Ask your Shop Steward or Business Representative for a copy, or write the Local Union office. We want this guide to be the best that is available, therefore, please feel free to make any comment which may lead to improvements next year.

Subjects you will find in this year's Guide range from "How to Compute Your Basic Pension" and "The Joint and Survivor Pension Decision," to "A Healthy Retirement", and "Retirement Planning Seminars."

1986 elections

I.B.E.W. Local Union 1245's Election of Officers and Delegates to the International Convention will be held this June. A complete listing of candidates will appear in the May issue of the Utility Reporter along with voting instructions. Ballots will be mailed on May 30 and must be returned to the Local Union's Post Office Box by 10:00 a.m. on Monday, June 23, 1986.



Where does your dues dollar go?

Utility Reporter

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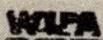
Ron Field

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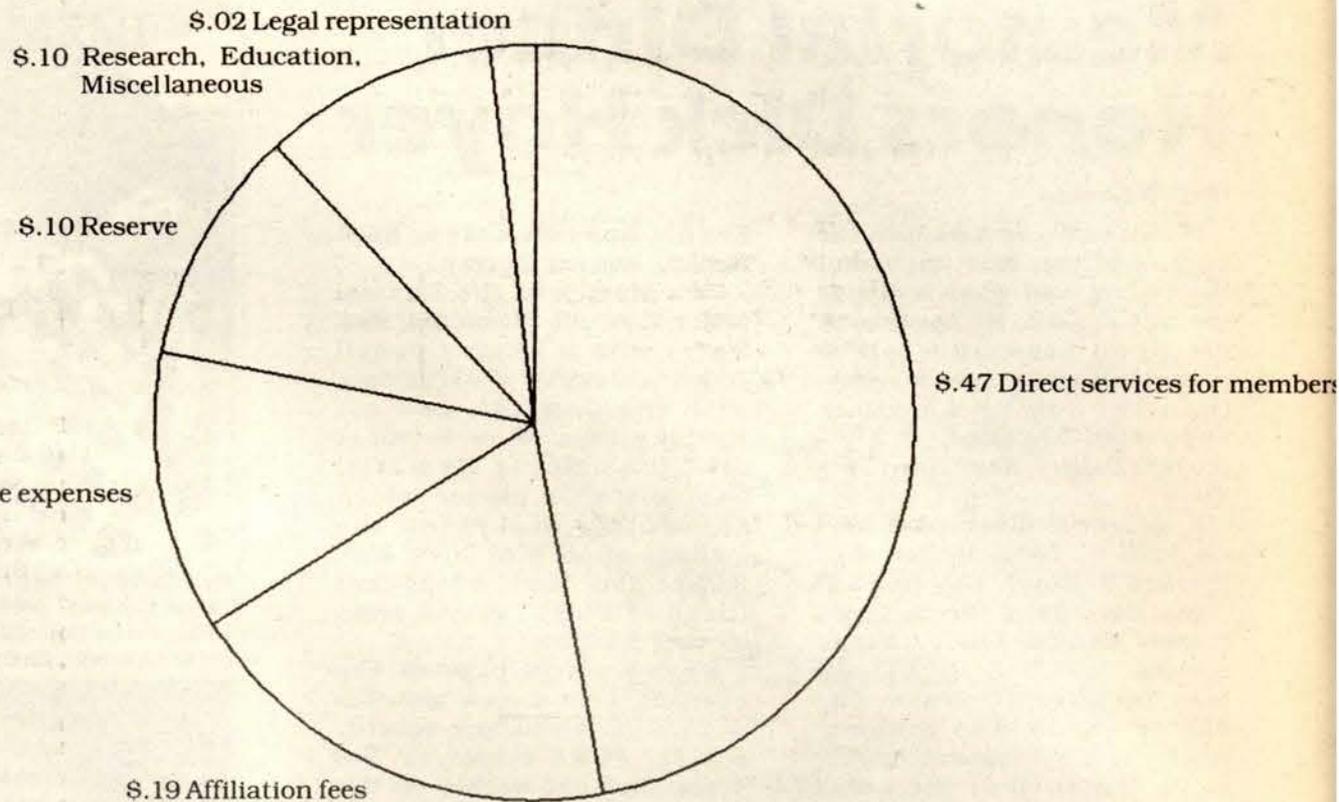
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Credits:

Contributing writers: Darrel Mitchell, Sr. Assistant Business Manager; Ron Fitzsimmons, Assistant Business Manager; Orville Owen, Assistant Business Manager; Tom Dalzell, Staff Attorney; Ann Miley, Staff Attorney; Juliann Sum, Industrial Hygienist; Bob Choate, Business Representative; Dorothy Fortier, Business Representative; and Jerry Cepernich, retired 1245 member. Production Coordinator, Patricia Dunn.



Local 1245's goal is to represent its members, and every penny that we spend is spent with that goal in mind. In the March issue of this paper, we printed a complete copy of the annual audit of Local 1245's cash receipts and disbursements for the calendar year 1985. In this article, we focus on our expenses and try to give you a good overall picture of how your dues dollar was spent in 1985.

Direct services for members: These costs include our 40 Business Representatives, Assistant Business Managers, Senior Assistant Business Manager, and Business Manager, whose job it is to negotiate and

service the collective bargaining agreements covering Local 1245's 21,000 members. Included here are the costs of the numerous rank-and-file committees involved in negotiations, grievance handling, and labor-management meetings.

Affiliation fees: This category includes our affiliation fees with our International Union in Washington, D.C., as well as labor organizations in California, Nevada, and Idaho.

Office Expenses: This category includes rent and other expenses for our three offices, data processing, equipment, and salaries and benefits for our office employees.

Reserve: Because 1985 was not a

general bargaining year with our largest employer, PG&E, our bargaining committee expenses were lower than usual and we were able to build this small "cushion" for future expenses.

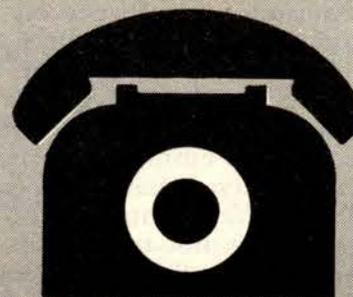
Research, Education, Miscellaneous: This includes salaries for our research and education staff, the expenses of the Utility Reporter, membership benefits, membership supplies, hall rentals, payroll deduction fees, and audit fees.

Legal Representation: The salaries of our two staff attorneys, arbitration fees, court costs, and outside attorney fees are included in this category.

Legal Questions ?

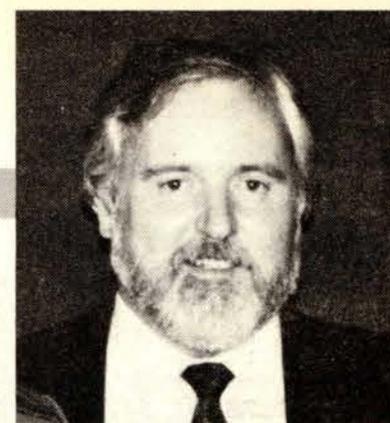
Contact IBEW Local 1245's
Legal Service Plan

In California
(800) 652-1569



In Nevada
(702) 358-1086

By Jack McNally



IBEW 1245 Business Manager

APPOINTMENTS

LYNCH COMMUNICATIONS

1986 Benefit Negotiations Committee

Ronda Drew
Marsha Barker
Janice Davis
Anne Spencer
Zenda Robbins

CP NATIONAL

1986 Benefit Agreement Negotiating Committee

Dora Carone
Don Raymond
Robert Robinette
Mike Andrews

1986 Needles District Negotiating Committee

Richard Debbrecht
Vicky Torres
Mark Walters

DAVEY TREE SURGERY COMPANY

1986 Negotiating Committee

James Turner

1986 Ballot Committee

Dan Woody
Jessie Harrison
Ron Reed

PACIFIC GAS AND ELECTRIC COMPANY

Transmission Troublemaker-Transmission Cableman Committee

Tom Garcia
Bryant Bolen
Art Fahrner
Reymundo Godoy

Geysers Commute Committee

Raymond F. Gallagher
Roy Runnings
Harold Walker, Jr.

CONFERENCES AND CONVENTIONS

Nevada State AFL-CIO Special COPE Convention

John Stralla
Mack Wilson
Bob Choate

A. Philip Randolph Institute Conference

Dorothy Fortier

Drug testing: positive approach or witch hunt?

In the United States today there is a growing movement to do something about the use and abuse of illegal drugs and alcohol.

The latest National Household Survey on Drug Abuse conducted by the National Institute of Drug Abuse indicates that 20 million Americans are currently using marijuana/hashish, 4 million Americans are currently using cocaine, and 3 million Americans are currently using other stimulants and sedatives without prescription.

The magnitude of substance abuse has grown drastically in the last few years, and the problem continues to make headlines across the United States. The concern over drug abuse is real, and obviously something needs to be done to stop the escalating abuse of drugs.

The question is, however, what should be done about it. Professional athletes, because of their public image, become an easy target for the media to expose their problems with drugs. All three major sports - the National Football League, the National Basketball Association, and major league baseball - have addressed, or are addressing, the issue of drug abuse.

Employers across the United States are now becoming more concerned about drug abuse on the job and are attempting to institute programs to curb this abuse.

Local 1245 does not condone the use of illegal drugs or alcohol abuse affecting job performance. Statistics bear out that continued abuse of drugs eventually destroys the health of the individual, the family, and the economy. The use of drugs on the job not only endangers the user, it also endangers his or her co-workers. Statistics show that a drug-abusing employee is 3.6 times as likely to be involved in an accident and functions at about 67% of work potential.

In an attempt to curb abuse, employers are beginning to institute policies or programs that are a concern to organized labor. Drug testing to determine fitness for duty is fast becoming the means by which employers expose drug users. There are many problems connected with drug testing. The legality of random mandatory testing by blood or urine, the accuracy of tests, and the use of interpretations and results are issues of major concern. These issues are working their way through the court system, and currently there are no clear-cut answers.

An assumption of guilt until vindicated by test results or witch hunts is not the solution to this serious problem. A positive approach should be taken toward the problem of substance abuse; the emphasis should be on prevention rather than discipline. The approach should be education, preventive intervention, and rehabilitation. Drug and alcohol dependence is an illness and should be recognized as such.

While some of our employers are taking the positive approach to this problem, others are not. Rather than a knock-down-drag-out fight over witch hunts, it would be better for all to work out a positive approach to this serious but curable problem.

In Unity,

Cal OSHA citations upheld

From PAGE ONE . . .

that dangerous equipment was taken out of service sufficiently to insure the safety of the people making repairs. All of these issues had long been Union concerns at the troubled nuclear facility.

Ron Fitzsimmons and Mac Wilson, acting on behalf of the

Union, participated in the hearing, providing witnesses and expertise to Cal/OSHA. It is not known at this time whether the District intends to appeal. The citations carry no monetary penalty, as they were levied against a governmental body.

Labor caucus update

Local 1245 continues to work with other unions in California using various political means to improve Cal/OSHA programs.

The Union is assisting the California Labor Federation, AFL-CIO, in sponsoring legislation in numerous areas. Bills are being voted on in committees of the Assembly and Senate beginning in April, and will go through additional committee hearings before being signed by the Governor later this year. Some of the areas of Union involvement are highlighted as follows:

Education and Training (Assemblyman Lloyd Connelly): Assembly Bill (AB) 3512 funds a program to provide grants to unions, businesses, universities, and non-profit organizations for training and education of workers.

Indoor air pollution (Assemblywoman Sally Tanner): AB 3238 requires that a Cal/OSHA standard be adopted to control indoor air pollution problems in buildings.

Asbestos (Assemblyman Burt Margolin): AB 4248 requires that the Cal/OSHA exposure limit be lowered to 0.1 fibers per cubic centimeter.

VDTs (Senator Bill Greene): Senate Bill (SB) 1996 requires that a Cal/OSHA standard be adopted which addresses the adverse health effects experienced by video display terminal operators.

Standards (Senator Bill Greene): SB 1899 contains deadlines that the Division of Occupational Safety and Health must meet when developing proposed standards in response to petitions from the public. The Division never followed through on proposing a final PCB standard, despite four public hearings in 1981, 1982, and 1983.

Enforcement (Senator Bill Greene): SBs 1998, 1999, and 2000 increase the applicability of civil penalties, require certain routine inspections based on safety statistics, and define serious violations.

The Local Union has also

submitted petitions to the Occupational Safety and Health Standards Board for new standards in the following areas:

Carcinogens: a policy that will identify, classify, and regulate cancer causing chemicals in California workplaces.

Cold stress: a standard that protects workers from hypothermia and cold injury caused by freezing of exposed skin and of the body's extremities.

Fibrous glass: a standard that protects workers from skin, eye, and respiratory tract irritation and possible delayed effects such as lung scarring.

Isocyanates: This family of chemicals, used in encapsulating compounds and paints, can cause a dangerous asthma-like response in a significant portion of the working population. A standard is needed which includes a medical program to protect workers.

Reproductive hazards: A policy that will identify, classify, and regulate chemicals in California workplaces that cause infertility, birth defects, and poisoning to the fetus.

Vibration: A standard that protects workers from the adverse effects to the nervous system and other parts of the body caused by exposure to vibration in industrial plants, vehicles, and during the use of powered hand tools.

In addition, the Local Union has assisted other labor organizations and the San Francisco General Hospital Occupational Health Clinic in submitting petitions for new standards in the following areas:

Allergenic wood dust: Certain wood dusts cause respiratory allergies in workers.

Methylene chloride: a common industrial solvent that causes cancer in laboratory animals.

VDTs: Video display terminal operators experience headaches, eye strain and musculoskeletal stress caused by glare and inflexible positioning of equipment.

Cal/OSHA's response to Union's request for study of Geysers illnesses

On January 13, 1986, a Cal/OSHA epidemiologist informed us that the Cal/OSHA Medical Unit was proceeding with a study of Geysers illnesses. However, the epidemiologist did not want to provide the Union with information which they released to PG&E last December concerning numbers of Doctor's First Reports of Illnesses of Geysers employees. If required to provide the information, the epidemiologist stated that the study would be stopped.

Union's request for the information under the California Public Records Act was granted by the Department of Industrial Relations, the parent agency of Cal/OSHA, on February 3, 1986. At that point, the Medical Unit stopped working on the study and indicated they would decide the

following week whether or not to continue with the study. In response to a written request from the Local Union one month later, the chief of Cal/OSHA wrote that they could explain the cause of every single illness during the years in question at the Geysers, and that further study was not warranted. The years in question, 1976 - 84, included over 100 individual cases of occupational illness.

Such a sweeping statement comes as a surprise after such a brief period of investigation. As of press time, the Local Union was awaiting the Medical Unit's listing of the causes of each of the illnesses. We will be scrutinizing the results carefully, especially in light of the threat made on January 13 that the study would be stopped.

New grounding procedure

On March 11, 1986, PG&E informed Local 1245 that they will be revising their grounding procedures and devices to initiate "single point" grounding.

PG&E's letter states, "'single point' grounding involves the installation of a single set of grounds at the work location rather than the use of the conventional master ground installation. The 'single point' grounding concept is being adopted by the majority of utilities throughout the nation. Engineering studies and actual measurements show that 'single point' grounding creates an equipotential zone that minimizes the exposure to the workman."

Local 1245, after hearing of the "single point" concept, contacted Dr. Miroslav Markovic, Professor of Electrical Engineering at California State University, Sacramento, who developed and recommends the procedure. We will be participating in practical application demonstrations and work practices to assess the procedures more thoroughly. Until the Union gets further information from the utilities on their individual application of the "single point" concept, no approval will be given to the practice.

We are expecting to receive a training manual and associated training aids from PG&E by mid-year for our review.

Countering the electrocution hazard of portable generators

The death of a 34-year-old Lineman one year ago has resulted in Local 1245's petitioning the Cal/OSHA Standards Board, the drafting of an Assembly Bill, and the subsequent issuance of a hazard alert by Cal/OSHA. The Lineman received an electrical contact while repairing a line during an outage. He and his crew had installed grounds between the work site and the main source of supply, but the backfeed from a privately owned generator fed into the line from another direction, killing the worker.

On March 21, 1986, Cal/OSHA issued a hazard alert notifying the public of the potential danger. The Union has also filed Petition No. 203 with the Cal/OSHA Standards Board to add wording to the existing High Voltage Electrical Safety Orders, to prevent a similar accident from happening in the future.

AB 3222 by Assemblyman Dick Floyd would require that any portable or permanent electric generator that may provide power to a structure's electrical system have a warning label and a warning statement inserted in the instruction manual, explaining the hazard of backfeed. In addition, the bill would require that the generator be hooked up by means of a double pole, double throw switch, and that all owners or renters notify the public utility of the existence of a generator on the property.

PG&E's Mission District Gas T&D Productive Enhancement Committee works!

When the East Bay Region's Mission District Gas T&D Committee first met on October 3, 1984, they made a commitment to consider *all* ideas and review them. No topics were to be overlooked as long as the nature of the topic was to enhance and improve productivity. The combined bargaining unit and management committee's goal was to generate ideas to improve productivity, and they are proud of what they have done so far.

The committee meets monthly, bringing ideas and information from the field. The intent of the committee is not to circumvent the suggestion system of the Company, but to collectively look at ideas that would benefit both the employees and the Company, through a productive environment. The success of this committee depends on teamwork — people from the Departments, the Divisions and the Regions working together to serve the best interests of both the Union and the Company.

The following is a list of the committee's accomplishments to date:

1. During inclement weather, K-regulator changes or heavy work loads have been rescheduled.
2. There is more flexibility in scheduling the length and frequency of accident prevention meetings.

3. The overtime list for Servicemen has been expanded to include the Livermore area.

4. A Gas Estimator has been assigned to Livermore headquarters to expedite construction and job changes.

5. Leak survey personnel will not be required to prepare a sketch when initiating an "A" Form.

6. Service orders have become part of the job folder when issued to the field.

7. Connected load information sheets now accompany set tags for commercial meters.

8. Personnel will give blood locally rather than at a central location during blood drives.

9. In a pilot experiment, the use of Saturday crews in the Mission District has been eliminated.

10. Instituted a pilot relight training for T&D personnel to do "off by workman" tags.

11. If it's safe, a Serviceman can install deadend caps.

Committee members are: Facilitator, Bill Olsen; Committee Members, Lou Anzaldo (IBEW), Dan Freeman (IBEW), John Peck (IBEW), Bill Marshall (Management), John Hughes (Management), Dick Phillips (Management). Past members include Bob Daniels (IBEW), Gary Phillips (IBEW) Jake Flor (Management), and Hayden Price (Management).



Local Union members respond to Shasta gas outage

By Rich Hafner

During the month of February over 150 members of Local 1245 went into action as a result of a major interruption of gas service to over 19,600 customers of PG&E.

On February 23rd a major gas line was washed out by the flooding waters of the Sacramento River at Redding Island near Cottonwood. As a result of the largest gas outage PG&E has ever experienced, over 19,000 customers no longer were receiving natural gas. All available physical and clerical employees in the Shasta Division of PG&E were utilized to turn off each customer's gas valves located near their meters.

Two days after the pipeline was damaged, General Construction crews started to put into place a bypass line that would allow restoration of gas service. This project required

the skills of 22 Welders working twelve hour shifts around the clock to accomplish the necessary 806 welds as soon as possible. In addition to the Welders, 60 other G.C. employees were needed.

The construction of the temporary line was completed and pressurized on March 1, 1986.

Each customer then had to have individual contact to restore their gas service. Over 160 employees from throughout the PG&E system were pressed into service to complete the mammoth task. Most of the service was back in operation by March 7th.

The accomplishments of Local 1245's members during this time of emergency demonstrate the value of a qualified and prepared work force.

PG&E interim bargaining update

PLO Apprentice Control Tech Training: Union is meeting with PG&E to establish a training program for Apprentice Control Techs in Pipeline Operations. 1245's committee is presently waiting to receive a counter proposal from the Company.

GC Line Department lines of progression: Local 1245 has submitted a counter proposal to PG&E to update the lines of progression for the Line Department in GC. PG&E is to respond in the near future.

Forklift training — Materials Department:

Union's committee is reviewing the final material received from the Company and is prepared to conclude bargaining soon.

Steam Department Maintenance: Discussions with PG&E regarding the job descriptions for Machinists, Riggers, and Welders have practically reached a standstill. Little progress has been made in spite of the parties having exchanged a number of proposals since last year. Union is currently waiting for Company to respond as to whether or not any future meetings should be held.

Remote reporting — Geysers: Union is currently discussing Company's most recent proposal to establish remote reporting for certain maintenance employees assigned to the Geysers. Union will respond to the Company in the near future.

Underground crew clarification: Union has met with PG&E to discuss various problems associated with the underground crew classifications. Thus far no progress has been reached and Local 1245 has filed grievances dealing with these problems.

Changes in DCPH Hours: Local 1245 is currently discussing the latest tentative settlement regarding various shifts that could be established at Diablo Canyon Power Plant. After this review is completed, Union shall respond to the Company.

GC Apprentice Gas Technician: Local 1245 has established a committee and is meeting with PG&E to establish a training program for Apprentice Gas Technicians in General Construction.

Geysers commute agreement: Local 1245 has received a proposal from PG&E to amend the current commute agreement for Division employees working at the Geysers. Union has appointed a committee and will meet with PG&E after reviewing the proposal.

Various hours and shift agreements: Senior Assistant Business Manager Darrel Mitchell reports that discussions are being held with PG&E regarding a wide range of possible hour and schedule changes to be made on an experimental basis. The proposed experiments are to be reviewed by the Union with its members on a Department and Headquarter basis.

Ad hoc negotiations — Title 205: As a result of a grievance filed in Stockton Division, the issue of applying 205.4(h) to those classifications subject to system bidding was referred to ad hoc negotiations. The settlement, currently being drawn up, provides that those new classifications at headquarters that are subject to transfers under 205.5(b) and bids under 205.8(c) of the Physical Agreement shall be posted on a system-wide basis in the future.

Humboldt pin dinner

Senior members with 20 or more years of Local Union 1245 membership were honored at a dinner in Eureka on April 5, 1986, where they were presented with awards by Business Manager, Jack McNally.



30 years membership: L.R., Clark Fleming, Jack McNally, and Ken Haycraft.



20 years membership: L.R., R.B. Moore, Mary Woodard, R.D. Paxton, Robert Perry, Michael Rudick, and Jess Vancleave.



25 years membership: L.R., John Grant, Gary Bissmeyer, and Don Sanderson, and Jack McNally.



35 years membership: L.R., John Klobas, Carl Coffey, Jessie Dunlap, Richard Hull.

Shop Stewards meet

Shop Stewards attend training conferences on a regular basis to keep current and informed. Conferences were held recently in San Francisco, Bakersfield, Chico, Petaluma, San Jose and Eureka.

Among the topics discussed at the various conferences were drug testing, contracting out, safety issues, arbitrations, the A.I.G.M. auto insurance program, legislation, employees' Workers Compensation rights and post injury rehabilitation, positive discipline, changes in utility companies and California Public Utilities Commission hearings.



SAN FRANCISCO



Local 1245 honors its members



Nevada Irrigation District, Best Wishes Bill and Bill!

Bill Webber with 22 years of Union service, and Bill Baum, with 14 years of Union service, received special recognition awards from Business Manager, Jack McNally, at a dinner honoring The Nevada Irrigation District Negotiating Committee on April 10, 1986. Both men are retiring this year, Webber after 39 years with the District, and Baum after 19 years.



CHICO



EUREKA



Retirees' Club

By: Jerry Cepernich

"Retirees' Club" is the first of a continuing series of articles provided especially for the benefit of our retired members and their spouses and those members and their spouses who are approaching retirement.

We don't want to lose track of our members who retire. Your Local Union wants you to know how much we appreciate your faithful support as an active employee, by providing you with additional benefits through our Local Union 1245's I.B.E.W. Retirees' Club.

We recently negotiated a Union sponsored dental plan for all bargaining unit retirees and are currently in negotiations to add other worthwhile benefits.

All bargaining unit retirees will receive, by mail, a Retirees' Club application form. We do hope that you will join such a worthy organization. For a modest monthly membership fee of \$3.00 you and your spouse will be entitled to a number of benefits.

Utility Reporter: As a club member, you will continue to receive your monthly copy of the Union newspaper. In addition, the Union plans to reserve a section of the Utility Reporter to cover such subjects as negotiations regarding pension adjustments, Medicare Supplemental Plan co-payments, important legislation involving retirees, social activities, new members and deceased members.

Dental plan: Members and their dependents will become eligible to join the Private Medical Care, Inc.(PMI) or the Delta Dental Plan, formerly referred to as California Dental Service (CDS). Dental plan descriptions and premium rates will be mailed with your Retirees' Club application form.

As a retiree, you will be eligible to join either of the above dental plans without being a member of the Retirees' Club, but only if you become a dental plan participant during 1986. Effective January 1, 1987, the dental plan will be available only to those retirees who are Local Union 1245 Retirees' Club members.

Free legal advice: As a member of the I.B.E.W. Local 1245 Retirees' Club, you automatically belong to Local 1245's Group Legal Services Plan, which offers two free legal consultations each year plus legal services at reduced cost. We have available a six-page fee schedule which covers every possible aspect of attorney services. For your copy, please call (415) 933-6060 or mail a request to Union Headquarters in Walnut Creek. To use the plan in California, just call our toll-free number at 800-652-1569.

Blood bank: Since your Local Union is affiliated with the Central Labor Council of Alameda County, you may join the ACCLC Voluntary Blood Plan at a cost of \$5.00 per calendar year dues payment. This

plan will provide coverage to the member, spouse and dependents 19 years or under, and to dependents through 23 years, who are full-time students. There will be no cost for whole blood. Members are not required to donate blood. However, if members do donate, they will receive a receipt which, when returned to the Central Labor Council's Blood Bank, may be exchanged for \$10.00. For more information, call (415) 632-4242 or write ACCLC Voluntary Blood Plan, 7992 Capwell Drive, Oakland, California 94621.

Credit Union: Members are eligible to join the Modesto Building Trades Credit Union which offers loans at prevailing rates and offers above average interest savings accounts. For your convenience, most transactions can be handled by mail. If interested, phone (209) 527-8731 or write Modesto Building Trades Credit Union, P.O. Box 4847, Modesto, California 95352 for a brochure.

Death Benefit: As long as you remain a member in good standing and are under 70 years of age, you are automatically covered by \$1,000 worth of life insurance and your spouse is covered by \$500 worth of insurance.

Social activities: Your membership entitles you and your family to participate in a variety of social and political events throughout the year such as picnics, dinners, etc.

Retirees' Club meetings: In addition to regular Retirees' Club meetings held at Union Headquarters in Walnut Creek, I.B.E.W. Retirees' Club Officers may make arrangements to hold meetings at Unit Meeting locations and dates, and such meetings will be held one hour prior to regular Unit Meetings.

Spouses of members: The spouses of either active or deceased members are eligible for membership, and are encouraged by the Local Union to join the I.B.E.W. Retirees' Club.

Company management retirees: Company Management Retirees are eligible to join the I.B.E.W. Retirees' Club if they were members in good standing prior to their management assignments.

Upon notification of retirement: Immediately following Company notification of your retirement or upon your request, if already retired, the Union will forward the following: 1) Retirees' Club Application Form; 2) Insurance Beneficiary Designation Card; and 3) Dental Plan Application, including Plan description and premium rates.

Current Retirees' Club officers: Tom Riley, President, telephone, (415) 682-3693; Donald Hardie, Vice President, telephone, (415) 934-2283; Gene Hastings, Secretary, telephone, (415) 689-9923.

JACK McNALLY, Business Manager

HOWARD STIEFER, President



IBEW LOCAL UNION 1245

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

P.O. Box 4790, Walnut Creek, CA 94596 (3063 Citrus Circle) • (415) 933-6060

April 17, 1986

Jerry Cepernich
2503 Casa Bona Avenue
Belmont, CA 94002

Dear Jerry:

Congratulations on your retirement! You have served Local 1245 well as a Shop Steward and as a member of several negotiating committees.

Your contribution to the development of our Retirement Planning Guide for members who are contemplating retirement is greatly appreciated.

We look forward to future contributions from you in retiree member activity.

Again, Jerry, thanks for your efforts.

Fraternally,

Jack McNally
Business Manager

JM/fz

Dental Plan available to Local 1245 retirees

You will soon be receiving information by mail regarding two voluntary dental plans for retirees and their dependents, sponsored by Delta Dental Plan of California, formerly referred to as California Dental Service.

Please review the eligibility requirements and plan

descriptions carefully before making your decision.

This opportunity to participate will provide you and your family with dental insurance at group rates. Please be aware that you are not allowed to purchase dental insurance anywhere as an individual.

PUBLIC AGENCIES

Oroville-Wyandotte Irrigation District

Cost containment for medical coverage and a wellness benefit were recently negotiated at the Oroville-Wyandotte Irrigation District. The committee, made up of Bill Bray, Bob Strassner, Bob Warka, and Business Representative Jack Osburn, was established by a provision contained in the current Memorandum of Understanding. Meetings held over a two-year period have generated a health awareness that resulted in stabilization of premium rates while maintaining the benefit level.

Biggs-West Water District

On April 2, 1986, Local 1245 exchanged proposals with representatives from Biggs-West Water Agency. Business Representative Jack Osburn and Mark Orme will bargain for Local 1245 starting with the first meeting on April 24, 1986.

WAPA/USBR

Local 1245 is still waiting for responses on appeals filed with the federal government on September 27, 1985 regarding the negotiability of wages for our members employed by the Western Area Power Administration and United States Bureau of Electricity.

Sacramento RT

Business Representative Gary Mai reports that bargaining with the Sacramento Regional Transit District is progressing very slowly. The negotiating committees are dealing with many proposals involving contract language and job descriptions and as yet have not discussed economic items. The Agreement is presently on an extended basis as the term of the Agreement ended on February 28, 1986. Next month we hope to have a more positive report.

Shasta Dam PUD

Business Representative Richard Hafner reports that proposals were exchanged with the Shasta Dam Public Utility District on March 31, 1986.

City of Healdsburg

Local 1245 negotiations with the City of Healdsburg will commence in the near future. Union's spokesman will be Tom Dalzell. Dalzell's committee will include Larry Giovanonni and Bob Larsen.

A/C Transit

Local 1245 has served the opening notice for negotiations with A/C Transit. Business Representative Frank Saxsenmeier will meet with Union's committee to establish proposals in preparation for negotiations.

PRIVATE SECTOR

Sierra Pacific negotiations progressing

By Orv Owen

As of April 10, 1986, twelve general bargaining sessions have been held between Company and Union Negotiating Committees. Based on some hard issues contained in both Company's proposals for lower beginning wage rates and controls on sky-rocketing medical costs, and the economic issues contained in Union proposals relative to classification inequity adjustments and improvement in all the current benefit plans, bargaining has been progressing slowly. It would appear, based on the current status of discussions and the attitudes demonstrated from both sides of the bargaining table, that negotiations will continue past the term date of the Agreement.

At the April 10, 1986 bargaining session, Union submitted a counterproposal to Company's proposal on the medical/dental plans. Union's counterproposal was responsive to the issues raised in Company's proposal. Union's Committee does recognize that medical costs have been sky-rocketing, especially in Nevada, which according to surveys, is one of the nation's leaders in hospital and medical care costs. Union further believes the sky-rocketing costs are primarily due to some abuses by the medical profession and hospitals in requiring unnecessary medical care and costs. Company's proposal and Union's counterproposal are designed to limit, monitor, and control medical costs without reducing the level of benefits currently provided. Union, in its counter, has proposed that Company pay the full cost of the



L.R., Pat Lantis, Jack Pardick, and Bob Vieira.



Bob Vieira, Bus. Rep. John Stralla, and Joan Shyne.



L.R., Keith Smith, Gino Aramini, Louis Johnson, and Ken Lutzow.

Photos: John Stralla

premiums for both the employees and their dependents.

At this date, Union is awaiting a response from Company's Committee on Union's proposals covering wage inequities and long term disability plan. The parties have not started discussions on a general wage increase. Both parties are understandably reluctant to conduct serious wage discussions until some determinations have been made on the other economic issues involved in these negotiations.

Lynch Communications

Negotiations will start this month with Lynch Communications regarding the current medical plan, dental plan, long term disability plan, severance plan, life insurance plan, and eye care plan. Union's committee is comprised of Business Representative Mack Wilson with Marsha Barker, Janice Davis, Ronda Drew, Zenda Robbins, and Anne Spencer.

CP National starts benefit negotiations

CP National and Local 1245 Negotiating Committees met on April 9, 1986, at Local 1245 headquarters to commence bargaining on the retirement, long term disability and life insurance benefit plans.

At this meeting, Union submitted proposals to improve the formula used to determine retirement benefits and improve early retirement factors. Union's proposals also covered improvements in the LTD plan and life insurance provisions.

Company's Committee stated that they were not in a position to respond to Union's proposed improvements due to current reorganization plans that are in the process of development and establishment. Company requested additional time to respond to Union's proposals. The next meeting date has not been established at this time.

Union's Committee consists of Dora Carone, Don Raymond, Bob Robinette, Tony Frazier, and Assistant Business Manager Orv Owen. CP National members will be kept advised of the progress of benefit negotiations at unit meetings and by special bulletins.

Henkels & McCoy

Senior Assistant Business Manager Darrel Mitchell and Business Representative Mickey Harrington have held meetings with Henkels & McCoy, a telephone contractor. Negotiations have started as a result of a charge filed with the National Labor Relations Board. The settlement provided, in addition to back pay awards, for the contractor to bargain in good faith with Local 1245. Most of the telephone contractors in California are non-union.

Western Cable TV

Business Representative Joe Valentino has started to prepare for negotiations with Western Cable TV. The Agreement terms out as of May 31st of this year.

CP National Needles

Notice has been served to the Needles District of CP National of Local 1245's intent to start negotiations to amend the current Agreement which runs through April 30th. Union's committee is comprised of Assistant Business Manager Orv Owen, Business Representative John Delsman, and member representatives Richard Debbrecht, Vicki Torres, and Mark Walters.

Group W

Assistant Business Manager Orv Owen reports that Local 1245 is preparing to start negotiations with Group W of Ukiah, Willits, and Fort Bragg. At the same time Local 1245 is having discussions with Group W regarding the sale of a number of properties represented by Local 1245. The Ukiah, Willits, and Fort Bragg System is the first of six Group W Agreements that expire this year.

Davey Tree members to vote on new offer

By Orv Owen

On April 7, 1986, Company and Union Negotiating Committees returned to the bargaining table and reached a bargaining table tentative Agreement to settle 1986 negotiations. Voting on this tentative Agreement will be conducted by a secret mail ballot. Ballots were mailed out on April 11, 1986, to all Davey members for their consideration and final determination on this tentative Agreement. Ballots will be picked up at the Post Office at 10:00 a.m. on April 28, 1986, by the Davey Tree - Local 1245 Ballot Committee and counted. You will be notified of the result of the voting once it has been determined by the Ballot Committee.

Based upon the feedback received from the field, the rejection of Company's offer of February 5, 1986

resulted from basically two primary areas:

1. The option to keep the current "Paid Time Off" provisions or replace PTO with Company's offer on "Holidays and Vacations."
2. The establishment of a "Severance Plan" on January 1, 1987, for each individual member, to be initially funded with 2 percent (2%) of the January 1, 1987 Wage and Benefit Allocations.

The "Severance Benefit Plan" offer is the same Severance Benefit Plan that has been in effect for our Pacific Tree members since January 1, 1984. The Severance Plan provides that the Company will contribute 2 percent of each employee's hourly rate for each hour worked to fund the "severance plan" that will be held in individual employee accounts and will only be paid to employees upon severance

with the Company for whatever reason (retire, resign, quit, discharge, etc.).

Highlights of the settlement include:

1. A 3.1% across-the-board wage increase retroactive to January 1, 1986, to all bargaining unit employees on the payroll upon ratification.
2. Improvement in the meals and subsistence expense provisions.
3. Clarification of pre-arranged and emergency overtime.
4. Expands the "immediate family" to include "current mother-in-law and father-in-law."
5. Establishes a new classification of "Patrolman."
6. Establishes a "Review Committee" in the current grievance procedure process.
7. Provides a three (3) year term with wage increases to be effective

on January 1, 1987, and January 1, 1988.

It is the opinion of Union's Negotiating Committee that this Company offer of settlement is the best obtainable this year. Further, it is the Committee's view, based on the current economic climate across the country and the highly competitive nature of the tree industry in the utility line clearing field, that Company's offer will continue to keep our members at the top level in wages and benefits now being received by other tree trimmers in the utility line clearing field.

Local 1245's, Negotiating Committee is represented by: Ken Bissmeyer, Chris Clutton, Bill Mamola, Orv Owen, John Paige, Fred Serrano, John Smullen and James Turner.

FINANCIAL STATEMENT

Energy Workers Audit

JANICE L. DALMAS

CERTIFIED PUBLIC ACCOUNTANT

883 BNEATH LANE SUITE 118
SAN BRUNO, CA 94066
(415) 742-0890

February 20, 1986

To The Board of Directors
IBEW Local Union 1245
Energy Workers Center, Inc.
Walnut Creek, California

I have examined the balance sheet of the IBEW Local 1245 Energy Workers Center, Inc. at December 31, 1985 and the related statement of income and expenses for the year then ended. My examination was made in accordance with generally accepted auditing standards and included such tests of the records and such other auditing procedures as I considered necessary in the circumstances.

In my opinion, the above-mentioned financial statements present fairly the financial position of the IBEW Local Union 1245 Energy Workers Center, Inc. at December 31, 1985 and its income and expenses for the year then ended in accordance with generally accepted accounting principles applied on a consistent basis.

Janice L. Dalmás
JANICE L. DALMAS, CPA

I.B.E.W. LOCAL UNION 1245 ENERGY WORKERS CENTER, INC. BALANCE SHEET

December 31, 1985

ASSETS			
Cash in bank			\$ 9,440.33
Prepaid insurance			1,906.00
Fixed assets:	Cost	Depreciation	
Land	\$ 78,077.78	\$	
Building	361,383.31	82,589.14	
Equipment	43,689.41	26,651.22	
	<u>483,150.50</u>	<u>109,240.36</u>	<u>373,910.14</u>
Total assets			<u>\$385,256.47</u>

LIABILITIES AND NET WORTH

Liabilities:			
Loan payable to IBEW Local Union 1245		\$ 161,894.96	
Accrued expenses		<u>1,320.78</u>	\$ 163,215.74
Net Worth:			
Balance, December 31, 1984		210,644.20	
Net income, per statement of income and expenses (below)		<u>11,396.53</u>	<u>222,040.73</u>
Total liabilities and net worth			<u>\$385,256.47</u>

STATEMENT OF INCOME AND EXPENSE FOR THE YEAR ENDED DECEMBER 31, 1985

Income:			
Rent			\$ 87,020.00
Expense:			
Maintenance supplies		\$ 9,394.95	
Interest		14,537.47	
Depreciation		11,725.16	
Utilities		15,935.50	
Audit		1,200.00	
Janitor		10,448.10	
Insurance		3,435.50	
Property taxes		<u>8,946.79</u>	<u>75,623.47</u>
Net income			<u>\$ 11,396.53</u>

1245 UPDATE

Don Custer helping out in Stockton

Looking more like a professor than a PG&E Communications Technician, Don Custer is temporarily substituting for Business Representative Mickey Harrington in Stockton Division, where Don has been a relief Rep before. In 1984 he was a relief Rep in PG&E's San Francisco Division and General Office, Clerical.

A long time believer in unions, Custer has been a Shop Steward since 1965 and Chairman of the Joint Grievance Committee since 1975. He has been Unit Chairman and has served on Safety Committees and the San Joaquin-Calaveras Central Labor Council from 1970 - 1978.

When their family of three sons was grown, he and his wife returned to college where they both earned Bachelor's and Master's degrees. Don's degree was in "Labor Management Communication" and he proudly says, "I never missed a day of work."

He doesn't lack for ideas. He finds the hardest part of a Union Representative's job is developing facts objectively.

He's a strong believer in creating a positive atmosphere in which union and management can resolve their problems.



L.R., Chris Kovach and Don Custer.



L.R., Gene Geniz, and Don Custer.



R.L., Carl Johnson, Don Custer, and Doug Lang.

Unit Meeting Changes

Unit 4012 - Susanville
May 13, 5:30 p.m.
Round Table Pizza

Unit 4013 - Alturas
May 14, 5:30 p.m.
King Wah

Unit 4014 - Elk Grove
May 22, 5:30 p.m.
Pizza Barn

Unit 4015 - Burney
May 15, 5:30 p.m.
Sam's Pizza

Unit 4016 - Redding
May 20, 5:30 p.m.
Round Table Pizza

Unit 1125 - Helms
Meeting place changed to:
Wishon Village Social Club

Unit 1127 - Taft
(Re-established)

Focus: Shop Steward Gwen Wynn PG&E

By Dorothy Fortier



Photo: Dorothy Fortier

Gwen Wynn volunteered to serve as a Steward in General Office because she wanted to represent her co-workers and believed she could help them resolve their problems.

An Accounting Clerk in the Post Audit Section of Customer Accounting, Gwen has been a Steward for six years.

She says, "The most fulfilling aspect of being a Shop Steward is helping members who have been treated unjustly by the Company. The most difficult part of the job is getting all the facts."

She believes that Stewards must be actively involved in Union affairs and participate in training opportunities. Since she became a Shop Steward, she has attended all San Francisco Division and General Office Stewards' Training sessions, as well as the 1982, 1983, 1984 and 1985 training seminars sponsored by the Western Regional Summer Institute for Union Women.

A member of the Advisory Council since 1983, Gwen is running unopposed for the G.O. Clerical Advisory Council seat in 1986. A member of Unit 2401, she has served as Unit Chairman and Executive Committee member, and is currently the Unit Chairman.

Joint safety seminar held

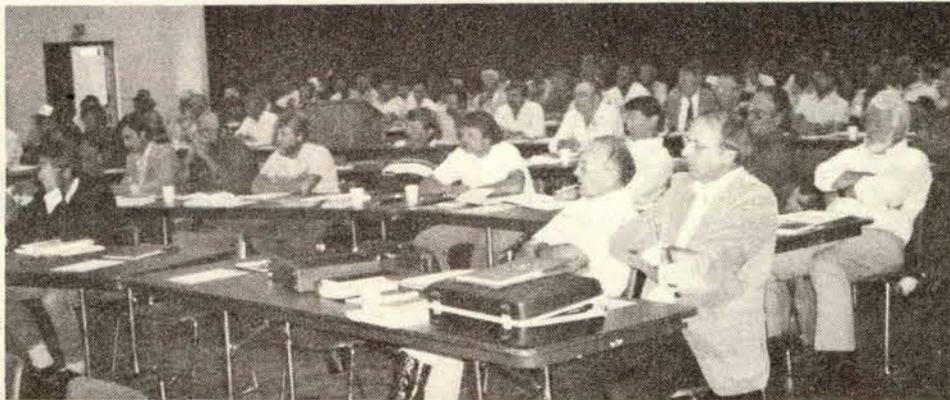
Local 1245 and NECA Safety Committee sponsored a joint safety seminar for contractors and members from the southern area on March 15, 1986.

The agenda included discussion and interpretation of the Western Line Constructor's Chapter of N.E.C.A. and Local Union 1245's newly developed Safety Manual.

Other items discussed were Cal/OSHA requirements, the labor agreement, personal obligations, job site activities, and job planning that relates to safety and health.

A question and answer period was provided to better communicate the reasons for an improved safety atmosphere for all job sites. Participants took an active role throughout the conference.

Local 1245 gives a special thanks to Bill Brockman, Director of the California-Nevada Joint Apprenticeship Training and Trust, and Linda Honn, Office Manager, who did all the work in setting up and conducting this very successful conference.



Photos: Linda Honn

Outside line to vote on offer

On March 26, 1986, Local 1245 reached a tentative settlement with Western Line Constructors Chapter of NECA. The offer is presently in the process of being sent to all affected members for their vote.

Senior Assistant Business Manager Darrel Mitchell reports the settlement includes a 4.8% economic increase that is divided equally between wages and pension. Mitchell also stated improvements were accomplished in the areas of show-up pay, hazardous pay, meal provisions, crew manning, and benefits fund contributions, in addition to an additional holiday being attained. The offer does not contain any take away provisions.

Union's committee, comprised of Tom Conrad, Tube Dudley, Tom Heyl, Mike Lynch, Mitchell, Curt Peterson, Lon Peterson, Bob Springer, and Mack Wilson, started meeting in February after receiving proposals from Union's membership. Negotiations were concluded in Concord after initial meetings were held in Los Angeles.

Ballots are set to be counted on April 30th.

A. Philip Randolph Institute Conference

IBEW, Local 1245 Business Representative Dorothy Fortier attended the A. Philip Randolph Institute's Fifth Annual California State Conference, March 20-23, 1986, in Anaheim.

The Conference program highlighted challenges facing the labor movement and minority workers in 1986, and included workshop and general session discussions on: the history of the A. Philip Randolph Institute, voter registration, voter education, fund raising, leadership and communications, reports on the status of the South African movement, and civil rights.



DAY ON THE DELTA POKER RUN 86 MAY 17, 1986



The 1986 Day on the Delta Poker Run will be held on Saturday, May 17. The annual event, presented by the Antioch Unit, will start at Brannan Island State Recreation Area Boat Ramp with sign-in from 7:30 to 10:30 a.m. The cost of each poker hand will be \$2. At the end of the day, the best hand wins.

The Poker Run includes stops at Tower Park, Herman and Helen's, Moore's River Boat, Spindrift

Marina and Frank's Fishing Resort. The run ends back at Brannon Island State Recreation Day Use Beach. Turn in hands by 4 p.m. when the ramp raffle will be conducted.

Free hot dogs and beans are planned again this year, but bring your own fixins.

For more information, contact the Local Union office at (415) 933-6060 or your Shop Steward.

I.B.E.W. LOCAL 1245 BEST BALL GOLF TOURNAMENT (TWO MAN) JUNE 14, 1986 STARTING TIME 11:00

SAN JOSE AREA
RIVERSIDE GOLF COURSE
COYOTE CA.

\$18.00

(DOES NOT INCLUDE CART)
GUEST WELCOME
NO REFUNDS

STARTING TIMES FOR ONLY 52 PLAYERS
SIGN-UP - A.S.A.P.

DEADLINE FOR SIGN UP MAY 31, 1986

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

Starting times will be mailed back to you
Make checks payable to:

LOCAL 1245 GOLF TOURNAMENT
MAIL TO

LOU ANZALDO/GOLF TOURNAMENT
35524 Cleremont Drive
Newark, CA 94560

Calendar meetings and events

MAY

- 1 Sierra Pacific Power Company Agreement expires
- 3 Advisory Council meeting
- 4 Advisory Council meeting
- 9 Pin Dinner - East Bay
- 10 Pin Dinner - North Bay
- 16 Pin Dinner - San Francisco
- 17 Antioch Unit Poker Run (on the Delta)
- 23 Executive Board meeting
- 30 Pin Dinner - San Jose
- 30 Election ballots mailed
- 31 NECA Power Agreement expires
- 31 NECA Telephone Agreement expires
- 31 Group- W Cable - Ukiah, Willits & Ft. Bragg Agreement expires
- 31 Western TV Cable Agreement expires
- 31 L.U. 1245 Softball Tournament

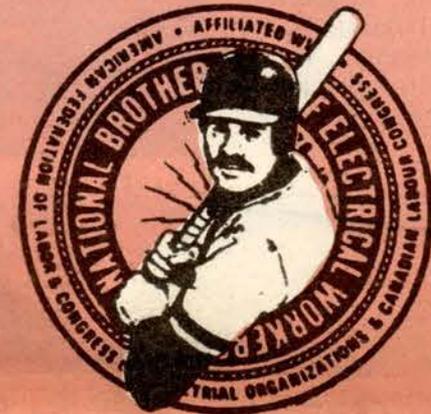
JUNE

- 1 L.U. 1245 Softball Tournament
- 14 L.U. 1245 Golf Scramble
- 23 Election Ballots received
- 24 Election Results
- 27 Executive Board Meeting
- 30 A-C Transit Agreement expires
- 30 City of Healdsburg Agreement expires
- 30 Plumas Sierra REC Agreement expires
- 30 Thermalito I.D. Agreement expires

JULY

- 23 PG&E Labor Management Meeting
- 25 Executive Board Meeting

NINTH ANNUAL SLOW PITCH SOFTBALL TOURNAMENT



3 DIVISIONS -

- Open
- 35 or older Team
- Women's or Mixed Team

Family Members Eligible

**Saturday & Sunday May 31 & June 1, 1986
Willow Pass Park, Concord, California**

Individual Trophies for the 1st Place Teams
Team Trophies for 2nd & 3rd Place in All Divisions
Winner of Open Division to Advance to State Championship
USSSA UMPIRES PROVIDED

TEAM ENTRY FORM

IBEW LOCAL 1245 SLO-PITCH SOFTBALL TOURNAMENT
(please type or print)

Team Name: _____

Manager's Name: _____

Manager's Address: _____

Managers Phone: Area Code () _____

Please include full team roster.

Divisions: OPEN 35+ or older* WOMENS OR MIXED

*35 + Older can include 2 members younger than 35 years of age.

Please submit this completed entry by **May 19, 1986**, along with \$140.00 team entry fee to IBEW Local 1245, P.O. Box 4790, Walnut Creek, CA 94596, ATTN: Bob Choate, Ron Fitzsimmons, Softball coordinators. For more information, call Bob or Ron at (415) 933-6060. Make checks payable to: Ron Fitzsimmons.