



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

RATE CASE VICTORY

PUC rejects wage cut proposal

By Steve Diamond

After months of lengthy hearings and detailed written arguments by IBEW, PG&E and the Public Staff Division of the PUC, the Utilities Commission held last month that the wages paid IBEW members at PG&E are reasonable and benefit all ratepayers.

The PUC's biannual rate decision came after a major effort by the Public Staff Division to prove that PG&E employees are "significantly overpaid" and that the PUC should step into the collective bargaining process by reducing the wage rates paid to IBEW members.

The Staff Division made the wages of Clerical employees a special target, alleging that the Company "is proposing to spend too much money and the ratepayers should not be asked to fund it." Despite the obvious fact that a large percentage of the Clerical workforce are women, long the victim of low wages, the Staff contended that it was making "no judgement whatever regarding the benefits, philosophical or otherwise of comparable worth."

"Comparable worth", or "pay equity" as it is also known, argues that many jobs are predominantly filled by women and that the wages paid these workers are well below the wages paid men. Further, the work performed by women in these jobs often requires the skills, training and responsibility of the higher paid jobs occupied by men.

Comparable Worth Gains Support

The PUC supported this concept in its decision. "For over 40 years

PG&E and its unions have negotiated and evaluated the wage levels appropriate for the clerical staff not only with an eye to what the external market requires for those services, but also on what a fair wage would be in relationship to wages being paid for physical positions We agree with PG&E that the proper development and use of the predominantly female clerical sector creates broad social and economic benefits which ultimately redound to the ratepayers and for which ratepayers should be responsible."

The benefit to the ratepayer was also behind the PUC's rejection of proposed wage cuts for the Company's Physical and Technical

employees. Though PG&E pays above the average wage for such workers, this "benefits the ratepayer, (and stockholder), particularly with regard to safeguarding PG&E's large investment in employee training. "We are reminded," the PUC continued, "of PG&E's testimony that it costs \$99,000 to train one lineman Any short-run savings for ratepayers realized by cutting wage and salary expense in this proceeding would be lost through increase in long-run costs."

Door Open to Future Wage Changes by PUC

Though the PUC sided with IBEW

See PAGE TWELVE

PG&E ties bidding rights to early retirement offer

After an initial Union rejection of a PG&E offer to trade away key bidding rights of General Office Clerical employees in return for an early retirement package for a select group of employees, the Company asked IBEW this month to discuss a new proposal.

The new proposal, though, continues to link the early retirement package to the surrender of bidding rights. The new proposal would extend the deal to the Steam Department as well as the General Office employees already covered. These departments were chosen because layoffs are expected there.

The Company alleges that the plan would reduce the number of layoffs in these two departments it foresees in the future. But no guarantees of reduced layoffs have been offered.

"If this were simply a question of putting an early retirement program into effect," IBEW Local 1245 Business Manager Jack McNally said, "we would have no problem. But the Company continues to tie their offer to a change in bidding rights. But we will continue talks with the Company to see if something can be worked out."

IBEW and SMUD to agree on drug testing policy

IBEW Local 1245 and the Sacramento Municipal Utilities District are close to an agreement over a policy to regulate SMUD employees' "fitness for duty" at SMUD workplaces. Following a December 9 meeting, letters have been exchanged with a final agreement expected later this month.

The negotiations began in response to an attempt by SMUD management to implement, unilaterally, random mandatory urine tests for many SMUD employees. IBEW Local 1245 objected and won a court injunction against the proposal. The Union argued that such tests were unreasonable and in violation of the California and U.S. Constitutions.

Both Constitutions protect the right of citizens against unwarranted search and seizure of property by the government. Further, the California Constitution protects the privacy of citizens of this state. As a public employer, SMUD is obligated to comply with constitutional provisions.

Unions and civil liberties groups

See PAGE TEN

New Assistant Business Manager for Local 1245



Dorothy Fortier.

Dorothy Fortier was appointed Assistant Business Manager at IBEW Local 1245 effective January 5, by Business Manager Jack McNally.

Her major duties will involve administration of the PG&E Clerical Agreement, the Fact Finding Step of the PG&E grievance procedure, and assisting in coordinating Shop Steward training conferences.

"We're all proud of her work with the Local over the past 12 years, and we look forward to seeing her take charge in her new areas of responsibility," Business Manager McNally said.

Fortier has participated extensively in a wide range of union educational and training programs since 1975 on the local, state, national, and international levels. She has also

served as an instructor at varying seminars, and she assisted in coordinating a successful Local Union Clerical Conference in late 1983.

A secretarial position was her first job at Local 1245. She subsequently worked as an administrative assistant, and editor of the Utility Reporter, prior to serving as a Business Representative in the North Bay. For the past 6½ years she has been assigned to General Office in San Francisco.

Now that she's coming from her field assignment into the Local Union's administrative offices in Walnut Creek, she said that she's looking forward to handling grievances at the fact finding level where she'll be doing in-depth research to help best represent our members.

Beyond her Local 1245 re-

sponsibilities, Fortier reports that she currently plans to continue to serve as an executive board member of the Alameda County Central Labor Council which keeps a pulse on labor activities in the area.

Following her new appointment she said, "I enjoyed working with the Shop Stewards and members in San Francisco General Office, North Bay Division, and the City of Healdsburg during my years there, and I want to thank them all for their support and assistance."

"I've also had a lot of support and encouragement from staff during my dozen years at Local 1245, that I'd like to thank as I take on these new challenges, and most particularly I want to thank former Senior Assistant Business Manager Larry Foss."



Now's the time to sign up

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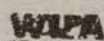
Ron Field

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Thanks to the following for their help with this issue: Ethel Davis, Steve Diamond, Sharon Madison, and Fran Zamora.

Labor studies classes offered by colleges throughout the Bay Area offer trade unionists both a chance to learn basic labor union skills and an opportunity to pursue an undergraduate or graduate degree in the field.

San Francisco City College, San Francisco State, Merritt College and San Jose City are all currently signing up students for spring semester.

Wherever you choose, you'll find that Labor Studies classes are taught by experts drawn from the ranks of the labor movement; and that an informal, supportive atmosphere prevails. You'll also meet other unionists grappling with some of the same problems, and opportunities, that you are.

Classes at City College begin January 12, and all sessions meet 7-9:50 p.m. at the Downtown Center, 4th and Mission, unless otherwise noted.

Monday night classes are Collective Bargaining, Communications Skills and (at the CCSF campus, Ocean and Phelan Avenues) Rights and Discrimination in the Workplace.

Tuesday night classes are Labor Law, Labor Economics and Women's Employment Issues from February 24 to March 31 (at the Community College District offices, 33 Gough Street near Market).

Wednesday evenings offer American Labor Movement, Health and Safety, and a new course offered at 33 Gough Street, Labor in the Building Trades.

Thursday night classes are Labor and Politics, and Grievance Handling and Arbitration.

Labor Studies at SFCC also offer special short-term classes at the 33 Gough Street offices. Assertiveness

Training is offered February 20 and 21, and again April 10 and 11, in each case consisting of a Friday evening and Saturday day session.

A new course, Advanced Steward Training, meets Saturdays March 21 to April 4. Parliamentary Procedure is taught Saturday, February 28.

Tuition for these classes is \$5 a credit up to five credits, \$50 for six or more. Assertiveness Training is offered free of charge, while Parliamentary Procedure has a \$15 materials charge.

For more information or to register for SFCC courses, call coordinator Barbara Bryd, (415) 239-3090.

At San Francisco State University, 19th Ave. and Holloway, courses start January 29 and end May 20. Registration by mail runs to January 2, and late registration, on campus, extends to February 10. Except as noted, classes meet 7-9:45 p.m.

Monday night sees Intro to the Study of Labor; **Tuesday**, History of Labor in the U.S., and also a new course, Privatization and Drugs; **Wednesday**, Labor Organizing; **Thursday**, Collective Bargaining, and a new course, Labor and the Media. Urban Health Systems are explored in an afternoon class, meeting Tuesdays and Thursdays from 2:10 to 3:25 p.m. For more information, call coordinator Peter Donohue at (415) 469-1051.

Merritt College's program in the East Bay has been reduced as a consequence of a continuing fiscal crisis in the Peralta Community College District, and support from the labor community is particularly vital now.

Merritt offers Collective Bargaining, Tuesdays 7 to 10 p.m.,

beginning February 3 at the U.C. Institute of Industrial Relations, 2521 Channing Way near Telegraph in Berkeley. Communications for Labor Leadership is offered Thursdays 7 to 10 p.m. at the SEIU 790 Hall, 522 Grand Avenue near Euclid in Oakland, beginning February 5. Steward Training meets Saturdays from March 7 to 21, 9 a.m. to 5 p.m. at the U.C. location. For more information, call coordinator Al Browning at (415) 531-4911, Ext. 2512.

In the South Bay, San Jose City College classes begin January 27. All classes meet 7 to 9:50 p.m. at the SJCC campus, 2100 Moorpark Avenue (off I-280) near Bascom Ave. **Monday** night's class is Labor Union Leadership; **Tuesdays** see Labor Law; **Wednesdays** offer Labor History and Advanced Steward Training (January 28 to March 4) and Organizing (March 11 to April 15); **Thursday** night classes are Collective Bargaining, and Grievance Handling and Arbitration. For more information, call acting coordinator Terry Owen at (408) 288-3734.

If you're interested in working toward a degree, you can earn an Associate of Arts degree at City College of San Francisco, or at Merritt, or else a Certificate in Labor Studies at both schools. San Francisco State University offers both a bachelor's and master's degree in Labor Studies. San Jose City College also offers an A.A. degree, as well as a certificate in Labor Studies.

Advisory Council

IBEW Local 1245

Advisory Council

**will hold its first session
of the year on**

Saturday, February 7

and

Sunday, February 8

Beginning at 9 A.M.

at

**The Concord Sheraton Hotel
45 John Glenn Drive.**

Unit meeting correction

The June meeting of:

**Unit 1118
(Crane Valley)**

will be held on:

**June 3, 1987,
not June 1, 1987,**

**as shown in last
month's calendar.**

APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

Diablo Canyon Power Plant Apprenticeship Committee

James Ramirez
Donald Woods
John Holm
Arnol Allen
Wayne Wellman
W.O. "Bud" Murphy
Mike Haentjens

San Jose Division Joint Grievance Committee

Steve Moore

General Construction Joint Grievance Committee (Alternate Position)

Daniel Robertson

CENTRAL LABOR COUNCILS

San Joaquin-Calaveras Counties Central Labor Council

Robert Gibbs

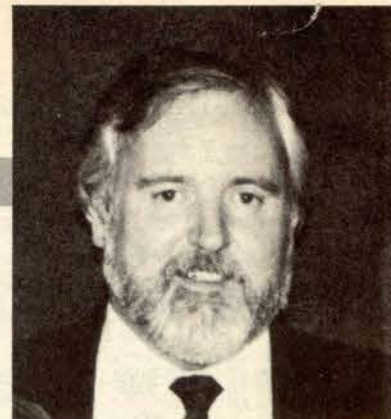
Marin County Central Labor Council

James E. Findley
Perry Zimmerman

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



Looking ahead at PG&E

With the beginning of the new year, a number of issues are about to have an impact on Pacific Gas and Electric Company.

Certain federal energy laws that were enacted in the 1970s to encourage conservation and protect the rate payers have now been turned around to threaten residential rate payers. The loss of large industrial and commercial customers because of cogeneration means substantially less revenue in the existing system. This will place a heavier burden on residential rate payers.

Not only does the owner of a cogeneration facility serve its own energy needs, but it can require the utility in the area to purchase its excess generation, usually at a price higher than the current rate. There are now some big problems with the National Energy Act and they need to be addressed by Congress.

In December, the California Public Utilities Commission in its decision on PG&E's General Rate Case, granted PG&E an increase in rates, but somewhat less than they desired.

On the one hand, there is a certain amount of deregulation letting the pressures of the free market apply to generation. On the other hand, the prices charged by the utility continue to be regulated.

PG&E feels that to survive as a utility they must be able to retain large customers. To do this, the Company has developed a Market Driven Strategy, which means convincing the Public Utilities Commission to allow flexibility in rate setting and cutting costs to get lean and mean to be competitive with the cogenerators.

This new approach is drastically changing PG&E and is causing concern with our members and in the management ranks. The announcement to reduce the size of the workforce immediately creates fears and rumors as to what may happen and who may lose their job.

The Company has answered that attrition and the offer of an early retirement incentive would be utilized in its first effort to downsize the workforce, but that layoffs were still inevitable.

In the bargaining unit, it appears that General Office clerical and the Steam Department may be the hardest hit. This is mainly due to technological changes and the closing of some plants and cold standby of generating units. It appears that the Regions and Divisions will have small isolated bumping and/or layoffs.

The number of bargaining unit employees at PG&E today is approximately the same as it was in 1980. Management and non-bargaining unit employees have increased by 30% since 1980. In the same period the number of customers have increased by over one-half million, and operating revenue has increased by 60%.

Management is vulnerable, and as a result, Supervisors at the lower level say things that create fears and rumors among bargaining unit members.

Despite what may or may not be said, bargaining unit members are protected by a collective bargaining agreement. That agreement spells out the rights of our members in job bumping and layoffs. The Union will continue to closely monitor these developments to ensure that both parties abide by the agreement.

In Unity,

Jack McNally

Calendar

JANUARY

8 Trustees	18 PG&E Health/Safety
16 Safety Committee	19 Trustees
22 Trustees	20 Safety Committee
23 Executive Board	27 Executive Board
28 PG&E Title 8 Meeting	

FEBRUARY

2 Staff Meeting	MARCH
5 Trustees	2 Staff Meeting
7,8 Advisory Council	5 Trustees
	19 Trustees
	20 Safety Committee

CHANGE OF ADDRESS

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

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

Old label: _____

Name _____

New Address _____
(Street and Number)

(City and Zip Code)

New Labor-Management Effort to Update Utility Construction Standards Underway

Labor and management representatives agreed recently to form a new committee which will review and update all standards for building and construction standards in the California utility industry.

The "General Order 95/128 Rules Committee" will examine each standard and where changes are agreed necessary will submit them to the California Public Utilities Commission. The standards have not been overhauled since 1954. Ron Fitzsimmons, Assistant Business Manager of IBEW Local 1245, said, "For years, the CPUC has issued variances instead of updating the standards," Fitzsimmons said. "They are like working in another century."

To date, neither labor nor management has attempted serious changes in the standards because of the time and expense involved. Instead, in particular instances, management obtains a temporary variance from the order.

General Order 95 covers all overhead work in the industry, while G.O. 128 covers underground work.

A survey of the various unions, companies and municipalities active in the California utility industry found strong support for such a Rules Committee. An initial

organizing meeting was held in Fresno in mid-November.

In addition to establishing charter members this meeting elected officers, adopted by-laws and sub-committee assignments. It was agreed that the committee will function by consensus. Unless all parties are in agreement with a proposed rules change, no standard will be submitted to the Utilities Commission. Each member of the committee, however, reserves the right to submit a proposed standard independently of the committee. However, it is hoped that by acting in concert that the changes needed can be made quickly and with efficiency. (See flow chart for details.)

The Joint Committee is the result of several years of "workshop" efforts to review the General Orders. Since October 1983 there have been a series of "workshop" meetings conducted by the CPUC staff and assisted by representatives of ten of the state's leading public and privately owned electric and telephone utility companies along with IBEW Locals 1257 and 47. These meetings were held to review the numerous requests for clarification, interpretation and/or changes to the construction requirements prescribed for both overhead and underground

lines by the rules of the CPUC's General Orders.

One outcome of the workshops, a predecessor to the subcommittees of the new G.O. Rules Committee, was the formation of a voluntary study group to examine the feasibility of simplifying and combining the many climbing space requirements. Union representatives on the Committee included IBEW Local 1245's Ron Fitzsimmons and Bob Choate.

The study group identified four primary areas of concern when applying present G.O. 95 climbing space requirements:

(1) The complicated method of determining horizontal dimensions of climbing space due to their relation to voltage and horizontal pin spacing of line conductors on a crossarm.

(2) The requirement for large climbing space dimensions when line and related buckarm construction is involved and the effect of Cal/OSHA's operating constraints, requiring safe working distances from unprotected energized conductors have on the rationale for requiring such large climbing spaces.

(3) The vertical requirements for climbing space.

(4) Allowable climbing space obstructions.

After numerous meetings a prop-

osal to modify Rule 54.7 was drafted by the volunteer study group. The proposal included a radical change in present climbing space requirements, however, the committee felt it to be realistic, reflecting state-of-the-art advances in work procedures and in the equipment and tools used for the construction, operation and maintenance of overhead power and communications lines.

Bud Dodge, of PG&E, presented the study group proposal to the newly formed Joint Rules Committee on November 18. The Committee agreed to put the proposal in an acceptable form and submit it to the CPUC for approval.

Local 1245 appreciates the hard work of Hal Adelman of Southern California Edison, Frank Marsman of San Diego Gas and Electric, Bud Dodge of Pacific Gas and Electric, Bob Choate and Bob Villalobos of Locals 1245 and 47 respectively for their hard work in developing the climbing space proposal and the questionnaire and guidelines for the Rules Committee. The committee will be of great benefit to the industry of the State of California. Local 1245 will actively participate to enhance the working conditions of our members employed in the Electric Overhead and Underground related occupations.

Local awards lifesavers

Two members of Local 1245 were presented with Lifesaving Awards at the end of last year. A third received a certificate of recognition.

On January 29, 1986, Pipe Line Operations mechanic-welder Trinidad Sandoval came upon the scene of a pickup truck accident. Brother Sandoval located the driver, Terry Lee Wickham of Coalinga, California, lying face down in a plowed field about 200 feet from his truck.

After determining that the injured driver had a strong pulse, Brother Sandoval scooped the dirt away from his face to facilitate breathing and used a piece of canvas from his own car to keep the victim warm.

Instructing the injured driver not to move, Brother Sandoval drove to a nearby farm house to call for help and then returned to continue aiding the victim until the arrival of the California Highway Patrol and paramedics.

Russ Shelton earned his award during a near-drowning of 3 year old girl Heidi Simmons. A lineman in the Shasta Division of PG&E, Shelton had been watching a swim meet at the Shasta College swim-

ming pool on May 31, 1986, when Heidi was pulled out of the pool. She had been underwater for up to a minute. Administering first aid, Shelton got the baby breathing again "within seconds after she was brought out of the water."

A Certificate of Recognition went to Jim Mayse, a Mechanic-Welder in Pipeline Operations at the Kettleman Compressor Station. Last May 4, Brother Mayse was sent to investigate an air patrol report on Highway 41 at Sunflower Valley. He saw a vehicle lying on its top at the side of the road and two people lying in the grass approximately 30 feet from the vehicle.

There were several other people calling for assistance with a baby who was lying face down in the dirt and grass. Brother Mayse ran to the aid of the baby who was unconscious and not breathing. He began CPR and continued until an ambulance arrived. The driver of the ambulance requested Brother Mayse's assistance to continue working on the baby until they reached the hospital. In spite of Brother Mayse's efforts, the baby did not survive.

Bad vibes to be studied by CAL/OSHA

In response to a petition by IBEW Local 1245, the Cal/OSHA Standards Board has ordered the Division of Occupational Health and Safety "to further study, investigate, and evaluate the hazards of whole-body and segmental vibration, and if feasible develop approaches to addressing vibration syndrome."

Local 1245 became concerned about the issue of vibration when a study by the National Institute of Occupational Safety and Health concluded that "vibrating handtools can cause vibration syndrome, a condition also known as vibration white finger and as Raynaud's phenomenon." Other studies have also shown that whole-body vibration adversely affects the metabolic, nervous, visual, motor, endocrinological, biochemical, and histopathologic systems of the body.

IBEW Local 1245 members are exposed to both types of vibration while stationed in power plants and industrial vehicles and while using powered hand tools.

The Cal/OSHA Standards Board found that segmental vibration "is an area of concern that has not been addressed through mandatory requirements in the past." Both segmental and whole-body vibration "may be alleviated through the use of engineering controls, work practices, and early detection by medical surveillance," their decision said.

Local 1245 and Sierra Pacific meet on safety issues

On November 24, 1986, Company and Union representatives met at Company's headquarters in Reno to discuss safety issues which Local 1245 considers potentially hazardous for Electric Department employees.

Local 1245 requested the meeting as a result of reports to the Union recently received from Sierra members concerning some potential near-accidents involving contractors working on Sierra's electrical system, qualifications of management inspectors, and Company's intention to allow voluntary barehand work on their 60 kv and 345 kv conductors.

Both parties discussed openly and candidly their views and concerns relative to the issues raised. Both parties left the door open for continued discussions and future meetings concerning the issues involved. Local 1245 is currently conducting a survey with Company's Electrical Department employees to ascertain their feelings relative to barehand work on energized conductors.

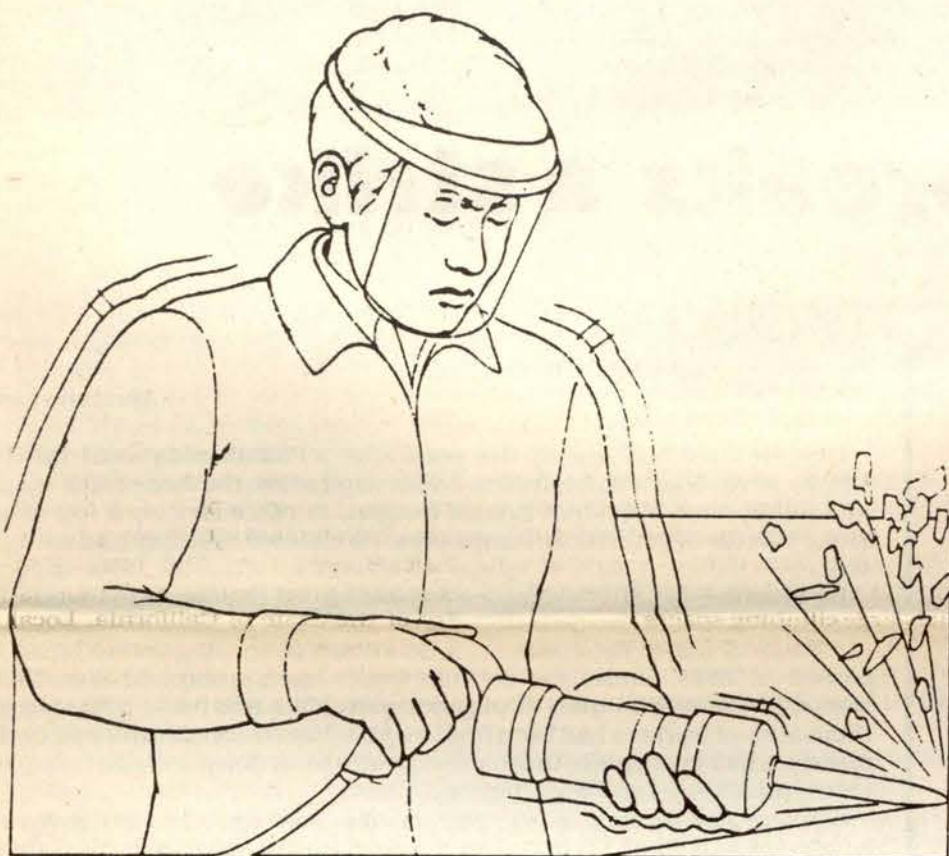
Representing the Company were Reeve Fagg, Jim West, Norm Nash, Rich Melillo, George Fisher, Bonnie MacMullen and Tom Robertson.

Representing Local 1245 were Gino Aramini, Ron Fitzsimmons, John Stralla and Orv Owen.

LOSING YOUR GRIP

White finger

White finger is a condition in which you lose the feeling in, and control of your fingers and hands. It's caused by the vibrations passed on to your hands and fingers from working with powered tools. The vibrations can damage the blood vessels in the hands. The blood vessels collapse; the skin and muscle tissues can't get the oxygen they need and eventually die. White finger is also called dead finger and Reynaud's phenomena.



The **early signs** of white finger include: numbness of fingers and a tingling sensation; whitening of fingers; loss of control of hand muscles and clumsiness; and reduced sense of heat, cold and pain.

There is **no cure** for white finger: if you are young, and your fingers are still fairly healthy, the condition may improve if exposure to vibration stops or is reduced. If your hands are seriously affected, the damage is permanent and may continue to get worse even if exposure to vibration ends. An advanced sign of the problem is a blackening of the finger tips. The loss of feeling and dexterity may seriously interfere with activities both on and off the job.

Other factors that influence white finger:

- Exposure to cold temperatures. Whether throughout the body or just in the hands, cold temperatures will cause blood vessels to constrict, or get narrow, and reduce the amount of oxygen carried to the tissues by the blood.
- Gloves are important for keeping the hands warm. However, "anti-vibration" or padded gloves do little or nothing to reduce vibration and may make the hazard worse: they can reduce your feel for the tool, requiring a tighter grip which increases the effect of vibration.
- Loud noise combined with vibration creates a greater narrowing of blood vessels than either hazard alone.
- Smoking just before or during the job. The nicotine has the same narrowing effect on your blood vessels.

The **best solution** is to remove the source of the problem. Can the job be done another way, so that it does not involve someone being exposed to vibration and noise? Can the vibration be eliminated or reduced? Examples are: better pneumatic tool design, replacing pneumatic tools with hydraulic ones, and the use of swing frame rather than pedestal grinders. Here are some specific suggestions:

- You can reduce hazards by avoiding continuous vibration exposure over long periods. Rotating people on jobs with vibration hazards, or work schedules with breaks are helpful.

Serious citations upheld against PG&E for 1982 deaths

By Ann Miley

Pacific Gas and Electric is guilty of two "serious" violations of the state's health and safety laws because of its actions involving a fatality from electrical contact near Alta Forebay in 1982, the Cal/OSHA Appeals Board held last month. A "serious" violation is found where employer action or inaction has a high probability of leading to death or serious injury.

The accident occurred on September 10, 1982, while a four-man crew was removing No. 8 bare copper control wires. Three crew members were on separate poles engaged in untying and "floating" the ten conductors. As one crew member attempted to remove the crossarm, his right climbing hook cut out, causing him to lose his balance, and drop the crossarm, which caught one of the "floating" conductors, pulling it downward. The tension on the conductor pulled it tight enough to cause it to be pulled up and contact the energized 12kv conductor in the adjacent span.

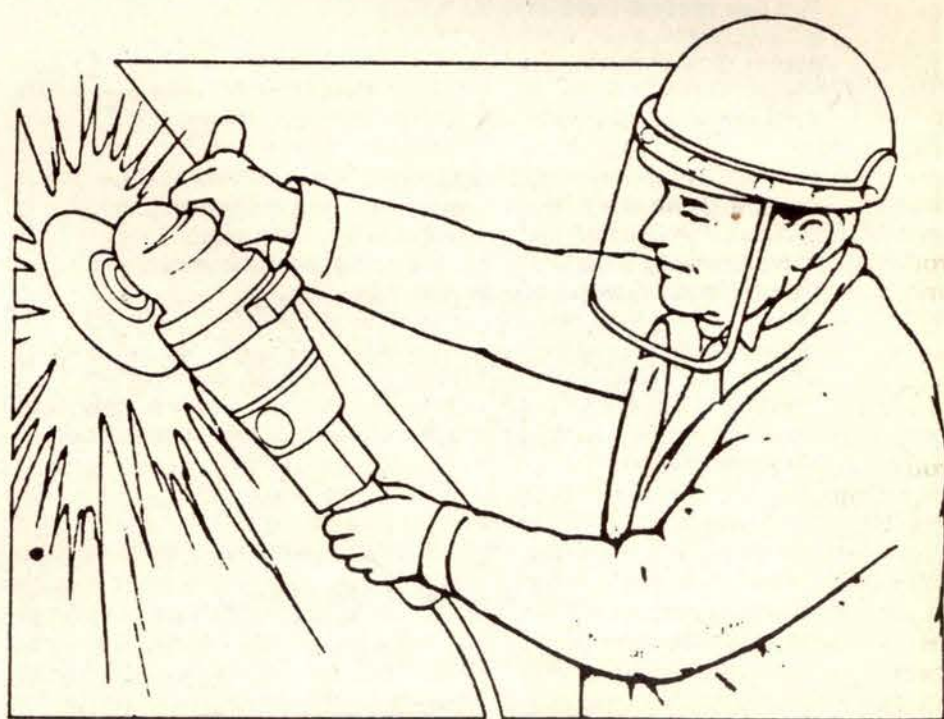
The line subforeman on another pole was in contact with the momentarily energized line, and a path to the ground was created through his arms and hands to the other de-energized conductors he was untying, the ends of which were lying on the ground. Attempts to revive the

worker failed and he was pronounced dead.

Cal/OSHA cited PG&E for failure to tie off, use tension reels or otherwise prevent contact of the de-energized with the energized conductors. A second citation was issued for failure to ground the conductors or isolate or insulate the employees. A third citation was issued for lack of guard structures installed and provisions to isolate or insulate employees, as well as failure to render the automatic reclosing device inoperable and work the line as if energized.

PG&E appealed the citations and the Union obtained third party status to participate in the appeal process. A hearing before an Administrative Law Judge was held on May 19, 1983. In a decision the next month, the Judge upheld the first two "serious" citations and reduced the third from a serious to a general citation.

PG&E then appealed to the highest level of appeal within Cal/OSHA—the Appeals Board. The three-member board agreed with the original "serious" citations in the first two instances, but granted the Company's appeal of the third citation. The three-member board held that the provision of the law cited by Cal/OSHA investigators was inapplicable.



- Keep the tools maintained in good operating condition; they will vibrate less.
- Let the tool do the work. Grasp it as lightly as possible, consistent with safe work practices and tool control.
- Use full throttle only when absolutely necessary. By operating at 1/2 to 3/4 throttle, you reduce the vibration.
- Keep your hands warm. If they are wet or chilled, dry and warm them.

Strikemakers & strikebreakers

By Sidney Lens

The history of American labor has been a turbulent one. Tens of thousands of people have been arrested, injured, or even killed in strikes that have pitted employees against management and often government, and inflamed the public. What could cause workers to leave their jobs and join the picket line, risking their livelihood and sometimes their lives? How are strikes carried out? How are strikes broken?

Sidney Lens, well-known writer and longtime union official, explores this history of strikes, from the formation of the first labor unions to the present day in his recently published book *STRIKEMAKERS & STRIKEBREAKERS* (E.P. Dutton, New York, 1985).

As part of its ongoing effort to keep our membership and the public aware of the serious issues now confronting the labor movement, the Local Union purchased six copies of Lens' book for donation to Northern California public libraries. We will reprint selections from Lens' book in the Utility Reporter over the next several months. Our first selection examines the strike considered by many to be the turning point in current relations between labor and management, the air controllers' strike against the U.S. Government.

President Reagan breaks a strike

October 20, 1980

Robert E. Poli, President
Professional Air Traffic Controllers
Organization
444 Capitol Street
Washington, D.C.

Dear Mr. Poli:

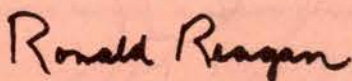
I have been thoroughly briefed by members of my staff as to the deplorable state of our nation's air traffic control system. They have told me that too few people working unreasonable hours with obsolete equipment has placed the nation's air travellers in unwarranted danger. In an area so clearly related to public safety the Carter administration has failed to act responsibly.

You can rest assured that if I am elected President, I will take whatever steps are necessary to provide our air traffic controllers with the most modern equipment available and to adjust staff levels and work days so that they are commensurate with achieving a maximum degree of public safety.

As in all other areas of the federal government where the President has the power of appointment, I fully intend to appoint highly qualified individuals who can work harmoniously with the Congress and the employees of the government agencies they oversee.

I pledge to you that my administration will work very closely with you to bring about a spirit of cooperation between the President and the air traffic controllers. Such harmony can and must exist if we are to restore the people's confidence in their government.

Sincerely,



RONALD REAGAN

901 South Highland Street, Arlington, Virginia 22204

Paid for by Reagan Bush Committee, United States Paul Laxalt, Chairman; Ray Buchanan, Treasurer.

"All that harms labor is treason to America . . . If any man tells you he loves America, yet he hates labor, he is a liar. If a man tells you he trusts America, yet fears labor, he is a fool.

—Abraham Lincoln

One hundred and seventy five years after a Philadelphia court ruled that strikes were illegal combinations and conspiracies, the issue came up again in another form. President Ronald Reagan, in office for only a few months, broke a strike of government employees. He claimed that they had no right to strike.

By this time — 1981 — almost everyone agreed that workers had the right to form unions and bargain with their employers. In fact a law to that effect, the National Labor Relations Act (also known as the Wagner Act), had been passed in 1935. Under the act, employers were prohibited from firing a worker for joining a union. It may not sound like much of a gain, but many thousands of workers had been fired for just that reason, and many hundreds of strikes had taken place to force companies to sit down with their employees to negotiate wages and working conditions.

Workers not covered by the Wagner Act, however, included government employees — federal, state and local. Beginning in the 1930s, the number of such employees grew by leaps and bounds (as of 1980 it was 16 million), but they did not have the protection that workers in private industry had.

Then, in 1962, President John F. Kennedy issued an order directing executive branch departments to recognize unions if they could prove a majority, and to provide grievance machinery for resolving disputes with them.

In the wake of Kennedy's trailblazing act, not only the federal government but twenty-nine states ultimately guaranteed collective bargaining rights.

What distressed unionists working for government agencies was that they did not have a legal right to strike. They might talk to government officials about a raise or improvement in conditions, but if no agreement were reached, they had no further recourse. Only eight states permitted any sort of job action by their employees. The rest deemed it a crime, punishable by fines and jail sentences. Under federal law, an employee who went on strike could be sent to jail for a year and fined \$1000.

It was against this background that a brief but explosive confrontation took place in August 1981 between President Reagan and the Professional Air Traffic Controllers Organization. This union, with some fourteen thousand members nationally, had been formed in 1968 with the help of the well-known attorney, F. Lee Bailey.

The air traffic controllers were men and women who worked in control towers at the nation's airports to guide planes on their landing approaches and takeoffs. Their boss was the federal government, specifically the Federal Aviation Administration (FAA) and the secretary of transportation. And their job was, by everyone's account, most grueling.

The controller sat in front of a scope, watching blips, communicating with pilots on incoming planes, keeping them on separate courses so that they didn't bump into each other. It was nerve-racking. As Bailey described a scene he witnessed in one tower, "controllers working with 'the picture' on a given scope were forced to eat soup and urinate into tin cans, because they could not leave their positions. They drank like fish and lived in daily fear of causing a midair collision."

The salaries of the controllers were considerably above average in 1981: about \$30,000 a year base pay, and perhaps \$40,000 a year if premium pay for night shifts, weekends, and holidays were included.

On the other hand, as John Thornton, former president of Local 258, the union at the Washington National airport, pointed out, "the washout rate



was extremely high." Controllers were required to retire after twenty years, but 90 percent, Thornton says, had to retire earlier because the job was so taxing. Though most of the controllers were young, they had an abnormally high incidence of ailments such as high blood pressure, ulcers, and psychological problems.

Hence the main concern of the air controllers had always been to increase the number of persons on the job, lower their hours of work, and make it possible to retire at an earlier age. Dr. Robert Rose, who made a five year study of air traffic controllers for the FAA, concluded that they were "two or three times more likely than other men their age to develop hypertension — high blood pressure."

PATCO leaders pointed out that the 40-hour week for air controllers was longer than that of controllers in other major industrial countries. It was also much longer than that of pilots, who work under similar tensions.

In 1980, PATCO's leadership had cause to rejoice — or at least thought it did. Republican presidential candidate Ronald Reagan had taken a sympathetic interest in their cause. Robert E. Poli, president of PATCO, met with candidate Reagan in Tampa, Florida, and on October 20 Reagan sent Poli a formal letter promising to "take whatever steps are necessary to provide our air traffic controllers with the most modern equipment available and to adjust staff levels and workdays."

Poli was so elated with Reagan's pledge of cooperation that he urged the union to endorse the former California governor for president. Indeed PATCO was one of only three unions that supported the Republican candidate. In a sense, it put all its eggs in Reagan's basket, hoping to achieve through him what it had been unable to achieve in a dozen years of negotiations, pleading, and sick-ins.

The old contract between PATCO and the Federal Aviation Administration was set to expire in March 1981. Negotiations for a new one began in February, shortly after Reagan took the oath of office. The union made three major demands — a reduced work-week of 32 hours, an improved retirement plan, and a wage increase. The FAA said that the total cost would be about \$600 million a year, far beyond what it was prepared to spend. It refused to make any concessions on the item that troubled the controllers most — the length of their workweek.

There was an interesting aspect to this confrontation. President Reagan was in the process of drastically reducing social expenditures — for welfare, food stamps, public housing, aid to education, even children's lunches — in order, he said, to balance the national budget. He and his secretary of transportation, Drew Lewis, undoubtedly felt it would be out of character, therefore, to significantly increase spending for air controllers.

Making promises during an election campaign was one thing; facing the real problems of government after the election was something else.

On August 31, 1981, the strike began — 12,700 of the 16,000 air controllers walked off the job. Most of them expected the strike to be short and sweet.

President Reagan took a surprisingly tough stand on the work stoppage. Only hours after it began, he went on television to warn the strikers that if they didn't return to work within 48 hours, they would be fired.

The president argued that it was permissible for "workers in the private sector to strike" but "we cannot compare labor-management relations in the private sector with the government." Commenting on the president's point, teachers' union president Albert Shanker stated: "It's strange that the United States, which got rid of King George III over two hundred years ago, is about the only democracy still saddled with the notion from old monarchical days that any public 'servant' who strikes is really engaged in a rebellion against the sovereign and therefore must be severely punished."

President Reagan's punishment was swift and devastating. On August 5, he ordered the FAA to send letters to each of the 12,700 strikers, telling them they were fired and would not be rehired. Some strikers did return to work in the 48-hour grace period given them by the president, but 11,600 stayed out to the end. The discharge notices were followed by a blizzard of court actions.

Almost immediately after the walkout, the government sought and was granted fifty-two separate court decrees ordering the controllers back to work. It was impossible, of course, to put 11,600 people in jail for defying those orders, but 5 PATCO leaders were imprisoned, and 7 or 8 more were subsequently given contempt sentences of ten to ninety days. Judges imposed fines on the union totalling \$32 million. They froze the union's \$3.5 million strike fund, thus preventing PATCO from giving financial aid to its members.

The Federal Aviation Administration immediately enlisted supervisors, instructors, retired controllers and five hundred military air traffic specialists to work the radarscopes. In addition, there were a few thousand controllers who had either refused to strike or who had gone back within the first 48 hours. The airports were able to continue service — though very inadequately. With a staff of only five thousand persons, air traffic at the twenty-two major airports had to be cut by 50 percent, and private airplane traffic even more drastically. In fifty-eight communities, the FAA closed down control towers entirely.

The Reagan Administration, however, persevered. It broke the PATCO strike and put the union out of business, just as a Philadelphia court put the cordwainers' union out of business in 1806.

Some air traffic controllers found other jobs in the airline industry. Most were out of work for a long time and then had to look elsewhere. With PATCO dissolved, the controllers formed another union, the National Air Traffic Controllers Association (NATCA), to press claims for their old jobs. Perhaps they will ultimately recover from President Reagan's strikebreaking.

But many say they will not. It was the most staggering defeat federal workers have ever suffered in this country.

From the book *Strikemakers and Strikebreakers* by Sidney Lens
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Time to prepare for scholarship contest

Al Sandoval Memorial Competitive Scholarship

The purpose of this contest is to provide a grant in aid for scholarships to colleges and junior colleges, thereby making financial assistance toward the attainment of a higher education.

1. The grant will be as follows:
\$500 per year, up to four (4) years, as long as a C (2.0) average is maintained and the parent maintains their membership in good standing in Local Union 1245.
2. In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted, or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in 1987. A copy of your diploma or a letter from your high school stating that you will graduate in 1987 must be attached to your scholarship application.
3. The scholarship grant will be made only to that candidate who intends to enroll full time in any college certified by their State Department of Education and accredited by the local accrediting association.
4. Applications may be secured by addressing the Recording Secretary of Local Union 1245 or by calling the Union office, or by using the form printed below.
5. Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.
6. All applications shall be accompanied by a written essay, not to exceed five hundred (500) words, on the subject designated by the Executive Board.
7. Essays should be submitted on 8½" by 11" paper, on one side, preferably typed and double spaced, with applicant's written signature at the conclusion of the essay.
8. Applications and essays must be mailed to IBEW Local Union 1245, P.O. Box 4790, Walnut Creek, CA 94596, by registered or certified mail only, and be postmarked no later than Monday, March 2, 1987.
9. Each year the scholarship shall be presented at the Advisory Council meeting in May; the judge and a guest and the recipient and parents shall be invited, at Local Union expense, to present and receive the scholarship award.
10. A suitable trophy or plaque shall be purchased by the Local Union, at a cost not to exceed \$75, to be presented to the scholarship recipient.

NOTE: THE TOPIC FOR THE 1987 AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP ESSAY IS "IS MY ONE VOTE REALLY IMPORTANT?"

APPLICATION FOR THE AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP Sponsored by

LOCAL UNION 1245
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO
P.O. Box 4790 Telephone
Walnut Creek, CA 94596 (415) 933-6060

DATE _____

I hereby make application to enter the Competitive Scholarship Contest sponsored by Local Union 1245, IBEW, AFL-CIO:

NAME _____ DATE OF BIRTH _____
(Last) (First) (Initial)

ADDRESS _____ CITY _____

STATE _____ ZIP _____ PHONE () _____

NAME OF PARENT _____

COMPANY _____

WORK LOCATION _____

HIGH SCHOOL _____

GRADUATION DATE _____

ADDRESS OF HIGH SCHOOL _____

I EXPECT TO ATTEND _____ COLLEGE OR SCHOOL

LOCATION _____

(Candidate's Signature)

This is to certify that the above named candidate is currently enrolled as a student at _____ and has or will be graduating in _____, 1986.

(Official's Signature and Position)

This is to certify that I am a member in good standing of Local Union 1245, IBEW, and the candidate, whose name is signed to this application is my _____, and graduated during the term ending _____, 1987.

(Parent's Signature and Card Number)

Trade and Vocational School Grant

The purpose of these grants is to provide aid to the children of members to attain a trade or technical education.

1. The grants will be as follows:
\$500 per year, for up to two years for two candidates, as long as a passing grade is maintained, and a parent maintains membership in good standing in Local Union 1245.
2. In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted, or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in 1986. A copy of your diploma or a letter from your high school stating that you will graduate in 1986 must be attached to your application. Additionally, a letter of recommendation from your vocational teacher, department head, or school principal must accompany the application.
3. Applications may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed below.
4. The grant will be made only to a candidate who intends to enroll full time in any industrial, technical or trade school (other than correspondence schools) which is accredited by the National Association of Trade and Technical Schools or the Association of Independent Colleges and Schools.
5. Applications must be mailed to IBEW Local Union 1245, P.O. Box 4790, Walnut Creek, CA 94596, by registered mail or certified mail only, and postmarked no later than Monday, April 6, 1987.
6. Two names will be drawn by the Judge of the Competitive Scholarship Contest from those submitting applications. These two will be recipients of the grants.
7. Checks will be paid directly to the school upon presentation of tuition bills to the Local Union.
8. Presentation of awards will be made to recipients at the unit meeting nearest his/her residence following the drawing.

APPLICATION FOR THE LOCAL 1245 TRADE & VOCATIONAL SCHOOL GRANT FOR MEMBERS' CHILDREN ENROLLING IN TECHNICAL, INDUSTRIAL, OR TRADE SCHOOLS

Sponsored by Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO

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

CANDIDATE INFORMATION

CANDIDATE'S NAME _____ BIRTH DATE _____

ADDRESS _____ CITY _____

STATE _____ ZIP _____ PHONE () _____

HIGH SCHOOL _____ GRADUATION DATE _____

ADDRESS OF HIGH SCHOOL _____

WHAT SCHOOL DO YOU EXPECT TO ATTEND? _____

WHERE IS IT LOCATED? _____

WHAT TRADE OR CRAFT WILL YOU BE STUDYING? _____

WHY THIS PARTICULAR SKILL? _____

CANDIDATE'S SIGNATURE _____ DATE _____

STATEMENT OF MEMBER/PARENT

NAME OF MEMBER/PARENT _____

EMPLOYER _____ LOCATION _____

I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, _____ is my

_____, and that the Candidate will graduate from high school during the term ending _____, 1987.

Signature of Member/Parent _____ Union Card No. _____

This is to certify that the above named Candidate is currently enrolled as a student at _____ and has or will be graduating in _____, 1987.

Official's Signature and Position

PACIFIC GAS AND ELECTRIC COMPANY 1987 SHIFT AND RELIEF PREMIUMS

Shift Premiums (Sections 110.2 and 110.7 of the Physical contract and Sections 11.2 and 11.7 of the Clerical contract)

Second Shift Premium	\$.74
Third Shift and Sunday Premium	\$1.48
Relief Premium	\$16.84

Nuclear Premiums

Nuclear Auxiliary Operator	\$1.63
Reactor Operator License	\$2.37
Senior Reactor Operator License	\$2.96
Senior Control Operator	\$3.85

Remote Reporting Expense Allowance (Section 202.21(c) of the Physical contract)

Less than 15 miles	\$10.00
15 Miles or more	\$14.00

IBEW/San Francisco shop steward training

The importance of listening carefully to issues, and refraining from making assumptions when coming to a decision was illustrated in a series of role-playing exercises that San Francisco area Shop Stewards participated in at the end of the year.

The Stewards from San Francisco/physical/Clerical and General Office met for a day-long training program coordinated by IBEW Local 1245 Business Representatives Ed Caruso, Joe Valentino and Willie Arjona, who was on temporary staff assignment.

Heading up the role-playing session was popular labor program facilitator, Pete Guidry, from the University of California Labor Center.

Guidry emphasized that effective grievance handling requires

exceptional listening skills. He presented the Stewards with some ideas to consider in fine-tuning their listening skills. He further encouraged Stewards to keep asking questions to make sure that they get as much relevant information as possible.

In the afternoon session of the program, Senior Assistant Business Manager Darrel Mitchell stressed the need for Stewards to be accurately informed on Local Union activities so they can quickly discern rumor from fact on matters related to the Union.

He pointed out that with bargaining facing us in the not-too-distant future, it will be critical to stay informed on current matters by attending Unit Meetings as well as the Local Union's leadership training conferences.



BARGAINING

Contract up for vote at AC Transit

A tentative settlement was reached January 19, 1987, at AC Transit with a ratification vote set for January 15.

Proposed items include a \$375 cash bonus, and a 13½ percent wage increase over a three-year period: 5½ percent the first year, retroactive to October 21, 1986; 4 percent the second year, and 4 percent the last year of the contract.

Improvements were proposed in the sick leave language, and all takeaways were discarded.

Business Representative Frank Saxsenmeier and Committee members Dennis Hert, George Ferreria, Bill Scoggins and Lynne Morrel met with Transit representatives on December 3, 11 and 23, 1986.

Balloting results will be reported in the next issue of the Utility Reporter.

Agreement ratified at Citizens Water

After two years of negotiations at Citizens Water in Sacramento, an initial contract has been ratified.

Highlighting the 2-year package is a 7.7 percent wage increase for the first year, and a 3 percent increase effective January 1, 1988. The contract was effective January 1, 1987.

Business Representative Jack Osburn said wages had been a major concern for our members.

In addition to the wage hike, cash payments ranging from \$478 to \$603 were awarded as one-time equity adjustments.

Another major gain was the addition of a fully employer-paid long-term disability plan.

Anita Hawkins and Osburn represented our members at the negotiations sessions.

Contract gains at Richvale irrigation district

Members at Richvale Irrigation District unanimously ratified at 1.2 percent general wage increase offer on December 15, 1986.

Bargaining Committee members, Business Representative Jack Osburn, and Tom Edwards, a District Ditch Tender, negotiated an additional 2 percent cash bonus for Local 1245 members.

Edward and Osburn were also able to achieve a sick leave buy-back at a rate of one day of sick leave for every five days accumulated.

Osburn pointed out that wage increases have been slow to come in this District which has been strongly effected by a downturn in its rice-growing based economy.

Town of Paradise gets new MOU

A newly ratified nine-month Memorandum of Understanding with the Town of Paradise calls for a 4 percent wage hike for our members there.

A new provision provides a vision care plan with employees splitting the premium with the Town. Health care coverage remains employer paid, Business Representative Scott Thomas reported.

Members of the negotiating team included Thomas, and members Beverly Duncan and Sunny Lundgren. The MOU expires June 30, 1987.



DRUG TEST CASE

IBEW member returns to work in arbitration victory

A General Construction employee with more than fourteen years at Pacific Gas and Electric returned to work recently following an arbitration victory in his favor. The decision was issued by Adolph Koven, chair of the arbitration panel. The dismissal came after the employee refused to undergo a medical exam for alleged drug or intoxicant use. The dismissal occurred on November 10, 1984.

The employee failed to show up for work on November 5, 1984. The Company requested the medical exam based on the employee's alleged appearance and behavior when he returned to work the following day. They also argued at the arbitration hearing that the grievant was under an obligation to

agree to such a test because of an agreement which settled a previous grievance.

Arbitrator Koven held, however, that "the settlement imposes no such requirement The Company failed to prove that the grievant violated the conditions of this 1980 reinstatement by failing to agree to the test ordered on November 6, 1984."

Although he returned to his old job, the employee will not receive back pay for the period he was off work. Koven held that the employee's failure to appear for work on November 5 and his inability to adequately defend his absence was grounds for the suspension without pay.

IBEW and SMUD to agree on drug testing policy

From PAGE ONE

have unanimously argued that the so-called "War on Drugs" contains many dangerous invasions of personal privacy and property. Further, the disruption of work and humiliation of workers which result from testing programs could have a negative effect on productivity and employee morale.

In several key court decisions, judges have held that such programs are unconstitutional. (See accompanying article "Courts Resist Reagan Drug Test Program".) For the first time, some lower courts in California have held that workers in the private sector are also constitutionally protected by the privacy guarantee of the California constitution.

The IBEW-SMUD agreement provides that there will be no random or annual tests for drug use. Instead, the Utility will employ a registered nurse who will have the power to conduct a "field medical exam," similar to the sobriety test given by police officers to road drivers suspected of driving under the influence of alcohol or drugs.

The field test can include questioning of the employee and a check of body temperature and blood pressure. The agreement

specifically excludes a urine test in the field. If an employee fails the field test, however, a further examination including urine testing may be requested by the Utility. Further, if the Utility has reasonable cause to suspect drug or alcohol use, a test may be requested.

SMUD employees may continue to grieve any disciplinary action which results from an allegation of "reasonable cause" for such action or discipline following from a positive test result.

Following the court injunction issued against SMUD, IBEW began a lawsuit for a full court review of the SMUD testing program. "With this agreement being worked out," IBEW Staff Attorney Tom Dalzell said, "we have put the court action on hold. We will give this proposal a chance to work."

Negotiating with SMUD on behalf of IBEW were Dan Collins, Marilyn Hogaboom, Bill Uphoff, Ike Williams, Rob Williams, Business Representative Gary Mai, Assistant Business Manager Ron Fitzsimmons, Staff Attorney Tom Dalzell, and Sandy Nathan, an attorney with the law firm of Neyhart, Anderson.

Courts resist Reagan drug test program

State and federal courts continue to resist the start-up of President Reagan's mandatory drug testing proposals for public employees. In November U.S. District Court Judge Robert Collins of New Orleans held that random urine tests for possible drug use by employees of the U.S. Customs Service "in the absence of probable cause" is "utterly repugnant to the United States Constitution."

Collins' decision was a response to a suit filed against the Customs Service by the National Treasury Employees' Union. The Treasury Workers are also part of a multi-union suit of the Reagan Administration which would strike down the President's Executive Order authorizing random drug testing of federal employees in "sensitive" jobs.

In his opinion, Judge Collins said that the Customs Service had made its employees undergo "a degrading procedure that so detracts from human dignity and self-respect that it shocks the conscience and offends this court's sense of justice." The errors made in the testing procedure were a key in the Federal Court's decision.

One employee told the Court that "after I urinated, I noticed that the laboratory representa-

tive was affixing a sticker to my sample bottle. The sticker had the wrong social security number." The name tags had been prepared in advance and were mixed up by lab employees!

The Customs Service decision was followed by another Federal Court ruling in Tennessee affecting fire fighters and police officers. There U.S. District Judge R. Allan Edgar found that the Constitutional protections afforded public employees require that there be "reasonable cause" for a mass test. A "hunch" on the part of the employer is not enough, the Court said.

The State Attorney General of Maryland announced that mandatory drug testing of most categories of state employees would also violate the Fourth Amendment prohibition against unreasonable searches and seizures.

The Constitution requires probable cause to suspect illicit drug use, the attorney general announced. The Maryland Classified Employees Association, which represents many state employees, hailed the announcement as a proper balance of the interests of the public with the civil and constitutional rights of public employees.

OUTSIDE LINE

As the new year gets underway, Outside Line work looks bright in the Southern part of the state for 1987, Business Representative Curt Peterson reports.

Currently there are about 150 contract crews working on jobs for the City of Los Angeles, Department of Water and Power.



Also looking good in the southern part of the state is the progress on the Renaldi-Adelanto 500 DC kV line for Commonwealth Electric, which promises to be completed well ahead of schedule, sometime in early 1987, Peterson said.

By contrast, the picture in Northern California is not nearly so bright, with Business Representative Tom Heyl reporting that contract work continues to slow on PG&E property.

On the horizon is a 38-mile 230 kV transmission line in the Angels Camp area, east of Stockton, which is set to get started sometime in early spring.

Business Representative Curt Peterson is back at his desk in the Southern California Outside Line Dispatch office.

He recently took off a block of time to catch up on chores at his Lancaster home, and reports that his wife Rose kept him real busy-pouring 9 yards of concrete and building a 20' x 20' playroom for their grand kids. Before another project developed, Peterson headed back to the office.

Shasta pin dinner

Business Representative Rich Hafner writes to tell us of a Pin Dinner held in the Shasta Area recently for Senior Members with twenty or more years of membership. The December 5th Awards took place at the Bridge Bay Resort and Marina in Redding. Montie Huff, of the City of Redding, is a twenty year member. Twenty- five year members included: W. G. Payne, T.L. Scott, and V.G. Yates. Thirty year members included: Cal I. Anderson, Blake J. Massey, B.E. Olsen, and W.C. Wade. A.B. Hart and H.M. Westlake received forty year pins. Thanks also to Gene Wallace and R.M. Yaner for their help with the event.



35 year members and wife of Al Hart.



30 year members.



25 year members.



20 year member and wife.

Canadian Unions see bright future

By Steve Diamond

While the U.S. labor movement continues to see membership fall, our brothers and sisters to the north in Canada are enjoying great strides in membership growth. A new study by a Canadian labor consulting group predicts that this growth is expected to continue over the next fifteen years.

Because of the pro-labor environment found in Canada, the report said, unions there have a bright future. One opinion poll reveals that 55 percent of respondents preferred to work for a unionized company, with 35 percent opposed.

A study released in 1984 by the AFL-CIO found that while union membership in the United States dropped in the period 1963-1983 from 30 percent of the civilian labor force to 20 percent, membership in Canada during the same period increased from 30 percent to 40 percent. This new Canadian study predicts as much as an additional thirty percent jump in membership over the next decade and a half.

"A non-union future is something not on the horizon, and those who act as if they fear—or expect—unions to become obsolete in the 1990s are going to be surprised," the report said.

It adds that an opinion survey, which questioned 600 Ontario adults by telephone last August, found that job security and pensions were cited by 95 percent as reasons for wanting to join a union.

Other commonly cited reasons included fighting discrimination, enjoying more work and "the right to talk back to supervisors."

"What the data tells us is that the public sees nothing around that can replace what unions do on behalf of workers," the report said.

The AFL-CIO echoes the conclusions found in this study. "The Canadian experience is especially instructive," they said. "Canada has roughly the same type of economy, many similar employers, and has undergone the same changes

that we previously have described with respect to the United States. But in Canada, unlike in the United States, the government has not defaulted in its obligation to protect the right of self-organization; rather Canada's law carefully safeguards that right."

An additional factor in Canada is the existence of the New Democratic Party, which is controlled directly by labor unions. The voice of the New Democrats is responsible for many labor gains, Elaine Bernard, head of the labor studies program at Simon Fraser University in British Columbia, told the Utility Reporter during a visit to the unit officers conference sponsored last October by IBEW Local 1245. Their presence greatly improves the climate in which labor operates, she said.

The Canadian study forecasts that the big growth in union strength there in the next decade will take place in the service sector banks and the retail trade, for example. Less than 10 percent of those workers are unionized, but projections in the study show that the figure will rise.

Canadian workers still face many of the same challenges found on this side of the border. These include the growth of part-time work, the growth of professional work and small businesses, and the decline of smokestack industries. These are the forces behind union decline in the United States.

But Canadians have proved resistant to the new management methods used here to bust many labor organizations. "Most people still don't think 'progressive, enlightened, or modern' management has eliminated the need for unions," the report said.

"Their styles, tactics, leaders and purposes may change, but unions are in no danger of decaying and dying," the report said. It would be wrong to assume "that whatever happens in the United States eventually and inevitably must occur in Canada."

Victory for Pay equity in San Francisco

The November elections did come up with at least one solid victory for working people: a majority of voters in the City of San Francisco voted in favor of a ballot proposition which will make pay equity and comparable worth a legitimate bargaining issue between the City and its unions.

Proposition H, passed by a margin of 60% to 40%, mandates that the City conduct an annual survey by the Civil Service Commission to determine wage differences between those jobs dominated by women or minority workers and those filled by men. These jobs will also be rated on the basis of skill, educational and physical requirements, responsibilities and working conditions.

The survey's results will then be available to the Mayor, Board of Supervisors and Unions for use at the bargaining table. The ballot

measure is the first of its kind in the nation.

"This historic victory should send a signal across the country that the American public, when put to the test, will indeed endorse the concept of pay equity/comparable worth as a means of ending wage discrimination against both women and minorities," Paul Varacalli, head of the Service Employees' International Union Local 790, said.

There is very little question that the survey will show women and minorities to be far behind the wages of men and non-minority groups. A recent resolution considered by the Coalition of Labor Union Women's convention in St. Louis noted that women continue to be paid about 59% of the average wage paid men. And a higher percentage of women below the poverty line are minorities than is found in the population at large.

RATE CASE VICTORY

PUC rejects wage cut proposal

From PAGE ONE

in this particular dispute with the Public Staff, they left the door open to future wage rate changes. "We will not hesitate," the Commission said, "to make a ratemaking adjustment if the evidence demonstrates that the proposed wage and salary expense of a utility is clearly unreasonable compared to the relevant market."

The Union had argued that it would be a violation of the National Labor Relations Act if the PUC interfered in the collective bargaining process. "A recent decision by a Federal District Court backs up the IBEW position," IBEW Local 1245 Staff Attorney Tom Dalzell said. "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."

The PUC took notice of this "most recent development in the law" and promised to follow the Arkansas case as it makes its way through the appeals process.

PG&E Rate of Return Reduced

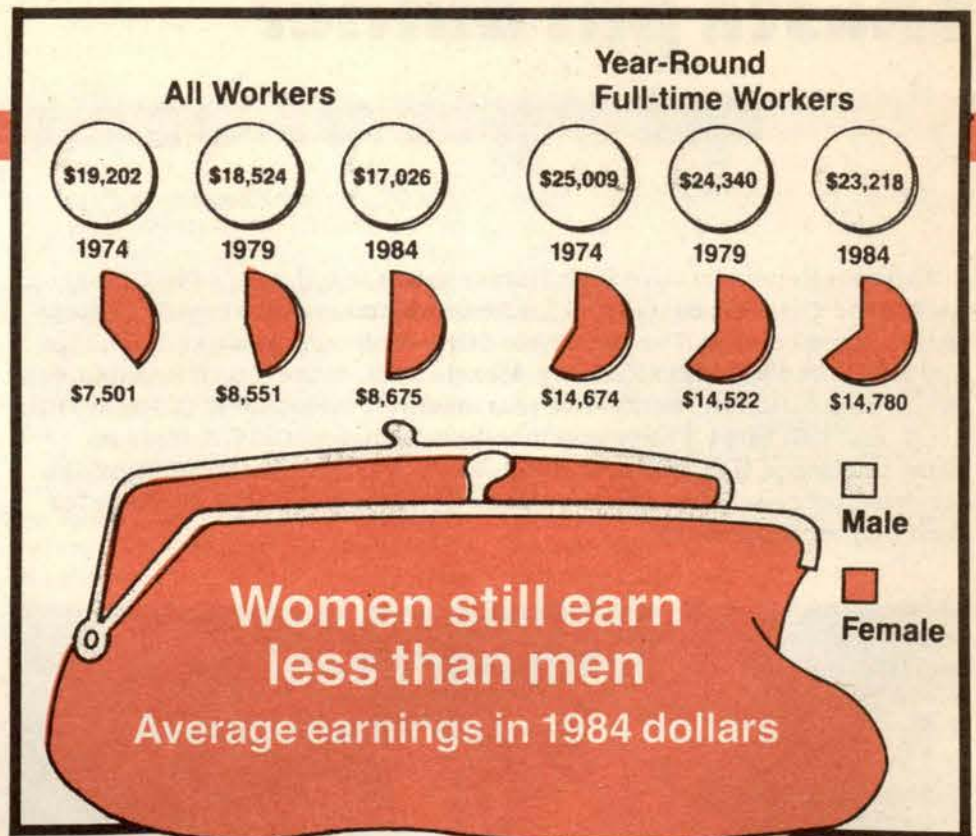
In a separate part of the rate case, the PUC reduced the Company's authorized rate of return on shareholders' investments to 13.8% from its current return of

14.6%, a difference of as much as \$105 million annually. PG&E had hoped the rate of return would be increased to 15.25%.

The Commission said its decision was heavily influenced by the economy, the Wall Street Journal reported. Declining inflation, and the drop in oil prices have held down the utility's expenses, and its cost of borrowing money has been reduced by the fall in interest rates, the Commission said.

Also, the Commission rejected the Staff's proposed elimination of PG&E's Savings Fund Plan (SFP). Under the SFP, employees may save for their retirement years by investing in PG&E common stock, a diversified equity fund, U.S. savings bond, a money market fund, and/or guaranteed income fund. PG&E matches the employee's contribution at either a 50 (non-management) or 75% (management) rate up to a maximum of 3 or 6% of earned income. Non-management employees may join the plan after three years of service, management employees after one year of service.

The Commission rejected the arguments raised by the Staff for elimination of the SFP. "We do not agree with the staff," the



Building Trades take aim at two-gate system

When the 100th session of the U.S. Congress opens in early 1987, a top item on labor's legislative agenda will be an attempt to outlaw the now common practice of double-breasted operations in the construction industry. Contractors would no longer be allowed to establish phony companies to carry out construction work with non-union workers, while maintaining an ineffective contract with the union through its alter-ego company.

In the 1986 session, a similar bill passed the House of Representatives but was defeated in the Senate. Strategy for the 1987 session is now being mapped out by the Building Trades. There is renewed hope for passage of the bill in 1987 because of the takeover of the Senate by Democrats, AFL-CIO Legislative Representative Jay Powers told the *Utility Reporter*.

Powers pointed out that 29 Republicans voted for the measure

in the House last session. Many of these representatives agreed that the construction industry must rely on qualified and skilled workers which only a union can provide, Powers said. Others, he noted, are bothered by the attempt by construction firms to undermine good faith agreements made with a union prior to the establishment of the second, non-union firm.

Construction industry employers reacted to the labor movement's lobbying for this protection by threatening to go non-union across the board. But Powers said that the labor movement is ready "to take on the employers" if that's what they want to try. "If you want to build a job right, the employer must go union," Powers said. He feels that the labor movement is in a strong bargaining position and can resist the challenge made by some in the construction industry.

Commission said, "that it is unreasonable for ratepayers to fund part of the program. We want to retain management's flexibility in developing fair salary and benefit packages for its employees."

But the Commission was alarmed by the difference in benefits available to management and non-management employees. "We are particularly concerned about the disparity that exists between management and non-management employees," they said. "Management participants in the SFP program receive on average, \$782 from the plan... non-management participants receive \$326 from the plan... We

believe it is reasonable and fair to cap the contribution to management's plan at the same level of payment made to non-management employees. Therefore, we will disallow for ratemaking purposes contributions in excess of \$326 per employee."

Finally, the Commission rejected a proposal by some consumer groups that PG&E issue a bimonthly utility bill rather than the current monthly bill. IBEW opposed the proposal as inefficient and a unnecessary threat to IBEW jobs. Most consumers still want to get a monthly accounting of their bills, IBEW attorney Dalzell said.