



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

Featured report

Linemen speak out on rubber gloving

SMUD

Discharge grievance settled



Photo: Kua Patten

Dan Collins

A year ago, Dan Collins was accused of lying down on the job and consequently was fired. Because of Local 1245, Dan is back on the job with his disciplinary record completely cleared and twenty thousand dollars compensation for the discharge.

Collins started working for the Sacramento Municipal Utilities District (SMUD) in August 1981. He is a Crafts Helper, and was assigned to SMUD's Rancho Seco Nuclear Power plant when the incident which led to his termination occurred last December.

On the day in question, Dan was up on a scaffold, suited up to perform a repair job. Finding that there was no electricity for the job, Dan's leadman put the project "on hold" and told Dan to lie down where he was and wait while the leadman went to try to get the power on.

As luck would have it, an inspector from the Nuclear Regulatory Commission (NRC) entered the area and observed Collins lying down on the scaffolding, noting it in his report. SMUD management, fearing the report would make the controversial "Ranch"—and the District—look bad, didn't want to have to explain the real facts behind the incident. Instead, they decided to scapegoat Dan Collins.

Someone—presumably SMUD management—leaked the NRC report to the local press. Apparently they were attempting to use a po-

For the past few years, Pacific Gas & Electric and other California utilities have been attempting to drum up support among employees for using rubber gloves in certain situations instead of "hot sticks" to perform work on live, high voltage electrical lines.

The utilities claim that the technique is safe and "more efficient" than the traditional hot-sticking method. Although several other states permit "rubber gloving" on high voltage lines, currently Title XIII of the Cal/OSHA safety orders prohibits using rubber gloves on lines above five thousand volts ("5KV").

The restoration of Cal/OSHA, resulting from the passage of Proposition 97 last month, means that the utilities will have to go through

the lengthy variance process if they want to be allowed to use rubber gloves in performing high-voltage live-line work. At press time, PG&E had not announced any plans to seek approval from the state to adopt use of rubber gloves.

Management personnel from PG&E, as well as from other companies, have been given some training in rubber gloving. According to many linemen these supervisors have given glowing reports on the applications of the technique.

On October 25, Local 1245 Business Manager Jack McNally and sixteen highly experienced linemen representing the Local travelled to PG&E's rubber gloving demonstration facility at Kettleman to see and judge for themselves whether the Union should support the intro-

duction of high voltage rubber glove work in California.

In addition to observing demonstrations of the technique, the Union delegation participated in a lengthy question-and-answer session with PG&E's rubber gloving "experts." They came away united in the belief that rubber gloving is unsafe and represents a giant step backward for the lineman craft.

The *Utility Reporter* interviewed all of the linemen who went to Kettleman. We asked them what they thought of rubber gloving, whether the Kettleman school had influenced their opinion, and what kind of feedback they'd gotten from their co-workers on the subject. Their thoughtful, expert comments begin on page ten.

Davey Tree committee prepares for negotiations



Photo: Kua Patten

Standing, Left to Right: Paul Dubois, North Bay; Kenneth Bissmeyer, San Joaquin; Frank Gomez, San Jose; Frank Gratz, Humboldt; Jim Travis, Organizing Representative. Seated, Left to Right: Norm Langenes, East Bay; Orv Owen, Assistant Business Manager; John Kenney, Santa Cruz; Alan Finocchio, San Joaquin.

Appointed representatives serving on the Davey Tree Negotiating Committee met at Walnut Creek union headquarters on November 14 and 15.

Committee members reviewed and discussed the 87 different bargaining proposals submitted by

Davey trimmers from throughout the state.

The Committee is in the process of developing Local 1245's negotiating package which will be presented to the Company at our first bargaining session (to be announced).

tentially embarrassing situation to their advantage. By making Dan Collins' termination public, SMUD tried to appear "tough on safety."

Local 1245 Business Representative Gary Mai investigated Dan's termination and filed a grievance demanding his reinstatement. At each step of the proceeding, the District stubbornly refused to admit their mistake, and the Union brought the matter to arbitration. On September 15—the eve of the scheduled hearing—SMUD made an offer to settle the case which was accepted by Dan Collins and the Union.

The settlement negotiated with the District by Local 1245 attorney Jane Brunner included a hefty financial award for Collins along with his reinstatement. Collins gladly agreed to accept a position "down-town" since neither he nor SMUD wanted him working back at the Ranch.

Dan Collins says that the settlement "wasn't just a personal triumph, but a triumph for the Union and for the employees of SMUD." "For years," Dan told the *Utility Reporter*, "I've seen SMUD management at the Ranch intimidate employees and cover up their mistakes with wrongful terminations. I've always thought that through the Union—together—we can beat management."

Continued on PAGE TWO



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WLPA

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Unit 1311 picnic



Photo: Geordine Weilage

The Pipe Line Operations-Barstow Unit (1311) of Local 1245 held their annual picnic this summer at the PSEA Rec Hall in Hinckley. Pictured kneeling, left to right, are Tom Fisher, Lilly Melendez, Pat Earl, and Harvey

Keller. Standing (left to right): Vern Cooke, Steve Valdez, Chuck Ebersohl, Bill Weilage, Benny Arredondo, and Dan Warcheza.

From PAGE ONE

SMUD: Discharge grievance settled

Collins hopes victories like his will convince non-members at Rancho Seco to join Local 1245. "I've been saying for a long time that with stronger membership we could show SMUD that the workers all agree that we will not allow them to violate our rights. Hopefully my grievance will show people that with the Union, we can fight the intimidation and unfair discipline that take place at Rancho Seco."

"I greatly appreciate the efforts on my behalf by Gary Mai and Jane Brunner," says Dan. "I thank the Union and these individuals for their time and patience in winning the settlement." Collins also told the *Utility Reporter* that he doesn't miss the Ranch and really likes working downtown. "I want to encourage everyone to join the Union and get involved. And when you have a problem, don't be intimidated: contact your steward right away."

That's good advice from someone who should know.

McNally meets with New Zealand unionist

Prominent New Zealand trade union leader Cyril Lynch, on an around-the-world trip, stopped in the Bay Area last month to meet with Local 1245 Business Manager Jack McNally and other labor and political figures. Lynch is the President of his country's Electrical, Electronics and Related Trades Industrial Union of Workers.

Lynch told the *Utility Reporter* that the New Zealand labour movement is facing the pressures of the nation's serious economic problems. Unemployment is high and rising, and the country has a large overseas debt; workers are being squeezed by inflation and skilled workers are increasingly seeking jobs outside New Zealand, according to Lynch.

When asked to describe the primary safety issues facing his union, Lynch explained that they are pursuing legislation to safeguard Linemen threatened by the collapse of overhead lines. They are also investigating the high risk of eye damage posed to electronics workers dealing with delicate fiberoptic cabling material.

Lynch told the *Utility Reporter* that conditions for women working in the industry in New Zealand are improving. In the manufacturing



Photo: Jenny Lipow

Left to right: Jack McNally, Business Manager Local 1245; Cyril Lynch, New Zealand national electrical workers' union President; Tom Rankin, Research Director, California Labor Federation

sector, women have achieved equal rights and equal pay, and are beginning to move into the skilled electric trades. There are a few women who have reached journeyman status, but in many areas it has been a struggle merely to get employers to provide separate

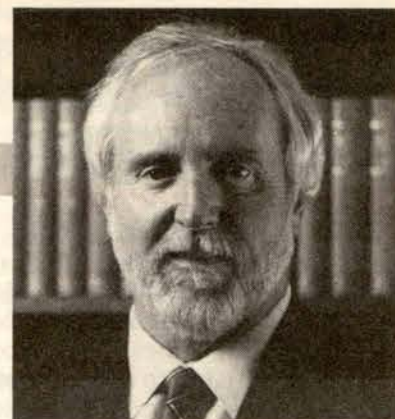
restroom facilities to accommodate women workers.

While in the Bay Area, Lynch also met with Senator Ted Kennedy (D-Mass) and California Labor Federation Secretary-Treasurer Jack Henning, the former U.S. Ambassador to New Zealand.

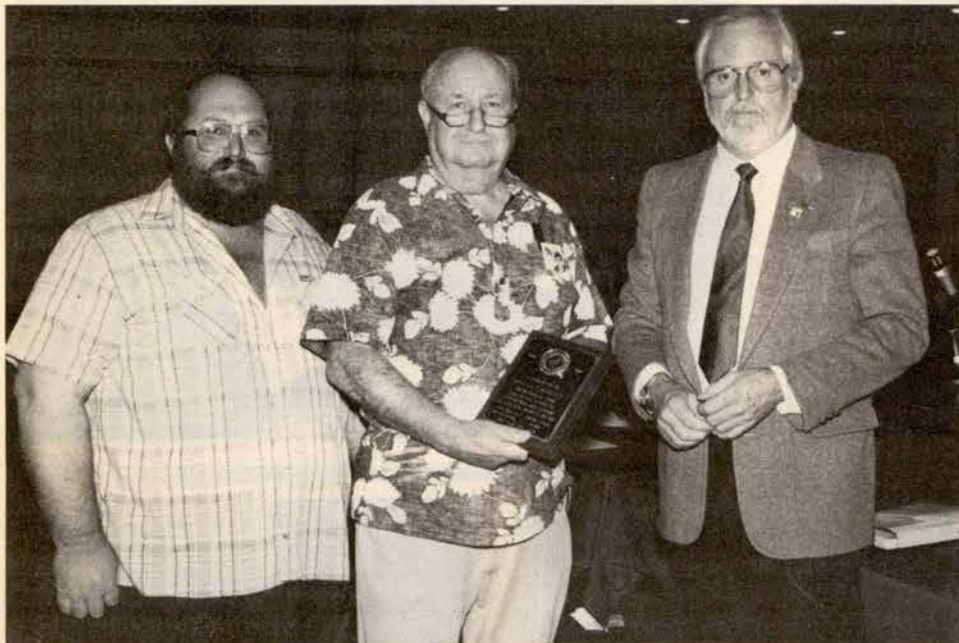
POINT OF VIEW

By Jack McNally

IBEW Business Manager



Advisory council meets



Left to right: Howard Stiefer, Ron Weakley, Jack McNally

The quarterly meeting of the Local 1245 Advisory Council was held November 5 and 6 at the Concord Sheraton. Representatives were brought up to date on major Local Union and legislative issues, and reported on activity in their areas. A

highlight of the conference was the presentation of a forty-year service plaque to retired Local 1245 Business Manager Ron Weakley, who moved many Council Members with his remarks on the history and future of the Local.

Help Wanted

ATTENTION POETS

RETIREMENT PLANNING GUIDE NEEDS YOUR TALENTS

We are seeking the help of Local 1245 members who like to write poetry. The 1989 Retirement Planning guide will feature a one-page poem on the subject of "Anticipation of Retirement Life." We're looking for a poem which gets across the upbeat message that prospective retirees face challenges, accomplishments, and opportunities which can be happy, exciting and fulfilling.

We want to feature a poem written by a Local 1245 member — we know there's a lot of talent out there. If you're interested, please send your poem to:

**IBEW Local 1245
P.O. Box 4790
Walnut Creek, CA 94596
Attention: Jerry Cepernich**

Please include your name, address, and phone number with your poem. Thank you very much for helping our retirement planning program.

Rubber gloving

PG&E is proposing to change work procedures for line personnel working on high voltage energized lines. Four thousand volts, 12,000 volts and 21,000 volts are basically the three different primary voltage levels used by PG&E in their distribution system. Through transformers, these voltages are reduced to the household current of 120/240 volts which customers use for their electrical needs.

Historically, working energized 4,000 volt (4KV) lines has been done by the use of rubber gloves tested to withstand that voltage. Working energized 12,000 volt (12KV) and 21,000 volts (21KV) lines has been done by the use of insulated live line hot sticks.

PG&E is now proposing to work all primary voltages with rubber gloves.

The basic difference between the "gloving" method and the "hot stick" method is that with gloving, one uses rubber gloves over hands to work on the wire, while with hot sticks, one manipulates a 6 or 8 foot insulated fiberglass rod to work on energized wires. Using the gloving method, a lineman works very close to the conductors, while with hot sticks, a lineman is usually 5 to 6 feet away from the conductor.

PG&E appointed a task force of Company supervisors to develop work methods and a training program in an effort to institute the gloving method. This has been done, and the Company has conducted a number of informational seminars for supervisors and managers on the proposed gloving method. Based on discussions with the Union, the Company offered a one-day gloving seminar, with the Union selecting the participants. This seminar was held at the Kettleman Training Center on October 25. The *Utility Reporter* interviewed our Union participants after the event, and their concerns are printed in this issue.

Like barehanding live line work, is gloving live conductors limited only by the rating of the rubber gloves an unnecessary risk? With the gloving method, the worker is working right in the conductors. If there is an accidental cross phase or phase to ground, the worker is right in the flash and explosion with great risk of electrocution and severe burns. The intensity of the flash and explosion is much greater with 12KV and 21KV than with 4KV. On the other hand, with hot sticks, the worker is some distance below the conductor with a greatly reduced chance of electrocution and severe burns.

Accidental contact by the worker with a live conductor is a greater possibility when gloving than when using hot sticks. Again, the distance from the conductor is a large factor. It can be argued that conductors are covered with rubber protective equipment to protect against such contact, but anyone who has done live line work knows that the protective equipment does not necessarily always stay where you put it. The lineman is in a more hazardous environment when gloving than when using hot sticks.

It is conceded that in many cases the work can be accomplished more quickly by the use of gloves rather than hot sticks. However, there are many factors that have to be taken into account. Much of the work required to complete a job is the same whether the hot work is gloved or stuck. Also, depending upon the hot stick proficiency, the amount of time saved can be minimal.

Approximately two years ago, Local 1245 asked its members who do line work if they were in favor of the higher limits for rubber gloving. A large majority said they were not in favor.

The questions are: Is changing the work method as safe or safer than the current method, and does the amount of improved productivity outweigh the additional risk and hazard? To date, neither has been determined nor shown.

In unity,

Mederos farewell dinner

Over two hundred people attended the Appreciation Dinner in honor of Assistant Business Manager Manny Mederos at the Concord Inn on November 4. Mederos is leaving Local 1245 to accept a position as an International Representative in IBEW's Washington, DC headquarters. More than a dozen speakers paid tribute to Manny's years of service to Local 1245.

It was clear from the event that Manny's experience, knowledge, and warm personality will be missed by his friends and business associates. All of us wish Manny and his wife Sharon the best of everything in their new endeavors.



Photos: Jenny Lipow



Pin award dinners

Each year IBEW Local 1245 honors the men and women who have reached "milestones" that year in their Union membership. Beginning at twenty years, and at each five year increment thereafter, these longtime members and their guests are invited to a banquet where they

are presented with pins commemorating their association with the Union. The honorees listed below are just a few of the many dedicated Local 1245 members who received these symbols of appreciation in 1988.

Drum



Honorees and guests

Twenty Years: Don Castle, Robert Crawford, Dale Hiebert, J.M. Lichti, Gary Overacker, C.W. Peterson, Ted Samford, James Stotler, Richard Toscani, Manfred Waidtlow, Johnnie Yaws. **Twenty-five years:** N.B. Hayden III, Ervis Nave, Victor Patton, Cecil Powell, R.E. Berlin. **Thirty-five years:** Douglas Bauske, R. Mike Butler. **Forty years:** Willie Hammon.

San Francisco/General Office



Twenty years



Twenty-five years



Thirty years

Twenty Years: Mario Alfaro, Karen Allen, L. Arjona, Linda Brito, Ronald Bullock, David Claessen, Thomas Conroy, Albert Cuellar, Linda DaVeggio, Nick DeMeo, Philip Eaton, Michael Foss, Shirley Henderson, Henry Hicks, N.R. Hinds, James Horton, E. Hunt, Eugene Lackey, B.J. Lanzarin, A.L. Lem, Joseph R. Lopez, James Meyer, Douglas Neathery, Susan Osberg, Daniel Pizarro, Charles Sanders, William C. Smith, Marcia Speer, James C. Taylor, Fred Vella. **Twenty-five Years:** Richard Bolentini, E.J. Doherty, L.H. Harkness, K.L. Holland, John Krol, J.F. Lind, T. Overton, W.J. Penrod Jr., Sandra Schumann, Edward R. Smith Jr., W.W. Sturtevant. **Thirty Years:** J.C. Dawson, John Pavloff. **Thirty-Five Years:** Ounice Rax.

East Bay



Twenty years



Twenty-five years



Thirty years

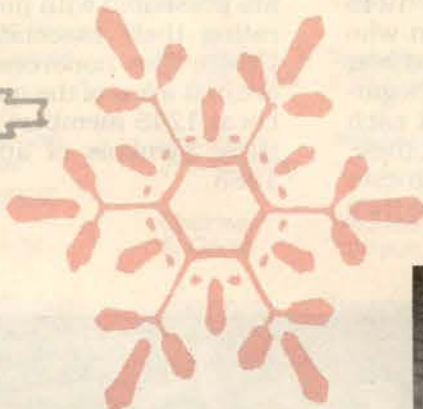


Thirty-five years

Twenty Years: George Adas, K.O. Andersen, Richard Avila, John Banuelos, Randolph Bennett, Jack Beran, Robert Burchfield, Jerry Coleman, Daniel Darden, B.A. Davi, Catherine Dickson, Roger Dunning, Joel Ellioff, Brent Frey, Alice George, W.N. Gonsalves, Janet Haggett, Patricia Harris, William Hartwell, Elaine Hawthorne, Wesley Heald, Walter Hebel, Eli Hernandez, George F. Hilke, L.A. Jaques, Robert R. Johnson, W.G. Kennedy, Marie Kizzee, Ronald Kohler, Shirley Lemos, Melvin Manes, Walter Matthews, Kenneth McCoy, Percy McGee, Daniel Muir III, W. Nelson, Michael Noard, Doris Pierce, Donald Plowman, Robert Portis, Rudy Quesada, Frank Rossini, Michael Ruiz, Roger Santos Sr., Robert Stark, Ronald D. Thomas, Floyd Thompson, Paul Thorne, Calvin Valentine, Jeffrie Van Hook, K.L. Walker, Robert White, S.M. Wilburn, Minnie Williams, Shirley Wilson. **Twenty-five Years:** W.A. Buck, J.R. Davis, George Greer, E.R. Harrison, Donald Hudson, L.L. Huntington, Garland Jefferson, John Kennedy, George Lazaneo, Ronald LeDonne, R.R. Montano, Joseph Nicholas, R.J. Rios, G.D. Smith, David Wilkerson, N. Wolter. **Thirty Years:** M. Conas, R.T. Gault, Loren Johnson, Fred Lucero, B.C. Mendoza Jr., Dennis Minnihan, L.E. Peregoy, E.C. Rezentes, Ernest Vieira. **Thirty-five Years:** E.G. Coulter, A.P. Ferrari, Ernest Fletcher, Ralph Guerra, William H. Smith, N. Volpi, Clifford Williams Jr.



Season's Greetings from



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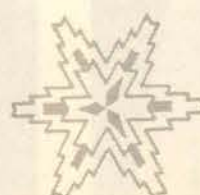
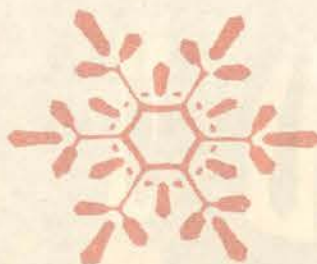
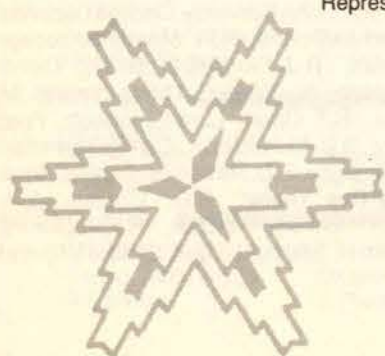
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Linda Knight
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Ann Kools
Confidential
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Austin Lea
Machine
Operator



Seated, Left to Right, **Barbara Symons**, R. Manager; **Kathy Tindall**, Executive Board. Standing, **Star Morrison**, Executive Board; **Howard Stiefer**, **P. Blakemore**, Executive Board.

Greetings from IBEW Local 12

Officers



Photos by: Kua Patten, Rich Dunkin, Ron Fitzsimmons

Seated, Left to Right, **Barbara Symons**, Recording Secretary; **Jack McNally**, Business Manager; **Kathy Tindall**, Executive Board. Standing, Left to Right, **Ron Field**, Treasurer; **Lyman Morrison**, Executive Board; **Howard Stiefer**, President; **Jim McCauley**, **Mike Davis**, and **Ron Blakemore**, Executive Board.



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Sacramento
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Lita Martin
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Wayne Greer
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Operator



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IBEW Local 1245

cers



Photos by: Kua Patten, Rich Dunkin, Ron Fitzsimmons

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Marilee Mai
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Sacramento Office



Lita Martin
Word Processing



Rae Mattes
Receptionist



Jack McNally
Business Manager



Manny Mederos
Assistant Business Manager



Darrel Mitchell
Senior Assistant Business Manager



Jack Osburn
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Orv Owen
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Business Representative



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Business Representative



Gwen Wynn
Business Representative



Fran Zamora
Confidential Secretary



Perry Zimmerman
Business Representative

IBEW LOCAL 1245 UNIT MEETINGS

January—June
Plan to attend

				Jan	Feb	Mar	Apr	May	Jun
SAN JOAQUIN									
1111	FRESNO Cedar Lanes Cedar & Shields	Chairman: J. Cannon	Tuesday 5:30 p.m.	3	7	7	4	9	13
1112	BAKERSFIELD The Labor Hall 200 W. Jeffrey	Chairman: J. Levesque	Thursday 7:30 p.m.	12	16	16	13	11	15
1113	MADERA Di Cicco's 516 So. "I" St.	Chairman: J. Souza	Thursday 5:15 p.m.	5	9	2	6	11	8
1117	WASCO Wasco Inn	Chairman: D. Wilson	Monday 5:00 p.m.	9	13	13	10	8	12
1118	CRANE VALLEY Sierra Sky Ranch Hwy 41, Oakhurst	Chairman: R. Newton	Wednesday 7:30 p.m.	4	8	1	5	10	7
1119	BALCH Rec. Hall Balch Camp	Chairman: A. Simms	Tuesday 5:30 p.m.	10	14	14	11	16	20
1120	SELMA El Conquistador Restaurant	Chairman: T. Thomas	Thursday 5:00 p.m.	12	9	9	13	11	8
1122	MERCED IRRIG. DIST. Carrows Yosemite Way	Chairman: S. Thomas	Thursday 7:30 p.m.	12	16	16	13	11	15
1123	MERCED Carrows 720 Motel Dr.	Chairman: D. Mayo	Wednesday 7:30 p.m.	11	15	8	12	17	14
1124	LOS BANOS Wool Growers Inn 609 "H" St.	Chairman: B. Howard	Thursday 5:00 p.m.	12	16	9	13	18	15
1127	TAFT *Bit of Country 738 Finley Drive	Chairman: D. Thomas	Wednesday 5:15 p.m.	11	15	15	12	10	14
1128	LEMOORE Fleet Reserve 788 E. "D" St.	Chairman: M. Ormonde	Tuesday 5:00 p.m.	10	14	14	11	9	1
COAST VALLEYS									
1211	SALINAS Amer. Legion Hall 14 W. Laurel Dr.	Chairman: K. Richards	Tuesday 5:00 p.m.	3	7	7	4	9	6
1212	MONTEREY 2 Guys From Italy 2030 Fremont St.	Chairman: M. Anastasia	Wednesday 4:30 p.m.	10	14	14	11	16	13
1214	MOSS LANDING Moss Landing Marine Lab	Chairman: K. Markoe	Thursday 5:00 p.m.	5	9	9	6	11	8
1216	SANTA MARIA Round Table Pizza 1437 So. Broadway	Chairman: C. Bartlett	Tuesday 5:00 p.m.	10	7	14	11	9	13
1217	PASO ROBLES Wings Park 545 Spring St.	Chairman: J. Johnson	Tuesday 4:00 p.m.	17	14	21	18	16	20
1218	MONTEREY PENINSULA TV 2 Guys From Italy 2030 Fremont St.	Chairman: P. Gaudoin	Tuesday 7:00 p.m.	11	15	15	12	17	14
1219	HOLLISTER Paine's Restaurant 421 East	Chairman: J. Johnson	Wednesday 5:00 p.m.	4	8	8	5	10	7
1220	DIABLO CANYON San Luis Bay Inn Avila Beach	Chairman: W. Wellman	Monday 5:00 p.m.	16	13	20	17	15	19
1221	BUPELLTON Valley Hunter 350 E. Hwy 246	Chairman: S. Worden	Thursday 5:00 p.m.	19	16	23	20	18	22
1222	MORRO BAY Dorn's Cafe 801 Market Ave.	Chairman: *B. Thorup	Wednesday 4:45 p.m.	11	8	15	12	10	14
PIPE LINE									
1311	BARSTOW Psea Rec. Hall Hinckley Station	Chairman: V. Cooke	Wednesday 5:00 p.m.	4	8	8	5	3	7
1313	TOPOCK Rec Rm/Park Moabi Needles-Topock	Chairman: C. More	Thursday 4:00 p.m.	5	-	9	-	4	-
C. P. NATIONAL									
1312	NEEDLES Eagles Club Front St.	Chairman: M. Walters	Thursday 5:00 p.m.	-	9	-	6	-	8
SANTA CLARA									
1411	CITY OF SANTA CLARA Round Table Pizza El Camino	Chairman: J. Parker	Thursday 5:30 p.m.	5	2	2	6	4	1

				Jan	Feb	Mar	Apr	May	Jun
SAN JOSE									
1501	SAN JOSE CLERICAL 3050 El Camino	Chairman: B. Brill	Tuesday 6:00 p.m.	3	7	7	4	2	6
1511	SAN JOSE PHYSICAL 3050 El Camino	Chairman: R. Fitzpatrick	Tuesday 8:00 p.m.	3	7	7	4	2	6
1512	BELMONT 240 El Camino San Carlos	Chairman: J. Schoening	Wednesday 5:15 p.m.	11	8	8	12	10	14
1513	SANTA CRUZ Adolph's 525 Water St.	Chairman: A. Garza	Wednesday 7:00 p.m.	4	1	1	5	3	7
1515	GILROY Watsonville Svgs. 801 "I" St.	Chairman: H. Johnson	Tuesday 7:00 p.m.	17	21	21	18	16	20
CITY OF OAKLAND									
2211	OAKLAND GENERAL The Flanker 45 Hegenberger	Chairman: Ed Myall	Thursday 5:00 p.m.	5	2	2	6	4	1
EAST BAY									
2301	EAST BAY CLERICAL Holiday Inn 1800 Powell St. Emeryville	Chairman: T. Ferreira	Tuesday 6:00 p.m.	10	14	14	11	9	13
2311	OAKLAND The Flanker 45 Hegenberger	Chairman: P. Ramsey	Tuesday 5:00 p.m.	3	7	7	4	2	6
2314	HAYWARD/FREMONT The Office 3575 Peralta Blvd. Fremont	Chairman: H. House	Friday 6:00 p.m.	11	8	8	12	10	14
2315	LIVERMORE Eagles Hall 527 N. Livermore	Chairman: J. Howard	Thursday 5:30 p.m.	5	2	2	6	4	1
2316	CONCORD IBEW Local 1245 3063 Citrus Cir. Walnut Creek	Chairman: D. Sutton	Thursday 7:30 p.m.	12	9	9	13	11	8
2317	ANTIOCH Odd Fellows Hall 305 "H" St.	Chairman: A. Reed	Tuesday 7:00 p.m.	10	14	14	11	9	13
SAN FRANCISCO									
2401	SAN FRANCISCO CLERICAL *Hyatt Regency 5 Embarcadero Ctr.	Chairman: R. Sorbi	Wednesday 5:30 p.m.	11	8	8	12	10	14
2412	SAN FRANCISCO St. Emydius Gym 255 Jules Ave.	Chairman: J. Horton	Wednesday 7:30 p.m.	4	1	1	5	3	7
STOCTON									
2511	STOCKTON Ed Stewart Post 3110 No. West Lane	Chairman: M. Rasmussen	Thursday 7:30 p.m.	12	9	9	13	11	8
2513	JACKSON Native Sons Hall Court Street	Chairman: D. Schulze	Tuesday 7:30 p.m.	3	7	7	4	2	6
2515	MODESTO Sundial Lodge 808 McHenry, #138	Chairman: J. Loades	Wednesday 7:30 p.m.	11	8	8	12	10	14
2516	LODI Carpenters Hall 15417 N. Lower Sacramento Road	Chairman: W. Schmer Sr.	Wednesday 7:30 p.m.	4	1	1	5	3	7
2517	SONORA Brawley's Rest. Hwy 108	Chairman: W. McCord	Tuesday 4:00 p.m.	10	14	14	11	9	13
2518	MODESTO IRRIG. DIST. Sundial Lodge 808 McHenry	Chairman: D. Pittman	Thursday 7:30 p.m.	4	8	8	5	3	7
2519	SO. SAN JOAQUIN IRRIG. DIST. *SSJID Office Hwy 120	Chairman: J. Vienna	Tuesday *3:30 p.m.	10	14	14	11	9	13
PACIFIC GAS TRANSMISSION									
3023	WALLA WALLA Jack's Fountain Book Nook/Main St	Chairman: C. Pacheco	Wednesday 7:00 p.m.	11	8	8	12	10	14
3024	REDMOND Pietro's Pizza 413 W. Glacier	Chairman: T. Touchon	Tuesday 7:00 p.m.	10	14	14	11	9	13

*Note change

IBEW LOCAL 1245 UNIT MEETINGS

			Jan	Feb	Mar	Apr	May	Jun				Jan	Feb	Mar	Apr	May	Jun
HUMBOLDT																	
3111	EUREKA Labor Temple 9th & "E" St.	Chairman: J. Russell	Tuesday 7:30 p.m.	10	14	14	11	9	13								
3112	GARBERVILLE Firemans Hall Locust Street	Chairman: T. Hensley	Thursday 5:00 p.m.	12	16	16	13	11	15								
3113	WILLOW CREEK Willow Inn 299 East	Chairman: B. Skoonberg	Wednesday 5:00 p.m.	11	15	15	12	10	14								
SHASTA																	
3212	REDDING Hospitality House 532 N. Market	Chairman: J. Kropholler	Tuesday 7:30 p.m.	3	7	7	4	2	6								
3213	BURNEY Sam's Pizza Johnson Park	Chairman: R. Trunnel	Thursday 5:30 p.m.	5	9	9	6	4	8								
3214	RED BLUFF Papa Joe's Pizza	Chairman: H. Iness	Thursday 5:30 p.m.	12	16	16	13	11	15								
3216	TRINITY New York Hotel Weaverville	Chairman: A. Wells	Tuesday 7:30 p.m.	10	14	14	11	9	13								
NEVADA																	
3311	RENO IBEW Hall 2713 E. 4th St.	Chairman: D. Moler	Wednesday 7:30 p.m.	4	1	1	5	3	7								
3312	CARSON CITY Fire Station	Chairman: H. Landis	Monday 5:30 p.m.	9	13	13	10	8	12								
3313	YERRINGTON Fire Station	Chairman: B. Allen	Tuesday 6:30 p.m.	3	7	7	4	2	6								
3314	SOUTH LAKE TAHOE Moose Lodge	Chairman: D. Furthwith	Thursday 5:30 p.m.	5	2	2	6	4	1								
3315	ELY Mt. Wheeler Fire Dept. Mtg. Hall	Chairman: D. Strausburg	Thursday 5:30 p.m.	12	16	16	13	11	15								
3317	WINNEMUCCA Cattleman's	Chairman: R. Osborn	Wednesday 7:00 p.m.	11	8	8	12	10	14								
3318	ELKO Stockmen's Hotel Elko	Chairman: C. Roberson	Tuesday 7:30 p.m.	10	14	14	11	9	13								
DESABLA																	
3411	CHICO Pizon's Pizza Hwy 32, Chico	Chairman: L. Terrell	Wednesday 7:30 p.m.	11	15	15	12	10	14								
3412	QUINCY Moons Restaurant Lawrence Street	Chairman: N. Adamson	Wednesday 7:00 p.m.	4	8	8	5	3	7								
3417	PARADISE Red Lion Pizza 6011 Skyway	Chairman: B. Lovett	Thursday 7:30 p.m.	5	9	9	6	4	8								
DRUM																	
3511	AUBURN Moose Lodge Sacramento & High	Chairman: C.D. Felkins	Tuesday 7:00 p.m.	10	14	14	11	9	13								
3512	ROSEVILLE Bunz & Co. 311 Judah St	Chairman: D. Shell	Wednesday 5:00 p.m.	11	8	8	12	10	14								
3513	GRASS VALLEY NV Co. Sportsman Banner Mtn Trail	Chairman: L. Richerson	Wednesday 7:30 p.m.	11	8	8	12	10	14								
COLGATE																	
3611	MARYSVILLE Marcella's	Chairman: J. Kuhn	Tuesday 6:00 p.m.	3	7	7	4	2	6								
3613	OROVILLE Eagles Hall 2010 Montgomery	Chairman: A. Knudsen	Thursday 6:00 p.m.	5	9	9	6	4	8								
NORTH BAY																	
3711	MARIN COUNTY 209 Third St. San Rafael	Chairman: J. Findley	Thursday 5:30 p.m.	12	9	9	13	11	8								
3712	SANTA ROSA Round Table Pizza 421 Stonypoint	Chairman: A. Watson	Tuesday 7:00 p.m.	3	7	7	4	2	6								
3713	GEYSERS Little Red Schlhse Bottle Rock Rd. Cobb	Chairman: R. Runnings	Wednesday 6:00 p.m.	18	22	22	19	17	22								
3714	UKIAH Discovery Inn No. State St.	Chairman: K. Wilson	Wednesday 7:30 p.m.	4	8	8	5	3	7								
3715	LAKEPORT W. America Bank Main St.	Chairman: W. Dawson	Tuesday 8:00 p.m.	3	7	7	4	2	6								
3716	NAPA/VALLEJO San Marco Rest. 1801 Solano Ave. Vallejo	Chairman: T. Jacobson	*Monday 7:00 p.m.	9	13	13	10	8	12								
3717	FORT BRAGG/PT. ARENA Masonic Temple 428 No. Main	Chairman: G. Fernandez	Thursday 5:00 p.m.	5	9	9	6	4	8								
SACRAMENTO																	
3011	SACRAMENTO REGIONAL TRANSIT IBEW Local 1245 3453 Ramona Ave.	Chairman: L. Gill	Wednesday 4:45 p.m.	4	1	1	5	3	7								
3811	SACRAMENTO Florin Odd Fellow 8360 Florin Rd.	Chairman: D. Norris	Wednesday 6:00 p.m.	18	15	15	19	17	21								
3812	VACAVILLE Brigadoon Lodge 1571 E. Monte Vista	Chairman: J. Runswick	Thursday 7:00 p.m.	12	9	9	13	11	8								
3813	PLACERVILLE The Hoosegow 2864 Ray Lawyer	Chairman: G. Park	Thursday 5:00 p.m.	12	9	9	13	11	8								
3814	WOODLAND American Legion 523 Bush Street	Chairman: G. Cooper	Thursday 5:00 p.m.	5	2	2	6	4	1								
3815	RIO VISTA Striper Club Main Street	Chairman: R. Greenwood	Tuesday 5:00 p.m.	3	7	7	4	2	6								
3911	SACRAMENTO MUNICIPAL UTILITY DISTRICT Jose's 5451 Fair Oaks	Chairman: D. Seyfer	Wednesday 4:30 p.m.	4	1	1	5	3	7								
3912	FRESH POND (SMUD) Moose Lodge Hwy 50-Frontage Rd	Chairman: D. Reishus	Tuesday 6:00 p.m.	3	7	7	4	2	6								
3913	RANCHO SECO (SMUD) *Community Ctr. *Herald	Chairman: *Open	*Thursday *4:00 p.m.	5	2	2	6	4	1								
3914	HIDDEN VALLEY (SMUD/GEO) Starview Lodge Cobb Mountain	Chairman: S. Ahern	Tuesday 6:00 p.m.	10	14	14	11	9	13								
CITIZENS UTILITIES COMPANY																	
4012	SUSANVILLE Roundtable Pizza 2655 Main	Chairman: P. Thomas	Monday 5:30 p.m.	16	*23 Thurs	20	17	15	19								
ALTURAS	Benney's 1200 W. 4th St.	Chairman: J. Belle	Tuesday 5:30 p.m.	17	21	21	18	16	20								
4014	ELK GROVE Pizza Barn 8610 Elk Grove	Chairman: *D. Smith	Thursday 5:30 p.m.	5	9	9	6	4	8								
4015	BURNEY - C.U.C.C. Sams Pizza Hwy 299 E	Chairman: B. Darrough	Wednesday 5:30 p.m.	18	22	22	19	17	21								
DAVEY TREE																	
4412	DAVEY TREE/SANTA CRUZ Adolph's 525 Water St	Chairman: K. Neal	Wednesday 6:00 p.m.	18	15	15	19	17	21								
4414	DAVEY TREE/CONCORD 3063 Citrus Circle Walnut Creek	Chairman: R. Reed	Thursday 5:30 p.m.	19	16	16	20	18	15								
4415	DAVEY TREE/SAN JOSE Carpenter's Hiring Hall 2109 Almaden	Chairman: D. Haley	Wednesday 7:00 p.m.	25	22	22	26	24	28								
4416	DAVEY TREE/SELMA El Conquistador Restaurant	Chairman: C. Hulsey	Thursday 6:30 p.m.	5	2	2	6	4	1								
4417	DAVEY TREE/SANTA ROSA Round Table Pizza 421 Stony Point	Chairman: P. DuBoise	Tuesday 7:00 p.m.	10	14	14	11	9	13								
4418	DAVEY TREE/EUREKA Angelo's Pizza 7th St. Eureka	Chairman: D. Dunlap	Monday 5:00 p.m.	9	13	13	10	8	12								
4419	PAC TREE Hospitality House 532 N. Market	Chairman: D. Mitchell	Tuesday 6:00 p.m.	3	7	7	4	2	6								
OUTSIDE LINE																	
4911	OUTSIDE LINE CONSTRUCTION/SACRAMENTO IBEW 3453 Ramona, #5	Chairman: B. Branson	Saturday 10:00 a.m.	9	13	12	9	14	11								
4912	OUTSIDE LINE CONSTRUCTION/RIVERSIDE 1074 La Cadena Dr. Riverside	Chairman: A. Dudley	Wednesday 8:00 p.m.	11	8	8	12	10	14								

*Note change

Featured report

Linemen speak out on rubber gloving



Photo: Kua Patten

Loren Davis
Electric Crew Foreman, Walnut Creek
28 years with PG&E

Sure, rubber gloving can be done safely. And you can have safe sex with someone with AIDS if you use precautions...but why put yourself at risk on purpose to begin with? Rubber gloving is a terrible idea.

It's too hazardous. Without hot sticks, you're up in an arc. If a mistake happens, you're in a ball of fire. People are human. They make mistakes now, and you're always going to have accidents. And the danger of burns is greatly magnified when you're gloving.

The linemen I've talked to since the Kettleman school have been very negative toward rubber gloving. We know the Company's track record, so we have every reason to be suspicious about this proposal. Where are they going with the rubber gloving idea? They talk about increasing productivity and saving money, but they can't give dollar figures and they couldn't answer our very specific cost questions at Kettleman. What they're trying to save on, down the road, is skilled labor—that means our jobs and our wages.



Photo: Frank Hutchins

Dan Mayo
Lineman, Merced
14 years with PG&E

Rubber gloving higher voltages reduces our margin for error to zero. We are human beings, not robots, and human beings can make mistakes. Isn't our job dangerous enough as it is, without adding more risk?

PG&E has long been a model of safety for other utilities. We were often told that safety rules can only be added to, not subtracted from. The rubber gloving program represents a radical departure from this tradition. The safety rules which we were taught had been "written in blood" will be modified and diluted, and we will no longer be a superior

utility in the area of safety.

If a cross-phase condition occurs while using hot sticks, the linemen will probably go home that night with sunburns, burnt hot sticks, and tiny holes in their shirts caused by melting metal. If the same thing happens while rubber gloving, the linemen will be in hospital burn unit, or a morgue instead of going home.

Even if you are super-careful and can avoid making mistakes, any number of things can go wrong that are beyond your control: the conductor could break at a bad connector, or an earthquake may occur while you're doing live line work (both these things have happened to me). That extra three or four feet provided by hot sticks makes a world of difference.

The school projects at Kettleman are set up to have ideal conditions: no leaning poles, no overhead guys in the way, no Cable TV lines, no phone, no secondary arms, no trees in the way, no curbs, no ditches, no phone, no secondary arms, no dirty or broken insulators....The real world seldom has ideal conditions. In the real world we need the extra margin of safety that hot sticks provide.

In my yard, a couple people say they're for rubber gloving—including a non-member who once got caught gloving illegally. The rest of the 25 people are strongly against the idea.



Photo: Kua Patten

Ron Blakemore
Lineman, Manteca
24 years with PG&E

The Company hasn't demonstrated the need to have rubber gloving. They say they want to save time. We're asking, "at what cost?" Trade safety for time? I hope not!

Safety is the big concern. We spent six hours at Kettleman, and we put a lot of questions to the Company. We never got firm yes or no answers, just a lot of hand-holding and dancing around. I was not satisfied by their responses. The demonstration was in a sterile environment, so it wasn't realistic and it wasn't convincing.

You have to read between the lines with the company's rubber gloving campaign. PG&E says they have rubber gloving "everywhere," but for years PG&E linemen have been considered the best at what we do—setting the standard for line work, not following it.

They try to tell us it's a "new tool"

when it's old, and that it's an "option." The option to use rubber gloves on a job would have to be up to the crew, but obviously in the case of a disagreement the company isn't about to let the tie go to the workers.

The majority of the people in my yard don't want to do it. A minority have a short-term kind of attitude; if you pay them, they'll do it. Most of us are thinking about the long-term effects rubber gloving could have on our skills, job security, and—most importantly—our safety.



Photo: Jenny Lipow

Mike Shuck
Lineman, Oakport
6 years with PG&E

I did rubber-glove work for ten years in Oklahoma, Texas, and Arkansas. I had three co-workers burned and maimed in separate incidents. Once in Anderson, Texas we had to take a guy off a pole who'd been burned while gloving on a 12KV line. When we took off his boots, his legs came off at the knees.

The rubber gloving exhibition at Kettleman was poor. They tried to set up a perfect scenario, one you won't encounter on the job. It was even pre-arranged, with the bucket truck perfectly in place. They called it a 21KV project, but there was no common neutral—which negates the fact that it's 21KV. The instructor's body position was inadequate and potentially unsafe.

They had the theory of dielectric testing all wrong. The project director said it was from a "booklet" that he never showed us. They didn't use bucket liners. They didn't know if they were using bond wire. And they said they'd give people three days of training. Where I come from, six months is considered adequate training.

The linemen in Oakland are one hundred percent against rubber gloving. More than anything else, linemen want to go home at the end of the day. The thought of losing a friend or co-worker is a constant concern.

My wife is a lineman's wife—she sits at home during a storm, while I'm out there in the rain and the elements trying to restore service to PG&E customers instead of home warm and dry like normal husbands. Rubber gloving ups our chance of death and serious injury. The people who put on the Kettleman project won't be the ones to knock on a lineman's door and explain to the family what happened.



Ken Haycraft
Troubleman, Eureka
33 years with PG&E

I am totally opposed to rubber gloving, and everyone I've talked to feels exactly like I do. It's just too dangerous. I've worked with guys who were required to do it when they worked back East, and they wouldn't do it; they knew how unsafe it was.

The demonstration at Kettleman was done under ideal conditions. In real life, you're dealing with personalities, and you'll get management who will try to push workers into unsafe situations. They showed us the fancy new machinery—the new bucket truck would be great working with hot sticks, but of course we're stuck with the ancient stuff so we can't help being less productive.

The company keeps talking about needing to get competitive—well, I'm a stockholder as well as an employee, and I don't want to lose money on stocks. But no way is earning dividends worth someone's life, or worth crippling someone because PG&E is saving money at the expense of safety.



Photo: Larry Pierce

Gil Santos
Troubleman, Santa Cruz
32 years with PG&E

The reality of what's out in the field doesn't match the scenario at the demonstration project in Kettleman. It's a totally controlled environment, so it didn't help convince anyone in the Union that the procedures were safe under real conditions.

Nobody needs to put themselves further out on a limb. Anytime you increase the intensity of the voltage, the hazard of the work performed increases. At least hot sticks give you a little margin for error.

Management did not give us persuasive answers to our questions after the demonstration. For example, I pointed out that the gloves

they used in the demonstration were Class II, tested at 20KV for one minute—while the lines in our area are approximately 21KV.

They couldn't tell me what would happen if a person got in an uncompromising position up on a pole, winding up in a situation where he has an opposite phase in each hand. A phase slips, he grabs for it—and he's wearing gloves which technically are not rated to protect him.

People should think about the Company's motives in pushing rubber gloving. Their history on subjects like this makes it extremely difficult to take their sales pitch at face value.

After the Kettleman meeting, I met with the linemen in both the Watsonville and Santa Cruz yards, where the feedback against the procedure topped eighty percent. The remainder included a few who actually supported the idea and others without firm beliefs either way. It was clear management credibility is very low.

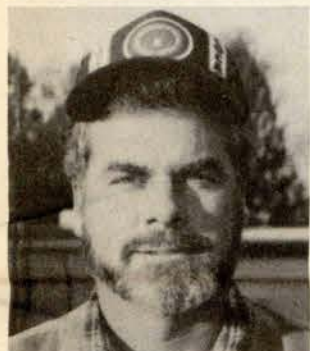


Photo: Scott Thomas

Bob Lovett
Lineman, Paradise
18 years with PG&E

At Kettleman, I got the feeling that the Company is going to do whatever they want to do regardless of our input. They've put a huge amount of time and money into the training school, and they're not going to give up on the rubber gloving idea easily.

Management just doesn't have credibility with the members; their track record shows they just plunge on ahead with bad ideas, like single-point grounding and job siting applications. I've discussed the issue with a lot of the linemen, and the majority are very opposed to rubber glove work because of safety and future job security.

The big issue in my opinion is—who makes the final decision on the method of line work? The Company claims rubber gloving is just 'another, optional tool' and that it would be 'up to the crew' to decide when to use it. But they had no good answer when we asked where the control rests if there's a disagreement.

Our concerns over safety were not laid to rest at Kettleman. The demonstration was done under ideal conditions with the most up-to-date equipment—things we'll never have in the field. The fact is, the closer you get to working on hot stuff, the more you have to focus on control. With hot sticks you have a margin

of error; using rubber gloves removes the margin and makes the consequence of an error much greater.

People have mind lapses, it's inevitable that someone will be hurt. Right now if you make a little mistake you can get away with it; without hot sticks you lapse momentarily and the line is right there in your hand.

PG&E's number one concern is making money...they don't have our best interests at heart except when it's convenient for them to appease us. They have skilled employees with lousy, outdated equipment. Give people the equipment first—like new lift trucks and material handlers—and there will be a big increase in efficiency and productivity while using hot sticks for safety.

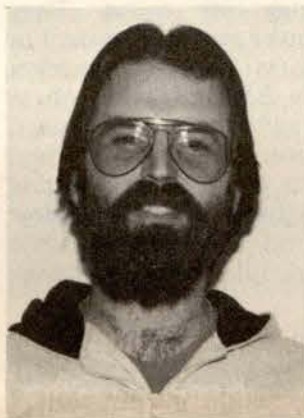


Photo: Sam Tamimi

Tom Jacobson
Lineman, Vallejo
18 years with PG&E

The Company told us "have an open mind" for their rubber gloving demonstration at Kettleman. I did go in pretty objectively, but their attitude was outrageous. I'm firmly opposed to the procedure on safety grounds.

PG&E has always preached "safety first." Now they're trying to throw safety to the wayside by introducing rubber gloving. Now they're looking at linemen as an expendable commodity—I feel like a piece of meat, like they're saying so what if I get hurt, someone will take my place.

Even under ideal conditions, the demonstrators at Kettleman made mistakes which we witnessed! When the Union pointed them out afterward, a manager said "we want to make safety rules flexible to get the job done." That is a complete contradiction of their safety history.

The people I've talked to are against rubber gloving. There's a general disbelief in the Company's claims about safety and their "hints" about more money and better working conditions if we accept the procedure. We know from experience not to trust their judgement. They don't seem to understand that their credibility with the members is very low because of repeated fiascos which result from "great ideas"—like the situation with the new grounding procedure.



Photo: Ed Fortier

Don Silva
Lineman, Oroville
17 years with PG&E

For so long, the Company creed was to go one step beyond government regulations in the pursuit of worker safety. Our safety record using hot sticks is highly acclaimed. Now all of a sudden, rubber gloving is "safer"?

Even on a simple job under optimal conditions, the demonstration at Kettleman failed to prove even that gloving was "as safe" as hot sticking. Most people here are really opposed to the practice, a few support it. I'd like to see every lineman at PG&E get involved and get cognizant of the issues.

There's no such thing as a perfect lineman. We're dealing with humans, not robots. If your mind is not 100% on what you're doing; if your mind wanders; if you violate a safety rule for whatever reason...you've taken away between two and eight feet of "cushion" distance if you're rubber gloving.

I think the Company expects cost savings from reducing our specialized skills. Better equipment would save us time right now—they're comparing hot sticking on poles with rubber gloving from bucket trucks. If we had good equipment, we could improve our efficiency with hot sticks.



Photo: Kua Patten

Randy Abbott
Lineman, Richmond G.C.
14 years with PG&E

Lots of people will get hurt doing rubber glove work. It's only safe given the right area and proper everything—training and equipment—and it still is more dangerous than hot sticking.

The demonstrators had no credibility because we observed them being unsafe, even under the school's ideal conditions. For example, they didn't use a liner in the bucket truck. If those guys don't

know how to do the work, other people will certainly get improper training and further increase their risks.

The equipment at Kettleman was the key to productivity, not the rubber gloving. More rubbering means using more material—and that's slower. PG&E Linemen are tops, both in skill and safety. We could be even more productive with hot sticks if we had better equipment, and retain the high skill level and minimize safety hazards.

The majority of linemen I've talked to are opposed to using the technique. Virtually all of the experienced and concerned workers told me they think rubber gloving is a bad idea.



Photo: Kua Patten

Art Murray
Lineman, Vacaville
19.5 years with PG&E

I don't buy the Company's claim that rubber gloving is "just another option." It's not going to be left up to me as a lineman working in the craft; ultimately it's up to my foreman or supervisor.

At least with hot sticks I'm eight feet away from contact with the line in case of an accident, so the consequences of the accident are much less severe than doing a job with rubber gloves.

For the most part, linemen in my area are all against rubber gloving. There's a couple guys who'll do anything for money, without thinking of the long-term effects on their safety and their job security. Apparently management is trying to make some of our members think they'll get something out of going along with the rubber gloving scheme, without coming out and making any promises.

It's only logical to suspect that the exact opposite is true. Just where do you they're planning to save all this money from the supposed increase in productivity? On our backs, of course. They can't have it both ways—either they spend irretrievable amounts of money on new equipment and extensive training to enhance safety (offsetting or outweighing time saved on a few jobs where crews "opt" to rubber glove), or else safety will be discarded completely in favor of forced gloving done by minimally trained people with old equipment, and eventually by scab contractors.

It's the same old story. Management wants to be "flexible," but only when it suits them.

Continued on PAGE TWELVE

Linemen speak out on rubber gloving

Continued from PAGE ELEVEN

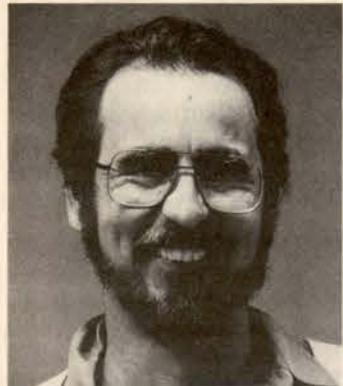


Photo: Kua Patten

Landis Marttila
Electric Crew Foreman
San Francisco/Marin
12 years with PG&E

Rubber gloving is a perilous procedure. Maybe at certain times it's more efficient—but the dangers far outweigh any efficiency gain. It poses particular problems for those of us who have done lots of live-line work and rarely work with anything de-energized.

Over the years we've made some mistakes, but the distance provided by hot sticks at least gives us a chance to walk away from an accident. I think if the Company gets what they want, in the long run hot sticking will gradually become obscure, sort of like an appendix—people won't practice it, the skill won't evolve, and service reliability will suffer because delicate and dangerous operations will have to be done on de-energized lines instead.

In San Francisco we have an old distribution system, and a relatively young and inexperienced yard—but we have the lowest customer outage time for the whole PG&E system. We have the highest level of service reliability, using hot sticks.

The Kettleman school was a slick operation. It was smooth and well presented—exactly like a commercial from an advertising firm, complete with actors and expensive sets. They bought expensive prototype equipment and ran the demonstration under pristine conditions. So it didn't resemble real life.

The Company says rubber gloving will be the crew's choice. This sounds more like an effort to shift liability than to make the workplace democratic (e.g., too bad those guys died, but it was their decision to glove it"). Over three quarters of the linemen in my area are adamantly opposed to rubber gloving. Others have doubts, and a few people claim to be in favor of the idea.

I don't trust machines; I trust ropes, hot sticks, and guys I work with. If there's an explosion, you're dead. For years, PG&E's told us we're the safest utility in the nation. Now with the new "market-driven" philosophy, they're telling us those other states are safe. We should be "craft-driven" instead—and protect the integrity of our craft.



Photo: Rich Hafner

John Harper
Line Subforeman, Redding
23 years with PG&E

After the Kettleman school, I am unequivocally dead set against rubber gloving. I was very disturbed that the Company seems to be resolved to implement the program despite our logical objections and the legal barriers.

The Company's demonstration was more a demonstration of equipment—specifically their new material handling bucket truck—than an exhibition of rubber gloving versus hot sticking. With expensive new equipment we could improve our productivity while continuing to use hot sticks, but of course PG&E chooses to ignore this fact.

The Union demanded proof that rubber gloving was safer or as safe as hot sticking, and the Company was unable to give a satisfactory answer. They were unacceptably vague on the authority for "opting" to rubber glove a job: we couldn't pin them down on who would have the last word if some crew members didn't want to glove.

Most linemen are opposed to rubber gloving. Our biggest concern is safety, and we've learned to be suspicious of the Company's motivation for pushing this issue. We want to protect our lives, and the integrity of our profession.



Photo: Ron Blakemore

Richard Detmers
Electric Crew Foreman, Manteca
30 years with PG&E

Rubber gloving is like a step back into the stone ages. We should be moving away from gloving on 4KV lines, and instead they're moving towards gloving on higher voltage lines!

The Kettleman demonstration didn't change my mind. They couldn't answer our questions. For example, they had this bucket truck—costs \$180,000—which is sixteen feet wide and can't be used on a lot of narrower roads. When you can use it, you'll need a flagging crew to go with the line crew. How can you spend \$180,000 plus the cost of two people to flag and save any money?

The people are definitely against rubber gloving, mostly because we're concerned about safety. It's simple: The closer you work to energized lines, the more subject you are to severe burns. I've been on fire. Look at our lines: the 4KV lines are constructed to be worked with rubber gloves in accordance with G.O. 95. Above 5KV the lines are not constructed with the climbing and working space needed for rubber glove work.

Rubber gloving is dangerous, it won't produce major savings, and it's really not needed.

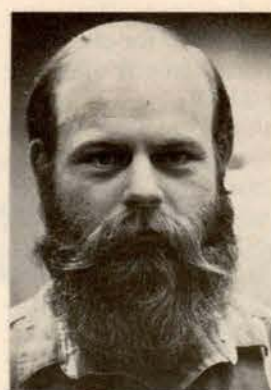


Photo: Kua Patten

Joe Johnson
Lineman, Paso Robles
18 years with PG&E

I went to Kettleman with an objective viewpoint. All the management personnel who'd been to the school had said rubber gloving was wonderful. By the time the day was over, I was very much against it, primarily because it is very unsafe.

In General Construction I worked with lots of linemen who'd done rubber glove work back East. The consensus is it may be okay for when you're working 4KV lines, but no way should gloving be done with high voltage jobs. I've approached everyone in my area since returning from Kettleman, and virtually all the Linemen are vehemently against rubber glove work.

People are concerned about our classification being degraded over time. And most of all we want the safest—not the cheapest—working conditions.



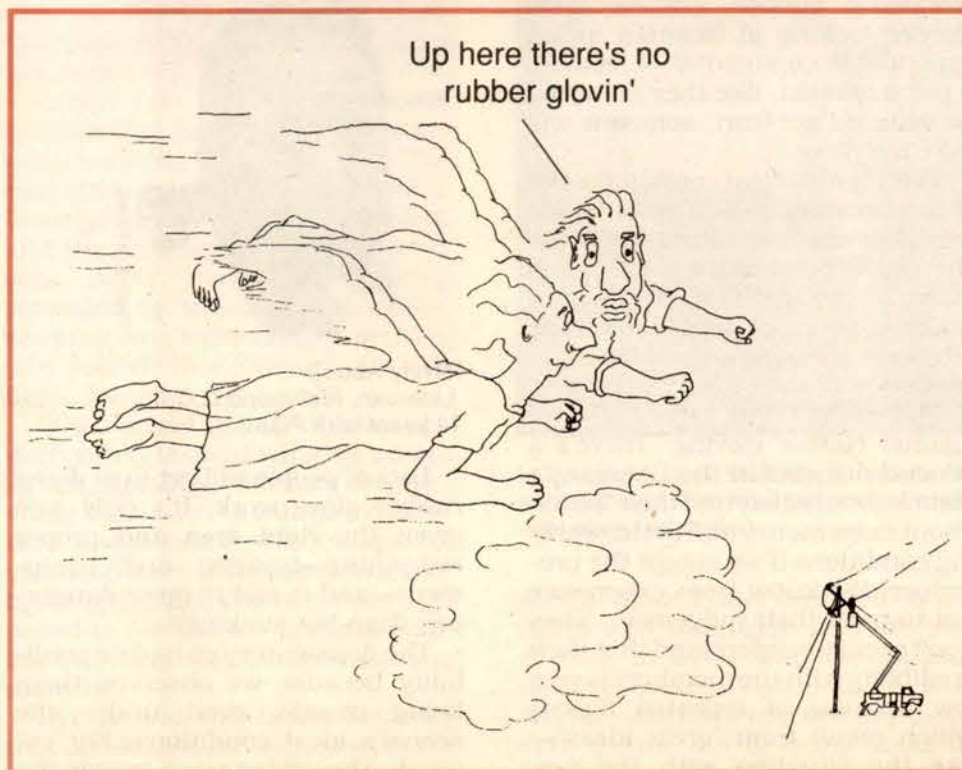
Photo: Ed Fortier

Terry Andreucci
Lineman, Auburn
19 years with PG&E

My main concern is safety. This concern was not eased in the least by the Kettleman demonstration. The training was totally ideal: clean poles, no foreign ground, no guy wires, no secondary conductors, no double circuits. Of course productivity is going to improve under these conditions, but unfortunately they don't exist in the real world, so the practice remains dangerous.

The company has kept the lines of communication open and they seemed interested in our comments when we met with management at Kettleman after the demonstration. But I think they've jumped the gun, since the high voltage safety orders are still in effect.

Rubber gloving is safe only if everyone follows all of the rules. And at its safest, rubber gloving is just not as safe as hot sticks or de-energized lines.



Cartoon by Eugene Williams, Lineman, Concord