

# UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

## Local 1245 officers installed by International Representative



Photo: Kua Patton

At their first Executive Board Meeting, the Local's new officers were sworn in by Dick Robbins, International Representative from the IBEW Ninth District office, on the far right. Pictured above, left to right, are officers and Executive Board members Howard Stiefer, President; Jack McNally, Business Manager; Kathy Tindall, representing the Northern Area; Lyman Morrison, representing the At-Large group; Barbara Symons, Recording Secretary; Ron Field, Treasurer; Dan Mitchell, representing the Southern Area; Jim McCauley, representing the Central Area, and Lee Thomas, Vice President.

## SIERRA PACIFIC

### Negotiations at impasse

By Orv Owen

Since neither Union nor Company Negotiating Committee was willing to change its position at the July 24 bargaining session, which followed the membership rejection of the June 17 offer, negotiations between Local 1245 and Sierra Pacific are now at an

impasse and the Union has so notified the Federal Mediation and Conciliation Service. Commissioner Sherm Wardee will be working with the two parties in an effort to bring about an agreement.

Sierra members rejected the Company's first offer by a three to

See PAGE NINE

## PUC RATE CASE

### Jack McNally: "We're fighting this one all the way."

On Wednesday, July 16, 1986, the Public Utilities Commission officially closed the record in Pacific Gas and Electric Company's 1987-1988 rate case, and set August 18 as the date for parties to file briefs.

Staff Attorney Tom Dalzell attended the final day of hearings which included rebuttal testimony on the subject of Union wages by both Union and Company witnesses. According to Dalzell, the attempts by the Commission's Public Staff Division to reduce PG&E's rate increase, because of what it believes to be excessive wages for Union members, have been somewhat unpredictable.

"The Staff has completely changed its recommendations three times during the course of the hearing and has admitted that many of the assumptions upon which its methodology is based are inappropriate. They're now advocating a 27% reduction for clerical wages and a 7% reduction for physical wages," reports Dalzell.

Despite the many problems

which flaw the Public Staff Division's recommendation to reduce the Company's rate base, Local 1245 is still taking the Staff position as a serious threat to its collective bargaining relationship with PG&E. "The fact that the Commission Staff has done what we believe to be an ineffective job does not mean that the challenge to collective bargaining is any less serious," said Business Manager Jack McNally, who has directed Staff Attorney Dalzell to file the best brief possible, despite the obvious flaws in the Public Staff Division recommendation.

"Any reduction in rates, even if it reflects only 1% of the bargaining unit payroll or .05% of the Company's costs, would constitute unacceptable interference with collective bargaining," said Business Manager McNally. "We're fighting this one all the way."

Details of the final briefs filed by the parties on August 18 will be reported in the September issue of this newspaper.

## Union wins court order against SMUD drug testing

### Union fights for members rights

On July 31, 1986, Judge James T. Ford of the Sacramento County Superior Court issued a Temporary Restraining Order forbidding the Sacramento Municipal Utility District from implementing a restrictive drug testing program until further hearings on the propriety of the drug testing.

The lawsuit, which Local 1245 filed against SMUD, is one of two legal attacks on drug testing policies which Local 1245 has launched in the last month. Business Manager Jack McNally explained the rationale behind the legal moves: "While Local 1245 strongly opposes drug or alcohol use which interferes with an employee's ability to work safely and efficiently, we feel just as strongly that it is our obligation to protect our members' right to privacy, from what we believe to be unwarranted drug and alcohol policies."

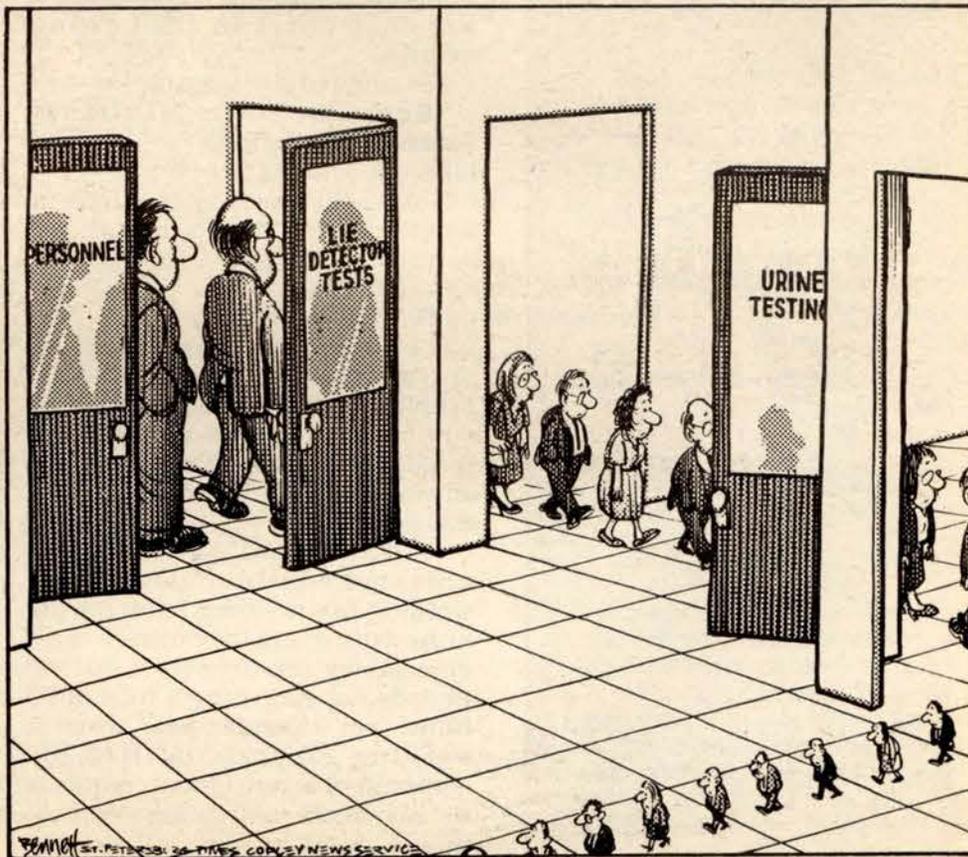
### SMUD Litigation

On July 31, Local 1245 filed a lawsuit in Sacramento County Superior Court aimed at blocking planned implementation on the next day of a harsh drug testing policy at SMUD, which would subject hundreds of Local 1245 members, who were not even suspected of drug or alcohol use, to random blood or urine screenings.

The litigation was filed after extensive efforts failed, either to negotiate an acceptable fitness for duty policy, or to arbitrate the matter. "We tried everything short of going to Court," said Business Representative Gary Mai, "but SMUD wouldn't even accept a grievance on the subject. We had no choice but to sue."

After considering the matter for several hours, Superior Court Judge Ford granted Local 1245's request for a temporary restraining order, which will block implementation of

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## Union heroes recognized

### Utility Reporter

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& Executive Editor  
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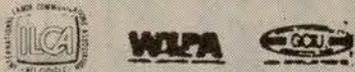
**Ron Field**

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Credits:

Darrel Mitchell, Senior Assistant Business Manager; Orville Owen, Assistant Business Manager; Tom Dalzell, Staff Attorney; Juliann Sum, Industrial Hygienist; Art Murray, Business Representative; Lou Anzaldo, IBEW Member, Central Labor Council of Santa Clara County, AFL-CIO, Strike Support Committee. Production Coordinator, Patricia Dunn.

The Local Union extends deep appreciation to Union members Michael D. Pickett and James R. "Russ" Williams, both PG&E General Construction Station Mechanics, for their heroism in saving a human life.

On October 19, 1984, Lloyd Hansen was overcome by the toxic gas hydrogen sulfide while removing stagnant seawater from a tunnel connecting Moss Landing Unit 7 and Monterey Bay. Foreman Rex Lewis and another employee found Hansen several feet below the temporary floor on which he had been working. Lewis was lowered into the tunnel but lost consciousness before he could reach Hansen.

Holding his breath, Mike Puckett entered the tunnel and rescued Lewis, who was then given mouth-to-mouth resuscitation by Russ Williams and a plant engineer.

Meanwhile, Mike Puckett put on a respirator and entered the tunnel again in an attempt to rescue Hansen. Russ Williams assisted Mike in changing his respirator air tanks and later pulled him out with



I-r: Mike Puckett with Business Representative Ron Van Dyke.



Russ Williams.

the life line. Mike put a rope around Hansen but became too exhausted to do more. Hansen was eventually pulled out, but he did not survive.

Earlier this year, the two General Construction employees received the IBEW Life-Saving Award. Puckett also received the John A. Britton Gold Medal, and Williams received a Bronze Medal from PG&E.

Puckett previously received the IBEW Life-Saving Award for saving the life of his nephew in 1980. His

nephew, who was two years old at the time, was found lying at the bottom of a swimming pool. Puckett dove into the pool, pulled his nephew out, and revived his heart beat and breathing.

The Local Union is in the process of applying to the International Office of the IBEW for the IBEW Life-Saving Award for the PG&E Division employees involved in the rescue at Moss Landing Power Plant.

## Victory for Office Workers

By Juliann Sum

The CAL/OSHA Standards Board unanimously adopted a Minimum Buildup Ventilation Standard on June 26, 1986. This unprecedented standard requires proper maintenance and operation of buildup ventilation systems, in order to prevent illnesses caused by indoor air pollution. Local 1245 had originally petitioned for this standard in 1982 on behalf of a coalition of unions. The standard will take effect in the coming months.

See adopted language below:

### "Section 5142. Minimum Building Ventilation.

#### (a) Scope and Application:

This Section applies where a heating, ventilation and air conditioning (HVAC) system is mechanically driven.

#### (b) Operation:

(1) The HVAC system shall be maintained and operated to provide at least the quantity of outdoor air required by the State Building Standards Code, in effect at the time the building permit was issued.

(2) The HVAC system shall be operated continuously during working hours except: ((a)) during scheduled maintenance and emergency repairs; ((b)) during periods not exceeding a total of 90 hours per calendar year when a serving electric utility, by contractual arrangement, requests its customers to decrease electrical power demand; or ((c)) during periods for which the employer can

demonstrate to the Division's satisfaction that the quantity of outdoor air supplied by a non-mechanically driven supply air system and/or by infiltration meets the outdoor air supply rate required by (b)(1) of this Section.

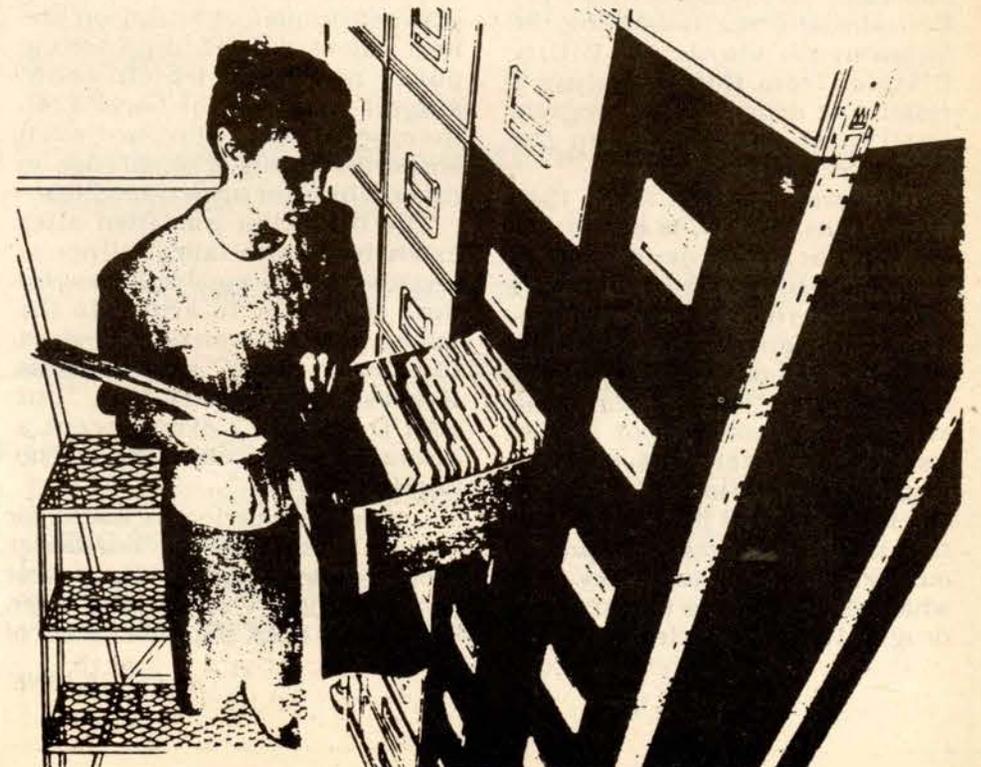
#### (c) Inspection and Records:

(1) The HVAC system shall be inspected at least annually, and problems found during these inspections shall be corrected within a reasonable time.

(2) Inspection and maintenance

of the HVAC system shall be documented in writing. The employer shall ensure that such records are retained for at least five (5) years. The employer shall make such records available for examination within 48 hours of a request, to any authorized representative of the Division, to any employee, and to any designated employee representative.

Note: Authority cited: Section 142.3, Labor Code. Reference cited: Section 142.3, Labor Code.



# APPOINTMENTS

## PACIFIC GAS AND ELECTRIC COMPANY

### General Construction Joint Grievance Committee

(Alternate Position)  
Scott C. Cunningham

### Metering Electronics Technician Committee

Renee E. Cederquist  
Phil Maraviglia

### Backhoe Operating Training Committee

Ken Rice  
Mickey Anastasia

### DeSabra Division Joint Grievance Committee

Warren "Skip" Harris

## LOCAL UNION 1245

### Local Union Health and Safety Committee

Art Garza  
Ron Blakemore

## CITIZENS UTILITIES

### 1986 Negotiating Committee

Michael Graggs  
Vivian Simons  
Christine Oakey  
John Chelonis  
Diane Cress  
(Alternates)  
Janet Pulcifer  
Wayne Gilmer

## SIERRA PACIFIC POWER COMPANY

### 1986 Ballot Committee

James "Bud" Gray  
Kenneth R. Hawkins  
Patricia H. Martin  
Gloria E. Miller

## SOUTH SAN JOAQUIN IRRIGATION DISTRICT

### 1986 Negotiating Committee

Bob Geer  
Joe Vienna  
John Thien  
Sam Bologna  
(Alternates)  
Jim Allen  
Jerry Bodenhorn

## CENTRAL LABOR COUNCILS

### San Mateo Central Labor Council

Steve Van Zandt  
Ron Field

## Unit Meeting Changes

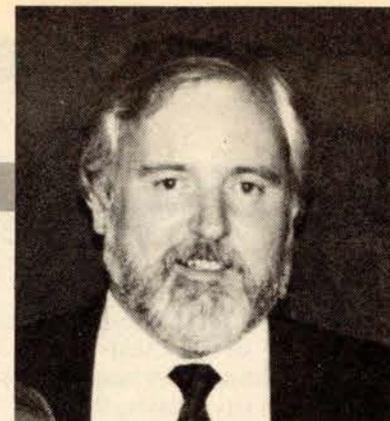
Unit 1111 - Fresno  
New location:  
Old Fresno Hofbrau  
2820 Tulare  
Fresno

Unit 1212 - Monterey  
New Chairman:  
Mickey Anastasia

A Unit Officer's Conference will be held October 4 & 5 at the Sheraton Hotel and Conference Center in Concord.

# POINT OF VIEW

By Jack McNally



IBEW 1245 Business Manager

## Get Gann off our backs

The California Labor Federation, AFL-CIO, held its pre-general-election convention in Sacramento during the last week of July. Aside from the normal business of adopting policy and electing officers for the next two years, the convention adopted recommendations on candidates for federal and state public offices as well as ballot propositions. One of these propositions, Proposition No. 61, needs close review.

Proposition No. 61, the California Fair Pay Amendment, commonly referred to as the Gann Public Pay Limit, is a result of an initiative instigated by Paul Gann. The proponents' campaign literature cites examples of sixteen former constitutional officers' retirement benefits as being excessive, and says a solution to excessive retirement would be to roll back salaries of public employees.

The initiative would set the salary of the Governor at \$80,000.00 per year, and basically, the salaries of other constitutional officers at \$52,000.00 per year. The only way these salaries could be raised would be by majority vote of the people. To some, this may not sound too bad. The problem is that the initiative does not stop there.

It further provides that no public employee may receive compensation in excess of 80% of the Governor's salary. This would include any individual working under contract. The measure does not define compensation as salary. Typically, compensation includes salary and employer-paid fringe benefits. If this were to be interpreted this way, the actual salary limit would be less than 80% of the Governor's salary or \$64,000.00.

The initiative would not allow public employees to carry over unused vacation and sick leave from one calendar year to another. Existing labor contracts between employers and public agencies would obviously be affected.

The initiative would limit hourly contracts to \$75 per hour. This could apply to rental of special equipment used on public projects or in emergencies. In today's market, \$75 per hour really doesn't buy much. This could be raised, however, by a two-thirds vote of the Legislature under the special circumstances clause in the initiative. The measure does not define special circumstances and does not allow this provision to be used by local governments.

The net fiscal impact of the initiative is unknown, as it would depend on how the measure is interpreted and implemented.

For public employees who work under a union contract, the measure would create problems with their salary levels. With inflation, in time the \$64,000.00 limit would become less and less. Public employees would have to rely on voters to increase the Governor's salary in order to get a salary increase.

The initiative would change the competitive position in retaining and attracting top talent to public service positions, and in time would cost the public agency more than it should.

The initiative is poorly written and unclear. This leaves it open to much litigation, which again would cost the public agency and provide a windfall for the legal profession.

Proposition 61 seems very much like the California Public Utilities Commission's attempt to limit wages for utility workers.

This notion of getting government off the peoples' back appears to be getting government off business' back and putting it on organized labor's back by infringing on collective bargaining rights.

Proposition 61 must be defeated in November.

In Unity,

Jack McNally

# Wayne Weaver honored

Nearly one hundred people gathered in Bakersfield on July 19th to honor retiring Business Representative Wayne Weaver.

Weaver has been a Business Representative with Local 1245 for over twenty years. All of the twenty years has been dedicated to serving the Union's membership in the Bakersfield area. Included in his assignment over the years have been members working at PG&E, CP National, United States Bureau of Reclamation, Lindmore Irrigation District, Pacific Tree and Davey Tree.

Weaver became a member of IBEW in 1951 while working in the Pipeline Operations Department of PG&E. For many years Wayne served as an active Shop Steward. Prior to joining the Union's staff, Wayne served on many negotiating committees including the PG&E general negotiating committee.

The program started with Master of Ceremonies Darrel Mitchell recounting Wayne's involvement

with the Union over the last 35 years. Subsequent speakers included Leland Thomas of the Union's Executive Board; Russell Foxe, a long time active member in the Bakersfield area; John Brigham, President of the Kern-Inyo Counties Central Labor Council; Retired Business Representative Mark Cook; Bob Steele, Labor Relations Supervisor for PG&E; Wayne's son, Gary Weaver; Business Representative John Delsman; and Jack McNally, Local 1245's Business Manager.

Steele, Foxe, Delsman and McNally also made presentations of gifts.

Weaver concluded the evening by making many remarks reflecting on his association with those in attendance.

The event was a fond tribute from friends and fellow workers who remember and appreciate all Wayne's efforts and achievements throughout his career.



Photos: Sam Tamimi

## British Electrical Union Leader visits Local 1245

*"I am astonished by the number of Irish people in this country," said John Lloyd of the Electrical, Electronic, Telecommunication and Plumbing Union of England, shown here with Irish Jack McNally, Business Manager of Local 1245.*

*Lloyd's Union is the seventh largest in Britain, with a membership of 400,000, of whom one quarter of a million are journeyman Electricians.*

He is responsible for training all of the Stewards in his Union. Both private and public Stewards receive paid time off to attend five-day training sessions. Some of their Stewards are responsible for plant bargaining and arbitration. They are all enforcers of a nationally negotiated agreement.

Lloyd finds that Union members in England and in the United States have many things in common. "The legislative environment in both countries



Photo: Kue Patten

makes it hard to organize. England, as well as the U.S., is having trouble in the manufacturing sector of the economy. Our jobs are being exported, especially in the field of telecommunications."

There are some differences. "Although bargaining has become more aggressive, we haven't had concessionary bargaining. It may have something to do with the fact that 46% of our work force is organized."

Lloyd was delighted by the friendliness of the people in this country, especially the I.B.E.W.

# Best Ball Golf Tournament

The Best Ball Golf Tournament held June 14 at Riverside Golf Course was such a success that Lou Anzaldo is organizing another one to be held October 25, not to mention the Fourth Annual Golf Tournament that will be held September 13.

Said Anzaldo, "Everyone seemd to have a good time. The players seem to enjoy this type of tournament. I would like to spread these tournaments around to different golf courses. If anyone would like to

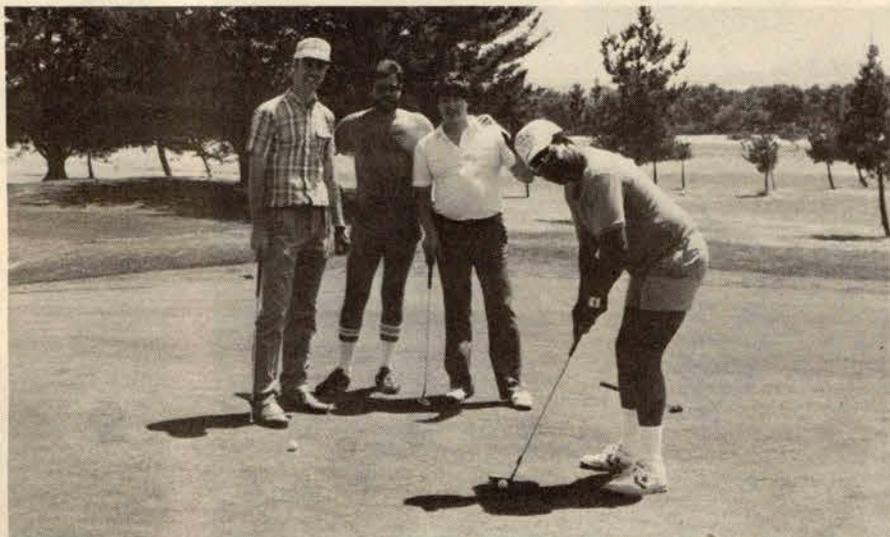
have a tournament in his or her area, let me know. My address is 35524 Cleremont Drive, Newark, CA 94560."

Mike Davis, San Jose, and William Thompson, Morgan Hill, won first place as a two-man team. They shot 75 with a handicap of 1 for a total of 74.

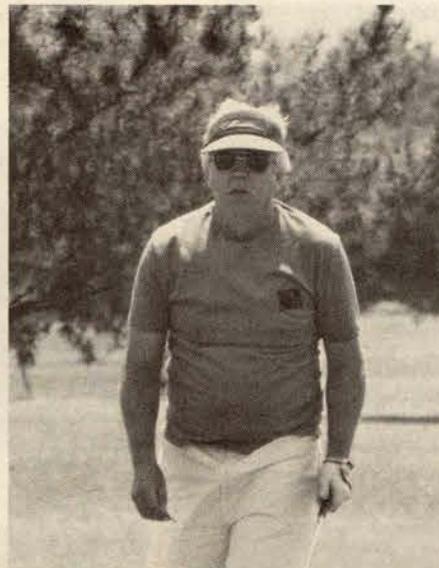
Winners of the Closest to the Hole Contest were G. Franco and Gabe Castro, who shot his ball 19 feet from the hole.



Leonard Perogoy, Light Crew Gas Foreman, Fremont, who was Assistant Tournament Director.



Serious golfing.



Mike Davis above, and William Thompson won first place as a two-man team with a total score of 74.



I-r, G. Franco and Gabe Castro, winners of the Closest to the Hole Contest.

Photos: Lou Anzaldo

## I.B.E.W. LOCAL 1245 BEST BALL SCRAMBLE TOURNAMENT (TWO MAN)

**OCT. 25, 1986 STARTING TIME 11:00**

**BLUE ROCK SPRINGS GOLF COURSE  
VALLEJO 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 OCT 11, 1986**

Print clearly

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

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



## Labor Day picnics

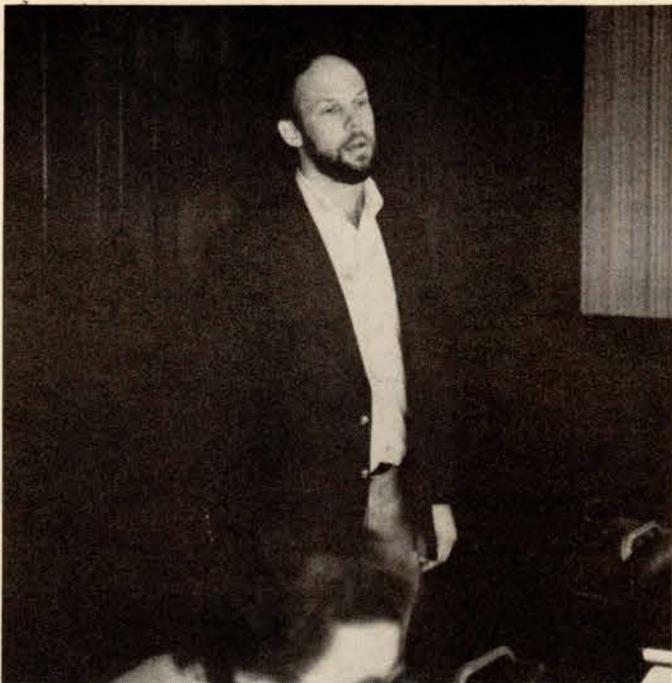
### Alameda

The Alameda Labor Council invites all members and their families to attend their old-fashioned Labor Day picnic, to be held Labor Day, Monday, September 1, at the County Fairgrounds in Pleasanton.

### Sacramento

The Third annual Tom Kenny Labor Day Picnic and Festival will be held on Monday, September 1 at William Land Park in Sacramento, starting at 8 a.m. with 5K and 10K fun runs, followed by a Labor Day parade and softball tournament, with music, food, and beverages. The festival is sponsored by the Sacramento Central Labor Council and the Sacramento Building Trades Council.

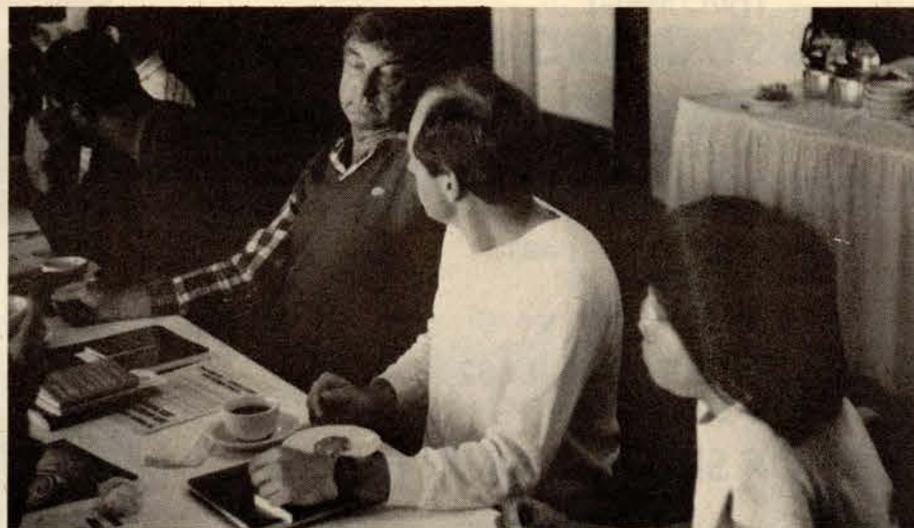
# San Francisco Shop Stewa Conference



Staff Attorney Tom Dalzell warns members that the PUC is threatening their wages.

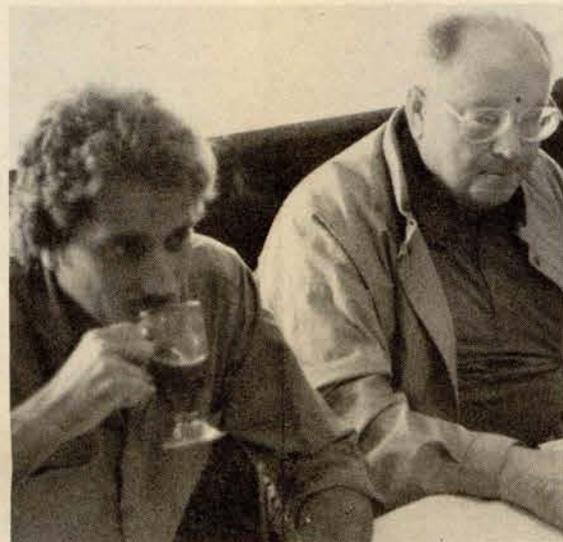
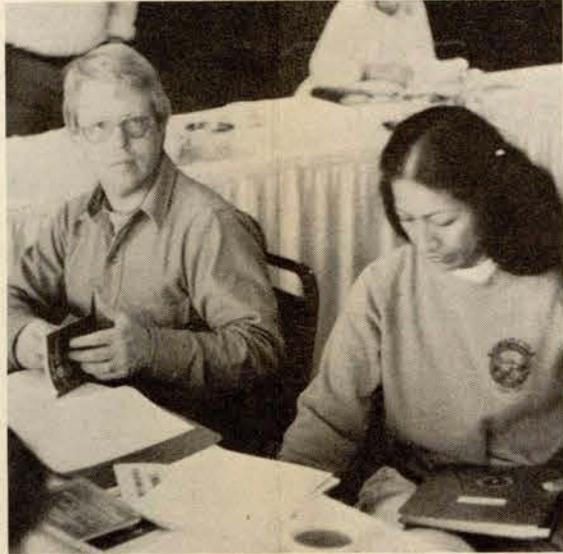


Administrative Assistant Pat Dunn describes how to use the revised IBEW 1245-PG&E Contract Index.

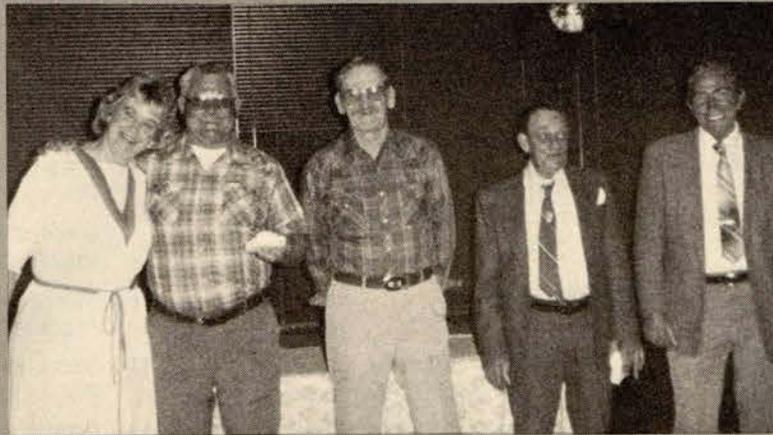


Business Representatives Joe Valentino and Dorothy Fortier listen to Assistant Business Manager Roger Stalcup discuss Arbitration 128, "the most important arbitration in Local 1245's history."

Photos: Ed Caruso



## San Francisco Pin Dinner



30 years.



20 years.



35 years.

20 years

Members eligible for 20 year awards: Clifford Bossier, Joseph Cain, Betty Roberta B. Gillis, George A. Gleeson, Herterich, Doris J. Hong, Dennis A. Horgan, Clyde E. Lamore, Erik B. Larsen, Ivan McGee, M.P. Miles, Renwicks Morrison, D.E. O'Connor, Svend R. Petersen, D.C. Silvester, T.H. Spencer, Grad

25 years

Members eligible for 25 year awards: Heiser, J.H. Lanzarin, C.D. Montgomery

30 years

Members eligible for 30 year awards: Basso, J.H. Burton, A. Casazza, C.A. E. Haigler, Bernie M. Hall, George P. Kinsey, Walt B. Nrodenstedt, R.B. Rinaldi, Paul

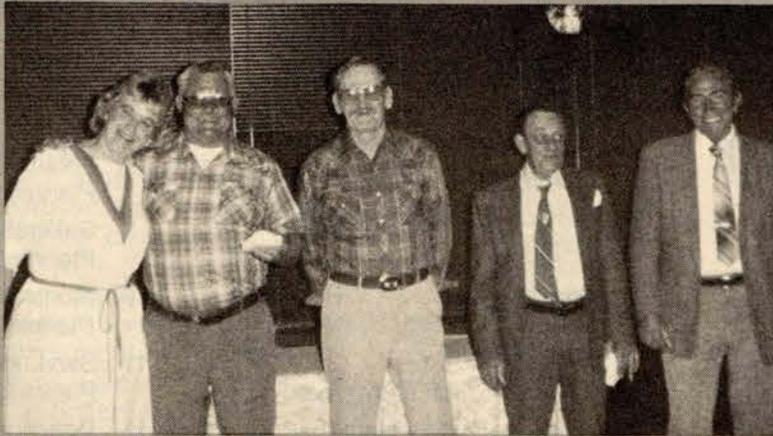
35 years

Members eligible for 35 year awards: Guido, Raleigh E. Hughes, Jr., Bobby Reaves, Eugene C. Wedgwood, and Jo

## San Jose Pin dinner



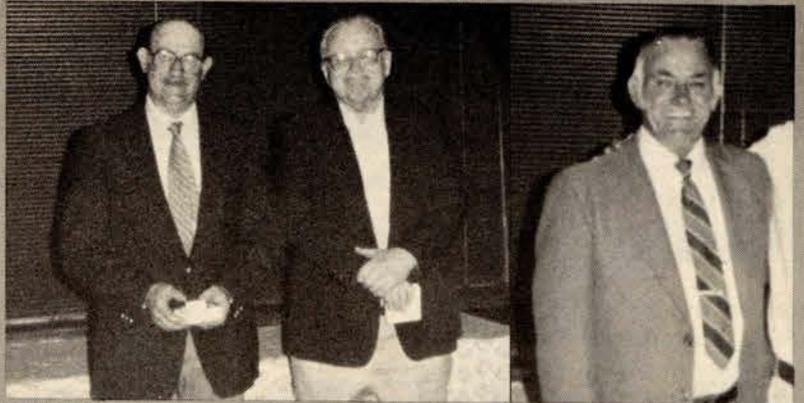
# San Francisco Pin Dinner



30 years.



20 years.



35 years.

30 years.

### 20 years

Members eligible for 20 year awards were: V.D. Atkinson, Leo Barba, Clifford Bossier, Joseph Cain, Bettie Charles, J.C. Cox, F. Demaio, Roberta B. Gillis, George A. Gleeson, F.J. Graley, Arthur P. Hein, Margo Herterich, Doris J. Hong, Dennis A. Horsley, Iris C. Horton, Florence Keighran, Clyde E. Lamore, Erik B. Larsen, J.C. Locke, Antonio S. Magtoto, Ivan McGee, M.P. Miles, Renwicks Moniz, R. Morgan, Donald A. Neil, C.J. Nevill, D.E. O'Connor, Svend R. Petersen, Nick J. Poppin, Francisco Sanchez, D.C. Silvester, T.H. Spencer, Gradie M. Turner, and R.B. Willian.

### 25 years

Members eligible for 25 year awards were: P.F. Gianfermo, James M. Heiser, J.H. Lanzarin, C.D. Montgomery, R.G. Rayner, and Mary Ann Sargent.

### 30 years

Members eligible for 30 year awards were: William G. Atkins, Louis J. Basso, J.H. Burton, A. Casazza, C.A. Ellis, Richard L. Francisco, Eldon F. Haigler, Bernie M. Hall, George P. Kinsey, C.R. (Tex) Layton, Robert R. Lee, Walt B. Nrodenstedt, R.B. Rinaldi, Paul C. Sulinski, and Peter Regan.

### 35 years

Members eligible for 35 year awards were: Peter P. Giannini, Albert J. Guido, Raleigh E. Highes, Jr., Bobby Parrish, G. Ramirez, George L. Reaves, Eugene C. Wedgwood, and John D. Welti.

# San Jose Pin dinner



## Thanks for the opportunity

Members attending the Fifth Western Regional Union Women's Summer School on the U.C.L.A. campus for a week in July came back to their Union work with skills, information, and a sense of solidarity.

They each expressed their appreciation to the Local.

**Willie Arjona** "Almost as important as the classes I attended, was meeting the very vital Union women who shared their knowledge, advice and friendship with me."

**Carol Coppedge** "I learned the full scope of my Union contract, why it is so important, how it came about, and I had a chance to compare it to other Union contracts. I had some training in projecting myself around people and in speaking before a group."

**Donna Dito** "I attended daily workshops on 'Contract Negotiations' and 'Building Support/Reaching Consensus.' The knowledge I gained will better equip me to attain our Union goals. I am committed to further involvement in the work of the Union."

**Pat Friend** "I became more aware of the gains made for us by Union members of the past, and of the efforts needed from us to strengthen our Union for the future. I gained new skills that will make me more effective in our Union."

**Linda Jurado** "Being a new Shop Steward, I wasn't very informed. The interaction with other Union

women from other Unions and States made me aware of my duties as a Union member. I hope I'll be able to attend again, because there is too much to learn in one week."

**Linda Kimball** "In 'Building Support/Reaching Consensus' I got some good ideas for building a better Unit, such as how to brainstorm and reach consensus, as well as just listening to what someone has to say."

**Marianne Kostick** "I hope to use all the information I received and I want to pass it on to others. I found the experience extremely informative."

**Diane Rowe** "This summer school was the first Union activity of this type that I have been fortunate enough to attend. In a workshop on 'Union Leadership & Skills' I was provided with training on how to motivate and recruit support, advocacy skills, and how to run an effective meeting."

**Karen Russell** "You come away more aware of the national attitude of business toward Unions, and that is a bit frightening. Companies can give you the job, but it's Unions that provide the decent conditions of that job."

**Barbara Symons** "The training has given me tools to assist me in my work as a Shop Steward and as an Executive Board member. I benefited from meeting women from other Unions, and I enjoyed watching first time attendees catch the Union activist spirit."

### AUGUST

- 2 Advisory Council meeting
- 3 Advisory Council meeting
- 20 PG&E Health & Safety meeting
- 21 Deadline, Golf Tournament sign up
- 22 Executive Board meeting
- 31 Lindmore I.D. Agreement expires
- 31 Sonic TV Cable Agreement expires

### SEPTEMBER

- 1 Labor Day
- 13 L.U. 1245 Golf Tournament
- 13 Tanishia Dudley Memorial Trust Fund Barbecue & Dance
- 15-19 I.B.E.W. International Convention
- 20 Ukiah Retirement Planning Seminar
- 23 San Mateo Retirement Planning Seminar
- 24 San Jose Retirement Planning Seminar
- 25 Santa Rosa Retirement Planning Seminar
- 26 Executive Board Meeting
- 27 Chico-Redding Retirement Planning Seminar
- 30 Citizens Utilities Agreement expires
- 30 Group W Cable - Reno Agreement expires

### OCTOBER

- 1 Sacramento Retirement Planning Seminar
- 2 Stockton Retirement Planning Seminar
- 4, 5 Unit Officer's Conference
- 4 Fresno Retirement Planning Seminar
- 5 Bakersfield Retirement Planning Seminar
- 9 Monterey Retirement Planning Seminar
- 11 San Luis Obispo Retirement Planning Seminar
- 11 Deadline, Best Ball Scramble Tournament
- 18 Eureka Retirement Planning Seminar
- 21 Walnut Creek Retirement Planning Seminar
- 22 Oakland-Hayward Retirement Planning Seminar
- 23 Title 8 meeting
- 23 Pleasanton Retirement Planning Seminar
- 24 Executive Board meeting
- 25 Marysville Retirement Planning Seminar
- 25 Best Ball Scramble Tournament
- 31 State TV Cable Agreement expires

## Union honors winners of grants

The two winners of the trade and vocational school grants will each receive \$500 a year for two years.



Reggie Ray, the son of IBEW member Ben Ray of Lakeport, is a winner of the 1986 Grant. He is a graduate of Clearlake High School, and will study architecture at The Phoenix Institute of Technology in Phoenix, Arizona.

Business Representative Art Murray congratulates 1986 Grant winner Tammy Hughes shown with her mother, IBEW member Connie Hughes. Tammy is a graduate of John Swett High School in Crockett. She is going to attend The Oakland College of Court Reporting.

## Brotherhood is helping one another: fundraiser will be held Sept. 13

By Pat Dutton

The first annual Tanishia Dudley Memorial Charitable Trust fund raiser, a barbecue and dance, will be held September 13, 1986, at the Antelope Acres Community Center, 8812 W. Ave., E. 8, in Lancaster, California. The fund is set up to help the children of IBEW members.

To get this fund started, we need you to help us as you helped us before. We need everyone's involvement to get this trust fund started. We already have a child who has leukemia, who needs our help and our prayers.

The steak and chicken barbecue will start at 3 p.m. and end at 7 p.m. There will be horse shoes,

volleyball and softball games, followed by a dance at 8 p.m., to a live country music band.

Tickets for the barbecue and dance are \$10 per person, and are available both at jobs throughout California and the door. Children under 12 will be admitted free.

There is plenty of free parking for R.V.'s and campers.

To offset the costs of the barbecue and dance, we're having a raffle. Tickets will be \$2. Winners do not have to be present. Prizes will be a Savage 30-06 with a 4 power scope, a Savage 22-20 over and under, and a ceiling fan.

If you need more information, call 805-273-9311.



# Hundreds of strikers face eviction

The cannery workers' strike at Watsonville Canning is approaching its eleventh month — a critical juncture in this frozen foods strike involving 1000 mostly Latina women workers. Their fight for justice and a decent contract has captured the support of thousands of people, and many have given generously for food and other forms of strike support.

### Why the strike . . .

During contract negotiations, two employers — Richard Shaw and Watsonville Canning & Frozen Foods — provoked this strike by drastically cutting wages and trying to strip their workers of many of the advances made by their union since the 1950s. These two employers, leaders in the local food processing industry, also hired a renowned union-busting law firm to support them.

More than 90 percent of the workers in the plants are women who wash, cut, cook and pack the broccoli, spinach, cauliflower, brussel sprouts and other crops brought to Watsonville from the Salinas Valley and throughout Central California. Under the last contract, the minimum union wage for line work at Watsonville Canning was \$6.66/hour.

Suddenly the wage on the line dropped to \$4.75/hour, even for the many workers with ten to twenty years' seniority. "I was making \$9.45/hour guaranteed," recalls a worker with 23 years at Watsonville Canning. "With the cuts, I was to be placed on the line at \$4.75/hour and lose my paid vacation and other benefits."

Further demands by the employer included total elimination of seniority rights, reduction of pension and health benefits, and 40 other takeaways.

### What are the implications . . .

The workers at Shaw, the smaller of the two canneries, recently settled, being forced to accept a 17% pay cut. It is clear that if Watsonville

Canning can also force workers to take huge cuts in pay, security, and protection, other companies will follow suit, and pay and conditions of half a century ago will become standard in the food processing industry.

The Watsonville strike is a test for the entire labor movement, and for people everywhere who believe that the reward for hard, honest work should be a living wage. When the strikers succeed, they will prove that workers and their unions can stand up against employers in the fight for decent wages and benefits and humane conditions.

Strikers now are entirely dependent on their unions, their communities, and you for their support. The more assistance they receive, the longer they can maintain their struggle.

But without MORE help, the workers can't hold out much longer. They have been denied Unemployment Insurance. Their strike benefits are only \$55 per week. Five hundred strikers are single mothers. And while massive support from unions, churches, community organizations and individuals has generated hundreds of tons of food, the financial situation of the strikers is approaching the desperate. Families were able to survive the first few months using up savings and borrowing from relatives. But now those funds are tapped, and hundreds are being evicted. Local groups in Watsonville are doing what they can to pressure the landlords and to find alternative housing. Take contributions of clothing, and food, dried or canned, to your Central Labor Council. But the main thing that is needed is money for rent. So please, contribute as much as you can!

George C. Soares, President  
John E. Neece, 2nd Vice-President  
Richard F. Sawyer, Business Manager

## Members at Sacramento Regional Transit District ratify three-year agreement

Business Representative Gary Mai, with committee members Wes Duvall, Robert Ruiz, and David Skog, concluded bargaining on a three-year agreement with the District which covers 103 members. "I think this package is a good example of collective bargaining. It meets the needs of both parties," said Mai.

Wages will be increased by 4% in the first year, retroactive to the expiration date of the previous contract, March 1, 1986. Effective March 1, 1987, employees will receive a 4.5% general wage increase, and again on March 1, 1988, they will receive another 4.5% general wage increase.

The biggest difference between

the two parties was resolved by changing the method used to determine the District paid medical insurance premium.

Martin Luther King's Birthday will now be a paid holiday, bringing the total of paid holidays to 12.

Increases in pensions will result from using the last 48 month wage average to determine the benefit. Previously the benefit was based on a 60 month average.

The committee made a commitment to go over the whole Contract and this is one reason that bargaining lasted for six months. Changes were made in almost every article of the Contract, including the grievance procedure.

Make checks payable to: **Local 912 Strike Committee—"Eviction Fund"** and mail, with the coupon below, to:  
Local 912 Strike Committee  
c/o S.C.C. Central Labor Council  
2102 Almaden Road, Room 102  
San Jose, CA 95125

**YES, enclosed is my contribution to the Watsonville eviction fund:**

\$ 5       \$ 10       \$ 15       \$ 20       \$ \_\_\_\_\_

Name (please print): \_\_\_\_\_

Address: \_\_\_\_\_  
Street City Zip

Union/Organization: \_\_\_\_\_

I would like to know more about supporting the Watsonville Strike.

**2102 Almaden Road, Rm. 102  
San Jose, CA 95125 - 408/266-3790**

From PAGE ONE

## Sierra Pacific . . .

one margin. The Union Negotiating Committee cited the following items, listed in the order of their importance, as the membership's reasons for rejecting the contract: (1) the pension plan was not improved (2) the 20¢ an hour equity wage increase for 64 classifications did not establish parity with California or Nevada Utility Workers (3) an equity increase should include Facilities Locator, Yard Operator, Service Utilityman, Leak Surveyor, all Equipment Operators, Offset Press Operator and Senior Offset Press Operator (4) the meaning and application of Section 17.4 is not clear (5) there is no increase in the wage rate when Meter Reader/Collector is promoted to Credit Representative, and (6) members had unanswered questions about the revised Medical Plan.

Prior to the last meeting on July 24, the Company and Union had

exchanged proposals and counter proposals in an effort to improve on the June 17 rejected offer.

The Company would not consider any improvement in the Pension Plan or make a meaningful improvement in their June 17 wage offer.

The Union offered proposals that would bring our Journeyman rates more in line with other West Coast Utilities, without increasing the total cost contained in the Company's offer.

Since neither Committee was willing to change their positions, negotiations are at an impasse. We will keep you advised of developments as they occur, and of future meeting dates when they are established by The Federal Mediation and Conciliation Service.

Members can best help the Negotiating Committee by attending Unit Meetings and continuing to organize!

From PAGE ONE

## SMUD drug testing . . .

periodic and random drug testing at SMUD until a second, lengthier hearing on the matter, which will be held in either late August or late September, prior to SMUD's scheduled implementation of random testing on October 1.

Business Representative Gary Mai, who attended the July 31 hearing with Local 1245's attorney Ron Yank, reports that Local 1245 objects to SMUD's testing policy, both because it violates Local 1245's members' constitutional rights, and because it was implemented without Local 1245's agreement.

### Diablo Canyon Power Plant

In early July, Local 1245 received copies of PG&E's new policy on alcohol and drugs for employees at the Diablo Canyon Nuclear Power Plant.

The Diablo Canyon policy represents a radical change from past practice between PG&E and

Local 1245 in two respects. First, the policy was implemented without the input or agreement of Local 1245, while both the corporate drug policy and the corporate fitness-for-duty policies were the result of extensive discussions between the Company and the Union. Second, the policy at Diablo Canyon contains a number of restrictions concerning employee off-duty activity which directly conflict with established company policy.

Business Representative Dave Reese immediately filed a grievance challenging the new drug policy, attacking both the merits of the policy and the fact that the Company implemented the policy without prior agreement to the change in employment conditions by Local 1245.

The progress of both the SMUD Lawsuit and grievance against PG&E will be reported in next month's edition.

## Victory in Arbitration Case No. 138

On July 28, 1986, Arbitrator Kathy Kelly upheld Local 1245's position in Arbitration Case No. 138 and ruled that PG&E had, as Local 1245 alleged, violated Sections 8.2 and 8.7 of the Collective Bargaining Agreement in its calculation of the vacation allowance to be paid an employee who resigned in his seventh year of service.

The case involved a dispute over very specific contract language, and thus, while it will benefit employees who, in the future, retire or resign during a year in which their vacation allowance would increase, application of the decision is fairly limited.

Staff attorney Tom Dalzell, who, with the solid backing of Assistant Business Manager Roger Stalcup, Assistant Business Manager Manny Mederos and Business

Manager Jack McNally, handled the case for Local 1245, reports that two holdings by Arbitrator Kelly will have an impact on future cases.

"First," said Dalzell, "Arbitrator Kelly ruled that if the parties insert specific language in one section of the Contract but not another, the specific language should not be read into the section or where it was not inserted. We were able to use Arbitrator Sam Kagel's decision that went against us in the San Francisco pre-arranged overtime case (Arb 130), against the Company, on this point.

"Secondly, Arbitrator Kelly held that if the Company is going to claim 'past practice' as a defense to a contractual violation, it has to offer evidence of specific cases, not general Company policies."

## PRIVATE SECTOR

## IBEW members to vote on CP National offer

By Orv Owen

After a two-month delay caused by CP National's reorganization activity, Company and Union Negotiating Committees returned to the bargaining table on August 5 and 6, 1986, at the Local Union headquarters to resume bargaining on the Pension, Life Insurance and Long-Term Disability Plans covering IBEW members in Locals #89, #125, #396, #659 and Local 1245.

On August 6, 1986, Company and Union Negotiating Committees reached a bargaining table tentative agreement to amend the current Retirement Plan. The parties further tentatively agreed to extend the current Life Insurance and Long-Term Disability Plan benefits through April 30, 1988.

One of our principal goals in this year's negotiations was to improve the retirement benefits for our senior members who have contributed to the growth and prosperity of CP National and the IBEW, and who may be contemplating retirement in the near future. Another goal this year was to

improve the vesting rights for our younger members in the Retirement Plan.

The proposed offer of settlement contains improved retirement benefits for our senior members who decide to retire during this two-year offer. Also, this offer accelerates our younger members' benefit protection in the retirement plan by reducing the current vesting in the plan from ten (10) years to five (5) years.

Balloting will be conducted by mail. Ballots will be mailed to all IBEW members on August 14, 1986 and should be returned to the Walnut Creek Post Office by August 29, 1986, to be counted.

The results of the balloting will be covered in next month's *Utility Reporter*.

Local 1245's Negotiating Committee is represented by Dora Carone-Elko, Tony Frazier-Needles, Don Raymond-Lassen, and Robert Robinette-South Tahoe, and Assistant Business Manager Orv Owen.

## ARBITRATIONS

**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 heard the case on December 11, 1985. On May 6, 1986 Arbitrator Kagel ruled that the Company violated the Contract, and remanded the case to the parties to attempt to agree on an appropriate remedy. It appears that the Company will not agree to a remedy acceptable to the Union and that the case will go back to Arbitrator Kagel for final determination of the remedy.

**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 heard the case on January 6, 1986. Briefs were filed on March 17, 1986. Arbitrator Kelly's decision is reported in this issue.

**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 heard a second day of testimony on May 7, 1986. Briefs were filed with Mr. Koven on July 10, 1986.

**Arbitration Case No. 142** involves the use of agency employees at the Diablo Canyon Nuclear Power Plant. Arbitrator Adolph Koven heard the case on April 22, 1986. Briefs were filed with Arbitrator Koven on June 23, 1986.

**Arbitration Case No. 143** involves the termination of a San Francisco Division Electrician for excessive absenteeism. Arbitrator Kelly heard the case on May 15 and briefs were filed on July 21, 1986.

**Arbitration Case No. 144** involves a Meter Reader fired for a single alleged "curbed" meter read. Arbitrator Barbara Chvany will hear the case on August 22, 1986.

**Arbitration Case No. 145** involves the proper duties of a Groundman assigned to the Underground Electric T&D Department, San Francisco Division. Arbitrator David Niven will hear the case on August 26, 1986.

**Arbitration Case No. 146** involves the bypass of a Meter Reader under Section 205.11 for lack of qualifications. Arbitrator Kathy Kelly will hear the case on August 7, 1986.

**Arbitration Case No. 147** involves the use of outside contractors to perform bargaining unit work. The Company and the Union are attempting to agree upon an arbitrator to hear this case.

**Arbitration Case No. 148** involves the appropriateness of the Company's decision to fire a General Construction employee for drug use on the job in light of the Company's treatment of other employees charged with the same offense. Arbitrator Harvey Letter will hear the case on September 25, 1986.

## Citizens Utilities negotiations begin

Local 1245's and Citizens Utilities' Negotiating Committees have scheduled the weeks of August 19 and August 25, 1986, to commence bargaining on improvements in the current Agreement.

The current three (3) year Agreement will term out on October 1, 1986.

Local 1245's Negotiating Committee, consisting of John Chelonis, Duane Cress, Michail Graggs, Christine Oakey, Vivian Simons, Wayne Gilmer, Janette Pulcifer, Business Representative Jack Osburn and Assistant Business Manager Orv Owen, met at Local Union Headquarters on July 16, 17, and 18, 1986, to develop and formulate Union's bargaining program.

Union's bargaining proposals were developed from the 214 membership proposals received from the various Citizen's Unit Meetings over the past three months.

We will keep you advised of the progress and status of these negotiations in future issues of the *Utility Reporter*.

## Lynch medical negotiations

Local 1245 members employed by Lynch Communications in Reno have ratified improvements in the current medical and dental plan coverage for employees and dependents, and have also agreed to accept Sierra Nevada Independent Physicians Service (SNIPS) as the Preferred Provider Organization (PPO) for those members who want an alternative. The PPO benefits provide savings and improved coverage for our Lynch members. The new Agreement became effective on June 1, 1986 and will term out on May 31, 1988.

Local 1245 members on the Negotiating Committee were: Janice Davis, Anne Spencer, Linda Robbins, Marsha Barker, Ronda Drew and Business Representative Mack Wilson.

# How to get more people to vote in Union elections

## 1986 Election Committee



Al Calleros

“You need a relationship with the Union to make it work for you. Through Unit meetings you learn how to turn a gripe into something that gets acted on.”

“We’re complacent because we’ve got it pretty good, but this is just the time we should support the Union. Without the Union there would be plenty of take-aways.”



Bob Bustamante



Mike Del Rio

“We need to be educated about voting all the time, not just every three years.”

“It was hard to get a Union. It’s important to keep it. We need to mark our ballots as soon as we get them, and send them in.”



Ronda Drew



Dan Fernandez

“Members don’t vote because they don’t know who is running. They need to know more about the candidates, and they need to be educated about the importance of voting.”

“When people are affected financially or personally, they vote.”



Art Garza



Ray Harper

“If you don’t vote, sooner or later you’re going to lose that right.”



Tom Jacobson

“Don’t let these eyes fool you. Stewards need to work with “new hires” and let them know the things they have because of the Union.”

“To get members to vote you have to get them involved, and that starts with going to Unit meetings.”



Marie Kizsee



Jack Prosser

“Members who are involved will vote. The way to be involved is to go to Unit meetings. It’s little enough to give when you consider what you get from Union membership.”

“Just posting information doesn’t seem to be enough. Maybe raffles are the answer.”



Rod Trunnell



Bill Uphoff

“If you don’t vote, don’t complain.”

“When members don’t vote, they hurt themselves. Some yards used raffles this time, with the stub as a ticket, and that seemed to work.”



Bob Vieira

Photos: Koa Patten

# 29% wage cut at PG&E?

## Help your Union protect your wages from the PUC

On August 18, the Public Utilities commission will begin formal consideration of Pacific Gas and Electric Company's 1987-1988 rate case.

One issue under consideration will be Union wages. The PUC's Public Staff Division is urging the Commission to reduce PG&E's rate increase because it believes the Union wages are too high. Specifically, the Staff believes that clerical wages are 28.65% too high and that physical wages are 6.76% too high.

Your Union has participated in every step of the hearings and will be filing a brief opposing any interference with

collective bargaining and will be lining up political support from Democratic politicians, other labor unions, women's groups, and consumer groups.

To make sure that the Public Utility Commission does not take away what we've won in 40 years of collective bargaining, we need your help.

Between now and October 15, we need thousands of letters to be sent to the Public Utilities Commission, urging the Commission to reject the Staff's effort to cut Union wages.

## We need your help — today!

Letters should include the following points:

-  The Commission has always respected the right of Labor and Management to bargain free from State interference, and it should not change its approach now.
-  PG&E workers are not overpaid — they are the best trained, most productive utility workers in the United States and work hard for every penny they earn.
-  Union wages account for less than 6% of PG&E's total rate base, meaning that the Staff's proposed reductions would result in no noticeable savings for ratepayers.
-  The Staff's proposed reductions would hurt female workers the most — at a time when society is coming to realize that it has treated women in the workforce unfairly.
-  The Staff's proposed reductions would create chaos and instability in the workforce at PG&E, which would hurt, not help, the ratepayer.

Letters should be addressed to: Don Vial, Chairman  
Public Utilities Commission  
State of California  
350 McAllister Street  
San Francisco, California 94102