

UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

New Union contract ends hard bargaining at Sierra Pacific

By Orv Owen

The members of IBEW ratified a one year agreement reached last month between Local 1245 and the Sierra Pacific Power Company. The contract "provides a fair and reasonable settlement of the negotiations," the IBEW Bargaining Committee concluded. The membership agreed, with 329 members accepting the contract and 132 voting for its rejection. The agreement came after twenty-seven negotiating sessions between the two parties.

A general wage increase for all employees topped the list of improvements in the new package. Every employee will receive a three percent wage increase, with an additional twenty cents per hour for eighty-four classifications and five cents per hour for the top rates in ninety-one other classifications.

Retroactive to May 1, 1986, this increase is well ahead of the Consumer Price Index which rose only 1.1 percent in the previous year.

The new contract also establishes a 401K Plan for bargaining unit employees. Although the plan does not yet provide for matching funds contributions from the Company, it does establish the Plan itself. It will be open for improvements in future negotiations.

Though disappointed that they were not able to achieve all of the membership's goals in this year's bargaining, the IBEW committee pointed out that it was "successful in keeping the Company from achieving all of its goals." They pointed in particular to Sierra's unsuccessful efforts to downgrade its Medical Plan. The union team noted that it was



Well-deserved smiles from members of the IBEW Local 1245 Negotiating Committee at Sierra Pacific Power Company. From left to right are Jack Pardick, Bob Vieira, Orv Owen, Joan Shyne, and Keith Smith.

"unable to improve the retirement benefits for our senior members during these negotiations." But the IBEW "remains steadfast in its position that the pension plan should be improved." The negotiators promised that they will return to the bargaining table next year to

continue this effort.

The IBEW Local 1245 Negotiating Committee was made up of the following: Gino Aramini, Louis Johnson, Dan Keefe, Patrick Lantis, Kenneth Lutzow, Orv Owen, John Pardick, Joan Shyne, Keith Smith, John Stralla, and Robert Vieira.

HEARING DATE SET

Briefs filed in PUC rate case

By Tom Dalzell

The dispute between Local 1245 and the Public Utilities Commission over the PG&E rate increase moved one step closer to a final resolution this month when both opening and reply briefs were filed with the Commission by the IBEW, PG&E and the PUC's Public Staff Division. The conflict arose when the Public Staff Division attempted to reduce a PG&E rate increase alleging that Union members' wages are too high. The five members of the PUC will hear oral argument on the case on November 6, with a decision expected in late December.

Clericals Targeted by PUC Staff

As was the case during the hearing, much of the Staff's brief targeted PG&E's clerical workforce, alleged to be "significantly overpaid." In the face of evidence from both Union and Company witnesses on collective bargaining for clerical employees, the Staff stated it was making "no judgement whatever regarding the benefits, philosophical or otherwise of comparable worth" but was saying that "the company is proposing to spend too much money and the ratepayers should not be asked to fund it."

Surprisingly, the Staff brief relied upon an early exhibit filed by the Staff dealing with the wage issue

and apparently ignored the fact that three times during the hearing Staff witnesses themselves repudiated the figures found in the original exhibit.

Union Brief Hits Staff Survey

In its brief, Local 1245 criticized both the Staff's methodology and the assumption underlying the Staff's entire approach.

The Union identified eight separate problems in the Staff's wage survey, as well as a number of arithmetic or clerical mistakes. The survey was "flawed in virtually every aspect, both in terms of design and execution," the Union argued. The problems associated with the survey were so serious that the results are invalid, the Union brief concluded.

The Union also argued that the Commission may not interfere in collective bargaining, either directly or indirectly. A recent decision by a Federal District Court backs up the IBEW position. The Court found that the Arkansas Public Service Commission acted improperly when it disallowed a portion of Union wages from the rate base of a telephone company.

Union Letter-Writing Campaign Underway

Many Local 1245 members have responded to the call to let the

Commission know how they feel about the Staff's attempt to involve itself in collective bargaining at PG&E. Copies of a number of letters have been sent to Local Union headquarters in Walnut Creek. These are strongly appreciated. The Commission will be actively working on the case until a decision is issued in late December. Letters can and should be sent for the next several months.

Unit Officers Conference set for early October

A conference of all Unit Officers in Local 1245 has been scheduled for the weekend of October 4 and 5, 1986. The meeting will be held at the Concord Sheraton Hotel. Attendees will get a thorough review of Unit activities and responsibilities. Topics to be covered include leadership skills, health and safety, parliamentary procedure, and grievance handling. The Local has invited several special guest speakers to address the session. These include Senator Nick Petris, Pete Guidry of the University of California's Labor Education Center, and Elaine Bernard, Director of Labor Programs at Simon Fraser University in Canada.

PG&E division bidding in flux

Due to PG&E reorganization in an attempt to improve efficiency, some problems and confusion have arisen. The changing of Division boundaries is a key area of concern. Although to this date, the changes have not had an effect on job bidding, the Company has notified the Union that it wants to change the bidding system to correspond in some way to the change in boundaries.

We have raised this issue at Local 1245 unit meetings and shop stewards' meetings for input from those present. We are now in the process of developing a survey to be sent to the membership for their input prior to entering General Negotiations with PG&E in the Spring of 1987.

We will notify you when the survey will be mailed. Your response will be very important, so please participate.

PG&E wage increase
See BACK PAGE



YOUR LEGAL RIGHTS

Neyhart, Anderson, Nussbaum, Reilly & Freitas, P.C.

Workers' Compensation step by step

By Joan Dalzell

The following article explains a typical workers' compensation case. For many, it can be very frustrating to experience the delays of the workers' compensation system. Unfortunately, an injured worker is often subject to many delays between the time of the injury and the award of compensation because his or her case is handled by many people and various bureaucracies. Computers break down and checks get delayed, the mail is slow, and doctors' appointments are missed.

If you are represented by Neyhart, Anderson, and if you are experiencing delays, please feel free to call our toll-free 800 number (800-652-1569) and talk with Joan Dalzell about your case.

It is our hope that this article will shed light on some of the reasons for these delays. Of course, every workers' compensation case is different and each office of the Workers Compensation Appeals Board (the state judicial body which administers the workers' compensation system) is different, but the following describes the various delays that occur in most cases. Additional problems and delays can arise in each individual case, depending on the circumstances.

Step One: A Member is Injured On the Job

Upon notification to your employer of your injury, either the employers' insurance company starts to pay benefits or, if a genuine medical or legal doubt exists as to liability, it denies liability and refuses to pay.

Whether benefits are initially paid or not, a member may choose to retain a workers' compensation attorney. The attorney will file an "application for adjudication of claim" with the Workers' Compensation Appeals Board on the member's behalf. It takes approximately 30 days to get a case number from some of the Board offices and the claim must be properly served on all parties in the case.

Unless the injury is witnessed and should obviously be compensated, the employer's insurance company has the right to investigate the injury. They may talk to individuals involved, supervisors or the treating doctor. All this takes time and causes delay.

Step Two: Proving the Injured Workers' Case

Finally, the insurance company either starts to pay initial benefits or denies liability. It is up to the

injured worker and his/her attorney to prove that a workers' compensation injury was job-related. This is done by presenting evidence which can include medical records and testimony from witnesses. This medical evidence is crucial to proving your case. The extent of your disability is shown by presenting medical evidence through a doctor's report.

In addition to obtaining a report from your treating doctor, your attorney will most likely schedule you to be examined by an independent treating physician. These doctors understand the requirements of the Workers' Compensation law as well as medicine. Their ability and understanding can greatly improve the chances of winning a workers' compensation case.

Step Three: The Company Doctor

It usually takes a minimum of 45 days to get an appointment with an evaluating doctor. The injured worker will have to wait another 30 days to receive the doctor's report. At this point, the employer's insurance company may also send you to see their own consulting doctor. This will cause an additional delay while waiting for an appointment and this doctor's report. Sometimes the insurance company will wait until they receive your evaluating doctor's report before they send you to their own doctor. Going back and forth to doctors may take several months. After your attorney receives his own doctor's report, however, he/she will make a demand for compensation from the insurance company. If there is no response to this demand, your attorney can file a Declaration of Readiness to Proceed to trial ten days later. It still takes months before a pretrial conference is actually held at the Appeals Board, even after this Declaration has been filed. Both sides may attempt to resolve the case at the pretrial conference. If your case is not resolved and must go to trial, it will be scheduled for a full hearing several months after the pretrial meeting.

During the waiting period prior to the date of the pretrial conference, the employer may wish to take your deposition (sworn statement of facts or medical description) or a doctor's deposition. This can again delay the date of the pretrial conference and actual trial.

Sometimes the attorney for the insurance company waits until he/she receives a notice that a Declaration of Readiness to Proceed has been filed before doing

anything about your case. At this point he may come to the pretrial conference and request time to receive a new medical report or to take a deposition. Sometimes it isn't clear, often because of employer foot-dragging, until a pretrial conference that another medical specialist is desired. Any of these issues will cause further delay in your case: again, new doctors' appointments must be made and new reports written, received and read.

Step Four: The Trial

Finally, the day of your trial comes. If your case is not settled prior to the hearing, it will now be brought before a workers' compensation administrative law judge. As in an actual legal trial, the judge will listen to the testimony of both parties. You, your lawyer and witnesses, along with representatives and witnesses of the insurance company or employees, will also be present. A trial may take several days if a large amount of evidence has to be presented. These days may not be consecutive, but can be scheduled over a period of several weeks. Once the trial is over, the case is normally decided by the judge within 90 days.

Both sides have a right of appeal. This appeal is made to the full Workers' Compensation Appeals Board on a Petition for Reconsideration. Any case may be appealed, if there is a proper basis, to the State Court of Appeal (on a Petition for Writ of Review) and, ultimately, to the California Supreme Court. All this takes a great deal of time. Most often, however, the injured worker will have a final decision ninety days after the trial.

For more information regarding the Workers' Compensation system, interested Local 1245 members can obtain two pamphlets. A "Steward's Guide to California Workers' Compensation" by Manny Mederos and Ann Miley is available from the Local 1245 office in Walnut Creek. In addition, the University of California at Berkeley has just published a pamphlet for union activists entitled "California Workers' Compensation" by Joan Braconi and Nick Kopke. It is available for \$1.00 per copy (seventy-five cents for orders of 30 or more) by writing to the Labor Center, UC-Berkeley, Institute of Industrial Relations, 2521 Channing Way, Berkeley, CA 94720.

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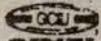
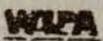
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Thanks to the following for their help with this issue: Virginia Browne, Leslie Chase, Steve Diamond, Laramie Dorcy, Patricia Dunn, Darrel Mitchell, and Bill Twohey.

APPOINTMENTS

CONFERENCES AND CONVENTIONS

30th Annual Rocky Mountain Labor School

Cherri L. Roberson
Louis Johnson
Kathy Tindall

5th Annual Summer Institute for Union Women

Linda Jurado
Patricia Friend
Donna Dito
Marianne Kostick
Carol Coppedge
Linda Kimball
Diane Rowe
Karen Russell
Wilma Arjona
Barbara Symons

California State Association of Electrical Workers Conference

Howard Stiefer
Jack McNally
Ron Fitzsimmons
Barbara Symons
Arlis Watson
Gary Mai
Jack Osburn
Tom Riley
Lee Thomas

California Labor Federation Convention

Howard Stiefer
Jack McNally
Ron Fitzsimmons
Barbara Symons
Arlis Watson
Gary Mai
Jack Osburn
Tom Riley
Lee Thomas

10th Annual Convention of the Congress of California Seniors, Inc.

Thomas Riley
Don Hardie

30th Annual Nevada State AFL-CIO Convention

Anne Spencer
James "Bud" Gray
John Stralla
Mack Wilson
Jay Killgore
Gino Aramini

California Labor Federation Trade Union Summer School

Darryl Norris
Shirley Robert
Gwen Wynn
Danny Jackson
Barbara Cook

Unit Meeting Changes

Unit 2412 – San Francisco
Physical
New location:
Val's Restaurant
89th and Junipero Serra
Daly City

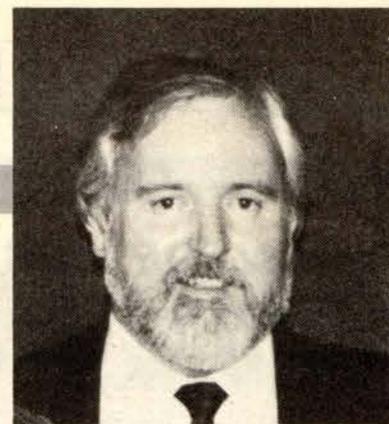
Unit 2316 – Concord
New meeting time:
7:30 p.m.

Unit 1112 – Bakersfield
New meeting date:
Third Thursday of Month

Unit 1216 – Santa Maria
New location:
Round Table Pizza
1437 So. Broadway

POINT OF VIEW

By Jack McNally



IBEW 1245 Business Manager

The War on Drugs: A Labor viewpoint

A few months ago I wrote in this space about the problems surrounding drug and alcohol use and abuse. Since then, the drug problem has received increased attention in the media and more employers have been instituting policies concerning the use of drugs at the work place.

With the cocaine connected deaths of two prominent athletes, there has been a wave of hysteria from the Reagan administration on down over the war on drugs. As a result, some employers, across a broad spectrum in the public and private sector, have decided they will not tolerate the use of drugs by their employees and, as a solution to the problem, have introduced mandatory and random testing for drug use by employees without any regard for just cause.

When a union challenges these unilateral policies to prevent implementation, the media many times makes it appear that the labor organization is soft on drugs. The real issue at hand, however, is the breach of the National Labor Relations Board's long-standing doctrine of the requirement to bargain over changes in the conditions of employment at the work place. The media image makers are not fairly reporting on this issue when it comes to the involvement of the unions. The union is trying to protect its rights under the National Labor Relations Act, rather than, as the media would lead you to believe, expressing an opinion either for or against drug use.

The mandatory and random testing approach for drug use has some serious problems. The U. S. Constitution and the Bill of Rights provide protection against self-incrimination and unreasonable search and seizure. On-the-job random and mandatory drug testing presumes guilt, not the presumption of innocence required under the law. Further, there are some flaws in the testing for drugs that often make the results unreliable — showing drug residue where none exists, and just as often, showing no evidence of drug use, where in fact there has been use. In short, the mandatory and random testing approach has not been proven to be the means of solving the serious drug problem that this nation faces.

Local 1245 recognizes the gravity of drug use both on and off the job. We are committed to working with our members and all willing employers to face this problem, but not with the degrading approach now being pushed by some politicians, bureaucrats, and companies trying to make a name for themselves.

We believe education has to be improved and increased both in our schools and at the work place. Treatment for victims of drug abuse through employee assistance programs and appropriate medical care should be improved and enhanced. Drug addiction is an illness and should be treated as such.

We, as a society, rather than reacting, should act in a rational and positive way to solve this serious problem of drug abuse. After all, the drug-related deaths of two athletes, Len Bias and Don Rogers, were not the first, and tragically, will not be the last.

In Unity,

UNION PRESSES INVESTIGATION

PG&E orders hazardous excavation

By Ron Fitzsimmons

In violation of their own guidelines, PG&E management ordered employees to excavate in the Merced Yard despite visible evidence of very high levels of Polynuclear Aromatics, a chemical compound defined as hazardous under various Federal and State regulations. The incident occurred just after a May 10, 1986, informational meeting in Merced where employees were told of new "Guidelines for Excavation at Former Gas Manufacturing Plant Sites." These guidelines identified the Merced Yard as one of thirty-one sites where the Company owns properties once used as gas plants.

The plants produced gas from coal and oil with coal tar and lamp black emerging as by-products. Some of this by-product residue may still be buried at some of the sites. The dangerous Polynuclear Aromatics can be found in these compounds, posing a potential health or environmental risk.

While excavating at the Merced site, the crew pointed out to a

supervisor "a vein of black material at a depth of approximately eighteen inches." The "black vein" is considered strong evidence of the dangerous residue containing Polynuclear Aromatics. But company supervisors told the crew that the soil had tested negative for dangerous residue. They further claimed that the "black vein" was probably caused by "blacktop absorption" into the soil. They told the crew that it was "OK" to proceed with the excavation.

The crew was not satisfied with management's response and notified Local Union 1245 representatives. Two samples of the "black vein" were taken in two containers, one given to the Company for testing, and the other for testing by the Union. At the same time the samples were taken, the Union also took pictures of the site. These pictures clearly indicate a difference of soil in the excavation layers. The Union's test results showed a high level of Polynuclear Aromatics in the soil sample. Local

management decided not to have their sample tested.

PG&E actions at the Merced Yard appear to violate the Company's own guidelines, announced to the Union at a quarterly Health and Safety meeting held in February, 1986. At that time, the Company explained the actions underway to deal with its former Gas Manufacturing properties. In addition to the thirty-one sites the company still owns, either fully or partially, are forty-three sites within the service territory no longer owned by the Company. The "Guidelines" issued at that meeting included the following requirements:

- Pre-excavation testing;
- Excavation at Gas Plant sites where no residue is anticipated;
- Excavation at Gas Plant sites where residue is anticipated;
- Emergency work at Gas Plant sites;
- Proper protective clothes and equipment to be used.

The Guidelines describe the Gas

Plant Residue as "composed primarily of lamp black and coal tar materials, [it] is black in color, granular or oily in nature, and often has a characteristic hydrocarbon odor. Concentrated deposits of this material will be readily detectable." In addition, the Merced crew had been specifically told prior to their excavation work to stop a job in progress if they found any questionable material.

But management ignored the direct visual evidence of the hazard. The Union once again is disappointed that PG&E: 1) Chose not to test a sample given them by the Union; 2) Refused to listen to employees' requests; 3) Did not follow their own guidelines; and 4) Are discounting test results of an accredited laboratory given to them by the Union. PG&E can issue hundreds of pages of guidelines, but when local management is encouraged to disregard them, the guidelines are rendered useless. The Union is continuing its investigation into this incident.



Visible evidence of "Black vein" at Merced yard, later proven to contain high levels of hazardous Polynuclear Aromatics. PG&E ignored worker protest about hazard.



Excavation site at the Merced yard.

Union victory in Haverfield helicopter dispute

By Ann Miley

After nearly two years of Union pressure, both Pacific Gas and Electric and Haverfield Helicopter have conceded defeat in a dispute over whether Haverfield could safely change-out spacers for PG&E on the 500 KV line. Both companies decided on July 9, 1986, to withdraw their effort to overturn four citations issued against them by the California Occupational Safety and Health Administration.

The conflict emerged in late 1984, when IBEW Local 1245 members discovered that PG&E intended to contract out the spacer change-out work to the Florida-based Haverfield. Though not yet directly involved in the work, IBEW contended that the work was unsafe to its members who were flagging traffic for the operation. The union also contended that PG&E's move made the direct involvement of IBEW members in the future a possibility. Though Cal/OSHA did not grant the Union formal status in its complaint process, the Union's investigation led to the early 1985 Cal/OSHA citations against both companies. Cal/OSHA found the employers guilty of a serious and willful

violation of the law when they conducted change-out work too close to the 500 KV line. In a separate action, a \$22,800 fine was levied by the California Labor Commissioner against Haverfield for performing work without an electrical contractor's license. The fine was reduced to \$10,000 in response to a company appeal.

The companies were able to complete the dangerous work under a temporary experimental variance from Cal/OSHA's High Voltage Safety Orders granted them on January 14, 1985. The work under the variance was completed in mid-1986.

This end to all administrative action against the two companies came without any public explanation. It is speculated, however, that the contact of a helicopter rotor while washing the 115 KV line in Fremont on June 10, 1986, may have contributed to the decision. There were no injuries in this accident, but the helicopter's rotor blades and twenty feet of wire were damaged. The high risk involved in this work finally seems to have hit home at Haverfield and PG&E.

Single point grounding announced

Pacific Gas and Electric Company has drafted a revision of Accident Prevention Rule Number 410 to allow for single point grounding and has submitted it to Local 1245 for agreement.

PG&E's Transmission and Distribution Letter on single point grounding, issued on April 11, 1986, states in part:

The primary purpose of protective grounds is to provide maximum safety for personnel while they are working on deenergized lines or equipment. The use of single point grounds as our preferred method of installing personal protective grounds will increase that margin of safety for the workman.

As the name "single point" implies, the grounds are installed at one point, the work location, and not at multiple locations as we now do with our conventional master ground installations. This is accomplished by the use of a pole band (See Drawing) that is installed on the pole below the workman and, in conjunction with connections of

the conductors and the ground, provide an equipotential work zone. When working on a conductor under this single point method, the conductor and the lineman are normally at ground potential. It is only when the conductor becomes energized for unexpected reasons that the lineman will also become momentarily energized at the same voltage. But when grounds are properly applied, the lineman's hands and feet, the pole, and the conductors are all energized at the same voltage at the same time. When everything at the top is at the same electrical potential, no current will pass through the lineman; it will all be shunted around him to ground. This protective grounding concept shall be applied to both distribution and transmission lines. Our present use of personal grounds on steel towers and steel poles establishes an equipotential zone concept just as a pole band does on a wood pole.

Engineering studies and actual measurements show that single

point grounding creates an equipotential zone that minimizes the exposure to the workman. Also, grounding at the work location is recognized in the High Voltage Electrical Safety Orders [Ref #2941(i)(7)(B)] as a proper grounding method.

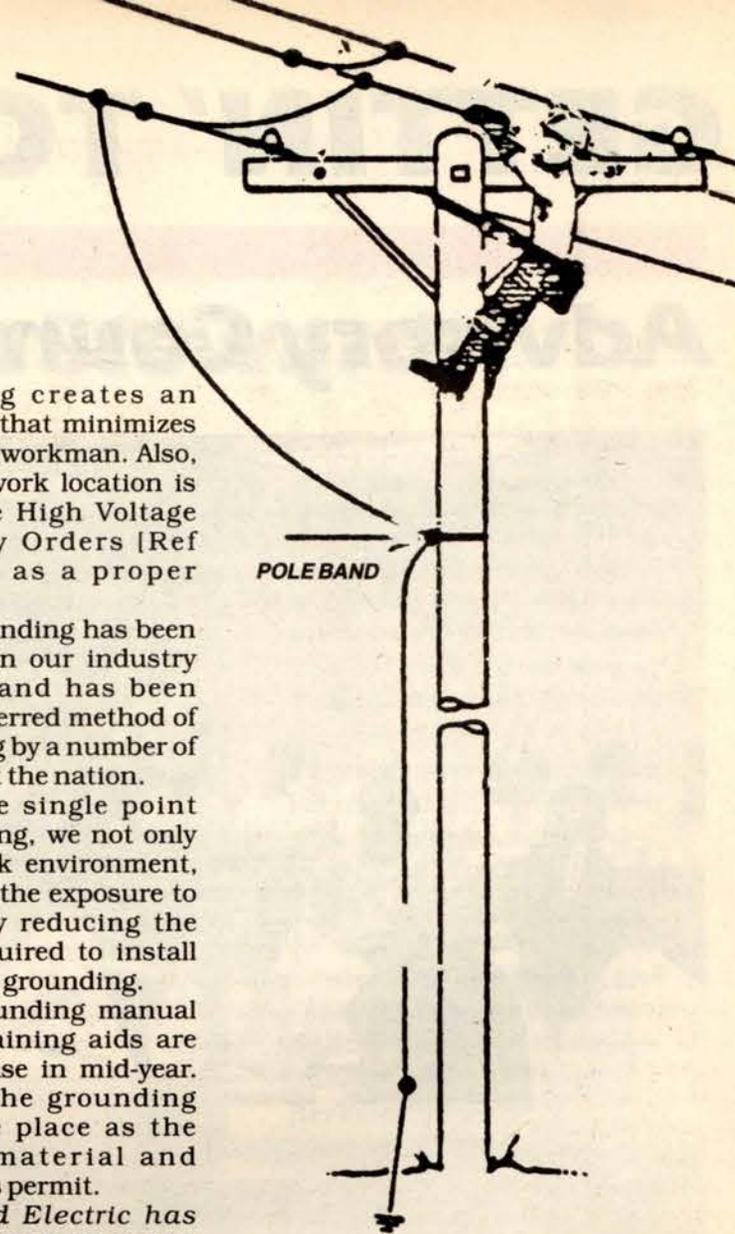
Single point grounding has been used successfully in our industry for many years, and has been adopted as the preferred method of work site grounding by a number of utilities throughout the nation.

When using the single point concept of grounding, we not only provide a safe work environment, but we also reduce the exposure to personal injury by reducing the physical effort required to install adequate protective grounding.

A protective grounding manual and associated training aids are scheduled for release in mid-year. Modification of the grounding devices will take place as the availability of material and conversion facilities permit.

Pacific Gas and Electric has assured Local 1245 that the training will be completed before the single point grounding method is used in a headquarters.

After attending several demonstrations of the installation of single point grounds as the preferred method of installing personal grounds, Local 1245 believes it is an improvement of the practices currently used by PG&E.



SURVEY UNDERWAY

Union and PG&E clash on safety of high voltage work continues

Pacific Gas and Electric took the latest step in an ongoing dispute with IBEW Local 1245 over the safe conduct of high voltage electrical work. The company filed a petition with the California Occupational Safety and Health Standards Board on December 5, 1985, to amend Cal/OSHA's Safety Orders to allow for "barehanding" of high voltage work and to allow workers to "rubber glove" voltages in excess of 5000 volts. Over the opposition of the IBEW, the Standards Board has agreed to consider the petition. The Board announced on April 17, 1986, that the petition would be sent "to a select representative technical ad hoc advisory committee convened by the Standards Board's staff." The committee will then investigate the company's findings and "if appropriate, develop regulations concerning the presently prohibited live-line, barehand work and the use of rubber protective equipment on energized conductors or equipment in excess of the voltages presently permitted by the regulation."

IBEW Local 1245 and several other IBEW Locals have stated publicly that they are opposed to the PG&E petition. An investigation by the Local 1245 Safety Committee indicates that the use of rubber gloves is more hazardous than the use of hot sticks. Further research on this issue is being conducted by the International Union

Office. Results from throughout the United States and Canada are expected to support Local 1245's position.

To help develop the IBEW's position on this issue, a questionnaire has been written for affected members. To be distributed in the near future, the survey will determine the acceptability to PG&E employees of "barehanding" and "rubber gloving" higher voltages. The Union urges the participation of its members in this survey. The results will help support the union position in the upcoming meetings of Cal/OSHA's Ad Hoc Committee.

CAL/OSHA settlement reached in Strawberry fatality citation

By Ann Miley

A stipulation signed by Cal/OSHA, PG&E and Local 1245 agrees to the withdrawal of PG&E's appeal of the Strawberry citation on condition that "except for purposes of history to establish a repeat

violation . . . this stipulation cannot be construed as an admission." The penalty assessment of \$350.00 stands.

The serious citation was issued on April 19, 1985, because the company did not provide grounds between the work location and each possible source of electrical supply. The investigation of the death of PG&E General Construction Journeyman Lineman Guy D. Castle on April 8, 1985, near the Strawberry lodge, indicated that a generator at the lodge had backfed through the transformer. Although grounds had been applied to the conductor on the single side that was the only apparent source of supply, no protection was afforded the line crew from the back-feeding generator. (See this month's update on the Portable Generator Bill.)

Cal/OSHA had contemplated taking criminal action against individual supervisors. No such action has been taken, however, and now the statute of limitations for such action has expired.

GOVERNOR'S SIGNATURE PUSHED

Portable Generators Bill passes legislature

Added protection from generator backfeed is provided by Assembly Bill 3222 (Portable Generators) which passed the State Senate by a vote of 28 to 2 on August 18, 1986. The bill was sent back to the Assembly where amendments were approved. It is now on its way to Governor Deukmejian's desk for signature into law.

IBEW Local 1245 urges its members to send letters of support for this new legislation to the Governor. The recent accident involving two PG&E linemen may have been prevented had this law been in effect.

Please send your letters to: Governor George Deukmejian, State Capitol, Sacramento, California 95814.

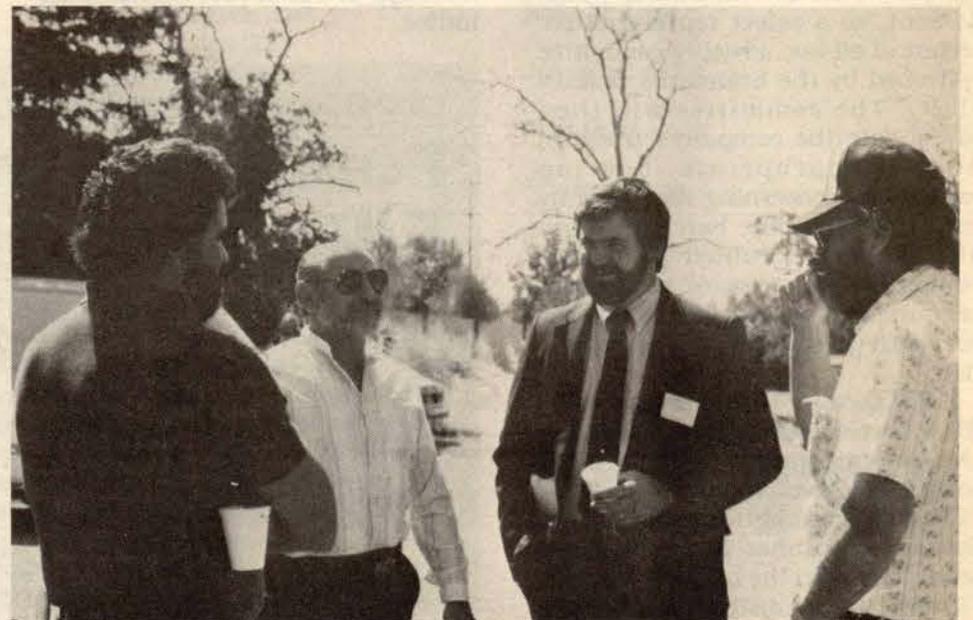
GETTIN' TOGETHER

Advisory Council members meet

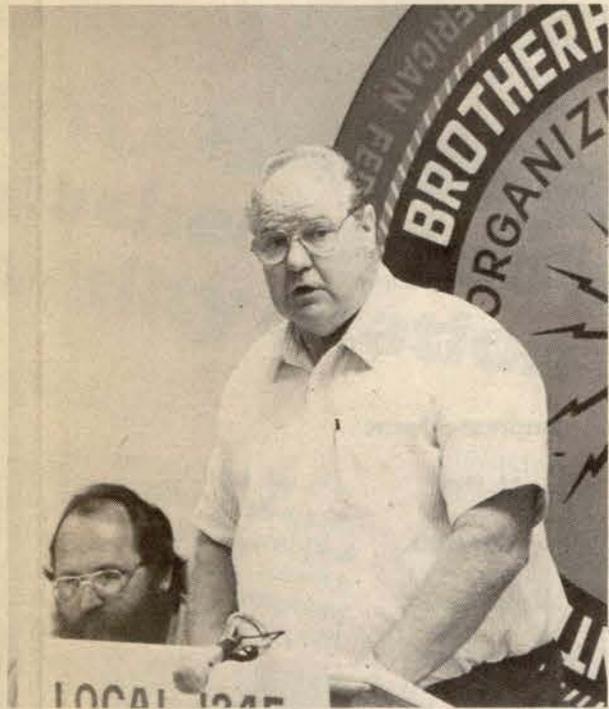
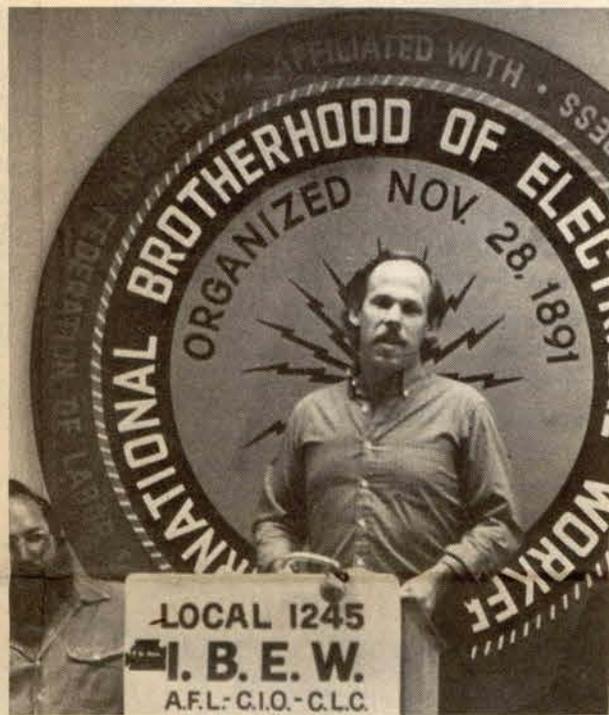
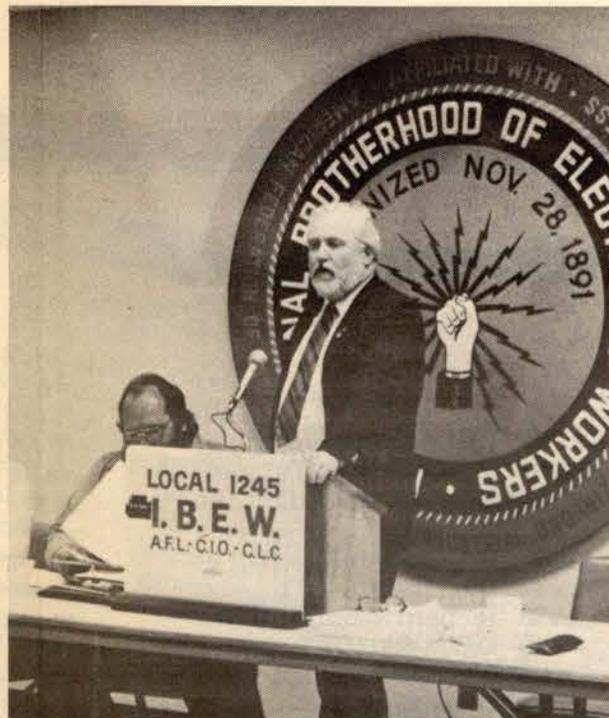


Members of the IBEW Local 1245 Advisory Council gathered last month for their quarterly meeting. A group composed of delegates from the major employee subgroups within the Local, the Council advises the Executive Board and Business Manager on policy matters. The Council also acts as a review panel for Executive Board decisions. Current members of the Council include: W.E. "Skip" Harris, De Sabla; Stanley Justis, Drum; Al Knudsen, Colgate; Darryl Norris, Sacramento; Glenn Hurdle, Sacramento; Richard Perry, USBR; Dave Mason, Citizens Utility; Barry Humphrey, General Construction; Pat Friend, Clerical-at-Large; Jim Travis, Tree Trimmer Companies; Gwen Wynn, San Francisco VP and Compt. Ofc.; Ronald Simpson, Irrigation Districts; Larry Badorine, San Joaquin; Mike Haentjens, Coast Valleys; Samuel Leroy Adams, Pipe Line Operations; Daniel K. Melanephy, San Jose and City of Santa Clara; Stanley Adams, AC Transit and East Bay Muni.; Paula Ramsey, East Bay and Material Control; R.G. Woodford, San Francisco and General Office; Grover Day, Stockton and City of Lodi; Frank Locati, Pacific Gas Transmission; Jimmy Russell, Humboldt; Will Rodriguez, Shasta; Jay Killgore, Sierra Pacific Power; Terry Linebarger, CATV Operating Companies; Laurence Wood, North Bay; David Skog, Regional Transit; Anne Spencer, Manufacturing; William F. Branson, Outside Construction.

Photos by: Kua Patten and Pat Dunn



South Bay Shop Stewards



U.C. Berkeley's Pete Guidry addresses South Bay Shop Stewards.



Rick Sawyer, Business Manager of the Santa Clara Central Labor Council was a Special Guest at Shop Stewards session.



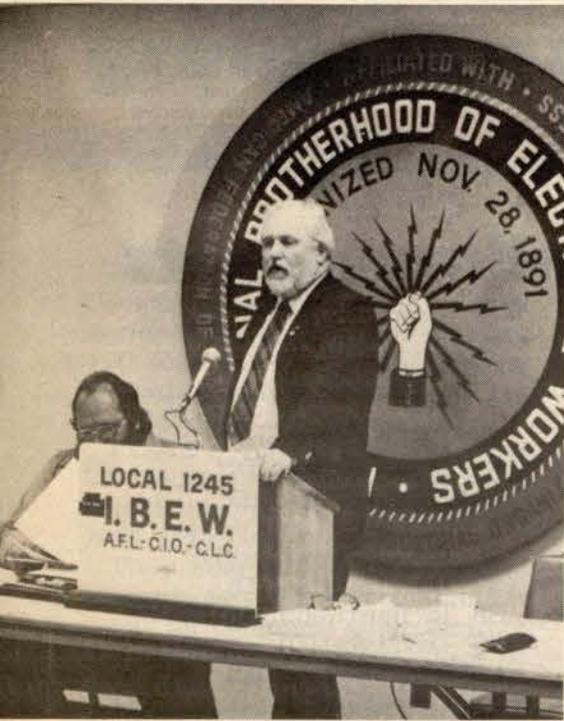
New South Bay Shop Stewards participated in the recent training session sponsored by IBEW Local 1245.



Grievance Handling, Leadership, and the basic duties and responsibilities of an IBEW Shop Steward were subjects of a training session held recently for new Stewards in the San Jose and Santa Cruz areas. In addition to presentations by Local 1245 Business Agents Larry Pierce and Bill Twohey, two special guests addressed these activists: Rick Sawyer, Business Manager of the AFL-CIO Santa Clara Central Labor Council; and Pete Guidry, Coordinator of Public Programs, from the University of California at Berkeley's Center for Labor Research and Education.

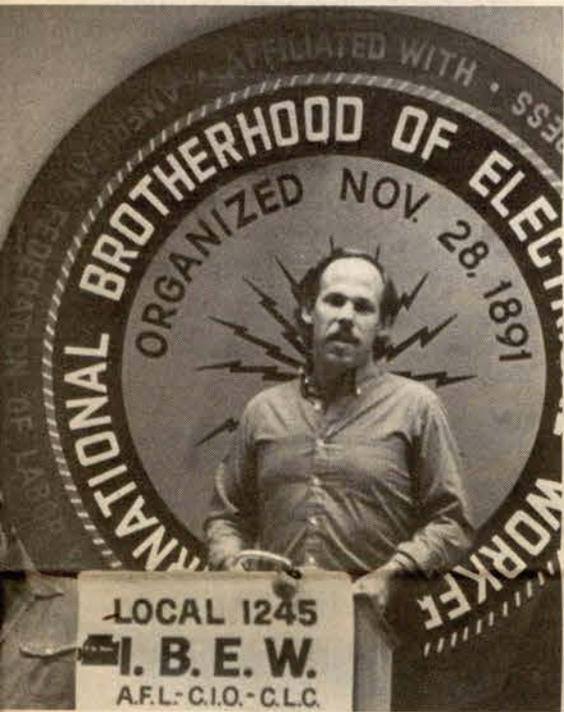


South Bay Shop Stewards

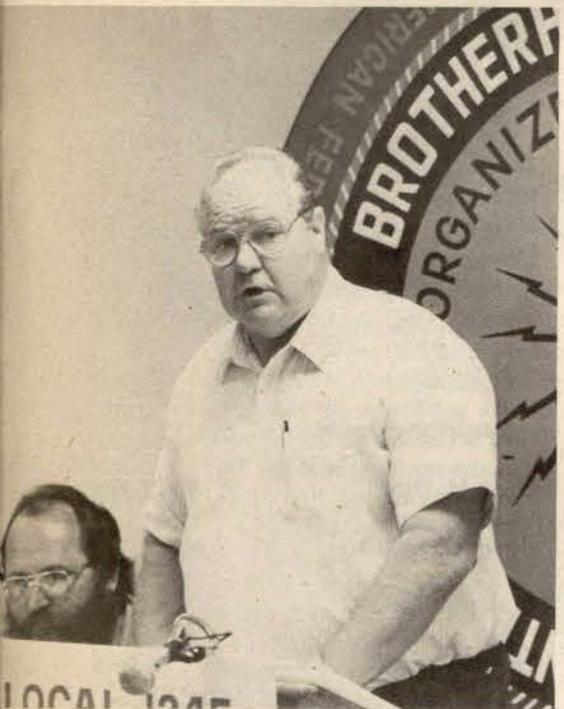


U.C. Berkeley's Pete Guidry addresses South Bay Shop Stewards.

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Rick Sawyer, Business Manager of the Santa Clara Central Labor Council was a Special Guest at Shop Stewards session.



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The California Labor Federation, AFL-CIO endorsements for the November election

PROPOSITIONS

53: *Greene-Hughes School Building Lease-Purchase Bond Law of 1986:* \$800 million in bonds for building and renewing public schools **YES**

54: *Prison Construction Bond Act of 1986:* \$100 million in bonds for state adult and youth correctional facilities **YES**

55: *Safe Drinking Water Bond Law of 1986:* \$100 million in bonds to improve domestic water systems **YES**

56: *Higher Education Facilities Bond Act of 1986:* \$400 million in bonds to build or improve facilities on campuses of U.C., and state universities and maritime academy **YES**

57: would preclude increases in pension for non-judicial and non-legislative constitutional officers on basis of future raises granted to their successors **YES**

58: exempts property transferred between spouses, and the first \$1 million worth of a principal residence transferred to children, from tax assessment reevaluation specified in Prop. 13 of 1978 . . **YES**

59: requires election of district attorneys, eliminating voters' option of making it an appointive office **YES**

60: would alter Prop. 13 of 1978 to allow persons 55 or older who sell their residences to transfer assessed values to new residences **YES**

61: *the so called Gann Initiative,* would restrict compensation paid to public officials and employees **NO**

62: *the so called Jarvis Initiative,* would impose new restrictions on authority of local governments and districts to tax themselves . . . **NO**

63: would designate English the official language of California and prohibit the Legislature from passing any law that diminishes or ignores the role of English . . . **NO**

64: *the so-called LaRouche Initiative,* would make victims of Acquired Immune Deficiency Syndrome subject to quarantine and isolation **NO**

65: *toxic pollution of drinking water,* would provide that business persons shall neither expose individuals to chemicals known to cause cancer or reproductive toxicity without first giving clear and reasonable warning, nor discharge such chemicals into drinking water **YES**

ASSEMBLY

- Assembly District
- 1 Arlie E. Candle (D)
 - 2 Dan Hauser (D)*
 - 3 Floyd Marsh (D)
 - 4 Tom Hannigan (D)*
 - 5 Jack Dugan (D)
 - 6 Lloyd Connelly (D)*
 - 7 Norm Waters (D)*
 - 8 Mary Jadiker (D)
 - 9 Johanna Willmann (D)
 - 10 Phillip Isenberg (D)*
 - 11 Robert Campbell (D)*
 - 12 Tom Bates (D)*
 - 13 Elihu Harris (D)*
 - 14 Johan Klehs (D)*
 - 15 Wayne Bennett (D)*
 - 16 Art Agnos (D)*
 - 17 Willie L. Brown (D)*
 - 18 Delain Eastin (D)
 - 19 Jackie Speier (D)
 - 20 Ed Bacciocco (D)
 - 21 Byron Sher (D)*
 - 22 Brent N. Ventura (D)
 - 23 John Vasconcellos (D)*
 - 24 Dominic Cortese (D)*
 - 25 Rusty Areias (D)*
 - 26 Patrick Johnston (D)*
 - 27 Gary Condit (D)*
 - 28 Sam Farr (D)*
 - 29 Robert Weber (D)
 - 30 Jim Costa (D)*
 - 31 Bruce Bronzan (D)*
 - 32 No Endorsement
 - 33 Tom Fallgatter (D)
 - 34 Richard Dearborn (D)
 - 35 Jack O'Connell (D)*
 - 36 Frank Nekimken (D)
 - 37 Open
 - 38 Mark Lit (D)
 - 39 Richard Katz (D)*
 - 40 Tom Bane (D)*
 - 41 Open
 - 42 No Endorsement
 - 43 Terry Friedman (D)
 - 44 Tom Hayden (D)*
 - 45 Burt Margolin (D)*
 - 46 Michael Roos (D)*
 - 47 Teresa Hughes (D)*
 - 48 Maxine Waters (D)*
 - 49 Gwen Moore (D)*
 - 50 Curtis Tucker (D)*
 - 51 Open
 - 52 Open
 - 53 Dick Floyd (D)*
 - 54 Ed Waters (D)
 - 55 Richard Polanco (D)*
 - 56 Gloria Molina (D)*
 - 57 Dave Elder (D)*
 - 58 Peggy Staggs (D)
 - 59 Charles Calderon (D)*
 - 60 Sally Tanner (D)*
 - 61 Richard A. Valdez (D)
 - 62 Wayne N. Wendt (D)
 - 63 Robert E. "Bob" White (D)
 - 64 Jo Marie Lisa (D)
 - 65 Hal Jackson (D)
 - 66 Jerry Eaves (D)*
 - 67 Ray Anderson (D)
 - 68 Steve Clute (D)*
 - 69 Jack Baldwin (D)
 - 70 Geoffrey Gray (D)
 - 71 Mark Rosen (D)
 - 72 Dan Griset (D)

- 73 Byron L. Powell (D)
- 74 No Endorsement
- 75 Open
- 76 Bob White (D)
- 77 Bill Smelko (D)
- 78 Lucy Killea (D)*
- 79 Peter R. Chacon (D)*
- 80 Steve Peace (D)*

*designates incumbent.

STATE SENATE

- Senatorial District
- 2 Barry Keene (D)*
 - 4 Franklin Cibula (D)
 - 6 Leroy F. Greene (D)*
 - 8 Louis J. Papan (D)
 - 10 Bill Lockyer (D)*
 - 12 Dan McCorquodale (D)*
 - 14 Open
 - 16 Jim Young (D)
 - 18 Gary Hart (D)*
 - 20 Alan Robbins (D)*
 - 22 Herschel Rosenthal (D)*
 - 24 Art Torres (D)*
 - 26 Joseph Montoya (D)*
 - 28 Diane Watson (D)*
 - 30 Ralph Dills (D)*
 - 32 Frank Hoffman (D)
 - 34 Ruben S. Ayala (D)*
 - 36 Robert Presley (D)*
 - 38 William Craven (R)*
 - 40 Wadie Deddeh (D)*

*denotes incumbent.

CONGRESS

- Congressional District
- 1 Doug Bosco (D)*
 - 2 Steve Swendiman (D)
 - 3 Robert Matsui (D)*
 - 4 Vic Fazio (D)*
 - 5 Sala Burton (D)*
 - 6 Barbara Boxer (D)*
 - 7 George Miller (D)*
 - 8 Ron Dellums (D)*
 - 9 Pete Stark (D)*
 - 10 Don Edwards (D)*
 - 11 Tom Lantos (D)*
 - 12 Lance Weil (D)
 - 13 Norman Mineta (D)*
 - 14 No Endorsement
 - 15 Tony Coelho (D)*
 - 16 Leon Panetta (D)*
 - 17 John Hartnett (D)*
 - 18 Richard Lehman (D)*
 - 19 No Endorsement
 - 20 Jules H. Moquin (D)
 - 21 Gilbert Saldana (D)
 - 22 John Simmons (D)
 - 23 Anthony Beilenson (D)*
 - 24 Henry Waxman (D)*
 - 25 Edward Roybal (D)*
 - 26 Howard Berman (D)*
 - 27 Mel Levine (D)*
 - 28 Julian Dixon (D)*
 - 29 Augustus F. Hawkins (D)*
 - 30 Matthew Martinez (D)*
 - 31 Mervyn Dymally (D)*

- 32 Glenn Anderson (D)*
- 33 Monty Hempel (D)*
- 34 Esteban Torres (D)*
- 35 Open
- 36 George Brown Jr. (D)*
- 37 David Skinner (D)
- 38 Richard Robinson (D)
- 39 David Vest (D)
- 40 Bruce Sumner (D)
- 41 Dan Kripke (D)
- 42 Michael Blackburn (D)
- 43 Joseph Chirra (D)
- 44 Jim Bates (D)*
- 45 Hewitt Fitts Ryan (D)

*denotes incumbent.

U.S. Senator

Alan Cranston (D)*

Constitutional Officers

Governor

Tom Bradley (D)

Lieutenant Governor

Leo T. McCarthy (D)*

Secretary of State

March Fong Eu (D)*

Controller

Gray Davis (D)

Treasurer

Jesse M. Unruh (D)*

Attorney General

John Van de Kamp (D)*

Board of Equalization

District 1

William M. Bennett (D)*

District 2

Conway H. Collis (D)*

District 3

Open

District 4

Paul Carpenter (D)

*designates incumbent.

Supreme Court

Rose M. Bird	Yes
Joseph Grodin	Yes
Malcolm Lucas	Yes
Stanley Mosk	Yes
Edward Panelli	Yes
Cruz Reynoso	Yes

VOTE!

Benefits agreement reached at CP National

By Orv Owen

By an overwhelming margin, IBEW members employed by CP National have approved a benefits package negotiated with the company last month. The votes were cast by members of Locals 1245, 89, 125, 396 and 659. The nine to one margin indicates membership agreement with the IBEW negotiating committees' conclusion that the proposal was "a good one" in light of the "current bargaining environment across this country."

Though delayed for two months because of a reorganization effort within the company, negotiations got underway at Local 1245 headquarters on August 5th. Issues placed on the table included the pension, life insurance and long-term disability plans covering IBEW members. Settlement was reached the following day on amendment of the retirement plan and extensions of life insurance and long-term disability plan benefits through April 30, 1986.

The changes in the retirement

plan were aimed at meeting one of IBEW's "principal goals in this year's negotiations," according to the IBEW team. "We had hoped 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." The committee also hoped to see improved vesting rights for younger members of the retirement plan.

Both these goals were met in the negotiated package. Members who retire during the two years of this offer will benefit from the improvements. The ratified package also "accelerates our younger members' benefit protection in the retirement plan by reducing the current vesting in the plan from ten years to five years," the IBEW negotiators concluded. Members of the IBEW Negotiating Committee included: Dora Carone, Walt Conners, Tony Frazier, Bob Loper, Orv Owen, Don Raymond and Robert Robinette.

International President resigns, temporary replacement appointed

The IBEW's International President, Charles H. Pillard, resigned from his office last month. Pillard has occupied that post since 1968. The IBEW Executive Council appointed International Vice President John J. Barry to Pillard's now vacant seat. Pillard was also named president emeritus by the Council.

Barry will serve the remainder of Pillard's term, which runs out at the time of the IBEW's convention to be held this

month in Toronto. Delegates to the convention will elect new officers to four-year terms.

Pillard, at age 67, is a 46-year member of the IBEW. He was elected to his first union office in 1952, as business manager of Local 41 in Buffalo, New York. Barry, 62, has been an IBEW vice president since 1976. He has been an IBEW member for 43 years. He first joined Local 43 in 1943 and was elected its business manager in 1962.

Government coordinating council gathers for semi-annual meeting

By Rich Hafner

Members of the IBEW Government Coordinating Council #1 assembled in Reno, Nevada, on July 17th and 18th. The Council was pleased to welcome as a guest, Darrel Mitchell, Senior Assistant Business Manager for Local 1245. Buster Boatman, Chief of Labor-Management and Employer Relations at the Golden, Colorado, office of the Western Area Power Administration (WAPA) was also a guest of the Council. The Council is made up of representatives from five different IBEW Locals throughout the Western United States with members employed by WAPA.

The Council elected Daryl McGirr, President of IBEW Local 2159 (Montrose, Colorado), as its 2nd Vice President. David Staufer, a delegate from IBEW Local 1959 (Huron, South Dakota), was appointed Recording Secretary, pro-tem.

During the two-day meeting, several important items were discussed. First, the Federal Labor Relations Authority (FLRA) had been asked to decide whether Supervisory Crafts Employees, Foreman III, are to be included in the IBEW Bargaining Unit. This case (#7-CA-1229) is well over four years old. The FLRA issued a favorable decision in this case last month. A companion case (#7-CA-30398) will also be considered in IBEW's favor. In this case, the FLRA must decide whether wage rates for these same supervisors should be set by negotiation with the IBEW.

In a third dispute, the FLRA will decide whether the Department of

Energy and WAPA acted in violation of IBEW bargaining rights when Western refused to implement the legal order of the Federal Services Impasse Panel in Case 84FSIP29 (FLRA Case #7-CA-50281).

An arbitration case was also the subject of discussion by the panel. Case #86K/12300 is set for a hearing before Arbitrator Larry V. Lunt on September 9, 1986, in Salt Lake City, Utah. The IBEW will argue that WAPA employees are entitled to triple-time pay when on a remote site for required training held on a legal holiday. There's a good chance that this case will settle without arbitration.

Council members also discussed a grievance expected to go to

arbitration regarding the refusal of management to upgrade an Electrician when the Supervisory Craftsman is on annual leave. No arbitrator has yet been chosen for this case.

The new travel regulations were discussed at length by delegates. The new half-day per-diem policy is under review due to widespread complaints. A Government Services Administration (GSA) official said the policy is being reconsidered because of unfavorable reaction. WAPA is also requesting each area to determine whether there are remote sites which cost more than the allowable \$25.00 for lodging. These additions will be submitted to the GSA by October 1st for con-

sideration.

Finally, there is still no word from the FLRA concerning IBEW's negotiability appeal filed on September 27, 1985. The American Federation of Government Employees (AFGE) filed suit in Federal Court in Washington, D.C., charging the FLRA with untimeliness in their decisions. But the Court held that the FLRA should be excused for its delays because it is short-handed. The Court refused to order the FLRA to issue decisions on twelve cases, some as much as four years old, brought to its attention in the suit. FLRA Chairman Jerry Calhoun has now set a goal of deciding cases in not more than six months.



In attendance at the Government Coordinating Council #1 Semi-Annual Meeting on July 17-18, 1986, in Reno, Nevada were (from left to right): James L. Simmons, International Representative, Eleventh District (Bismarck, North Dakota); Gary Maynard, Assistant Business Manager, IBEW Local 640 (Phoenix, Arizona); Jim Healy, IBEW Local 1759 (Casper, Wyoming); David Staufer, IBEW Local 1959 (Huron, South Dakota); Jerry M. Tracy, Business Manager, IBEW Local 640; Daryl McGirr, President, IBEW Local 2159 (Olathe, Colorado); Randy Rau, Business Manager, IBEW Local 1759 (Mill, Wyoming); Richard T. Barrus, International Representative, Ninth District (Vallejo, California); Leland Jackson, Jr., International Representative, Seventh District (Phoenix, Arizona); Jack McNally, Business Manager, IBEW Local 1245 (Walnut Creek, California); Darrel Mitchell, Senior Assistant Business Manager, IBEW Local 1245; Roland E. Gawf, International Representative, Eighth District (Grand Junction, Colorado); and Buster Boatman, Chief, Labor-Management and Employee Relations, WAPA (Golden, Colorado).

Photo: Richard Hafner

Behind the UFW Grape Boycott

By Cesar E. Chavez, President & Founder of the United Farmworkers of America, AFL-CIO

A wise man taught us that "those who choose to ignore history are destined to relive it." It's a lesson corporate growers in California should heed.

Ten years ago, when confronted by the fact that 12% of the public was supporting the United Farm Workers' boycott of fresh grapes and other products, agribusiness agreed to support compromise farm labor legislation that gave farm workers, for the first time, a legal mechanism to resolve grievances with growers.

Now, a decade later, agribusiness shows that it still hasn't learned. Growers backed the passage of the Agricultural Labor Relations Act to get out of the boycott in 1975, but then changed their minds after too many farm workers voted for the UFW, or after they were found to be in violation of the Law.

They thought that the \$1 million in campaign contributions they made to Gov. George Deukmejian would kill off the union. It hasn't, but the Farm Labor Law obviously is no longer working.

Under the Deukmejian Administration:

- The number of investigators, prosecutors, and hearing judges was

reduced drastically by a 30% cut in the Agricultural Labor Relations Board's enforcement budget.

- The backlog of uninvestigated farm worker charges against growers mushroomed while prosecution of lawless employers almost ceased. Hundreds of worker-filed charges were dismissed so Deukmejian could deceptively claim the backlog had been reduced.

Last year, we launched a new grape boycott to call attention to the unenforcement of the Agricultural Labor Relations Act. This past summer, we added the pesticide issue as an area of focus for that boycott.

When the boycott was renewed, our opponents said it wouldn't work again; these are the '80s, not the '60s, they crowed. Yet a California poll released in September showed 42% of the public will embrace this effort. Boycotts work when they enjoy 5% support; they're devastating with 10%. Clearly, corporate growers and their champion, George Deukmejian, have placed themselves squarely on the wrong side of the issue.

History will repeat itself. The new grape boycott will succeed. And corporate growers will learn its lesson once more.

Please contribute to their education: Boycott grapes!

Calendar

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

NOVEMBER

- 1 Advisory Council meeting
- 2 Advisory Council meeting
- 19 PG&E Health and Safety meeting
- 21 Executive Board

Don't Buy

National Boycotts Sanctioned by the AFL-CIO Executive Council

Armour Processed Meats Co.
Armour Hams, Armour Bacon, Armour Hot Dogs.
This UFCW boycott does not include processed meat products made by Armour-Dial.
United Food & Commercial Workers

BASF A.G. Corp. Geismar, Louisiana
Video, Audio and Computer discs, Lurotin brand vitamins, Alugard 340-2 protectant in anti-freeze.
Oil, Chemical & Atomic Workers International Union

Brown & Sharpe Mfg. Co.
Measuring, cutting and machine tools and pumps.
Machinists & Aerospace Workers

California Table Grapes
Table grapes that do not bear the UFW union label on the carton or crate.
United Farm Workers

Adolph Coors Co.
Beer: Coors, Coors Light, Herman Joseph's 1868, Golden Lager, Masters III, Colorado Cooler, George Killians Irish Red.
AFL-CIO Brewery Workers Local 366

Faberge, Inc.
Personal care products: Aphrodisia, Aqua Net Hair Spray, Babe, Cavale, Brut, Ceramic Nail Glaze, Flambeau, Great Skin, Grande Finale, Just Wonderful, Macho, Kiku, Partage, Tip Top Accessories, Tigress, Woodhue, Xanadu, Zizanie de Fragonard, Caryl Richards, Farrah Fawcett and Faberge Organics.
Oil, Chemical & Atomic Workers International Union

Fort Howard Paper Co.
Green Bay, Wisconsin and Muskogee, Oklahoma, Mardi-Gras, Page, Sof-Knit tissues and napkins, Antique towels, Pom-etts, Econ and Dolly Madison tissues.
United Paperworkers International Union

Holiday Paper Cups, Div. of Imperial Cup Co.
Holiday Paper Cups brand name.
United Paperworkers International Union.

Indiana Desk Co.
Medium and high priced desks.
United Furniture Workers

Louisiana-Pacific Corp.
Brand name wood products: L-P Wolmanized, Cedartone, Waferwood, Fibreline, Oro-Bord, Redex, Sidex, Ketchikan, Pabco, Xonolite.
Carpenters & Joiners and Intl. Woodworkers

Marval Poultry Co., Inc.
Turkeys and turkey parts: Marval, Tender Pride, Lancaster, Frosty Acres, Top Frost, Table Rite, Manor House, Richfood, Food Club, Dogwood Hill Farms. All products bear USDA stamp #P-18.
United Food & Commercial Workers

Nixdorff-Lloyd Chain Co.
Heavy duty chains sold in hardware stores. The Nixdorff-Lloyd brand name appears on the chain spool.
Machinists & Aerospace Workers

R.J. Reynolds Tobacco Co.
Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century; Smoking Tobaccos: Prince Albert, George Washington, Carter Hall, Apple, Madeira Mixture, Royal Comfort, Top, Our Advertiser, Sterling; Little Cigars: Winchester.
Bakery, Confectionery & Tobacco Workers

Seattle-First National Bank
Withdraw funds.
United Food & Commercial Workers

Shell Oil Co.
Subsidiary of Royal Dutch Shell (parent company of Shell South Africa). Gasoline, petroleum and natural gas products.
AFL-CIO

Sterling Radiator
Baseboard heaters for the home.
United Automobile Workers

Trojan Luggage Co.
Luggage: Hampton, Vagabond, Newport, Nassau, Going to Grandma's, Monterey, Aspen, Magnum, Biscayne, Executive Briefs, Dant'e.
United Furniture Workers

Union Label and Service Trades Department, AFL-CIO
1986

Watsonville strike hits first anniversary

The strike by a thousand employees of the Watsonville Canning Company has been on for one year as of this month. But the strikers remain well organized and confident that they will win a decent contract with the employer. To support their effort, the Bay Area labor movement urges trade

unionists to contribute what they can to help the financially pressed strikers. The AFL-CIO's Santa Clara County Central Labor Council has set up an eviction fund to help save the homes of many strikers. Food and clothing are also needed. Please use the form below or contact the Labor Council at (408) 266-3790.

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: _____

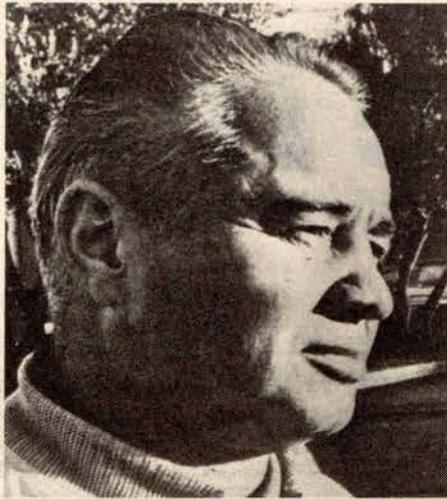
I would like to know more about supporting the Watsonville Strike.

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

In Memoriam: Richard K. Groulx, 1925-1986

This nation's trade union movement lost one of its strongest leaders last month, when Richard K. Groulx, long time head of the Alameda County Central Labor Council, died at the age of 61. The son of a United Auto Workers Union Local President, Groulx was born in Fulton, New York, but raised in Southern California. He took his first position in the labor movement in 1946 after finishing his World War II service in the Marine Corps. He was appointed editor of a Teamster newspaper in Hawaii. He later became a Teamsters organizer there, but moved to the Bay Area in 1948 where he joined Teamsters Local 588 in Oakland as an organizer and then as a business agent. In 1952 Groulx led an organizing drive on behalf of Local 29 of the Office and Professional Employees. It was there that he began his work with the Central Labor Council. He became the Council's Assistant Secretary in 1956 and Executive Secretary in 1968. He held this top post until his retirement at the end of 1985.

Groulx will probably be best remembered for his ability to pull diverse groups of workers together in the interests of the trade union movement. Groulx was always able to mobilize the resources of the



Labor Council on behalf of embattled trade unionists. When the air traffic controllers were on strike, for example, Groulx put together a mass picket line of representatives of a dozen different unions at the Oakland Airport. During the 1972 strike at the University of California, a similar effort helped the building trades, clerical, and service employees. "The labor movement was Dick Groulx's religion," recalled Jack Henning, head of the AFL-CIO's California Labor Federation. "The commitment to unionism consumed Dick Groulx. He walked and spoke and lived union."

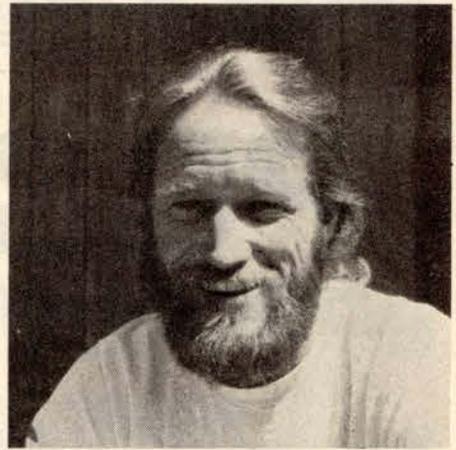
Focus: Shop Steward Randy Abbott

When you first listen to Randy Abbott, a PG&E General Construction Journeyman Lineman for almost a decade, you're not sure if he takes anything very seriously, and certainly not himself. But as he begins to describe his activities as a member of Local 1245, his family or his life on the job, you realize there's another side to Randy.

Randy serves as a shop steward, a safety representative, and as a member of the General Construction Joint Grievance Committee. His hands-on knowledge of the Line Department is very important to the success of that committee, according to Business Representative Joel Ellioff. Randy also attends unit meetings in Fresno, where he and his wife Chris make their home, and in Monterey, where he is currently assigned by PG&E.

Brother Abbott was also a member of the 1983 General Construction Bargaining Committee and the 1983-1986 Advisory Council. On the job, Randy is a member of the Walk-Around Safety Committee. Recognizing his concerns and experience with the issue of safety, the Company recently sent him to Bakersfield, Fresno and Mariposa, to hold informal talks with other bargaining unit members. These sessions proved "very worthwhile," Randy said, to both the Company and employees. This effort emphasizes the positive approach Randy takes to his work as a union representative. He tries, he says, to work out problems with management "right there in the yard" rather than allowing problems to get out of hand.

General Construction Business Representative Joel Ellioff points to the limited number of grievances that reach the formal grievance



procedure in Abbott's area. "That's because of Randy's attitude toward the membership and the importance he places on implementing the contract. He's a steward who doesn't know his real worth," Ellioff concludes.

But Randy reminds his brothers and sisters that unions today still have a battle on their hands. "Everybody is after us," he notes. "We have to wake up and look around at what's happening. If given half a chance, a company will try to break a union." The first step, Randy believes, is to be active in the activities of Local 1245. "I like being involved in our Local Union. I like helping people. I want to make things work the way they're supposed to."

Randy's interests are not just limited to Local 1245 and PG&E. He also represents IBEW Local 1245 at the Fresno-Mariposa Central Labor Council, maintaining our union's ties to the rest of the AFL-CIO. But perhaps most important, Randy speaks proudly of his own family. His wife Chris is pursuing her Ph.D. in English Literature at UCLA. They have two children, Dennis who is 14, and Katie who is 13. Hats off to Randy Abbott, Local 1245 Shop Steward!

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

PLANNING SEMINARS

Everything you need to know about retirement

IBEW Local 1245 will hold a series of Retirement Planning Seminars in September and October. These sessions, open to all members and their spouses, will examine all aspects of pre-retirement preparations, including financial and tax planning. It is Local 1245's goal that these seminars will begin your retirement education and planning. The Union would like to help increase your awareness of the options you must consider as you begin the process of preparing for retirement, so that you get the necessary information before you have to make decisions.

Each of the seminars will last about 2 1/2 hours. There will be time for questions and answers. All the sessions are free of

charge. In addition, an individual conference with a Merrill Lynch retirement specialist can be arranged without charge or obligation. (Local 1245 suggests, however, that before you invest you seek a second opinion, consider their advice and make the most sound decision possible.)

If you are 50 years of age or older, look for your reservation form in the mail. Please reserve your spot in these sessions in advance.

Please remember that you and your spouse are both welcome to attend. We are committed to providing whatever is necessary to help you plan for a successful retirement. We look forward to seeing you at the seminar in your area.

UNION UPDATE

PG&E Wage Increase

Effective January 1, 1987

As a result of 1984 bargaining, all workers will receive a wage increase, effective January 1, 1987. The increase will be in two parts: 1) 3% of your salary, and 2) an across-the-board raise based on the Consumer Price Index.

To compute your increase, add:

Your 1986 weekly salary, less 1985 COLA (\$12.40) & 1986 COLA (\$15.20)	=		
3% of the above	+		
Add 1985 & 1986 COLAs back on	+	27.60	
1987 COLA	+	4.80	
Total January 1, 1987	\$		
Rounded to next highest nickel	\$		

EXAMPLES

Division Lineman

\$702.30 - 27.60	=		\$674.70
3% of above	+	20.24	
1985 & 1986 COLAs	+	27.60	
1987 COLA	+	4.80	

Total January 1, 1987	\$		727.34
Rounded	\$		727.35

General Construction Journeyman

\$763.10 - 27.60	=		\$708.50
3% of above	+	21.25	
1985 & 1986 COLAs	+	27.60	
1987 COLA	+	4.80	

Total January 1, 1987	\$		762.15
Rounded	\$		762.15

Gas Serviceman

\$674.75 - 27.60	=		\$647.15
3% of above	+	19.41	
1985 & 1986 COLAs	+	27.60	
1987 COLA	+	4.80	

Total January 1, 1987	\$		698.96
Rounded	\$		699.00

Service Representative

\$612.45 - 27.60	=		\$584.85
3% of above	+	17.54	
1985 & 1986 COLAs	+	27.60	
1987 COLA	+	4.80	

Total January 1, 1987	\$		634.79
Rounded	\$		634.80

The Consumer Price Index increase is based on the negotiated formula, Section 500.3(c) of the Physical Contract and Section 25.3(c) of the Clerical Contract.

From July 1985 to July 1986, the C.P.I. rose from 319.1 to 322.9, 3.8 points, which divided by .3 equals 12¢ an hour or \$4.80 a week increase for all employees across the board.

IBEW Local 1245