

UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO



TIME TO VOTE AGAIN!

Members voting on 3rd PG&E Clerical offer

Clerical members at PG&E are voting on a new tentative agreement this month. Two prior Company offers of settlement have been turned down. This new, tentative settlement represents the last, best and final offer by the Company.

Ballots were mailed Wednesday, August 10, and are due back at the Post Office in Walnut Creek by 10 A.M. on Wednesday, September 7, 1988.

Members not receiving ballots by Wednesday, August 17 should contact their Shop Steward,

Business Representative or the Local Union Headquarters at (415) 933-6060.

A summary of the changes was included with each ballot. The February 1988 issue of the *Utility Reporter* includes the entire proposed Clerical Contract language.

This proposed settlement goes out to the Clerical Membership at PG&E with a recommendation for acceptance from the Negotiating Committee, whose statement appears below.

CLERICAL NEGOTIATING COMMITTEE STATEMENT

To: All Local 1245 Clerical Members at PG&E

Based on the substantial number of communications, both oral and written, from our Members, this committee along with the union's leadership had a strong desire not only to protect our Contract, but to improve its wages, working conditions and benefits.

Between April 1987 and July 27, 1988 a number of meetings have been held between Local Union 1245, IBEW and PG&E in order to reach an equitable settlement for the Clerical Bargaining Unit at PG&E.

A brief history of this bargaining reminds us that in August 1987 the Company presented a survey of wage differentials between the Bay Area and other areas of the PG&E service territory. In September, the Company proposed a 5% reduction across the board for Clericals, plus restructuring of all Clerical wage rates. This particular proposal also involved area differentials which amounted to an additional \$20.00 less per week for some classifications outside the Bay area, and a freeze on Clerical wages in 1989. By the end of September your Clerical Negotiating Committee had reached a tentative agreement involving a 2.75% lump sum bonus for Clericals in 1988 and 1989, with a wage reopener in 1990. That proposal was turned down by the Clerical Bargaining Unit.

In December 1987 your Clerical Committee returned to the bargaining table, informing the Company that the lump sum bonus was not acceptable to our members. The Company stood fast on their position that Clerical rates be brought into line with the marketplace as demonstrated by their surveys. By February, we had reached a tentative settlement that provided for payment of the lump sum bonus in quarterly installments and application of those dollars to the 401k Savings Fund Plan. This proposed settlement was soundly rejected by our members.

In June, the Union held three area Clerical Conferences. The information from those meetings indicated that the

membership was strongly in favor of applying the Lump Sum Bonus money to the Pension Bands and the Savings Fund Plan in the same manner as the Physical General Wage Increase. So, when we returned to the table, your Committee was able to bargain for its members the following package:

For 1988

- 2.75% lump sum bonus, retroactive to January 1, 1988.
- The lump sum bonus, in total, will be applied to the computation of the Pension Bands for the career of the employee. Also the Lump Sum will be applied to the 401k Savings Fund Plan.
- The Substance Abuse Pilot Program for Blue Cross Members will become effective on the first day of the month following ratification.

For 1989

- 1.75% General Wage Increase effective January 1, 1989.
- 1% Lump Sum Bonus to be paid in advance (January 1989) based on your gross wages as shown on your 1988 W2. This lump sum will be applied to the computation of the Pension Bands for the career of the employee. Also the Lump Sum will be applied to the 401k Savings Fund Plan.

For 1990

- A wage reopener. The company has stated they do not intend to seek a lump sum bonus at that time.
- This tentative agreement also involves restructuring of all beginning classification rates for those hired after ratification.

Based on the foregoing, your Committee submits this offer with a recommendation for acceptance by our Clerical Bargaining Unit. This tentative settlement represents the Company's last, best and final offer.

In Unity,
Your Clerical Negotiating Committee:

Arturo Garza, Jr.
Arturo Garza, Jr.

Marie Kizzee
Marie Kizzee

Bob Martin
Robert Martin

Jack McNally
Jack McNally

Manny Mederos
Manny Mederos

Shirley Roberts
Shirley Roberts

Rebecca Rosecrans
Rebecca Rosecrans

Howard Stiefer
Howard Stiefer

Plant closing bill victory: No Reagan veto

Legislation giving victims of plant closings and large-scale layoffs advance notice was enacted this month when President Reagan backed off from his threat to veto the bill. Reagan chose instead to let the bill become law without his signature, bowing to pressure from fellow Republicans who feared that a veto of the popular legislation would further their party's image of unfairness in a crucial election year.

The plant-closing bill is a major victory for the labor movement, whose members lobbied long and hard for its passage. AFL-CIO President Lane Kirkland described the measure as "a victory for fairness." "Workers, their families and their communities will now have a better chance to plan for their futures," he said.

The law requires companies with more than 100 employees to give workers at least 60 days' notice of plant closures or major layoffs. The bill was originally a part of an omnibus trade bill which was approved by both houses earlier this month.

See PAGE ELEVEN

VIP: A new way of working in Livermore

By Jenny Lipow

"Pacific Gas and Electric Company, International Brotherhood of Electrical Workers and Engineers and Scientists of California jointly recognize that the business challenges of the future can most effectively be met through the implementation of a process that provides the opportunity for all Livermore employees to actively participate in decision-making that affects work methods, employee work environment and upgrades employee living conditions." — Statement of "Vision," Valley Involvement Process (VIP).

Organization

Since October, 1987, members of IBEW Local 1245 working in the Livermore facilities of PG&E's Tri-Valley District have been partners in an innovative "employee involve-

See PAGE SIX



Photo: Kua Patten

VIP Steering Committee, clockwise from lower left: Patrick Ward, Regional Representative, ESC; Corb Wheeler, Business Representative, IBEW Local 1245; Art Spessard, Gas General Foreman; Sam Crawford, Distribution Engineer; Jeff Howard, IBEW Local 1245; Tim Healy, ESC; Roger James, Director of Organization Development, PG&E; Kermit Pool, Electrical General Foreman; Lou Holveck, Livermore District Manager; Carol Pacheco, IBEW Local 1245.



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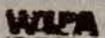
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IBEW Tree news

Tree trimmers unite

By Jim Travis

I'll tell ya, guys, *now* more than ever, that is exactly what we need to do. Fortunately, most of us Northern California line clearance trimmers have our Union to back us up in the fight for fair pay and benefits. \$10.29/hr. for top climber, \$11.44/hr. for top foreman, 2% retirement fund — not bad for starters.

In my opinion, our difficult, dangerous work deserves *much more*. But until we *unite*, that's a tough proposition.

It's especially tough to go forward when scab outfits like Arbor Tree exploit their climbers with insulting pay rates of \$5.50 to \$6.50 an hour.

I've spent a lot of time with the trimmers at Arbor and as I've said before — these guys are *just as good* as Union trimmers.

They are just trying to make a living for their families at the job they love — trimming trees.

I've got to confess though — I can't help but take it *personal* when I see how Arbor Tree messes these guys around. As a twenty-year tree man, it p_____s me off to hear story after story of how badly the guys are treated. Believe me, they need to join our Union as much as we need them.

And boy, do we need them now. By the time this newspaper reaches you, our Union will be right in the middle of National Labor Relations Board hearings to determine the bargaining unit and other election procedures, such as time, place and location.

Last year, Arbor Tree agreed to the unit to be represented. However, this year they want to conduct another hearing, primarily to delay the election process.

This ploy — "delay the vote" — is the work of Redwood Employer's Association, an outfit hired at great cost to fight our Union.

You know, I wish that instead of paying fortunes to this Redwood Employer's Association, Arbor Tree would just use that money to give raises to the three guys doing the job for them.

But I guess if Arbor Tree treated their men *fairly*, they wouldn't all want a Union *so much!*

I am *not* exaggerating when I say that whoever you work for, *all* our immediate employment futures are riding on this NLRB election.

Boycott Consumer Reports

The Utility Reporter received a copy of the following letter to Consumers Union, publishers of Consumer Reports, from IBEW Retirees Club President Tom Riley.

Dear Sirs:

This is to notify you that I am requesting immediate cancellation of my current subscription to Consumer Reports.

It is with great reluctance that I must take this action. I have been a longtime supporter of your publication, but when it appears on a "DO NOT PATRONIZE" list sanctioned by the AFL-CIO Executive Council then for myself there is no other alternative.

Your position with respect to the contract between Consumers Union and Local 3 of the Newspaper Guild is incomprehensible. One thinks that a non-profit publication whose chief aim is to protect the buying public from the greedy machinations of the corporate advertising world would, at least, extend the same criteria to its employees with whom it is involved in collective bargaining. We expect a higher standard from an organization rendering a quasi-public service than from one whose primary motivation is to eliminate the "red ink" column from a balance sheet.

While it is true CU's staff operates under a contract between CU and the Newspaper Guild of New York, Local 3, the usage of the so named "evergreen" or extension clause of the contract to mislead your subscribers, many of whom belong to "Organized Labor," into believing that your contract relations are relatively normal, hits a new low in deceitful conduct. All we can ask from you is to re-examine your responsibilities in this area and try to resolve this economic dilemma in a fair and equitable manner with your employees.

We have been in communication with the Guild Reporter to verify the information presented.

Respectfully Yours,
Tom Riley

Letters Policy

The Utility Reporter welcomes signed letters, articles, and photographs submitted by members of IBEW Local 1245. Anonymous material cannot be printed; however, requests to withhold names from contributions selected for publication will be honored.

SPOTLIGHT

General construction joint grievance committee



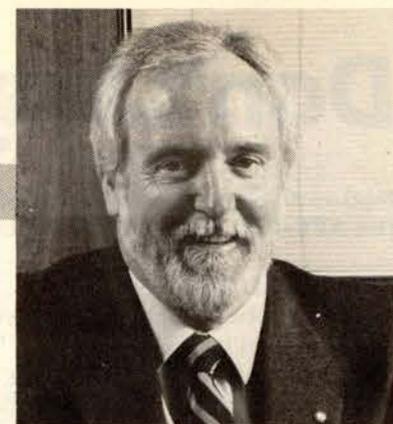
IBEW Local 1245 and PG&E representatives meet monthly at Local Union headquarters in Walnut Creek to review all outstanding General Construction grievances. At the July meeting, all of the Union members on the Joint Grievance Committee showed their solidarity with Clerical Unit members by wearing blue "Physical Supports Clerical" buttons. Local 1245 appointees to the Committee are (left to right): front row — Business Representative Ron VanDyke, Gary Dabney, Business Rep Joel Ellioff, Al Calleros; back row — Business Rep Gene Wallace, Barry Humphrey, Doug Koski, Dan Robertson.

Photo: Jenny Lipow

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



Barehanding: an unnecessary risk

Barehanding live-line work, promoted on the front page of a recent issue of PG&E's weekly reader, is an unnecessary risk added to an already hazardous job.

The barehand method is a procedure whereby a lineman is energized to the same potential as the conductor being worked on — the "bird landing on the hot wire and not being electrocuted" trick.

The Company's article is somewhat misleading and appears to be an attempt to condition employees to the idea that the procedure is something new and wonderful.

The article points out that linemen are taught not to touch live wires with their bare hands, but that this procedure is basically what you do. And that is exactly one of the problems with the procedure. Linemen are trained to keep themselves insulated from energized conductors. The barehand procedure requires the opposite — *you* are an energized conductor, therefore do not touch anything except the conductor you are part of. Mental lapses could be caused by switching back and forth — working with a live conductor one day and totally insulated from a live conductor the next. Linemen who have performed this work say this change is something you really have to be conscious of.

The Company states that they know of only one incident where a fatality occurred using the barehand method. In fact, there has been more than one accident involving barehand procedures. While over 40 states permit the barehand method, not all utilities or agencies in those states use it. Since it is not a widely- or often-used method, a low number of accidents is statistically inconclusive and certainly misleading.

PG&E's statement that the work can be accomplished in one-third of the time required by the "hot-stick" method raises questions as to the complete job or just "hand" vs. "sticks" time. Also questionable would be the skill level of sticking by supervisors who have been out of the "tools" varying lengths of time.

Live-line maintenance has been done on all types of transmission lines for years by use of hot-sticks. The barehand method of live-line work is just that — *another* method to do what has been done for years.

Another issue concerning this work is the long-term effects of being energized at high voltage levels and the exposure to electromagnetic fields (EMF). There have been a number of studies concerning the effects of EMF exposure, but they really have weaknesses and have been inconclusive. The Electric Power Institute is just now beginning to put together surveys and studies on the effects of EMF in an attempt to get hard, credible information. However, any meaningful information is still years away.

Federal OSHA, which is currently in effect in California, permits the barehand method, whereas Cal/OSHA does not. Under Cal/OSHA, the procedure for changing rules and regulations calls for advisory committee hearings to discuss proposed changes by interested parties, with full public hearings after that. Criteria to change a standard basically requires the change to be as safe or safer than the current rule. This is a good process.

We need Cal/OSHA restored.

In Unity,

APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

General Construction Joint Grievance Committee

Douglas E. Koski
(Alternate)

LINDMORE IRRIGATION DISTRICT

1988 Negotiating Committee

Clyde D. Berger
Bob B. Greer

SACRAMENTO MUNICIPAL UTILITY DISTRICT

1988 Negotiating Committee

Steve Ahern
Gary Hansen
Ronald Manica
John Platz
Don Potter
Dennis Seyfer
Arthur A. Torres
Ike Williams

CENTRAL LABOR COUNCILS

Alameda County Central Labor Council

Pat Collins

CONFERENCES AND CONVENTIONS

Consumer Federation of California

Mike Davis
Enid Bidou

Ninth District Progress Meeting

Jack McNally
Howard Stiefer
Darrel Mitchell
Kathy Tindall
Ron Blakemore
Joe Valentino

Unit Meeting Change

#3611 MARYSVILLE
New location:
Shakey's Pizza
#1 East 12th Street
Marysville, CA

Unit Meeting Correction

Unit #4418 is Davey Tree — Eureka, not Davey Tree — Santa Rosa, as incorrectly listed in the July *Utility Reporter*.

Don't buy

National Boycotts sanctioned by the AFL-CIO Executive Council

ACE DRILL CORP.

Wire, jobber & letter drills, routers and steel bars.
United Automobile, Aerospace & Agricultural Implement Workers of America International Union.

ADVERTISING CORP. OF AMERICA

Pocket calendars and desk diaries.
International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers.

ARMOUR PROCESSED MEATS CO.

Armour hams, Armour Bacon, Armour Hot Dogs. This UFCW boycott does not include processed meat products made by Armour-Dial.
United Food & Commercial Workers International Union.

BASF A.G. CORP.

Video, audio and computer tapes and discs, Zerex and other brands of anti-freeze advertising Alugard 340-2 protectant.
Oil, Chemical and Atomic Workers International Union.

BROWN & SHARPE MFG. CO.

Measuring, cutting and machine tools and pumps.
International Association of Machinists and Aerospace Workers.

BRUCE CHURCH, INC.

Iceberg Lettuce: Red Coach, Friendly, Green Valley Farms, Lucky.
United Farm Workers of America.

CALIFORNIA TABLE GRAPES

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

CITY OF HOPE

National medical research facility.
Office & Professional Employees International Union.

CLARK GRAVE VAULT CO.

Copper and steel burial vaults.
United Automobile, Aerospace & Agricultural Implement Workers of America International Union.

COLT FIREARMS CO.

Manufacturers of handguns and rifles.
United Automobile, Aerospace & Agricultural Implement Workers of America International Union.

CONSUMERS UNION

Publishers of Consumer Reports magazine, Consumer Reports Annual Buying Guide. Services include legal aid and car price reporting.
The Newspaper Guild.

FABERGE, INC.

Personal care products: Aphrodisia, Aqua Net Hair Spray, Babe, Cavale, Brut, Ceramic Nail Glaze, Flambeau, Great Skin, Grande Finale, Just Wonderful,

Macho, Kiku, Partage, Tip Top Accessories, Tigress, Woodhue, Xanadu, Caryl Richards, Farrah Fawcett and Faberge Organics.
Oil, Chemical & Atomic Workers International Union

HOLIDAY PAPER CUPS, Div. of Imperial Cup Corporation

Holiday Paper Cups brand name.
United Paperworkers International Union.

INDIANA DESK CO.

Medium and high priced desks.
International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers.

JOHN MORRELL & CO.

Meat products: John Morrell, Rath Blackhawk, Nathan's Famous, Tobins First Prize, Hunter, Tom Sawyer, Krey, Partridge, Rodeo, Scott Petersen, Bob Ostrow, E-Z Cut, Table Trim, Golden Smoked, Carson Ribs.
United Food and Commercial Workers International Union.

LOUISIANA-PACIFIC CORP.

Brand name wood products: L-P Wolmanized, Cedartone, Waferwood, Fibrepine, Oro-Bond, Redex, Sidex, Ketchikan, Pabco, Xonolite.
United Brotherhood of Carpenters and Joiners of America and International Woodworkers of America.

MARVAL/ROCCO TURKEY, INC.

Turkeys and turkey parts: Marval, Shady Brook Farms. All products bearing USDA stamp #P-18.
United Food and Commercial Workers International Union.

MARSHALLTOWN TROWEL CO.

Brand name trowels.
United Automobile, Aerospace & Agricultural Implement Workers of America International Union.

McCREARY TIRE & RUBBER CO.

Truck, farm, industrial, racing and small aircraft tires.
United Rubber, Cork, Linoleum and Plastic Workers of America.

MOHAWK LIQUOR CORP.

Brand name products: Chaska and Vodstok Vodka, Grand MacNish, Arandas Tequila, Canadian Can-Am Whiskey, Mohawk labeled Gin, Rum, Peppermint Schnapps, Cordials, Kahlua, Amaretto and Sambuca.
Distillery, Wine and Allied Workers International Union.

NAPA VALLEY WINE CO-OP

Bergfield 1985 Sauvignon Blanc wine.
Distillery, Wine and Allied Workers International Union.

NIXDORFF-LLOYD CHAIN CO.

Heavy duty chains sold in hardware stores. The Nixdorff-Lloyd brand name appears on the chain spool.
International Association of Machinists and Aerospace Workers.

Do Buy

Union-made has extra value

The products that are built or manufactured by Union members here in America have an extra value that's invisible to the naked eye, but is just as important as their attractive style. When you buy these products, you can be assured that it was made by people who are free, and who labor under decent conditions for decent wages and benefits. "Made in the USA" isn't good enough — union families must "Look for the Union Label" on American-made goods. It's one of the best guarantees of quality you can get.

LA-Z-BOY

In addition to comfortable recliners and lounge chairs, this major U.S. and Canadian furniture manufacturer makes contemporary and modern upholstered decorator and office chairs. Three LA-Z-BOY plants are organized by the Furniture Workers Division of the International Union of Electronic Workers in Waterloo, Ontario, Canada; Florence, South Carolina; and Monroe, Michigan.

PATRICK CUDAHY

Processed meat products: Patrick Cudahy, Deli-Fresh, Gwaltney, Milano's, Smithfield, Taneda; Canned hams: Agar, Apple Blossom, A&P, Circle A, Country Club, DAK, IGA, Jewel, Lancaster, Pathmark, Plymouth Rock, Safeway, Shur-Fine, Smoke-A-Roama, Windmill.
United Food and Commercial Workers International Union.

PLYMOUTH RUBBER CO.

Insulating material, rubber bands and vinyl products.
United Rubber, Cork, Linoleum and Plastic Workers of America.

R.J. REYNOLDS TOBACCO CO.

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

ROME CABLE CORP.

Cables used in mining and construction industry.
International Association of Machinists and Aerospace Workers.

SEATTLE-FIRST NATIONAL BANK

Withdraw funds.
United Food and Commercial Workers International Union.

UNION OVERALLS

Big Mac work overalls, coveralls and other work clothes are made by members of Amalgamated Clothing and Textile Workers Union (ACTWU) Local 906 who work at Jay Garment Company in Clarksville, Tennessee. They are available through J.C. Penney stores and catalogs.

Osh Kosh work clothes are available nationwide and are made in Oshkosh, Wisconsin by members of United Garment Workers Local 26.

ENTENMANN'S/OROWEAT

Eight locals of the Bakery, Confectionery & Tobacco Workers International Union represent the workers who make these popular baked goods across the Country. Oroweat, a California firm, was incorporated by Entenmann's in 1984. The parent firm began producing premium, specialty baked goods in Bayshore, Long Island (NY) ninety years ago and has grown nationwide.

SHELL OIL CO.

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

STERLING RADIATOR

Baseboard heaters for the home.
United Automobile, Aerospace & Agricultural Implement Workers of America International Union.

UNITED STATES PLAYING CARD CO.

Brand names: Bee, Bicycle, Tally Ho, Aviator and Congress.
Retail, Wholesale and Department Store Union.



UL&STD

Unionist gets his mayor's endorsement for Prop. 97

By Jenny Lipow

Local 1245 Advisory Council member Bob Martin is a crusader for the campaign to restore Cal/OSHA. Now that the issue is on the November ballot as Proposition 97 (Bob was among the Local's top signature-gatherers in the drive to qualify the initiative), he is working on obtaining support for the measure from public officials. As a resident of the City of Antioch (eastern Contra Costa County), Bob recently made an appointment with Mayor Joel Keller to discuss Cal/OSHA.

Keller, a Deputy Probation Officer for Contra Costa County, was first elected to the Antioch City Council in 1982. He became Mayor in 1984 and is running for re-election to the top spot this fall. A staunch Democrat, Keller himself is a long-time Union member.

"That's easy," Keller replied when asked by Bob Martin if he supports Proposition 97. "We need Cal/OSHA. The governor was wrong to eliminate it...working people are at risk without Cal/OSHA." The mayor believes that people "shouldn't have to risk life and limb" on the job. "Anyone who goes to work deserves to work in a safe and protected environment."

Buoyed by the Mayor's positive response, Bob Martin will be meeting with his other Antioch City Council members to secure their individual backing for Prop 97 and

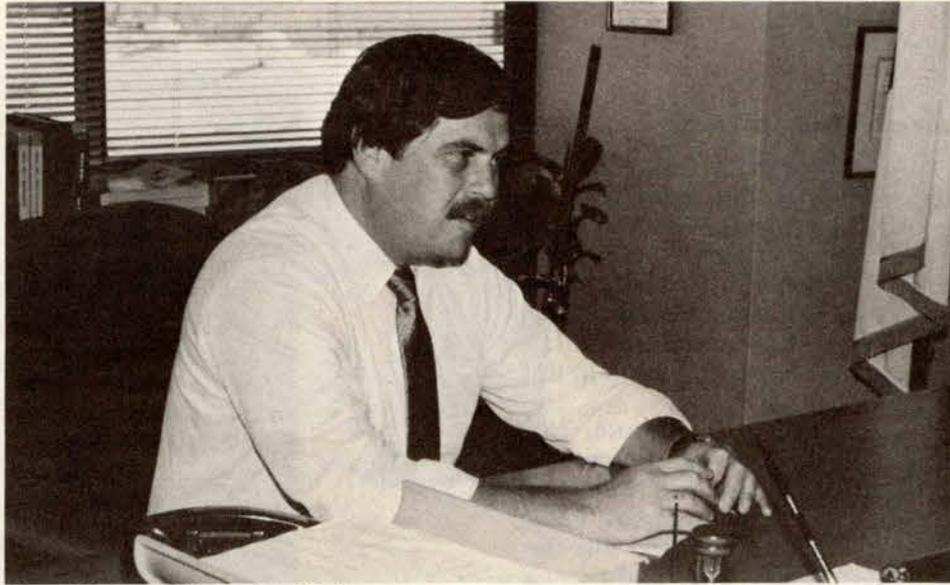


Photo: Jenny Lipow

City of Antioch Mayor Joel Keller.

to lobby for passage of a Council Resolution supporting the initiative. Bob encourages brother and sister IBEW members to contact their local elected officials — county, city and school — for their personal endorsements or, better yet, a resolution endorsing Prop 97 agendaed and passed publicly by the entire Board or Council.

As citizens, Union members can have a tremendous effect on local politics if they hold public officeholders accountable for their stands on issues of concern to the community. What if a politician claims to personally support Prop 97 but won't vote for a resolution of endorsement by the governing body on the grounds that Cal/OSHA is

"not a local issue"? He or she needs to be educated that just the opposite is true. The health and safety of the workers in the community is in jeopardy without Cal/OSHA; moreover, economically strapped public agencies are in no financial position to bear the social costs of increased rates of illness, injury, and disease that result from weaker Federal regulations.

Clearly, workplace safety is indeed a vital local issue in every jurisdiction. Union members will probably find their elected officials willing, if not eager, to take a stand in favor of Prop 97 if requested to do so by constituents.

WIDE SUPPORT FOR PROP. 97

Lives at stake with Cal/OSHA Initiative

Each year, 11,000 Americans die in work-related accidents. Two million more suffer disabling job-related injuries or illnesses.

The American Lung Association of California, American Cancer Society, League of Women Voters, California Medical Association, Sierra Club, League of Conservation Voters, the California Labor Federation and many other business, civic, consumer, health, and environmental organizations have joined together in a broad-based coalition supporting Proposition 97, the initiative to restore California's respected Occupational Safety and Health Administration (Cal/OSHA).

For over 70 years California led the nation in protecting its citizens from health and safety hazards at work. In 1973, former Governor Ronald Reagan signed the law bringing these regulations together under Cal/OSHA.

Cal/OSHA was the model of an effective state job safety program. Other states and the federal government patterned their programs after Cal/OSHA. But in 1987, state funding for Cal/OSHA regulation of private industry worksites was eliminated. An inferior Federal OSHA program took over.

*A comparison of Cal/OSHA and

Federal OSHA clearly proves that the state plan did a vastly better job of safeguarding the health of all Californians.

Cancer Prevention & Toxic Protection

Federal OSHA does not regulate exposure to 170 toxics that were controlled by Cal/OSHA. For an additional 95 chemicals, federal regulations allow greater exposure than Cal/OSHA permitted. These include toxics that cause cancer, birth defects, and sterility.

Toxic contamination threatens everyone, not only workers. Working people are the first ones who are exposed to toxics on the job. But contamination doesn't stop at the plant gate. Air- and water-borne contaminants also threaten nearby communities.

California's occupational cancer law is tougher than federal regulations. Only Cal/OSHA enforced it. Cal/OSHA also had special medical and cancer units to control exposure to toxics. Federal OSHA has no comparable program.

Many of the new chemicals California industries pioneer are not as commonly found in other parts of the nation. Cal/OSHA regularly updated its standards on toxics. They reflected changes in in-

dustry, new advances in technology, and fresh data on toxic materials.

Federal standards, which were adapted back in 1970, are rarely revised. For the vast majority of toxics, federal standards are either out of date or nonexistent.

IBEW's Special Concern

The members of IBEW Local 1245 have a special interest in the restoration of Cal/OSHA. The state body

IBEW to join voter registration drive for Prop. 97

Members of IBEW Local 1245 are invited to join a voter registration drive to be conducted in the next several weeks by the California Labor Federation's Committee on Political Education (COPE).

At a recent workshop sponsored by COPE, the Local was represented by five individuals. A discussion about the campaign was conducted by Labor Federation Secretary Treasurer Jack Henning and his assistant, Richard Holober.

The Labor Federation will, through its Central Labor Councils, conduct a special mailing to a target group of unregistered voters. This will be followed by another mailing to be conducted by local unions to their unregistered members. Finally, the Central Labor Councils will set up phone banks in September to contact the potential new voters.

Volunteers are now being recruited for the phone bank system. If you can help, contact your local Central Labor Council or the Walnut Creek headquarters of the Local Union (ask to speak with Steve Diamond or Pat Dunn).

refused to allow employers like PG&E to implement bare-handing and rubber gloving on high voltage work. Cal/OSHA also regulated indoor air pollution and had formed a study committee to investigate the effects of Video Display Terminals on office workers. Without a victory for Proposition 97, these benefits may be lost.

See PAGE ELEVEN

Comparison of inspections between Federal OSHA & Cal/OSHA

	Federal OSHA July 1987-March 1988	Cal/OSHA July 1986-March 1987
Total Inspections	4,820	13,645
Accident Inspections	143	2,031
Complaint Inspections	1,086	5,651
Follow-up Inspections	109	1,184

Sources: Federal OSHA and State Department of Industrial Relations.

VIP: Employee involvement in action

ment process" with the Company and the Engineers and Scientists of California (ESC). The Valley Involvement Process, or "VIP" as it is known in Livermore, may be a prototype for the work environment of the future at PG&E; right now, according to VIP supporters, visible, positive changes are resulting from participation in the process.

The VIP Steering Committee is central to the process. Bargaining Unit and Management representatives from the District, Union Business Representatives, and a consultant from PG&E's General Office meet weekly to oversee process activities. Employee-generated proposals to maximize productivity improve the work environment, and increase job- and customer satisfaction are referred by the steering committee to Evaluation Teams. Evaluation Teams also research general or specific issues to propose solutions, and are responsible for implementing those solutions approved by the Steering Committee.

An Advisory Committee consisting of Union Representatives and PG&E Representatives from the General Office, Region, and Division serves to support and facilitate the work of the Steering Committee; it is also charged with evaluating the process and making recommendations for possible expansion.

Incentives, Awards, and Recognition

Process organizers found the establishment of a "rewards" system especially challenging. What has developed are "incentives" for participation at the most elemental level, whereby the submission of any acceptable suggestion entitles the employee to choose from a selection of inexpensive gifts; "awards" for both "tangible" money-saving suggestions (the suggester gets 30% of the dollar savings accrued in the first year of their idea's implementation) and "intangible" suggestions whose benefits cannot be qualified (a maximum \$400 monetary award); and "recognition" for those who participate in the process (as suggesters or evaluation team members), exemplified by a dinner in their honor.

In the first seven months of the process, 112 employee proposals were submitted. So far, VIP has resulted in nearly \$60,000 in documented savings. While several suggestions are declined after consideration, the vast majority are tried out. Utility Clerk Avey Martinez believes that the responsiveness of the process encourages employees to submit suggestions. "I have made one suggestion, and it was implemented right away," Martinez said. Martinez has since attended classes to be a facilitator for the process.

Process Wins Approval

Tom Johnson, a Gas Serviceman, says VIP "has been positive for our department." With a near-perfect score of 99.5, Livermore Gas Service was rated best in the Region in the most recent Company review, which Johnson attributes in part to participation in the process.

A new "4-10" schedule implemented through the process is particularly popular, according to Johnson and other Local 1245 members in Gas Service. "On the old rotation, working eight-hour days, you'd work Sunday through Thursday the first week, have four days off, then work Tuesday through Saturday the next week, and the next seven weeks you work Monday through Friday. Now we work ten-hour days Sunday through Wednesday the first week, then we're off until the following Wednesday. The second week we work Wednesday through Saturday. Then the last seven weeks are the same as the old system," explained Johnson. "The company gets increased coverage at night without the overtime cost, and for us it's like an extra week's vacation every few months."

"We've had a lot of new ideas come out of the process," said Local 1245 member Jeff Howard, a Lineman who serves on the Steering Committee. "We keep working on them until they turn out right. We have to be extra careful because we're dealing with ideas outside the contract boundaries and standard practices, on the authority of the Union and the Company, and I think it's working out pretty well."

Livermore District Manager Lou Holveck says that "More people are involved, they have more information, they are more aware of decisions." "The working-together concept," as Holveck calls it, "has already had an impact on productivity. I see a real difference in attitude among workers and managers."

Roger James is PG&E's Director of Organization Development, and works as the consultant to the process from the General Office. "There's no magic, easy answer," said James. "Building trust is a long, slow, difficult process. What's most impressive to me is the real partnership that the Union, through [Business Representative] Corb Wheeler and the Stewards, has succeeded in building with management here. Exploring their different interests makes the Company and the Union stronger, and there's no way to have a good partnership unless both are strong."

"We have a long way to go to empower each worker," James said. "The ongoing question is, can we focus on continuous improvement — and what does that look like?"



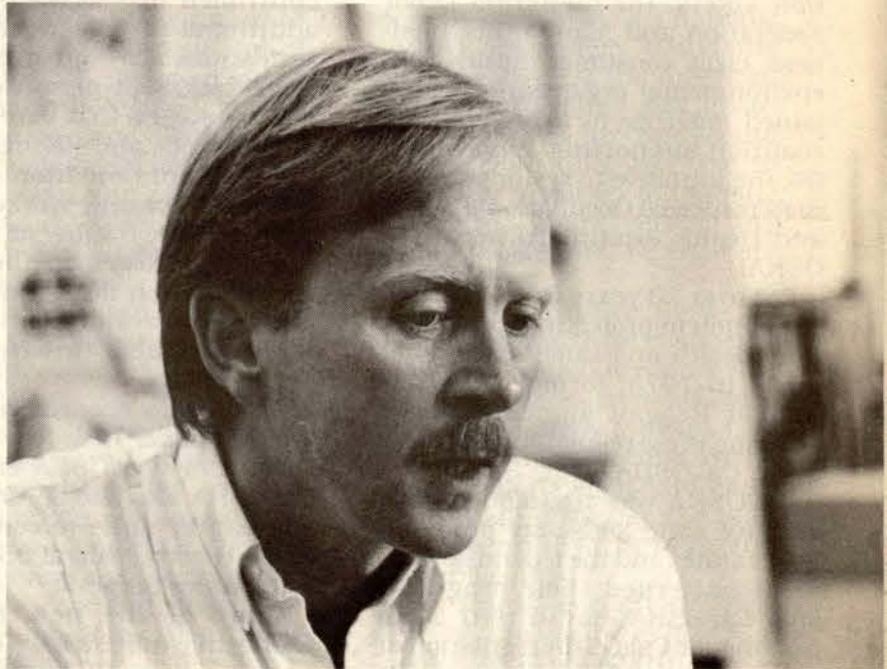
Service Rep Margaret Barrow.

"We've had a lot of new ideas come out of the process... We keep working on them until they turn out right."



VIP Steering Commit

Photos: Kua Patten

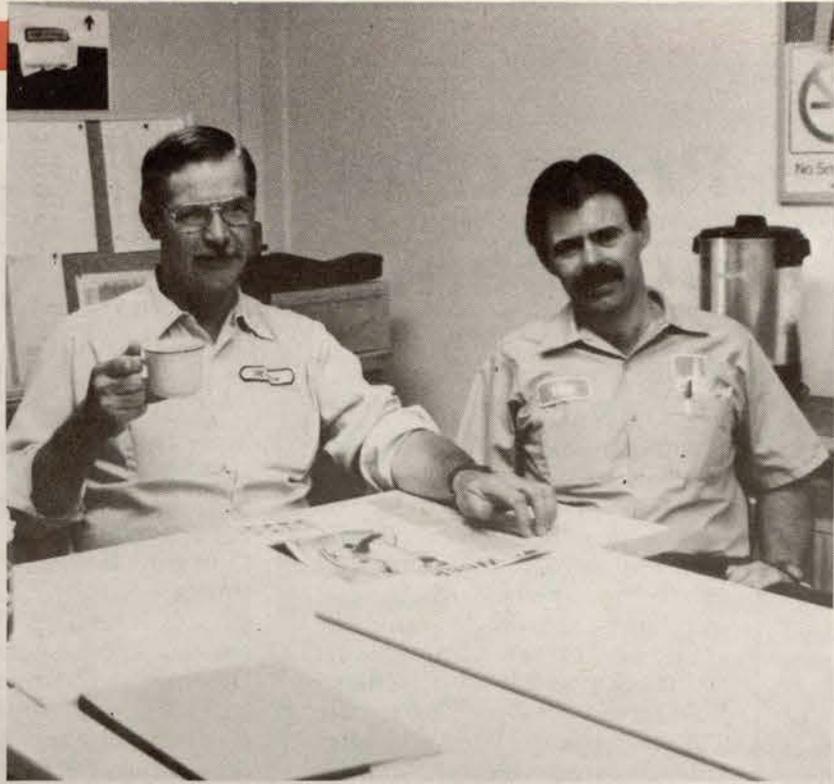


Roger James, PG&E Director of Organization Development.

in action



Margaret Barrow.



L-R: Gas Servicemen Marty Griffith and Tom Johnson.



Jim Mish

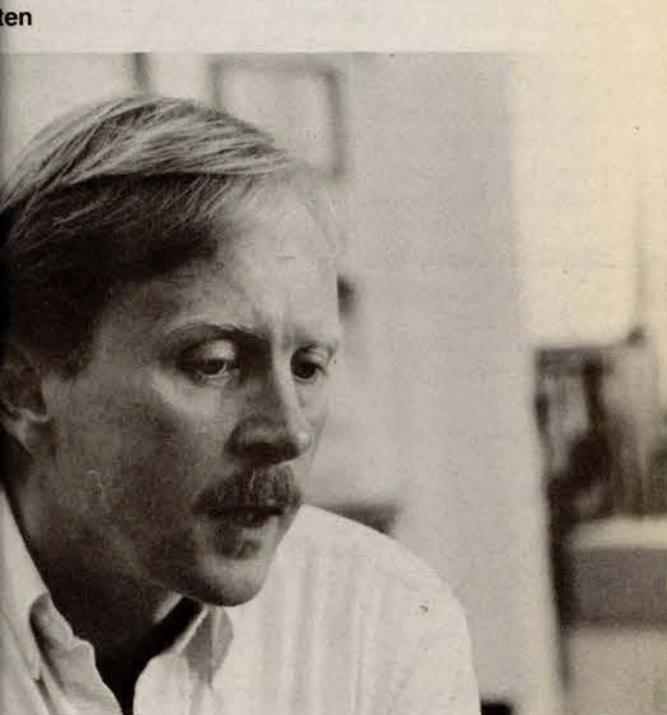
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right."



VIP Steering Committee Member Jeff Howard, Lineman.



L-R: Kathy Flores, Service Rep-Steno and



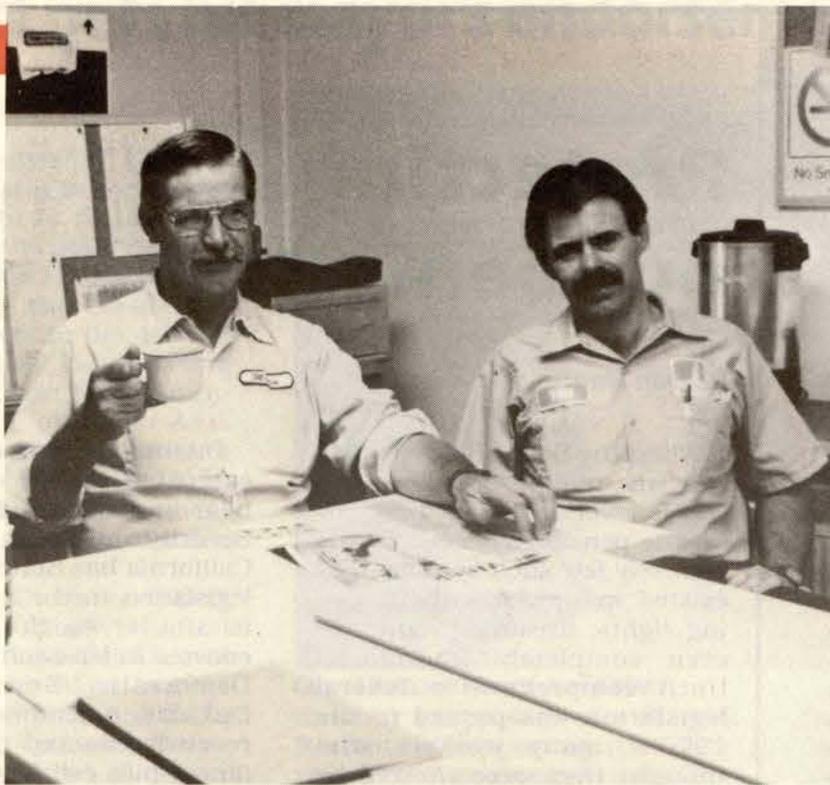
PG&E Director of Organization Development.



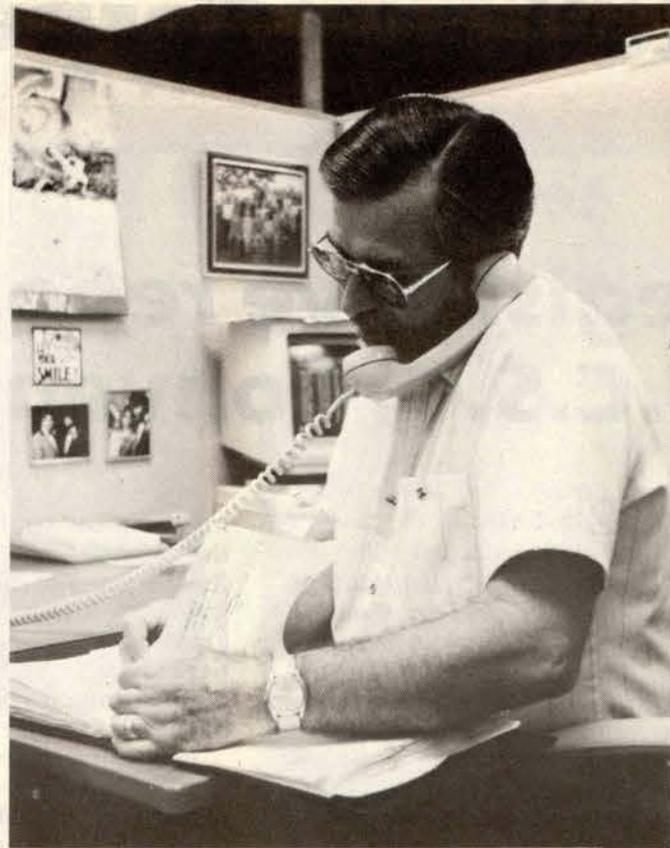
L-R: Sharon Wright, Sr. Operating Clerk, and Tina Hulce, Utility Clerk.



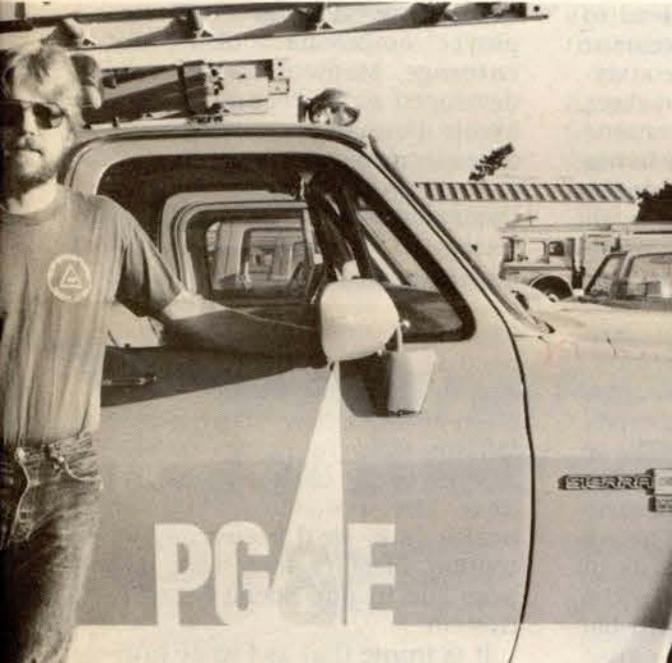
Shop Steward Gary Ash



L-R: Gas Servicemen Marty Griffith and Tom Johnson.



Jim Misham, Sr. Service Rep.



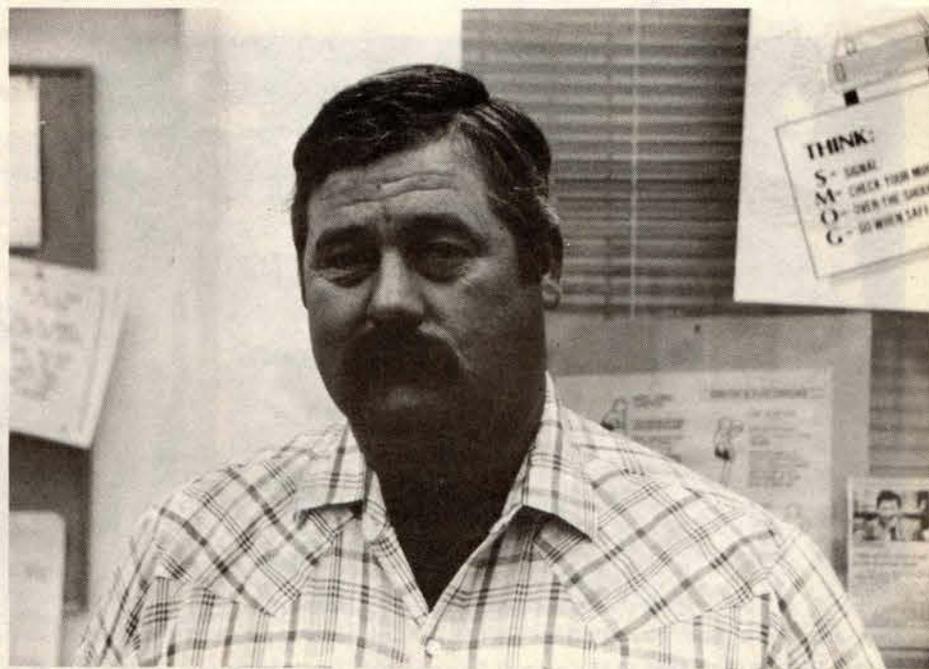
Member Jeff Howard, Lineman.



L-R: Kathy Flores, Service Rep-Steno and Avey Martinez, Utility Clerk.



L-R: Sharon Wright, Sr. Operating Clerk, and Tina Hulce, Utility Clerk.



Shop Steward Gary Asbe, Gas Department Equipment Operator.

Retirees' Corner

Legislative report: N.C.S.C. Convention

Part 2

By Gene Hastings, Legislative Chairman and Retirees Coordinator

The National Council of Senior Citizens (N.C.S.C.) held their 19th Constitutional Convention in Las Vegas, Nevada from June 6 through 10, 1988.

Jacob Clayman, President of N.C.S.C., opened the convention in due form. Regular committee reports followed, with our own Everett Lehmann as Chairperson of the Credentials Committee (Everett is Director of Special Services in the I.B.E.W.'s Washington D.C. office and a Vice President of the N.C.S.C.). The many guest speakers addressing the convention included Dr. Benjamin L. Hooks, Executive Director of the N.A.A.C.P., and Jim Hightower, Texas Commissioner of Agriculture.

Hightower said that under Reaganomics, the richest five percent of the people in the United States increased their wealth by 23%, while during the same period 620 farmers in Texas have lost their farms. The same people in this Administration who are hurting the farmers are also fighting seniors and the poor. They are try-

ing to pit the young people against the older persons. We need to turn the direction of the country. We are involved in a historic event. Frederick Douglas said a struggle is necessary to complete anything. 1988 is going to be an election year battle — a struggle we can win.

The Convention adopted resolutions on voter education, long term health care for all citizens, many economic issues, defense spending and support for the immediate separation of Social Security from the unified federal budget.

One of the convention highlights was a series of informative workshops. There were forums on "organizing," "political action," "protecting your retirement income," "Social Security," and "pension issues for the future."

The convention delegates and many local citizens attended a three-day national trade show, "Senior Citizens Expo." It proved to be of great interest to older Americans in such areas as health, education, leisure and travel. The "Health Fair" was a popular attraction; seniors who visited had their blood pressure checked, their eyes examined and their hearing tested.

Next month I will conclude this convention report.

SOFTBALL

At long last, Santa Rosa team photo



Photo: Kua Patten

The Santa Rosa team managed by Walt Silva took second place in the Over-35 division of the 1988 IBEW Local 1245 Softball Tournament. The runner-up's roster included the following players: Steve Cincera, Jim Cole, Don Colgate, Paul Cortez, John Garatti, Pat Hayes, George Hurley, Vince Hurley, Andy Mueller, Dave Sharp, Walt Silva, Roger Stephenson, Arlis Watson, and Herve Williams.

Protecting our benefits

By Don Hardie

When the Social Security System was inaugurated in 1936, very few workers were covered by private pension systems. Of the relatively few such systems that existed, many were without vesting rights, fiscally unsound, or even completely fraudulent. Until comprehensive federal legislation was passed in the 1970's, many workers who thought they were covered by private pensions found upon retirement that the benefits they had counted on had disappeared.

Back in those days, actuarially, the average male lived to age sixty-two, while retirement was not expected until age sixty-five. Comparatively few workers lived to see their retirement years. By the year 2000, living into one's eighties will no doubt be commonplace — along with the attendant health care problems of an aging population.

The majority of American workers have never been employed by large corporations. Their jobs are, typically, in firms employing less than ten people, or are self-employed. These workers generally have no private pension plan; a growing number have some sort of group health plan. Escalating costs of health insurance and in some cases "phase outs" of health benefits are beginning to cause concern.

With the massive plant closings and layoffs of the Reagan era, several major social problems are occurring. Most of the affected workers never return to their former employment and, if they work at all, are often found in temporary-status jobs. In such jobs, the only benefits accrue through Social Security.

These dramatic changes in lifespan and job security have made our Social Security benefits more and more important.

A few years ago a survey was taken of 18,000 middle management employees who were victims of layoffs due to cutbacks and mergers. It seems about half of those surveyed actually got better-paying jobs. But the survey said nothing of the rest of the survey group, nor did it give any information as to other benefits, leaving me wondering how these people are handling their house and car payments!

During the current political campaign we will undoubtedly hear a good deal about Social Security and health care issues. California has State Health Care legislation in the hopper which is similar to the recent law enacted in Massachusetts under Democratic Governor Mike Dukakis. Amendments to such recently enacted catastrophic illness bills call for study of the many aspects of medical care.

Before we start moaning about more deductions on the payroll stub I believe many companies, market driven and otherwise, will be pressing for more employee co-payment and less coverage. Medical science has developed great techniques for heroic lifesaving procedures and disease detection — all expensive, of course — and at least in theory we are a nation capable of seeing that everyone in need has access to the best care available. Our generosity when called upon to donate to someone in dire need is proof of Americans' desire to share the burden, but I often wonder how many people fall through the cracks unbeknownst to any of us. So when we hear the politicians debating health care, we'd better pay attention. I feel it's something way past due in our Social Security System.

It is ironic that as I write hundreds of hospital workers in San Francisco have been forced out on strike over reduced sick leave and health benefits.

When Harry Truman was president he tried to start a National Health Care system. His efforts were thwarted by the American Medical Association and insurance lobbies. No one could foresee the rapid increase in longevity, exotic diagnostic machines, heart repair and organ transplants, or their incredible cost.

Directly or indirectly we all share in paying these costs; now it is our obligation to ensure that medical advances are available to all who need them. Further, I see strange alliances forming to support this effort; when hardly anyone can afford to pay the bills, nearly everyone turns to government to help!

Don Hardie is the Vice President of the Retirees Club of Local 1245 (Unit #2316).

Pacifica Stewards workshop

Fifteen Local 1245 Shop Stewards attended an all-day training workshop on Saturday, July 23 in Pacifica. The workshop was conducted by Local 1245 Business Representatives Gwen Wynn, Pat Collins, Perry Zimmerman, and Dean Gurke.

Participants discussed the role and responsibilities of Shop Stewards, and worked on techniques for handling representation on grievances and discipline. Other topics included the "Yes on 97" campaign to restore Cal/OSHA and the new contract supplement index



Clockwise from lower left: Shirley Henry, John Vernatter, Tom Gomez, Bill Penrod, Larry Lynch, Mike Soldano, John Rojas.



Counterclockwise from right: Beverly Davis, Landis Martilla, Pete Luetke, Sven Petersen, David Walters, Millie Phillips, Charlie Anderson, Phil Pavana.

Attention Golfers



Fran Zamora (left) and Pat Dunn, Local Union staff at Walnut Creek headquarters, pick a winner in the 1988 Local 1245 Golf Tournament Raffle. First prize went to Perla Reyes.

Local 1245 Golf Tournament

The Sixth Annual IBEW Local 1245 Golf Tournament will be held September 17 at the Blue Rock Springs Golf Course in Vallejo. The tournament is open to Union members and non-members and at \$30, the fee is a bargain.

The tournament is organized this year — and every year — by Local 1245 member Lou Anzaldo. Lou is a Gas Foreman at PG&E, where he has worked for 36 years. Since 1983, he has been overseeing the fiscal affairs

of the Local as a Trustee, as well as doing all of the leg work for the golf tournament. Lou told the *Utility Reporter* that the annual raffle conducted to raise money for trophies was won this year by Perla Reyes.

Space is limited, so send in your entry form today (see page 11 of the *July Utility Reporter*). The deadline for entries is August 26. If you need another form, contact Lou Anzaldo at (415) 793-0677.

San Joaquin/Calaveras C.L.C. Tourney

The Second Annual San Joaquin/Calaveras Central Labor Council — C.O.P.E. golf tournament will be held on October 9 at the Oakmore golf course in Stockton. Entry is open to all union members and friends of labor and is limited to the first 80 regis-

trants. The entry fee of \$60 per player includes cart, dinner, prizes, and refreshments.

The deadline for registration is September 18. For more information, contact Mickey Harrington at P.O. Box 516, Galt, CA 95632, (209) 745-3911.

Shiftwork and health (Part 2)

Health consequences of desynchronization

The health consequences of desynchronized body rhythms are just beginning to be studied and documented. Sleep disorders and gastrointestinal disease are the most widespread and commonly known health problems among shiftworkers at this time.

Sleep disorders related to shiftwork have been studied by researchers at various sleep disorder centers. They have discovered some very interesting facts about the sleep process.

First, and most obviously: Most shiftworkers who sleep during the day do not sleep under ideal conditions of quiet and darkness. Since the majority of activities in society occur during the day, workers who try to sleep by day must sleep with the noise of traffic, planes, lawn mowers, children playing, and other normal daytime noise. Warmer temperatures and the light of day also become enemies. It is difficult, as one example, to darken bedrooms positioned to receive sunlight. (When I was on shiftwork, I finally taped up one of my bedroom windows using the best shade material I could purchase,

and coupled that with a pulldown shade and yet another window covering. I never looked out that window again until I was off shiftwork six years later.)

But when the sleep pattern is altered from night to day, even under ideal conditions, there are problems. Brain waves show that sleep states are severely affected. Affected sleep stages include the "REM" (Rapid Eye Movement or dream sleep) phase and "Phase 2," the basic sleep stage. Stages 3 and 4, the deep sleep stages, appear to be unaffected. Daytime sleeping is not as beneficial as nighttime sleeping because the affected stages (REM and Phase 2) do not occur rhythmically the way they should. Only nighttime sleep, in a synchronized human body, allows for the necessary sleep phases.

It has been shown that when shiftworkers sleep during the day, they sleep from one to four hours less than when they sleep at night. Even if they do manage to sleep seven or eight hours, they will not wake up refreshed. Sleeping during the day negatively affects both the quantity and the quality of sleep.

Sleep deprivation results from this unnatural day-sleeping. The consequences are fatigue, reduced alert-

ness, and general malaise. Furthermore, it takes at least two weeks for the abnormal brain patterns that result from a day-sleeping schedule to return to normal once a nighttime sleeping schedule is reestablished. (The same is also true for body temperature patterns.)

Long-term consequences remain unknown but there is speculation. Studies conducted in 1971 on laboratory animals subjected to forced weekly "shift" changes showed a 20% shorter life span than in animals allowed to maintain balances 24-hour cycles of sleeping and waking. Some researchers have recently suggested there may be a link between shiftwork and cardiovascular disease. The effects of medications on a desynchronized body are another area of concern. Some drugs, like digitalis (heart medication), are usually more effective when administered at night, but this is no longer true if the patient's rhythms are disrupted.

And what effect do toxic substances have on a desynchronized organism? There is currently no information on the subject, but if medication can be more or less effective depending upon whether certain body rhythms are at their high or low points, it seems likely

By Nancy Mogck

that chemicals may be more or less toxic at different times during the body's cycles. And if a worker is in a general state of fatigue due to shiftwork, then he or she is more susceptible in general to disease, illness, and the health effects of workplace toxics. There is a need for more research in these areas.

Disrupted lives

Workers' social and family lives are also negatively affected by shiftwork. Such disruptions are primarily due to night shifts (both swing and graveyard.)

Many social activities occur in the early evenings, and night shifts reduce the worker's ability to take part in them. Even the rotating worker, who may have evenings free occasionally, cannot make ongoing commitments to evening classes, meetings, sports or cultural events because the shifts are not always the same. A certain amount of social isolation results, and it is a common complaint among shiftworkers.

Night shifts separate couples and interfere with sexual and emotional relationships. The mood swings and fatigue that result from shiftwork

See PAGE ELEVEN

COMPANY'S LETTER

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

July 28, 1988
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter and its attachments will confirm the Company's understanding of the settlement reached on July 27, 1988, between the Company's Negotiating Committee and the Union's Negotiating Committee in the 1987/88 negotiations with respect to the IBEW Clerical Agreement between Company and Local 1245:

1. Wages

Employees covered by the Clerical Agreement will receive a two and three-quarter percent lump sum payment based on third and fourth quarter 1988 earnings, to be paid in the month immediately following the end of each quarter. In addition, as soon as practicable following ratification, employees will receive a bonus equivalent to two and three quarters percent of their first and second quarter 1988 earnings.

In January 1989, employees will receive an advance bonus of one percent based on 1988 W2 earnings.

Effective January 1, 1989, Company will grant a one and three quarter percent general wage increase.

All bonus payments shall be included in covered compensation for participants of the Savings Fund Plan.

Lump sum payments and ratification bonus will be applied to clerical employee pensions (see examples provided in cover letter Attachment 1).

A wage reopener was agreed to for clerical employees for 1990.

2. Restructured Wages - New Hires

Effective on the first of the month following ratification, the wage steps and starting rate for all new hires into Utility Clerk classifications and other beginning classifications will be restructured as defined in Attachment C.

3. Extension of Pension Bands

The Company will provide Union extended Pension Bands at a later date.

4. Health Committee

The Company and Union will establish a task force to determine the most effective means of obtaining bargaining-unit employees' participation in HealthWise and, if appropriate, establish a pilot HealthWise Program in 1988 or thereafter.

5. Health Maintenance Organizations

The Company and Union will establish a task force to jointly establish guidelines and objectives for selecting future HMO contractors. The Company and Union will survey HMO's and HMO enrollees to determine whether HMO's are meeting the established philosophy. All phases of this joint study will be conducted by August 1, 1988 in order to be prepared for the 1989 open enrollment period.

6. Substance Abuse Program

The Company and Union will establish a pilot Substance Abuse Program for active employees and their dependents enrolled in the Blue Cross Medical Service Plan with the following conditions:

- Expenses will be covered at 100 percent per course of treatment.
- A course of treatment includes inpatient and/or outpatient benefits.
- No more than two courses of treatment in a lifetime.
- To be eligible for payment the employee or dependent must select from a list of pre-approved substance abuse treatment facilities or be under the direction of the Company's Employee Assistance Program.
- The Company will have the final selection of the Substance Abuse Administrator.
- The Company and Union will jointly review the Substance Abuse Program in 1988 to determine whether this program should be expanded to include Health Maintenance Organization enrollees.
- The Company and Union will jointly determine if a free-standing Mental Illness Plan should be established starting plan year 1989.
- The Substance Abuse Program will be effective upon ratification for employees covered by Blue Cross on the date of ratification.

7. Open Enrollment

Open enrollment for Medical Plans for Clerical employees will be held during the open enrollment period for all employees in the fall of 1988.

8. Effective Date of Health Plan Changes

The effective date of Health Plan changes shall be January 1, 1989.

9. Retiree Open Enrollment

Every three years, beginning in 1987, the Company will provide retirees the opportunity to change health plans during the same open enrollment period offered to active employees.

10. Holiday Entitlement

The holiday entitlement as provided for under Section 14.1 of this settlement package will be retroactive to January 1, 1988 upon ratification of said package. Following ratification, clerical employees who have taken a birthday holiday during 1988 prior to ratification may notify the Company to have such day converted to a vacation day and such employees will be credited with one additional floating holiday.

11. Meal Reimbursements and Time Taken

The provisions of Section 16.2 as contained in this settlement package will be retroactive to January 1, 1988 upon ratification of said package. Following ratification, clerical employees who would have been entitled to a one-half hour time allowance as specified in Section 16.2(a) and/or received a meal reimbursement during 1988 prior to ratification may notify the Company of such entitlement to receive the appropriate retroactive adjustment.

12. Clerical Meals Clarification

An Ad Hoc Committee will be established to negotiate a clerical meals clarification to be completed by April 1, 1989.

13. Service Planning

Company and Union agreed that Operating and Customer Services clerical employees may be assigned New Business work. Customer Services employees currently assigned new business duties, but reassigned to the Operating clerical line of progression will be specifically named and by January 1, 1989 must elect to bid to either Customer Services or Operating. In addition, any future General Wage Increases and step increases will continue to be applied as long as such clerks remain in their current position. Initial job evaluations for the purpose of job grading will be based on the Position Evaluation Questionnaire completed in 1987 by the subject clerks in their current position for that purpose. Attached to this letter and made a part of this Agreement is a Clarification of Title 18 and Title 19 rights and an election form for clerks in Service Planning Units (see cover letter Attachment 2 and 3).

14. Job Bidding and Demotion

a) Peninsula Division

Current clerical employees headquartered in Peninsula Division will be specifically named and will maintain their rights to bid to the former San Jose Division and to the rest of Golden Gate Region as long as they remain in Peninsula Division. All employees who bid or transfer into or are hired in Peninsula Division on the first of the month following the date of ratification will be considered as employees of Golden Gate Region only.

b) Operating Clerical

Company and Union agreed to the elimination of the department designation for Operating Clerks. Exhibits A and F of the Clerical Agreement will be updated to remove such designations.

15. Pre-arranged Overtime

The parties agreed there will be no penalty, financial or otherwise, for failure to comply with the 24-hour notice recommended in Section 12.3 of the Clerical agreement.

16. Miscellaneous

The parties agreed to make the Clerical Agreement gender neutral, e.g., remove references to "him," "his," etc., and to replace the word Division with Region, where appropriate. Gender changes will be made to amended Sections prior to reprinting the Agreement and the remaining Sections will be corrected no later than the next reprinting.

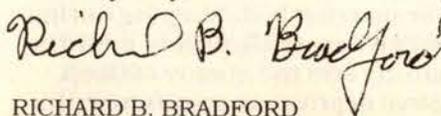
17. Attachments

Attached, in addition to the proposed letter agreements mentioned above, are amended contract sections as agreed to during the negotiations, as follows:

Attachment	Amendments To:
A	Clerical Agreement and its Exhibits, Supplements and Clarifications.
B	Exhibit A of the Clerical Agreement
C	Restructured Wages
D	Exhibit C of the Clerical Agreement-Meter
E	Reader Agreement
F	Benefit Agreement
	Health, Dental and Vision Agreement

If any of the above or the attachments hereto are not in accordance with your understanding of our settlement, please let me know immediately.

Yours very truly,



RICHARD B. BRADFORD
Manager of Industrial Relations

**PENSION BAND CALCULATION
FOR EMPLOYEES WHO RECEIVED LUMP SUM BONUS**

For those employees retiring during 1988, they multiply their current wage rate by 2.75%. That weekly amount then determines what pension band that Clerical Employee is placed.

For example:

1988			
1987	Service Representative Weekly Rate		\$634.80
1988	Lump Sum Bonus = 2.75%	x 2.75%	
	This weekly rate determines which Pension Band the employee will be placed.		\$652.30

For those employees retiring during 1989, they multiply their current wage rate by 3.75%. That weekly amount then determines what pension band that Clerical Employee is placed.

For example:

1989			
1988	Service Representative Weekly Rate		\$634.80
1989	1.75% General Wage Increase	x 1.75%	
			645.95
1989	Lump Sum Bonus of 1% + 1988 2.75%	x 3.75%	
	This weekly rate determines which Pension Band the employee will be placed.		\$670.20

For the employee's career, after 1989, they simply multiply the current wage rate which they retire at by 3.75% and that determines what Pension Band the Clerical Employee will be placed.

This formula also provides for compounding and provides the same Pension as if the employees had received General Wage increases and not Lump Sum Bonuses.

NEW CONTRACT LANGUAGE

Changes are in bold-faced type

25.1 TERM

This Agreement, having taken effect as of July 1, 1953, and having thereafter been amended from time to time shall continue in effect as further amended herein for the term of January 1, **1988** through December 31, **1990**, and shall continue thereafter from year to year unless written notice of termination shall be given by either party to the other 60 days prior to the end of the then current term. **(Amended 1/1/88)**

25.3 GENERAL WAGE INCREASES, LUMP SUM PAYMENTS AND WAGE REOPENER

(a) **Effective in 1988, each employee covered by this Agreement shall receive a lump sum payment equal to two and three-quarters percent of such employee's straight time and overtime earnings for the third and fourth quarter periods. Such payment shall be made to each employee covered by this Agreement during the preceding quarter, in the month immediately following the end of such quarter. An additional one percent lump sum payment will be made in January 1989 based on the 1988 W2 earnings of employees.**

(b) **Effective January 1, 1989, the basic wage rates established for January 1, 1987 in Exhibit F of this Agreement shall be increased by one and three-quarters percent. (Amended 1/1/88)**

(c) **On or before November 1, 1989, either party to this Contract may reopen the Agreement for negotiation of the sole subject of wages to be effective on or after January 1, 1990. (Amended 1/1/88)**

Shiftwork... From PAGE NINE

can affect relationships with family and friends who may not understand the shiftworker's physiological upsets, edginess, tiredness, moodiness, or depression.

Unsympathetic families and friends, ignorant of the harmful consequences of shiftwork, can make the situation even less endurable both for the shiftworker and for themselves. A spouse may begin to feel ignored and disliked; children may begin to feel as though they have an occasional second parent who doesn't care about them enough to be around more often. In

my experience, divorce among shiftworkers was very common. So was the loss of friends. It's no wonder, then, that shiftworkers share close bonds with each other and tend to form friendships among themselves: this is one of the few ways in which the pain of their social isolation can be lessened.

Nancy Mogck is an intern with the Labor Occupational Health Program of the Institute of Industrial Relations at U.C. Berkeley. This article originally appeared in the L.O.H.P. Monitor, October-December 1987. Reprinted by permission.

Cal/OSHA... From PAGE FIVE

Accident and Hazard Inspections

During the first nine months after Federal OSHA took over, total workplace inspections dropped by 65% compared to Cal/OSHA inspections in the same nine month period one year earlier. Inspections of actual accidents declined by 93%; inspections after complaints were filed went down by 81%; and followup inspections to ensure serious violations have been fixed decreased by 91%.

The fall off in inspections between the two agencies is not accidental; it is institutional.

Federal OSHA only routinely inspects an accident if one worker dies or if five or more are hospitalized. Cal/OSHA inspected every injury accident. Cal/OSHA was required by law to conduct follow-up inspections to ensure serious violations were corrected. Federal OSHA has no similar duty.

Cal/OSHA could immediately shut down equipment or job sites posing imminent dangers of death or serious injury. Federal OSHA requires a time-consuming federal court procedure before it can stop an imminent threat.

Prosecution of Violators

Prosecution of those who willfully violate safety laws and kill or maim workers rarely occurs under Federal OSHA. From 1980 to 1987, when Cal/OSHA protection for private sector employees was dismantled, 112 criminal prosecutions resulted from Cal/OSHA investigations. Since 1980 Federal OSHA investigations resulted in only two such prosecutions.

A recently released study by the Chicago-based National Safe Workplace Institute concluded that construction workers from states regulated by Federal OSHA are three times more likely to die at work

than California construction workers who were protected under Cal/OSHA.

In June, the U.S. General Accounting Office, a government watchdog agency, told Congress that under Federal OSHA, "workers in California no longer have the benefit of all the occupational safety and health standards and exposure limits used in the state program."

In a 1987 report commissioned by Federal OSHA, the Administrative Conference of the U.S., another independent federal organization, warned of Federal OSHA's "total paralysis" in fulfilling its obligation to protect workers.

What Cal/OSHA Cost

Cal/OSHA only cost the state \$6.8 million out of a state budget of \$42 billion. The microscopic budget savings to be realized by axing Cal/OSHA will be outweighed many times over by higher worker compensation claims and insurance costs. A spokesman for a major insurance company testified that a 1% rise in worker compensation claims could cost business \$50 million a year in higher insurance premiums. And when business pays, consumers pay, too.

Fewer deaths and injuries also mean fewer disabled workers and destitute families trying to survive on MediCal and welfare.

Nearly every major daily newspaper in California has called for the retention of Cal/OSHA. So have leaders from both political parties, including Lt. Governor Leo McCarthy, and U.S. Senators Alan Cranston and Pete Wilson.

Cal/OSHA saved lives, prevented injuries and protected the environment from toxics.

Proposition 97 simply restores the superior protections that the state Occupational Safety and Health program brought all Californians.

Plant closing... From PAGE ONE

year, then vetoed by Reagan because of the plant closing provision. The House voted to override the veto, but the Senate fell just short of the two-thirds majority needed to do the same.

Wilson continues opposition

Following the failure of the Trade bill, congressional Democrats introduced the Plant Closing law separately. With over eighty percent of the American public supporting the bill, enough Republicans were politically compelled to do likewise, guaranteeing "veto-proof" majorities in both houses.

California Senator Pete Wilson, who voted against the original bill because of the notice requirement

and against an override of the President's veto, also voted "no" on the separate Plant Closing bill. IBEW Local 1245 Business Manager Jack McNally characterized Wilson's record on the issue as "perfect—one hundred percent wrong."

"Wilson managed to ignore the wishes of the people of California throughout the legislative process," McNally said. "Even testimony from workers in his won state whose lives had been destroyed when their plants were shut down without notice failed to sway him."

Trade legislation including the remaining components of the original bill was expected to be enacted quickly following Reagan's decision not to veto the Plan-Closing law.

City of Lodi Maintenance and Operations members ratify new agreement

By a vote of 19 to 3, Local 1245 members in the City of Lodi Maintenance and Operations Unit have ratified a three-year agreement which will be retroactive to July 1, 1988 and will expire June 30, 1991.

According to Business Representative Pete Dutton, the new Memorandum of Understanding (MOU) provides for a four percent increase retroactive to July 1, 1988 as well as four and one-half percent across-the-board raises which will be applied to the salary schedule effective July 1 in 1989 and 1990. A Cost of Living Adjustment (COLA) will also apply if the 1989 or 1990 Consumer Price Index (CPI) goes up more than six percent. In that event, the raises will equal 110% of the CPI increase.

In an effort to contain costs, the City is going to a self-funded health plan. Benefit improvements were also agreed upon in the dental plan and the Social Security in-lieu Deferred Comp program.

W.A.P.A.

Settlement near on "Foreman unfair"

By Richard M. Hafner

On March 24, 1988, the Union filed an Unfair Labor Practice (U.L.P.) against the Western Area Power Administration (W.A.P.A.) and the Department of Energy (D.O.E.) because they would not apply the appropriate wage increase to the Foreman II and III's. They took the position that they were supervisors and as supervisors they came under the provisions of the pay cap and gave them 2%. On July 20, 1988, Western advised the Federal Labor Relations Authority that they would like to see some settlement to this case before it went to hearing. The F.L.R.A. wrote up a settlement agreement. It basically says that Western will "make whole" the Foreman II and III's and that they shall receive back pay and any other pay based benefits at the appropriate wage rate retroactive back to January 3, 1988. For this Western and D.O.E. will not have to post a "Notice to all Employees" in this case.

At our Government Coordinating Council (G.C.C. #1) meeting on July 21 and 22, 1988, the delegates discussed this posting of Notice and decided in this case that we would, in the spirit of cooperation, waive our right to this posting.

The D.O.E. has not yet agreed to the settlement and a hearing on this matter will be set for sometime the week of August 22nd. It's my guess that as the hearing date draws closer, D.O.E. will agree to this settlement.

On July 21, 1988, a hearing before the Tenth Circuit Court of Appeals in Denver took place concerning the whole issue of whether or not the Foreman II and III's are to be in our bargaining unit or not.

Holidays

The new M.O.U. provides employees with a half-day holiday on December 24 beginning in 1988 and an additional floating holiday after January, 1990. All work on holidays will be compensated at the double time rate of pay.

Education and Training

The allowance for members attending classes in job-related courses will increase to \$165 per year. For the first time, members working toward their bachelor's degree at State Colleges will receive tuition and books. In addition, the City will pick up the cost of required certification, and for the first time workers who make the effort to attain certification beyond the level required for their classification will get \$25 for each such certificate to a maximum of \$75.

Other Changes

The agreement ratified last

month also features the following provisions: purging personnel files of disciplinary letters after two years; restoration of Comp Time in accordance with the Fair Labor Standards Act (FLSA); language establishing equal distribution of overtime; a new formula for mileage allowance determination; and improved language on out-of-class pay.

The Union and the City also agreed to jointly develop a drug and alcohol program, and to participate in a study to determine the cost of changing the retirement formula. Five classifications will be receiving inequity adjustments totalling five percent over the life of the M.O.U.

Committee Thanked

Dutton served as Chief Spokesperson for the Union Negotiating Committee, and expressed appreciation for the effort of committee members Bill Schmer Sr., Joe Ferrantes, Ralph Lea, Tim McGeorge, and Randy McVinnie.

As you know, this issue has been hanging around for about nine (9) years now. We expect a decision time this fall.

Other News

On July 27 and 28, 1988, Richard Perry, Electrician Foreman I, L.U. #1245 and Tom Shearer, Lineman, L.U. #2159 and myself met with Josephine Marrufo, Classification Officer and Steve Pacetti, Labor Relations Specialist and Buster Boatman in Denver, Colorado and set up the ground rules for our 1988 Wage Survey. When the Wage Survey Team completes their survey and gets the information to the Negotiation Committee we will commence bargaining as soon as possible.

During the week of June 20, 1988, Brian Pieper, Business Manager, L.U. #1959, Buster Boatman and myself met with management in the Billings area to set up S/S Management meetings in the Huron, Bismark and Fort Pick Districts. We were very well received

and it was agreed to hold S/S Management Meetings in those Districts on a semi-annual basis.

At our G.C.C. #1 meeting, Buster Boatman, Mike Grover, Steve Pacetti and Robert Torbert, Western management were in attendance. Some of the items already mentioned in the update were discussed. Mike Grover gave the council a copy of the Productivity Review for Sub-Station Maintenance and we discussed it at length. He also said the Communication Control Review is due by October 15th. A draft write-up will go to the District offices some time in August.

We also talked about the ground testing that Western had done and that a video was being put together for field review. Robert Torbert, Western's Safety Manager, was also in attendance and we talked at length about Western's safety program. The rewrite of the P.S.S.M. and what both management and the Union can do to better our safety program. You will be hearing more about this in the future.



GCC-1 members at the July meeting included (L to R): Mike Groves, Chief of Operations and Maintenance, Buster Boatman, Chief of Labor Management and Employee Relations, and Bob Torbert, Safety and Occupational Health Manager, WAPA; Jim Healy, IBEW Local 1759; Gary Maynard, Assistant Business Manager, and Jerry Tracy, Business Manager, IBEW Local 640; Richard Perry, guest, IBEW Local 1245; James Simmons, International Representative, IBEW Eleventh District; Tom Shearer IBEW Local 2159; Randy Rau, Business Manager, IBEW Local 1759; Brian Pieper, Business Manager, IBEW Local 1959; Steve Pacetti, Labor Relations Specialist, WAPA; Mark Harens, IBEW Local 1959.

OUTSIDE LINE

Dunkin takes on new assignment

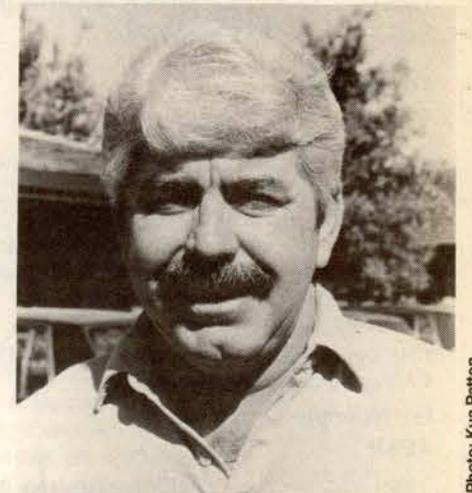


Photo: Kua Patten

Local 1245 Business Representative Richard Dunkin is settling into the Outside Line assignment which he took over on June 1. Dunkin told the *Utility Reporter* that he is pleased to be back working on Outside Line issues.

Rich started working for PG&E in 1967 as a Lineman, taking time out in the mid-1970's to serve a stint as a Business Rep for Local 1245. In 1985 he went to work in Outside Line Construction, moving back into Business Rep work in that area on a relief basis the following year. Dunkin resumed a permanent staff job in January 1987, when he was assigned to represent PG&E members in the Bakersfield area.

Rich was born in Bakersfield and continues to reside in the area. An avid golfer, he also enjoys fishing. "I like being assigned to Outside Line," said Dunkin. "It's great working with an experienced Rep like Curt Peterson to provide service to the members. There aren't too many new projects coming in right now, but we have a lot of guys working and we expect things to pick up in the near future."

Tri-Dam Project members turn down proposed pact

Local 1245 Business Representative Pete Dutton reports that on July 27, the membership unanimously rejected the employer's latest offer of settlement. While the package contained numerous acceptable provisions, opposition focused on a proposed "cap" on health benefit costs. The employer is asking that workers pay for any increases in these benefit premiums which exceed 15% over three years.

The Negotiating Committee, consisting of Dutton, Dan Childress and Jim Wilson, will be going back to the table in an effort to communicate the depth of the membership's conviction that full benefit coverage is a family protection that they will not give up.