



# UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

## Sierra Pacific Power members voting on new offer

By Assistant Business Manager Orv Owen

On April 1, 1987, Local 1245 and Sierra Pacific Power Company Negotiating Committees reached a bargaining table tentative settlement on a new, one-year agreement.

The new one-year offer of settlement will be voted on by Sierra Pacific members by a secret mail ballot. Ballots were mailed on Friday, April 10, 1987, and will be counted on April 27.

See PAGE TEN

## G.C. Painter dies in fall

In Memoriam

Michael S. Pezzola

Nov. 24, 1959

April 3, 1987

IBEW Local 1245 member Michael Pezzola, a painter in PG&E General Construction fell 100 feet to his death at Moss Landing Power Plant. The accident occurred at 1:45 p.m. on April 3. Pezzola was pronounced dead on arrival at the Watsonville Community Hospital. He was 27 years old, and had most recently been employed by PG&E since 1983. He was first initiated into Local 1245 in 1980.

The accident is under investigation by both the Local Union, and Cal/OSHA. Deepest sympathy is extended to all Pezzola family members.

## March for peace on April 25

Members planning to participate in the Western States Mobilization for Peace, Jobs and Justice in San Francisco, should plan to gather at Justin Herman Plaza at the foot of Market Street, on Saturday, April 25, between 10 and 11 a.m.

A march to the Civic Center begins at noon. A rally gets underway at 1 p.m. at the Civic Center.

A Mobilization demonstration will be held in Washington, D.C. the same day where participants will focus on: No U.S. Intervention in Central America and the Caribbean • Ending U.S. Support for South African Apartheid • Jobs and Justice, not war • Freezing and Reversing the Nuclear Arms race.

Approximately 100,000 people are expected to participate in San Francisco.

## Fitness for duty policy at SMUD

All SMUD employees are working under the guidelines of a new fitness for duty policy which was adopted by the District's Board of Directors on February 19.

"It's a policy the Local Union supports overall," Staff Attorney Tom Dalzell said, indicating, however, that there are still some areas of disagreement with the policy which the Local will iron out in the grievance procedure.

On the day following the adoption, the Local participated in a joint press conference with SMUD officials to highlight areas of the new policy.

The Local had earlier participated in a July 31, 1986 press conference when attorney Ron Yank, from Neyhart and Anderson, filed a suit for the Local, and obtained a temporary restraining order which blocked implementation of SMUD's planned drug testing which had been set to begin August 1, 1986.

To keep our members informed on the latest details, a Shop Steward meeting was held on March 7 where Dalzell spent two hours reviewing the policy. First: he defined what it

says, and means; secondly: he described why and what we agreed to, and third: he outlined the existing areas of disagreement.

At this meeting, coordinated by Business Representative Gary Mai, the technical aspects of drug testing were pinpointed by Dr. Gary Henderson, M.D., Associate Professor of Pharmacology, and Environmental Toxicology, School of Medicine, U.C. Davis.

Henderson described what testing does, and how reliable it is, while indicating all the potential for errors in testing procedures. He emphasized that testing doesn't indicate what drugs are active in a person's system, but instead indicates drug residues. The main thrust of Henderson's presentation, which included a slide presentation, indicated that drug testing does not show fitness for duty.

All SMUD members were sent a packet from the Local which detailed the bargaining history, as well as each section of the new policy.

Dalzell said that additional meetings to discuss the policy will be scheduled as needed once it is determined how well the policy works.

Save Cal/OSHA

See UPDATE: Page Four

## Plane crashes, explodes in PG&E service center

On April 1, two light planes collided near the Oakland airport, with one crashing through the PG&E Service Center garage roof at the Oakport Service Center near High Street.

Shop Steward John Roberts reported that the plane tore through a roof, bounced another 50 feet, and exploded after it hit the ground. Two passengers in the craft perished.

Roberts said that John Dudley, Leadman, Materials, and Brett Massey, Materialsman, were among the first to assist in putting out the fire, with more than a dozen members pitching in to help extinguish the blaze. Much of the fire had been contained by the time the fire department crew arrived, he indicated.

A guard at the guard shack, some 70 feet from the crash site was

injured when the shack ignited following the intense explosion. The guard was treated at a local hospital.

Damage at the yard initially appeared to be confined to the garage roof, a truck which burned, and to some cables which melted.

Julia Crosby, Materialsman, was in the yard office at the time of the crash, only some 10 short feet from the point of initial impact of the plane.

Steward Roberts reported that it was only later in the afternoon that our members in the yard started realizing what a close call that they had survived, give or take a few yards.

Business Representatives Frank Saxsenmeier and Art Murray reported to the accident site immediately after having been notified of the emergency at the yard.



Plunging plane crashed through roof of garage area tearing through roof, just 10 feet away from PG&E office area where members were working.

PHOTOS: Art Murray, Frank Saxsenmeier





## Going to and from work: the special errand and travel exception

### Utility Reporter

APRIL 1987

VOLUME XXXVI NUMBER 4

CIRCULATION: 24,500

**(415) 933-6060**

Business Manager  
& Executive Editor  
**JACK McNALLY**

Managing Editor  
**CAROL BEDSOLE**

President  
**Howard Stiefer**

Executive Board  
**Ron Blakemore**

**Barbara Symons**

**Mike Davis**

**Jim McCauley**

**Kathy F. Tindall**

**Lyman Morrison**

Treasurer  
**Ron Field**

Published monthly at 3063  
Citrus Circle, Walnut Creek,  
California 94598. Official  
publication of Local Union 1245,  
International Brotherhood of  
Electrical Workers, AFL-CIO, P.O.  
Box 4790, Walnut Creek, CA  
94596.

Second Class postage paid at  
Walnut Creek and at additional  
mailing offices. USPS No. 654640,  
ISSN No. 0190-4965.

POSTMASTER: Please send Form  
3579, Change of Address, and all  
correspondence to Utility  
Reporter, P.O. Box 4790, Walnut  
Creek, CA 94596.

Single copies 10 cents, subscription  
\$1.20 annually.



In a previous issue of the Utility Reporter I discussed your rights to workers' compensation if you had been injured going to and coming from work.

As stated then, the general rule is: If an employee has fixed hours and a place of work, injuries occurring *on the premises* while going to or from work or at lunch time, are compensable. Injuries off the premises are not compensable unless they fall within the various exceptions to the rule. One of these exceptions is the special errand or assignment rule.

If an employee is out on an errand, mission, or given a special assignment by his or her employer, the activity is within the course of employment. Therefore any injuries occurring would be compensable under workers' compensation laws.

Even if these special errands were not specifically instructed by the employer, if the work was within the employee's duties, injuries will be compensable. If the job duties were agreed to by the employer either expressly or impliedly, this would be compensable as well.

For example, if an errand is consistently done on the way home from work or some other period during outside regular work hours, it may be compensable.

If an employee is subject to special call by the employer and is injured during this time period is

she or he covered by workers' compensation? Here the major factor is seen as the employee's movement which is in compliance with such a call.

Examples of what would be compensable is often the best way to understand the law. Where a special request increases the risk of travel because of the unusual hour, an injury during such travel is compensable.

Extension of an employee's regular work shift is in the nature of a special assignment and if such an extension involves increased danger for the employee in his or her commute home at a late hour, a resultant injury would be compensable.

Even an injury resulting from delivering a doctor's release from treatment of a previous industrial injury would result in compensation if such a release was a required policy set by the employer.

A common question that general construction members ask is whether injuries while in a commute to another work site are compensable. Although this depends on the facts of each case in general where an employer furnishes an employee with transportation to and from work, the employee has the protection of the workers' compensation laws. Transportation is defined as furnishing a car or full payment of mileage or a ride in a company car or truck.

For example, when an employee receives payment in the form of subsistence stipends during the time of travel to and from work, that is considered an activity in the course of employment. In addition, a requirement that an employee furnish transportation for use during regular working hours brings the travel to and from work within the transportation exception. In a leading case an injury to an employee while traveling to a job site some 130 miles from his home came within the transportation exception to the "going and coming" rule. The court stated that the employer provided the employee with an additional allowance of \$10 per day to cover travel expenses and that this was seen as inducement for the acceptance of employment at a distant location. The facts, therefore, supplied the evidence that supported the basis for finding the injuries were job related.

There are many exceptions to the "going and coming" rule. Whether an injury is compensable is determined by the specific fact situation involved. Because these issues are difficult to determine, if you are in doubt about whether you are entitled to workers' compensation, it is important to contact an attorney. An investigation into the facts surrounding the injury often makes the key determination whether workers' compensation is available.

## Coalition monitors hearings

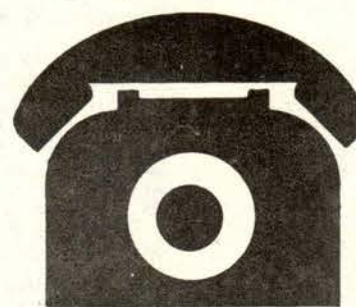
IBEW Local 1245 and all members of the California Coalition of Utility Workers were relieved to learn on March 6 that the Public Staff Division of the Public Utilities Commission did not find that bargaining unit wage rates at Southern California Edison are excessive.

The CCUW, organized by Business Manager Jack McNally in 1982, carefully watches actions related to collective bargaining issues for utility workers, and views any attack on one member as an attack on all.

Public hearings on the So. California Edison rate case are ongoing, and being closely monitored by Coalition members, IBEW Local 47, and Utility Workers, Local 246, who represent bargaining unit members in the southland.

## Legal Questions ?

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



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

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



# APPOINTMENTS

## PACIFIC GAS AND ELECTRIC COMPANY

### Livermore Productivity Experiment Committee

Jaffrey Howard  
Randolph Bennett  
Dan Freeman  
Robert J. Daniels  
Carole Pacheco  
Kenneth Gann  
Gary Asbe

### General Construction Joint Grievance Committee

Daniel Robertson

## OUTSIDE LINE

### Outside Line Negotiating Committee

Bill Branson

## CITY OF LODI

### City of Lodi Negotiating Committee

William Schmer, Sr.  
Albert M. Smatsky, Jr.  
Albert Thurman

## CITIZENS UTILITIES

### Citizens Utilities Interim Pension Committee

Lawrence Newman  
Gerald Watson

## FOSTER WHEELER MARTINEZ, INC.

### Foster Wheeler Martinez, Inc. Negotiating Committee

Bill Graham  
Jan Polewaczyk

## LOCAL UNION 1245

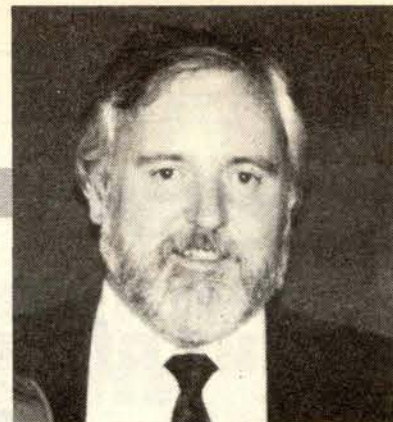
### Local Union 1245 Health and Safety Committee

Ocean

# POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



## AFL-CIO queries candidates

The National AFL-CIO has recently offered major party candidates for President a forum to seek the support of organized labor.

The AFL-CIO Executive Council, at its February meeting, approved a plan to use candidate questionnaires and video to help union members make a decision on the 1988 presidential elections.

Seven Democrats and eight Republicans, all who are announced or potential candidates for President, have been invited by AFL-CIO President Lane Kirkland to participate.

Each participant will be given the same opportunity to respond in writing to the same set of four questions and on video film to respond to a question on presidential leadership.

President Kirkland has asked the candidates to return their written responses by the middle of April so that the AFL-CIO can publish them in early May. The video should be complete in time for a release in May.

It is intended then for other labor publications to print the questions and answers beginning in June, which will provide time for input before the endorsement at the AFL-CIO General Board meeting in October.

The following is the preamble and the four questions for the candidates:

The AFL-CIO and its affiliates exist to serve the needs and advance the interests of America's working people. We seek to accomplish that mission in a variety of ways, among them collective bargaining, legislative action and political participation.

In the 1988 presidential election, our goal is to help union members and their families become more involved in deciding which candidate or candidates offer the standard of leadership this nation seeks.

Union members, like all citizens, are looking for a President who is able to understand and confront the challenges we face today and tomorrow.

The American standard of living is under attack. Persistent unemployment and lower pay scales have strained family budgets. Consumer purchasing power is eroding. The good jobs that formed the basis for a stable middle class are disappearing in the face of intense and often unfair foreign competition. At the same time, as the federal role has been reduced, an increased burden is being placed on state and local governments to provide community services and to rebuild deteriorating public facilities.

As the proper role for government continues to be the subject of national debate, American workers and their unions are deeply concerned about the need to provide: better jobs, improved education, equal opportunity for all, affordable housing, access to health care, and all the elements necessary to give the next generation a chance at a better life than its parents.

Against this background, and as part of the effort to help our members and their families exercise their civic rights and responsibilities, we have asked the potential candidates for President in both major political parties to tell us how they would approach these issues.

### Foreign Trade

How would you propose to reduce America's trade deficit and encourage the fair exchange of goods with other nations, while maintaining and improving our standard of living?

### Budget Deficit

How would you reduce the federal budget deficit without hurting working Americans and the poor? Would you rule out raising federal revenues, including tax increases, as a component of deficit reduction?

### Human Needs

What role do you see for governments—federal, state and local—in such areas as: education, employment, training, health care, housing, equal opportunity, the environment, and programs for the elderly? At your first Cabinet meeting, what instruction would you give to the heads of departments with responsibilities in these areas?

### The Political Process

Unions, like many other membership organizations, have historically played an active role in the political process by assisting their members in registering, by communicating with their members on the issues, and by endorsing candidates whose positions further the best interests of their membership. What are your views of organized labor's proper role in the political process?

This is a new means of providing union members an opportunity to hear directly from candidates, which should assist a member in making a choice. We will be reporting in the Utility Reporter as information comes from the AFL-CIO. The 1988 election will be very critical for organized labor, and union members need to be aware of the issues.

In Unity—

*Jack McNally*

## LETTERS

IBEW Local 1245  
P.O. Box 4790  
Walnut Creek, CA 94596

Dear Mr. McNally,

As of February 27, 1987 I terminated my employment with Citizens Utilities of California. I had worked for the company for approximately 31 years, and had been a member of Local 1245 for the same number of years.

I wish to say, at this time, I will always be proud that I was a part of the working force of America and a participant in the union activities that strengthened the job security of working people of our country. Also I would like to express my thanks to you and the representatives of the Union who have always worked to help the people to upgrade their standard of living.

"Always a Union Member."

Sincerely,  
Iris M. Sobiski



## UPDATE:

### Status of Governor's move to defund CAL/OSHA

By Ann Miley

Since his January 8 announcement that he intended to eliminate Cal/OSHA, Governor Deukmejian has been hard-pressed to find a constituency to support this radical agency that is a national model. Predictably, the Democrats and organized labor have been vocal in opposing the proposal. However, in the almost three months since his announcement, virtually no employers have come forward to back the Governor. Most business people have remained "neutral", taking no position, and a hardy few have come out in outspoken opposition to the Governor's poorly planned elimination of Cal/OSHA.

On another front, three carefully orchestrated legislative hearings have been held at different locations throughout the State to create a public record on the wisdom of eliminating Cal/OSHA. Hearings held in San Diego, Los Angeles and San Jose have addressed the contrast between Federal OSHA and Cal/OSHA in high-hazard construction, imminent hazards, and carcinogens and other toxic chemicals in the workplace.

In the meantime, since the Governor has requested a Federal takeover by June 30, 1987, when Cal/OSHA funds run out, the Federal Government is frantically gearing up for its largest area of responsibility in the nation. A Federal transitional taskforce has been appointed by Federal OSHA and prospective office locations and staffing levels are under discussion.

The present Cal/OSHA employees are facing difficult decisions: Leave their positions and find jobs in private industry or elsewhere in

State government or stay on the job as long as possible and hope that the program is refunded. As of March 5, six industrial hygienists, one safety engineer, two attorneys and twenty clericals have left Cal/OSHA and Industrial Relations Director Ron Rinaldi is encouraging more employees to leave. With these employees go the expertise that has made Cal/OSHA so valuable in protecting workers' safety and health.

The Unions representing the Cal/OSHA employees have filed suit to challenge the Governor's action. On February 26, a coalition of Cal/OSHA employees' unions, Laborers Local 185 and Assemblyman Dick Floyd filed a lawsuit in San Francisco Superior Court claiming that Governor Deukmejian and Director Rinaldi "have consciously and willfully embarked upon a program calculated to bring about the dissolution of the Division of Occupational Safety and Health and to impair its ability to perform the functions required of it under [State Law]". A hearing was scheduled for April 6.

A second suit challenging the constitutionality of the Governor's action has been filed by IAM Lodge 1781 representing workers from United Airlines, the United Paperworkers Local 1101, the International Woodworkers of America Local 8-469, and a large group of individual workers in Sacramento Superior Court. Hearing in the latter case was scheduled for March 30. Supportive amicus curiae or "friend of the court" briefs will be filed by the Los Angeles District Attorney's Office and others.

### Poison oak immunizations available at PG&E

Following the successful completion of a pilot program for 80 employee volunteers who are highly susceptible to poison oak, POISON IVY EXTRACT is being extended to the entire PG&E system. The vaccine will be made available on a voluntary basis to employees likely to be subjected to, and suffer from, poison oak exposure.

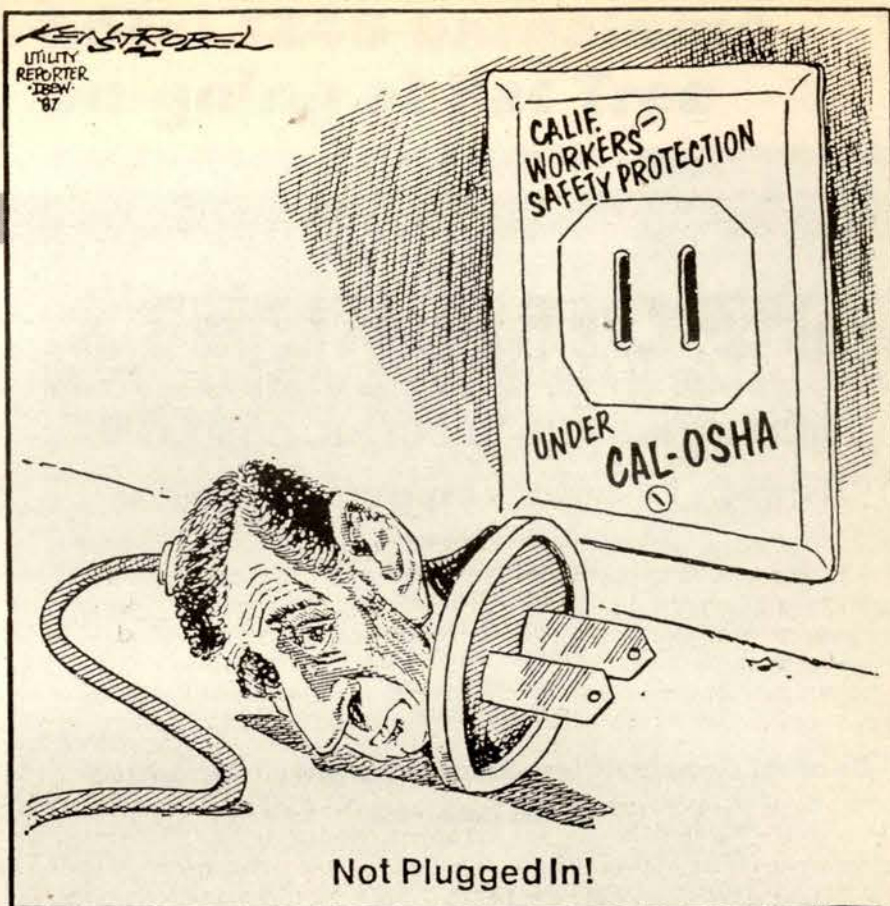
The extract, manufactured by Parke, Davis and Company of Anaheim, California, must be

administered in an initial series of three injections, administered one week apart. Annual boosters must then be given to maintain immunity. Typical cost per injection has been \$8, which will be paid by the Company.

PG&E has issued guidelines to regional management for establishment of a voluntary vaccine administration. Interested employees should inform local supervision.

### Fatality Bulletin

Lineman Jim Len, PG&E Concord, was electrocuted when he came in contact with a transformer, on April 9. The accident is under investigation by the Local Union. Full details in the next issue of the Utility Reporter. Deepest sympathies are extended to the Len family.



### Tanisha Dudley Memorial fund established

IBEW Local 1245 has created the Tanisha Dudley Memorial Charitable Trust Fund to help cover medical expenses for members whose children have catastrophic injuries or illnesses not covered by insurance.

The need for first establishing such a trust fund originated when the Local helped raise money to provide funds for a liver transplant for Outside Lineman Tube Dudley's infant daughter, Tanisha in 1983.

Tanisha, who was gravely ill, sadly passed away before receiving a transplant. At the time, the surgery had been considered ex-

perimental, and insurance would not cover the expenses.

Patricia Dutton, wife of Outside Lineman, Bobby Dutton, went all out to begin raising funds for the surgery for Tanisha.

Dutton will continue to play an active part in continuing to raise money for the Memorial Trust fund, Staff Attorney Tom Dalzell, reported.

Any requests for assistance by Local 1245 members should be directed to the Executive Board, and donations to the tax-exempt fund can be sent to the Local.

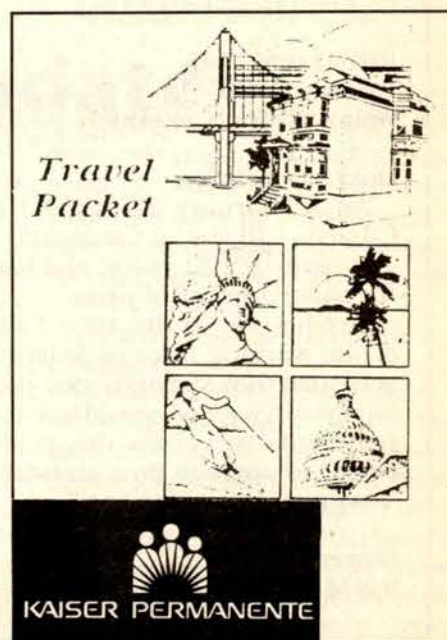
### Kaiser travel pack available for members

As one of many positive steps the Kaiser Health Plans has recently taken to be more responsive to its Health Plan members, they have now made available a Travel Packet that includes important information for travelers out of the Kaiser Service area who need medical attention.

In the past, some of our members who belong to Kaiser have experienced problems getting reimbursed for medical care when they were "out of town" and did not use a Kaiser facility because they did not know if they were in a Kaiser Service Area.

The Travel Packet contains "What You Need To Know When You Are Traveling," a "National Directory of Kaiser Facilities", a claim form and important toll free numbers you can call when out of your area to find out where you can get medical attention.

To obtain one of the travel packets, please contact your local Kaiser Health Plan Office or your Business Representative.





# Accident reports are vital to health and safety program at Local Union

Reporting accidents, near misses, and fatalities on the job is critically important to the Health and Safety program of the Local Union, and most importantly, to your safety at work.

After the immediate attention required at the accident site, your Shop Steward, Business Representative, or Local Union Headquarters should be notified as soon as possible.

The Local Union is then prepared to swing into gear with a complete investigation, after being contacted from the field.

In the instance of a serious personal injury accident, or fatality, time is very much of the essence.

"Moving fast to determine causes and conditions can certainly help prevent similar accidents," Business manager Ron Fitzsimmons said.

Fitzsimmons is concerned over the slow reporting of two pole falls by linemen during the past several months which went unreported for a week.

"It's really difficult to ascertain causes when so much time has elapsed," he pointed out, adding, "had the Union been

notified immediately we could have discerned if the poles were the "hard" type, cello-treated poles, or if some other pattern observed in similar accidents might exist."

In addition to on-site investigations, the Local Union catalogs all reported accidents, of any nature, and they are reviewed monthly by the Health and Safety Committee, comprised of members from various IBEW Local 1245 properties.

Any accident should be reported to the Union on an "Accident Report" form which can be obtained from your Shop Steward, and near misses should be reported on a "Report of Potential Hazard" form.

Following up a phone call with a written report helps to further document all the elements surrounding an accident, and can prove to be another vital link in helping to prevent future occurrences.

Your viewpoint is important, and sometimes a seemingly small or insignificant factor can provide valuable clues that can help save a life, and as the old saying goes . . . maybe even your own.



Members of the Local Union Safety Committee include, l-r, Bob Bustamante, Art Garza, John Callejas, Assistant Business Manager Ron Fitzsimmons, Staff Attorney Ann Miley, Bob Martin and Joe Aquilio. Not pictured is new appointee: Ocean.

**Report of Potential Hazard**

Company \_\_\_\_\_ Date of Report \_\_\_\_/\_\_\_\_/\_\_\_\_  
Headquarters \_\_\_\_\_ Division \_\_\_\_\_  
Nature of Hazard: Unsafe Work Practice ( ) Faulty Equipment ( )  
Toxic Substance ( ) Other ( )  
Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
1. Unsafe Work Practice: A. Supervisor in Charge \_\_\_\_\_  
B. Location \_\_\_\_\_  
2. Faulty Equipment: A. Type \_\_\_\_\_ B. Location \_\_\_\_\_  
C. Company Number \_\_\_\_\_ D. Purpose of Equipment \_\_\_\_\_  
3. Toxic Substances: A. Type of Substance \_\_\_\_\_ B. How Used \_\_\_\_\_  
C. Label Information (include label if possible) \_\_\_\_\_  
4. Others: \_\_\_\_\_  
Reported to Company: Yes ( ) No ( ) Reported By: \_\_\_\_\_  
Reported to: \_\_\_\_\_ Signed \_\_\_\_\_ Title \_\_\_\_\_  
Response From Union: \_\_\_\_\_  
5. Pink Slip \_\_\_\_\_ Workmans' Comp. or etc. \_\_\_\_\_ Submitted? \_\_\_\_\_  
Signed By: \_\_\_\_\_ Title: \_\_\_\_\_ Date \_\_\_\_\_

Hazard report form.

**Accident Report**

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1245  
NOTE: NCR Paper — no carbon required BUT PRESS FIRMLY!

1. Injured's name \_\_\_\_\_ Classification \_\_\_\_\_  
Years of Service \_\_\_\_\_ Years in present job \_\_\_\_\_ Age \_\_\_\_\_  
2. Company \_\_\_\_\_ Division \_\_\_\_\_ Department \_\_\_\_\_  
3. Crew (Name and classifications) \_\_\_\_\_  
Name and Classification of Immediate Supervisor \_\_\_\_\_  
4. Date of Injury \_\_\_\_\_ Location \_\_\_\_\_ Weather \_\_\_\_\_  
Description of Accident (be specific) \_\_\_\_\_  
5. What has been done to prevent recurrence of accident? \_\_\_\_\_  
6. Extent of Injury (burn, cut, broken bone, etc.) \_\_\_\_\_  
7. Treatment \_\_\_\_\_  
First Aid \_\_\_\_\_ Doctor \_\_\_\_\_ Hospitalized \_\_\_\_\_ Time Lost (days) \_\_\_\_\_  
Permanent Injury \_\_\_\_\_ Partial \_\_\_\_\_ Total \_\_\_\_\_ Fatal \_\_\_\_\_  
8. Investigation of Accident made by: \_\_\_\_\_  
Company \_\_\_\_\_ OSHA \_\_\_\_\_ Union \_\_\_\_\_ Other \_\_\_\_\_  
9. Report made by \_\_\_\_\_ Title \_\_\_\_\_  
Address \_\_\_\_\_ Phone Number \_\_\_\_\_  
10. Pink Slip \_\_\_\_\_ Workman's Comp. or etc. \_\_\_\_\_ Submitted? \_\_\_\_\_

Accident report form.



# 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. This month's selection details the early union history in the auto industry where workers utilized a sitdown as a means of protesting working conditions, and the employers' refusals to bargain with unions.

## "Sitdown! Sitdown!"

**When they tie the can to a union man,  
Sit down! Sit down!  
When they give him the sack, they'll take him back.  
Sit down! Sit down!  
When the speedup comes, just twiddle your thumbs.  
Sit down! Sit down!  
When the boss won't talk, don't take a walk.  
Sit down! Sit down!**

*from a song written by Maurice Sugar, a UAW attorney*

The strike that gave the letters C I O an electric quality took place at General Motors in late December 1936 and early 1937. As noted, it changed the character of the American labor movement. It also led to a significant improvement in the standard of living of millions of workers—an improvement we still enjoy today.

The horseless carriage of the twentieth century was in many ways like the iron horse of the nineteenth. By the 1930's, the automobile industry had become the crucial center of American manufacture. A \$4 billion industry—producing cars, trucks, taxicabs, hearses, buses, and tractors—its origin went back to pre-Civil War days when a gasoline engine was displayed in Europe.

No one paid much attention to this toy until the 1880's, when Gottlieb Daimler of Germany built a single-cylinder combustion machine. A decade later, the novelty spread to America, where dozens of mechanics and promoters engaged in a mad race to place their models on the street first. Among them were Henry Ford and William C. Durant. By 1913 there were five dozen companies in the field, producing such models as the Oldsmobile, Ford, Maxwell, Reo, Cadillac, Studebaker, and Packard. In 1914 Ford alone sold 248,000 cars, compared to 10,607 five years before. Its profit was a very respectable \$30.3 million.

Henry Ford, born in Dearborn, Michigan, in 1863, was a semi-literate and bigoted man. (He had never heard of Benedict Arnold, couldn't define the word 'commenced' during a 1919 libel suit, and was an anti-semitic who later accepted an Iron Cross from Hitler.) But he knew automobiles, and he appreciated the value of a mass market. The early Tin Lizzie (Model T) brought him wealth and power. In 1914 he put into effect a \$5-a-day wage in order to guarantee a stable work force. It was a fabulous sum at the time and gained him the reputation of a benefactor.

William C. Durant's position, on the other hand, was that of a promoter. He invented no cars, but he was skilled at exchanging stocks and groupings individual companies into empires. In 1885 he joined with a Flint, Michigan, insurance salesman to sell two-wheel carts to farm-implement firms. The carts were immensely popular. A millionaire at forty, Durant turned to the horseless carriage. He picked up the small, almost bankrupt Buick Manufacturing Company. With the help of technical geniuses such as Charles Mott, an axle maker, and Albert Champion, one of the great names in spark plugs, he converted Buick into a leading auto firm.

Then using Buick as a base, Durant turned to a wild promotion of mergers. By exchanging stocks of various firms, he was able in 1908-1909 to amalgamate Buick, Cadillac, Oldsmobile, Oakland, ten auto-parts makers, three truck companies, and five smaller auto manufacturers into the General Motors Company.

Bankers forced Durant to step aside as head of GM in 1910, replacing him with Charles Nash and, later, Walter P. Chrysler. But in 1911, Durant secured the services of a fabulous Swiss mechanic, Louis Chevrolet, and began to produce a low-cost car, which he named after his mechanic. Before long, the Chevrolet company, with the help of Pierre Du Pont and John J. Raskob, bought out the General Motors Company.

The trend toward empire building in the auto industry ran parallel to amazing advances in the mechanization of labor, such as the conveyor and assembly line. Giant factories burgeoned with thousands of workers in a single oblong structure. Another result of mechanization was the stopwatch time study, in which fractions of a second became important and laborers paced themselves to electric machines.

The auto industry was the very incarnation of mass production. Frederick W. Taylor, the father of scientific management, had predicted that mass production would lead to not only a higher yield in goods but also a greater harmony between labor and capital. With vastly increased profits, the companies could pay more—and thus satisfy their workers.

But Taylor was wrong. Car manufacturers, like the railroad owners, were in no mood to share the wealth with their workers or make life easier for them. Their aim was simply to make a profit. Mass production led to speedup. Employers increased the speed of the machine, forcing employees to keep pace.

Workers subjected to speedup came home too tired to do anything but eat and sleep. They grew old before their time. Many had what was called the shakes, constant nervous twitch. "It takes your guts out, that line," was the comment of one worker. "During the past two decades," Herbert Harris wrote in the 1930's, "the industry's emphasis on youth, with its greater speed and endurance, has kept displacing older employees at an ever accelerating rate."

In the light of such conditions, unionism should have swept the auto plants early in their history, particularly since there were already 127,000 men and women employed in the industry as of 1907, and 377,000, a decade later. In 1901, the AFL granted jurisdiction in this field to the Carriage and Wagon Workers' Union. But when that union refused to surrender jurisdiction over carpenters, electricians, patternmakers, and a host of others to craft unions at the 1913 AFL convention, it was expelled.

Early on, the Wobblies tried to unionize the Ford Highland Park plant but were frustrated when Ford introduced the \$5-a-day wage. With 10,000 people waiting in line for those jobs, few workers were disposed to join the IWW. The AFL made another feeble effort to organize the industry in 1926, but gave up when General Motors and Ford refused to help in the drive.

By 1933 many auto workers, however, were ready to try again. The number of employees in the plants had shrunk during the last four years, and wages had come down. An independent union of skilled workers, the Mechanics Educational Society, struck many shops in protest against the reduction of average wages. The following year came the Toledo Auto-Lite strike and a campaign by the AFL, which enrolled 210,000 men and women. The trouble was that the old federation was not clear as to whether these workers would be kept together in a single industrial union or divided up among the existing craft unions.

Meanwhile, the corporations began forming company unions and forcing their employees to join them or lose their jobs.

Another obstacle to union organization was the hiring of company spies. At Ford, a former prizefighter named Harry Bennett headed a special "service department." At its core were a few hundred thugs who attacked suspected unionists. In addition, thousands of ordinary workers were paid a few pennies an hour to spy on their fellow workers.

Chrysler and General Motors preferred to have their spying done by outside detective agencies. General Motors spent almost a million dollars for this purpose in the two-and-a-half years ending July 31, 1936. A pinkerton spokesperson boasted to Senator Robert M. LaFollette, Jr., that his spies had burrowed so deeply into the union structure that one had become vice president of a national union, fourteen had become presidents of local unions, and 38 were local secretaries. As a result of LaFollette's hearings, congress passed laws making industrial espionage illegal. In the meantime,



spy activities hampered labor's efforts. By August 1935, AFL membership in the auto plants was down to a paltry 20,000.

The formation of the CIO gave auto workers a new shot in the arm. The recently formed United Auto Workers was affiliated with the CIO and gained recruits by leaps and bounds. A number of quickie strikes in Cleveland, Toledo and Flint were successful, giving the campaign additional impetus.

Then in November 1936, four workers at the General Motors plant in Atlanta were discharged for wearing union buttons and protesting a 20 percent wage cut. That was the spark that ignited the bonfire. The Atlanta workers decided to strike. But instead of walking out of the plant and forming picket lines, they used a novel tactic—the sitdown. The Wobblies had staged a sitdown at a General Electric plant in 1906. Italian workers had sat inside their factories in 1919, hoping to take over the government.

**A**t Pecs, Hungary, in 1934, coal miners stayed down in the mines and threatened to commit suicide rather than accept prevailing working conditions. From 1935 to 1937, there were nine hundred sitdowns in the United States, most of them successful.

Employers called the sitdown illegal, but illegal or not, the advantages for strikers were obvious. An outside picket line could be easily attacked by police, troops, or professional strikebreakers. Employers would think twice, however, before sending strikebreakers to fight inside a plant, where valuable machinery might be destroyed.

The Atlanta sitdown strike just happened. No CIO leader planned it. Evidently the workers asked themselves why they should picket on the outside and get their heads busted, when they were fairly safe inside. A few weeks after the Atlanta sitdown, the idea spread to a GM plant in Kansas City after another worker was fired.

At this point, the CIO asked General Motors for a meeting to iron out grievances but the company refused. In late December the sitdown spread to two of the GM body plants in Cleveland. It began over a trivial matter—the company's postponements of meeting to discuss wage cuts. But for seven thousand workers, that was the last straw.

**T**wo days after the strike began, it spread to Flint. Workers became aware that the company was moving dies out of the Fisher One plant, evidently intending to ship them to other shops where labor relations were not so turbulent. That was the signal for Bob Travis, Roy Reuther, and other young leaders of the UAW to seize the plant. Plans had been under way for some time to strike the GM empire, the movement of dies speeded up. Three thousand workers took over the factory with no difficulty. Neither the plant police nor anyone else dared interfere.

Organizing the forty-four-day sitdown at Flint was a complicated matter. The five hundred to one thousand men holed up at Fisher One (women were sent home) had to be fed and given opportunity for relaxation. Workers were divided into 'families' of fifteen, each headed by a captain, each finding a nook in which to sleep—within unfinished car bodies or a car cushion wadding placed on the floor. Each man was required to shower daily. For diversion there were Ping-Pong, cards, checkers, books, magazines, labor classes, and even boxing. The sitdowners were very careful that no company property was damaged.

As the union had anticipated, these strikes at Flint and Cleveland progressively forced a shutdown of other GM operations—at Delco-Remy, AC Sparkplug, Buick, and Chevrolet assembly lines. And the sitdown continued to spread further.

**S**tung, the giant automaker struck back quickly with timetested methods. Three days after the sitdown began, company attorneys secured an injunction from a judge who owned 3,365 shares of GM stock, ordering strikers out of the plant. The sheriff was unable to serve the papers. His "clear out of here . . . or else" threat was ignored. Normally in a situation like that, the company would have appealed to the governor or president for troops; but in the climate of the 1930's, such an appeal was not as automatic as it had been in previous years.

The next effort to break the strike was attempt by police to evict strikers at another plant to which the sitdown had spread: Fischer Two. The eviction plan was simple: First, deny heat and food to the strikers; then, make a direct physical siege.

GM had provided heat in the first few days of the sitdown. But on January 11, 1937 with the temperature at 16 degrees and due to fall, the company shut off the heat. A few hours later, union supporters carrying the evening dinner to the sitdowners were denied entry to the plant by the GM guards who remained inside. Hundreds of workers from other auto plants hurried to the scene and soon the most famous skirmish in CIO history—the Battle of Bull's Run—ensued. Strikers inside, armed with billy clubs they had

themselves manufactured, attacked the guards and broke the locks on the gate. The guards retreated to the women's washroom; deputies and police tried to rescue them.

For the next five hours, there was a state of bedlam. One of the union leaders, Vic Reuther (another of the three Reuther brothers) cried out, "Pickets, back to your posts! Men in the plant, get your fire hoses going!" As police tossed tear gas into the plant and at the pickets, the strikers inside began hosing down police. Other strikers inside and out threw two-pound automobile door hinges at the police. The skirmish ended in a few minutes when the officers, their uniforms freezing on their bodies, retreated.

Around 9 P.M., half of Flint's police force, about fifty men, arrived for the second assault. Reuther shouted, "We want peace; General Motors chose war. Give it to them." The strikers rocked the sheriff's auto back and forth and overturned it—with the sheriff and some deputies still in. It was all the sheriff could do to get out of the vehicle. Three other police cars were seized by the pickets. From the roof of the factory, sitdowners with homemade slingshots heaved hinges at the beleaguered police. The outside pickets formed a barricade of automobiles between themselves and the police, then hurdled nuts, bolts, empty bottles, and other missiles at them. The police never made it to the plant. They were pushed back to a bridge 150 feet away.

At his point, enraged police, disregarding orders by their superiors, reached for their guns and began shooting. The battle now took on a more serious turn. A sitdowner on the roof cried out, "I've been hit," and there were other similar cries, strike leader Bob Travis was carried off to the hospital with gas burns from a tear-gas grenade.

**F**ourteen union people were wounded; thirty-six police were sent to the hospital. At midnight, five hours after the fighting had started, the police withdrew and the Battle of Bull's Run was over.

At the union office, the next morning organizers were besieged by the workers from other GM plants who wanted to join the UAW. And ten thousand more unionists many from out of town, gathered for an anticipated showdown. The governor brought together representatives of the CIO and the company in the hopes of effecting a compromise—but in vain.

Then on January 17, it became known that GM was to begin negotiations with another so-called union, one of its own making—the Flint Alliance. It would recognize two unions. The sitdowners, about to evacuate their factories, decided to stay in. A few days later, as the morale began to sag among UAW members in Flint and elsewhere, the union executed a new coup. It siezed another big plant in Flint: Chevy Four.

In response, Governor Frank Murphy sent twelve hundred troops to the scene; heat and light were cut off. But the third Reuther brother, Walter, threatened to start bonfires in the plant to keep warm. It was a bleak moment, when anything could happen. Five thousand pickets, armed with pipes, clubs, and crowbars, were gathered outside Fisher One. An injunction against the strikers again was ignored; so was a threat to impose a \$15 million fine on the union.

In this tense situation, the company finally backed off. It agreed to negotiate with the CIO president John L. Lewis. Weekly production of GM cars was down to mere 1,500 (compared with 28,825 at Ford and 25,350 at Chrysler). The company agreed to recognize the UAW at the seventeen plants then on strike, to drop lawsuits, to take no reprisals against the strikers, and not to interfere with workers joining the UAW. The agreement was to run for six months.

It was by no means the victory the union wanted. In particular, the word 'sole' was left out of collective bargaining rights, so that the company was not limited to bargaining solely with UAW. It was legally free to deal with other unions as well, if it wanted to. But in practice there was no stopping the UAW at this point. In the wake of the big strike, there were eighteen more individual sitdowns in GM plants within twenty days. A few months later, 59,000 Chrysler workers occupied their factories in Detroit. In the month after the GM strike, there were 247 sitdowns involving 193,000 workers.

**O**n March 2, 1937, almost two months after the Battle of Bull's Run, U.S. Steel announced it was granting bargaining rights to the Steel Workers Organizing Committee, raising wages 10 percent, and reducing the work week to 40 hours. Rather than face the prospect of sitdowns, the big steel company, controlled by J. P. Morgan, agreed to bargain with John L. Lewis and his assistant Philip Murray. Within three months, 140 other companies followed the lead of U.S. Steel and signed pacts with the CIO steel union. Some held out—notably Bethlehem, Republic, and Youngstown. But the heart of the industry was now unionized.

The sitdown tactic had finally done what had been impossible for decades—unionized the core of America's mass production industries.



Sleeping quarters of auto workers in a Fisher Body plant during the historic sitdown strike of 1937. *International Union, United Auto workers*



## Pruitt, 'Miracle Man' survives 50'-75' fall

Outside Line Seventh Step Apprentice Lineman, Mike Pruitt, 27, was dubbed "the miracle man" by crew members who witnessed his amazing survival after a 50-75 foot fall on February 27.

Pruitt was working with a crew on a 500kv tower job in the Cleveland National Forest, southeast of Corona in an area inaccessible by road.

It was around 8:30 in the morning and the winds were high and breezy. Pruitt was suddenly caught up in a guy wire when a skycrane which was setting a tower section aborted without warning.

Pruitt was literally whipped into space, and flung into the mountainside.

Crew members watched helplessly as Pruitt dangled above the ground before falling. He landed on his head and shoulders, hitting the side of the sloping mountain, and then rolled some 150 feet beyond the foot of the tower.

Crew members were at Pruitt's side immediately, and administered first aid. Pruitt was conscious and able to talk with the men.

It was too steep for the skycrane to land, so the crew radioed for a smaller helicopter. When it arrived, 5 or 6 members eased Pruitt into a basket. He was taken back to a nearby yard, and another helicopter flew him to Western Medical Center.

Doctors reported that Pruitt had sustained a slight concussion, and suffered a fractured right leg, just below the knee. He remained in the hospital for four days before he was released.

Assistant Business Manager Ron Fitzsimmons, and Business Repre-



Mike Pruitt

sentative Tom Conrad investigated the accident for the Local, and Cal/ OSHA is conducting the final stages of its investigation.

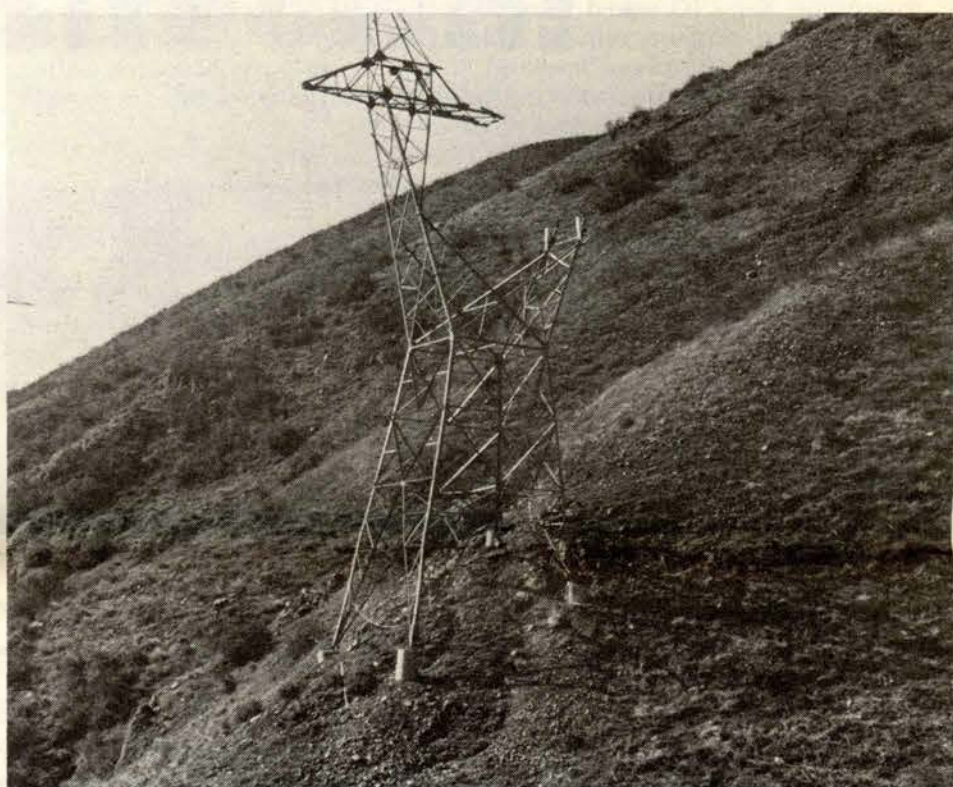
Fitzsimmons reports that a new system has been mutually agreed to with the contractor, R.C. Hughes, to prevent the possibility of a similar accident.

Fitzsimmons said that now three warnings will be in effect to protect our workers.

The new measures include these steps in case of emergencies:

1. A pilot activated air horn.
2. Tower-footing strobe lights, to be activated by helicopter ground crew member who is in constant contact with the pilot.
3. A back-up bullhorn to be used by the helicopter ground crew member.

All of us at the Local Union extend Pruitt best wishes for a speedy recovery, and commend the Outside Line crew members for their immediate first aid responses.



Top; Skycrane, and bottom; Tower site on sloping hillside.

## Fatality

Outside Lineman, Thomas Woodhead, out of IBEW Local 258, Vancouver, B.C., died after falling 94 feet from a 500 kv tower in Palmdale on March 18.

The accident occurred at 9:15 a.m., and Woodhead died in the

hospital at 2:05 that afternoon. Both the Local Union, and Cal/ OSHA have been investigating the accident and have obtained information from other crew members on the Commonwealth Electric job.

## Calendar

### APRIL

- 16 Trustees
- 24 Executive Board
- 24 Safety Committee
- 30 Trustees

### MAY

- 2-3 Advisory Council, Reno
- 7-10 A. Philip Randolph Institute National Conference: San Francisco Hilton Hotel
- 14 Trustees

### MAY

- 15 Safety Committee
- 16 Day on the Delta
- 22 Executive Board
- 28 Trustees
- 30-31 Slo-Pitch Tournament, Concord

### JUNE

- 11 Trustees
- 19 Safety Committee
- 25 Trustees
- 26 Executive Board

## Modesto Irrigation trial set

A trial to settle a dispute over fairness and accuracy of 1984 wage survey, and its implementation at Modesto Irrigation District was scheduled to get underway April 1 in Superior Court in

Modesto. The Local filed a lawsuit in 1986 after disagreeing with the District on the joint survey outcome. Progress of the non-jury trial will be updated next month.





Photos by Carol Bedsole



Shop Steward Ronda Drew thanks Vietnam Veteran coordinator for bringing the Wall to Reno.

## Healdsburg wraps up MOU options

Members at the City of Healdsburg recently voted to allocate a 4 percent increase to PERS for 1986, and to split a percentage increase effective July 1, 1987, with 3 percent going to PERS, and 1 percent to a general wage increase.

The Memorandum of Understanding expires June 30, 1988.

Members sorted through options for distributing the increases at an evening meeting right after work on March 16, with Staff Attorney Tom Dalzell.

Negotiating team member, Larry Giovannoni, chaired the meeting as members discussed the varying possibilities in dealing with the increases.

A vote was held that night which approved the PERS contributions, and the wage increase allocation.

Dalzell said that these latest decisions by our members wrap up some lengthy negotiations in Healdsburg, which included 14 meetings with City representatives. He added that the negotiating team, and our members are to be congratulated for their patience during what proved to be a very long process.

## Grievances in final stages

Several public and private sector grievances are in the last stage of resolution.

The arbitration hearing with Sacramento Regional Transit regarding a mechanic's discharge was heard by Arbitrator Kathy Kelly on February 9, 1987. Post-hearing briefs were submitted on March 16, 1987, and a decision is awaited.

On February 26, 1987, Arbitrator Joe Henderson heard evidence in the discharge grievance of a climber against Davey Tree Surgery. Briefs are still to be submitted.

The court trial in the Writ of Mandate proceeding involving a Division Manager's five day suspension by the South San Joaquin Utility District is scheduled for April 6 in Stockton Superior Court.

Barbara Chvany is scheduled to arbitrate the discharge of a member, Larry Hendricks, at Pacific Tree on April 29, 1987.

Several other discharges and suspension by Sacramento Municipal Utility District and Sacramento Regional Transit will be set for May through July.

## Lynch Stewards honor Vietnam veterans at Reno Memorial

IBEW Local 1245 Shop Stewards at Reno's Lynch Communications: Marsha Barker, Jan Davis, Ronda Drew, Elisteen Fells, Sally Peden, Zenda Robbins, Anne Spencer, with Patty Gray leading the way, were instrumental in obtaining Local Union support for the Vietnam Wall memorial which was in Reno in late March.

It was estimated nearly 100,000 people came to pay tribute during the week.

Lynch members placed a memorial plaque at the Wall, and wore ribbons bearing the message: "In deep appreciation and loving memory," which were prepared by Ronda Drew who also wrote a touching memorial tribute.

*We lay sleeping in our beds, all cuddly and warm . . .*

*Far, far away from enemy's danger and harm . . .*

*They lay huddled in fields and ditches by day and dark of night . . .*

*Wondering if they'd live and if their buddies were allright . . .*

*They went to do their country's bidding, they bravely answered her call . . .*

*Now many are missing, prisoners, hurting or names upon a wall . . .*

*We have a chance to say "thank you", "we'll never forget" . . .*

*And in deep appreciation and loving memory, honor the Vietnam vet . . .*

*. . . Shop Steward, Ronda Drew*



## BARGAINING DATES NEAR

### Members prepare proposals for WAPA negotiations

Following a winter Government Coordinating Council No.1 meeting, Chairman Rich Hafner, Local 1245 Business Representative, notified Council members that it's time to prepare written proposals for the upcoming negotiations.

Hafner reports that he's hopeful that bargaining with the Western Area Power Administration will start in late July or early August. He indicated that proposals possibly can be exchanged in June.

Members of the bargaining team, who will be meeting in mid-May in Sacramento for preproposal sessions include Hafner, Ralph Pearl, IBEW Local 1959; Nels Krogh, IBEW Local 2159; Randy Rau, IBEW Local 1759; Gary Maynard, IBEW Local 640; and Richard Perry, IBEW Local 1245.

At the GCC No. 1 meeting, the

Council members voted to present a bylaws change to members calling for Council delegates to either be Western employees, or full-time Union representatives. The proposed change is out for a vote among the varying Locals which the Council represents.

Another matter discussed at the winter meeting was the FLRA's decision on an unfair labor practice filed back in 1984 against Western and the Department of Energy which will mean members will be receiving some retroactive pay for the periods of June 13 to October 2, Hafner reported. Pay records for that time are being reconstructed, and reviewed, and word should be out soon indicating when the money will be distributed, he added.

Western has posted notices regarding the retroactive pay order.



## Sierra Pacific members voting on new offer

From PAGE ONE

Here are the highlights of the new one-year offer are listed below:

### SIERRA PACIFIC POWER COMPANY, IBEW LOCAL 1245 BARGAIN TABLE SETTLEMENT April 1, 1987

#### ONE YEAR CONTRACT- MAY 1, 1987 THRU APRIL 30, 1988

1. **Title 4 - WAGES**
  - 4.1- General wage increase for all classifications, 3%
2. **Title 7 - SHIFT PREMIUM**
  - 7.1- Increase shift premium to \$0.50 for second shift and \$0.65 for third shift.
3. **Title 12 - VACATIONS**

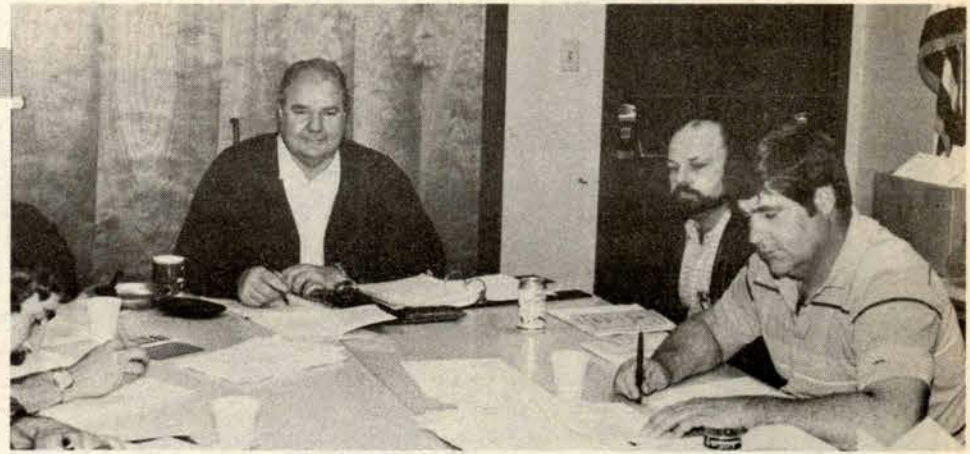
Improve schedule to allow accruals to begin on continuous service date (CSD)—bonus week to be paid on CSD also. Change is effective 1-1-88.
4. **Title 17 - EXPENSES**
  - 17.8(c)- To read \$.40 per hour out-of-town premium.
5. **Title 22 - BENEFITS**
  - (a) **Medical/Dental Plan amendments**  
\$100 per person per year; \$200 deductible per family per calendar year effective January 1, 1988.
  - (b) **Dental expenses-Orthodontic Expenses**  
The plan will pay 50% of covered charges up to a life time maximum of \$1000 per person. The \$50 deductible per person must be satisfied before orthodontia benefits are payable. Effective January 1, 1988.
  - (c) **Other Medical Expenses**  
Add Hearing Aids (batteries excluded) with Maximum reimbursement for covered expenses not to exceed \$500 every five years. Effective January 1, 1988.
  - (d) **Pension—Improve FAE formula from 1.40 to 1.45 effective 7/01/87.**

#### WAGE ADJUSTMENTS — NEW CONTRACT (Effective 5-1-87)

	PRESENT	5/1/87
Foreman, Line Working	\$18.31	\$18.86
Control Room Operator	17.53	18.06
Troubleman	17.33	17.85
Lineman	17.05	17.56
Repairman, Construction	14.02	14.44
Electrician	17.05	17.56
Fitter	14.43	14.86
Welder/Mechanic	17.05	17.56
Foreman, Gas & Water	17.19	17.71
Machinist	15.04	15.49
Mechanic	15.04	15.49
Meterman	17.05	17.56
Assistant Control Room Operator	15.57	16.04
Scrubber Foreman	16.07	16.55
Representative, Clerical	10.71	11.03
Representative, Lead	12.57	12.95
Clerk	7.78	8.01

Negotiating Committee members included Assistant Business Manager Orv Owen, Business Representative John Stralla, and members: Gino Aramini, Scott Downs, Linda Holloway, Louis Johnson, Pat Lantis, Kenneth Lutzow, Jack Pardick and Keith Smith.

## Local 1245 bargaining on-going at Pac Tree



Participants on the Local Union Bargaining Committee include Assistant Business Manager Orv Owen, Business Representative Scott Thomas, and members: Doug Bonham...

Pacific Tree and the Local Union Negotiating Committees have held six bargaining sessions since February 9, 1987, on a new agreement to be effective back to January 1, 1987. The parties have changed proposals and counter-proposals in their attempt to reach a settlement. The parties were scheduled to meet again on April 7 and 8, 1987 to resume bargaining.

Some of the major issues yet to

be resolved are the "job siting" requirements of the new PG&E contract for Tree Contractors. These negotiations have been further complicated by Pacific Tree losing their Sacramento Division contract to a non-union contractor, as well as loss of the vegetation control work in Shasta, Colgate, and DeSabra to a non-union contractor. Assistant Business Manager Orv Owen reports.



... Bill Cobert, Bob Urquhart ...



Zack Parkerson, Scott Riddle ...



Jim Travis...

## Cable TV update

### Tele-Communications — Santa Cruz

Local Union 1245 members working for Tele-Communications — Santa Cruz, (formerly Group W Cable — Santa Cruz), voted on April 1, 1987 to accept the Company's three-year offer for a new Agreement. The new wage increases will be applied retroactively to August 1, 1986.

### Century — Mendocino Cable Television, Inc.

Local Union 1245 members working for Century — Mendocino Cable (formerly Group W Cable — Ukiah/

Willits/Ft. Bragg) voted on March 21, 1987 to accept the Company's two-year offer on a new Agreement. The new wage increases will be applied retroactively back to June 1, 1986.

### ComCast — Santa Maria and Lompoc

Local Union 1245 members employed by ComCast — Santa Maria/Lompoc (formerly Group W Cable — Santa Maria and Group W Cable — Lompoc) voted on March 10, 1987 to accept the Company's three-year offer for a new Agreement. The wage increases will be applied retroactively to August 1, 1986.



## Colgate Senior Members Honored

Senior Members in the Colgate area who were most recently honored for their years of service, at a special dinner coordinated by Business Representative Ed Fortier, included: Charles Larsen Jr., who received a Special Service Award, and the following honorees: 40 yrs.: G.C. Andoe, B.F. Francis, and S. M. Perkins; 35 yrs.: H.R. Kimbrell, R.J. Livengood, and V. Walker; 30 yrs.: D. A. Babcock, Marvin Eisenhauer, J. Misquez, J. W. Rogers, and E. M. Royat; 25 yrs.: Harvey Arbuckle, Rudi Messerschmidt, D. M. Phipps, T. R. Pope, Carl Reed, R. J. Stewart, and Patrick Sullivan; 20 yrs.: J. J. Kline, J. Kuhn, A. R. Knudsen, Wilford Lancaster, G. W. Rasico, John Riccobuano, W. L. Schlesener, Otha J. Smith, Donald Thornburg, Karl Thornsberry, and A. A. Vega.



## More food and fun . . .



## Drum area, Senior members honored

Senior members recently honored for their years of service in IBEW Local 1245 in the Drum area included: 40 yrs.: V. Jones, W. J. Laird, and C. R. Logan; 35 yrs.: R. L. Lundgren; 30 yrs.: L. J. Digiorno, J. Gutierrez, D. B. McCubbin, and Adam A. Scmoll. 25 yrs.: Allen Engman, C. C. Messner Jr., and Ron Schneider. 20 yrs.: D. J. Farrell, Ernst J. Haack, David Hyde, John L. Mullany, Richard A. Smith, E. G. Wicks.



## So. San Joaquin I.D: food, fun follow business meeting

Unit 2519, South San Joaquin Irrigation District held a barbecue in early March at Chief Shop Steward Bob Geer's home. Prior to the festivities, Business Representative Mickey Harrington reports that a short meeting was held to discuss the current status of bargaining. Despite the takeaway proposal made by the District, "a good time was had by all," Harrington added.

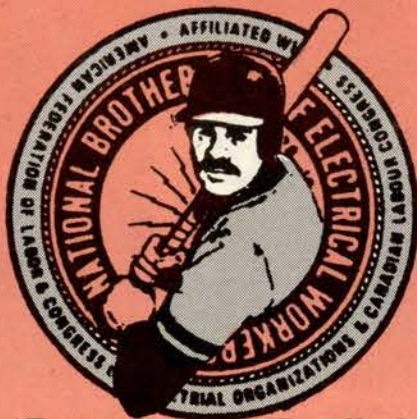


PHOTOS: Mickey Harrington





# TENTH ANNUAL SLO - PITCH SOFTBALL TOURNAMENT



## 3 DIVISIONS -

Open  
35 or older Team  
Women's or Mixed Team

Family Members Eligible

**Saturday & Sunday  
May 30 & 31, 1987  
Willow Pass Park  
Concord, California**

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

**Plan to attend— two days of fun!**

## TEAM ENTRY FORM

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

Team Name: \_\_\_\_\_

Manager's Name: \_\_\_\_\_

Manager's Address: \_\_\_\_\_

Managers Phone: Area Code (     ) \_\_\_\_\_

**Please include full team roster.**

Divisions: ☐ OPEN ☐ 35+ or older\* ☐ WOMENS OR MIXED

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

Please submit this completed entry by May 18, 1987, along with \$140.00 team entry fee to IBEW Local 1245, P.O. Box 4790, Walnut Creek, CA 94596, ATTN: Bob Choate, Ron Fitzsimmons, Softball coordinators. For more information, call Bob or Ron at (415) 933-6060. Make checks payable to: Ron Fitzsimmons.

# Focus: Shop Steward

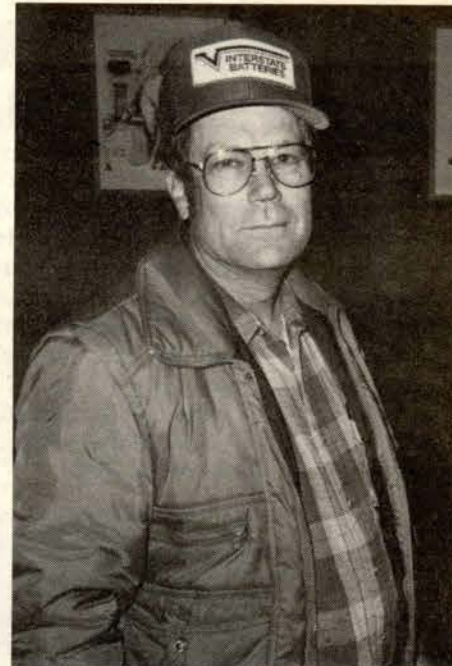
Shop Steward Phillip Pia, Troubleman, Fremont Service Center, Mission District, has been a member of Local 1245 for more than two decades.

During that time he has been very active in Local Union activities, and served on a PG&E, Local 1245 Negotiating Committee.

Business Representative Corb Wheeler, who works closely with Pia, says that Pia contributes a lot of personal time to help enforce the contract.

He is described by many who work with him as going about his Shop Steward duties, quietly and efficiently, but always willing to be very vocal when it's called for.

Paying close attention to safety issues is important to Pia, and he is constantly alert to ways to help to improve safe working conditions for our members.



Phillip Pia, Troubleman.

PHOTO: Corb Wheeler

## Golf tournament dates announced

Local Union Golf Coordinator, Lou Anzaldo announces that the East Bay Golf Club has opened up its club to all IBEW Golf Club members who wish to join and play in tournaments.

Yearly dues are \$15, and don't include the green's fees, or cart fees, Anzaldo said.

Dues checks should be made payable to the East Bay Golf Club,

and can be mailed to Anzaldo at 35524 Cleremont Dr., Newark, CA 94560, or Cage Nelson at 5202 School Avenue, Richmond, CA 94804.

Anzaldo reminds members to keep on the alert for the annual raffle which will get underway sometime this spring, and will help fund the IBEW 5th Annual set for September 19 in San Ramon.

DATE	TIME	GOLF COURSE	TELEPHONE
May 23	8:00 am	Sea Scape, Aptos	(408)688-3213
June 6	7:22 Aam	Tilden Park, Berkeley	(415)848-7373
July 18	10:35 am	River Bend, Broderick	
Aug. 15	8:00 am	Old Delmonte, Monterey	(408)373-2436
Sept. 19	11:00 am	IBEW 5th Annual, San Ramon	
Sept. 26	8:00 am	Alameda, North Alameda	(415)522-4321
Oct. 10	8:00 am	Sunol, Sunol	(415)862-2404
Oct. 24	10:30 am	I.B.E.W. Annual 2 Man Best Ball Turkey Shoot, Vallejo	(707)643- 8476
Nov. 7	10:00 am	Diablo Creek, Concord	(415)686-6262
Dec. 5	10:00 am	San Mateo, San Mateo	(415)347-1461

## Save May 16 for Poker Run



Another fun-filled day is planned for our seafaring members when the Antioch Unit holds its annual Day on the Delta, Poker Run on Saturday, May 16. Sign up will start at 7:30 a.m. and continue until 10:30 at Brannan Island State Recreation Area Boat Ramp.

The Poker Run stops will include Tower Park, Herman and Helen's, Moore's River Boat, Spindrift Marina and Frank's Fishing Resort. The run will end back at Brannan Island State Recreation Day Use Beach, and the cards collected from

the various locations must be turned in by 4 p.m. when the ramp raffle will be conducted. Cost of each poker hand is \$2, and at the end of the day the best hand will win.

Everyone has a great time at this event, and members are encouraged to come on out and join in the fun. Free hot dogs and beans are planned again this year. For more information contact the Local Union, or your shop steward.

Coordinating this year's event are Bob Martin, Dale Kaupanger and Jim Poindexter.