



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

PG&E

Underground crew experiment gets underway

As part of a Letter Agreement signed by Local 1245 and PG&E last year, joint gas and electric underground construction crews, composed of volunteers, began operations in five locales last month.

A systemwide steering committee consisting of equal numbers of union and management members



Photo: Sam Tamimi

Vallejo underground construction crew

is overseeing the experimental program, while similarly composed local committees at each trial location govern and evaluate their trial in accordance with the Agreement. Joint crews have been set up in Belmont, Marysville, Richmond, Vacaville, and Vallejo; the pilots will operate for a maximum of eighteen months.

The Letter Agreement provides for both classroom and on-the-job

Continued on PAGE SIX

President Barry visits Local 1245

John J. Barry, President of the International Brotherhood of Electrical Workers, toured Local 1245 headquarters last month at the invitation of Business Manager Jack McNally. Barry also attended a Labor-Management Committee Meeting with PG&E during his brief stay in California.

Brother Barry's visit marks the first time that the Union's International President has made a personal appearance at the Local 1245 office. Story and photos, Page 9.



Photo: Jenny Lipow

Left to Right: IBEW President J.J. Barry; Fran Zamora, Local 1245 Confidential Secretary; Local 1245 Business Manager Jack McNally; Vincent O'Reilly, Executive Assistant to President Barry.

ORGANIZING REPORT

Cogeneration workers vote "Union, Yes"

Workers at two CAPCO-owned cogeneration plants and at Oxford Energy Co. voted in separate elections last month for representation by Local 1245. The elections were conducted by the National Labor Relations Board (NLRB) following an intensive organizing effort in the burgeoning industry coordinated by Local 1245 Business Representative Corb Wheeler.

The workers at CAPCO's Chowchilla I and Elnido plants favored Local 1245 representation by huge margins. In the January 15 election at Chowchilla I, the vote totals were 17 for representation, 3 against; on January 26, the Elnido vote was 18 to 2—85 percent and 90 percent showings of support, respectively. The NLRB has certified both elections.

At Oxford Energy, a tire-burning cogeneration plant located in Westly, California, a majority of the 24 employees voting favored Local 1245 representation. At press time, certification of the election was pending dismissal of objections filed by the employer. According to Wheeler, the charges are groundless. "We expected that the Company would use this delaying tactic, and we fully anticipate the NLRB will reject the charges so that we can begin bargaining on behalf of Oxford employees," said Wheeler.

Business Manager Jack McNally said of the successful elections that "Local 1245 is committed to organizing the unorganized—both to

improve their working conditions, and to protect the hard-won gains of our members. The cogeneration industry will continue to be an important focus for our organizing efforts. I welcome our brothers and sisters at CAPCO and Oxford as Local 1245 members and look forward to assisting them in their employment relations."

Regarding the overwhelming vic-

tory in the CAPCO election, Wheeler told the Utility Reporter that organizing committee members Bill Cox and Frank Saiza were very instrumental in Local 1245's success. "We have already begun soliciting proposals from the membership at the two CAPCO sites," Wheeler said, "and we will be starting negotiations with the Company in the near future."



Photo: Corb Wheeler

Local 1245 supporters celebrate union victory at CAPCO. Left to right: Frank Diez, Bill Cox, Frank Saiza, Andrew Bell.

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WIPA

WESTERN LABOR PRESS ASSOCIATION

Speaker proposes expanded health insurance access

California would take a long stride toward uniform access to health insurance under Assembly Bill 350 introduced January 25 by Assembly Speaker Willie Brown.

Speaker Brown has proposed that all California employers who have five or more employees working more than half time provide basic health insurance coverage for the employees. Access to insurance for employees' dependents would be made available either at the employees' expense or as a negotiated, additional benefit.

An estimated three million Californians now without health insurance would gain coverage under AB 350, the Speaker said. The bill would halve the number of people in the state without health insurance, moving California from 40th to third place in its percentage of insured residents.

"Access to health insurance in the United States always has been related to employment," Speaker Brown said at a Capitol news conference. "Almost 200 million

provide insurance for their employees.

"The minority that does not provide coverage has an unfair competitive advantage over those employers who do. Rather than impose an unfair burden on small businesses, this legislation would tend to equalize competition," he said.

The Speaker also suggested that

the small business economy could be stabilized by his legislation because people tend to stay with jobs that provide health insurance.

If enacted, AB 350 would be called the "Tucker Health Insurance Act of 1989" in honor of the late Assemblyman Curtis Tucker of Inglewood. Assemblyman Tucker, who died last fall, was the long-time chairman of the Assembly Health Committee.

Letter to the Editor

Dear Friends:

We are writing on behalf of members of the Newspaper Guild to thank you for supporting our efforts to obtain fair contracts by boycotting the Fresno Bee and the Sacramento Bee and to let you know that we are calling for an end to the boycott.

It is our judgement that the boycott of the two papers has served an important purpose by alerting newspaper readers in both areas to the unfair union-busting tactics of the McClatchy-owned newspapers.

Our efforts are now turning to other approaches, including a new coalition of religious and community groups which already are taking actions aimed at forcing C.K. McClatchy and his managers to be accountable for their unfair actions. This is an effort where you can continue to help.

Another effort has been the formation, in November, of a new coalition of five major international unions (the Newspaper Guild, Teamsters, Graphic Communications, Communications Workers, and Laborers). This new coalition is already working to expand a corporate campaign.

In announcing the end of the boycott, we said we hoped C.K. McClatchy would accept this gesture not only as evidence of our good will, but also as a reaffirmation of our will to achieve fair and decent contracts at his newspapers in Fresno, Sacramento, Modesto, and Tacoma, Washington.

Members of the Guild remain dedicated to producing quality newspapers. We are proud of our work, we are proud of our product, we are proud of our union and we want to be proud of our employer. To accomplish the latter is easy—all it requires is a return to the McClatchy tradition of fair and honest collective bargaining.

In addition to thanking you for boycotting The Bee, we also want to invite Local 1245 members to renew their readership of The Bee and see for themselves the quality work members of the Guild and other union workers produce.

We also urge you to let C.K. McClatchy know why you decided to resubscribe to The Bee and to let him know that you expect fair treatment of Bee employees and the trade unions that represent them. You can do this with a letter or a phone call when you renew (we'd appreciate a copy of your letter). You can also help by supporting the many community groups that currently are investigating The Bee's labor policies (call us for details).

Thanks again for your support. The McClatchy family enjoyed a friendly and mutually beneficial relationship with their employees for more than 40 years, until that relationship was destroyed by a cadre of new anti-labor executives and union-busting "consultants" hired by McClatchy.

We believe that a return to a fair relationship is still very much possible, and with your continued support, we will obtain that.

In Solidarity,
Sigrid Hawkes
Northern California
Newspaper Guild

1384 N. College Drive
Fresno, CA 93728
(209) 237 1294

"Access to health insurance in the United States always has been related to employment"

Americans and their families have employment-based insurance. California should rely and should build upon that private system to insure more people."

Basic health care benefits required by AB 350 would be physician care and acute hospital inpatient and outpatient care. The cost is estimated to be \$75 to \$85 per month for each covered person. Participating employers would receive all the business tax benefits available under federal and state laws, significantly reducing their net cost.

Coverage would be purchased from private market sources already providing health insurance in California. No payment rates would be set by the state, either for insurance or for care.

"With three million new people entering the state's insurance pools, there will be plenty of private competition to control rates," Speaker Brown said.

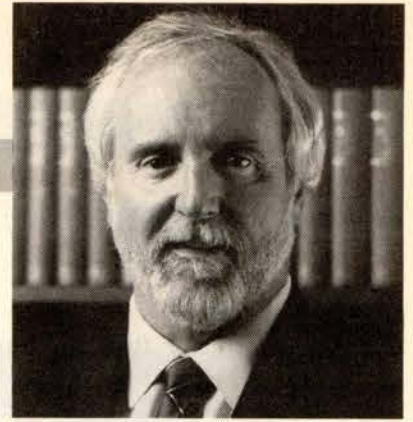
He said no state money or administrative apparatus would be needed to implement the act.

Speaker Brown said about two-thirds of the "small business" employers in California already

POINT OF VIEW

By Jack McNally

IBEW Business Manager



APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

General Construction Joint Grievance Committee
Chris E. Paris (Alternate)

Colgate Division Joint Grievance Committee

Robert Castillo
Jack Hall (Alternate)
Nick Salvatorelli
Pat Gates
Al Knudsen (Alternate)
Lucky Carter
Frank Kistle (Alternate)
Don Silva
Paul Felkins
Ron Wooten (Alternate)
Jim Divilbiss
Garald Barnes (Alternate)
Randy Slawson
Harold Friemark (Alternate)
Dave Patrick (Alternate)

SACRAMENTO REGIONAL TRANSIT

Sacramento Regional Transit Negotiating Committee

Larnell Gill
Wesley Duvall, Sr.
Robert R. Ruiz
Michael D. Giannini
Timothy Kent

LOCAL UNION 1245

Local Union 1245 Health and Safety Committee

Dave Morrison
Ocean
Bruce Ollar
John Trunnell

Substance abuse in the workplace

"Just Say No!" is not working at the work place. Local 1245 represents over 20,000 members who work for seventy-plus employers, and we are continuing to see a number of our members who get into difficulties around drug and alcohol abuse. We are seeing members who are being discharged, disciplined, incarcerated, put on leave of absence, and placed in substance abuse programs. The abuse of drugs and alcohol both on and off the job is a bigger problem than some people want to admit.

Local 1245, along with many other unions, is vigorously fighting to protect civil rights and the right to privacy for our members in the area of substance abuse. There are many employers who believe that random testing for drug use should be done to identify and weed out drug users. We have been successful with some of our employers in negotiating fitness for duty policies and procedures which do not include random testing.

The federal government has stepped up activity in this area by attempting to institute drug testing for government employees and the requirement for testing of employees who are licensed or regulated in some way by the federal government. In our industry, the Nuclear Regulatory Commission and the Department of Transportation are the most recent drafters of drug testing rules.

These requirements and regulations are currently in the courts to determine whether or not there are any violations of an individual's right to privacy.

Aside from the legal issue in substance abuse, there are other serious concerns and problems. The abuse of drugs on the job can and will increase the risk for serious accidents. Imagine yourself relying on another employee who is drunk or high on drugs to perform a critical work procedure. The high isn't worth the risk. And experts point out that use and misuse of prescription drugs on the job is at least as widespread and harmful as illegal drug abuse.

And finally, the real tragedy of drug addiction is the destruction to the body, life and family that it causes.

Drug abuse in this country is a very large problem. Many employers think drug testing and termination of employees is the only solution to controlling drug use on the job. This is a very harsh approach and does not cure the problem. Personal drug or alcohol dependence is beginning to be recognized as an illness, and it should be. This illness is curable. More and more rehabilitation programs are becoming available. The approach should be sincere understanding and encouragement to employees that help and rehabilitation is available without feelings of threat of punishment, discipline and discharge.

Local Union 1245 will defend individual rights with respect to privacy and will defend the right to a fair grievance hearing. However, Local Union 1245 does not condone drug abuse on the job as it increases the risk of injury and leads to downgrading of skills. We believe encouragement for rehabilitation without reprisal programs combined with education will make the necessary inroads toward elimination of substance abuse.

In unity,

CHANGE OF ADDRESS

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

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

Old label: _____

Name _____

New Address _____
(Street and Number)

(City and Zip Code)

Do buy

UNION SHOES

Yes, you can find a Union Label...on shoes! Over the years, the domestic shoe industry has been badly hurt by cheap foreign manufacturing, but you can still find many union-made, American-made shoes. Many carry a Union Label from ACTWU (Amalgamated Clothing and Textile Workers Union), UFCW (United Food and Commercial Workers) or both. The following shoes are made in Union factories (some shoes manufactured by these companies are made overseas, so please check the label when making a purchase):

Men's shoes: Danner, Florsheim, French Shruiner, Capezio, Freeman, Hy-Test, Footrest, American Tradesman, Morgan Quinn, Armadillos, Park Row, Mason Shoes, Field & Stream, Wissota Trader, Red Wing, Irish Setter, Pecos Boots, Dunoon, Thorogood, Work-N-Stream, Work-N-Sport, Main Stream, Nunn Bush, Stacy Adams.

Women's shoes: Naturalizer, Connie, Deliso, Life Stride, Florsheim, Hush Puppies, Avenues,

Marshmallows, Drew, Barefoot Freedom, Foot Saver, Paradise Kittens, Johansen, Valley, Mason Shoes, Field & Stream, Wissota Trader, Penaljo, Red Wing, Irish Setter, Pecos Boots, Dunoon.

Children's shoes: Buster Brown, Lullaby, Sperry, Stride-Rite, Sure Steps, Trimkids, Trimfoot, Baby Deer, Wee Walker, Wee Kids, Trim Steps, Sears Tiny Steps.

QUAKER FOODS

In 1954, Quaker Oats Company established a distribution center in Shiremanstown, Pennsylvania. Since that time the facilities have expanded to include the manufacturing of Cap'n Crunch, Life, Cinnamon Life, Corn Bran, Puffed Wheat and Puffed Rice, Instant Oatmeal, Flako Corn Muffin and Pie Crust Mixes, Aunt Jemima Syrup, and Chewy and Dipp's Granola Bars.

The plant and five-story mill are located on 27.2 acres in central Pennsylvania and the top quality employees who share in the many negotiated benefits and who work in a safe, clean and healthy environment are members of Directly Affiliated Local Union 221, Cereal Workers, AFL-CIO.

Don't buy

Follow-up report

Products removed from boycott lists:

Fresno Bee and Sacramento Bee Newspapers (see Letter, page 2), Marval/Rocco Turkey, Inc., and Nixdorff-Lloyd Chain Company have been removed from the state and national "Don't Buy" lists at the request of the respective unions.

In addition, the Newspaper Guild (TNG) has requested the removal of Consumer Reports from the AFL-CIO Don't Buy List, following a successful contract settlement between TNG and Consumers' Union (CU), the magazine's publisher.

TNG President Charles Dale said the boycott of Consumer Reports and other CU publications, which was actively supported by many Local 1245 members, helped in bringing about the agreement. The new contract will provide a 23% increase in minimum salaries over the course of the 5-year agreement, exclusive of cost-of-living raises and discretionary raises.

National boycotts sanctioned by the AFL-CIO executive council

ACE DRILL CORPORATION

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

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 and Commercial Workers International Union.

BASF A.G. CORP.

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

BROWN & SHARP 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 COMPANY

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

COLT FIREARMS COMPANY

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

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, Xariadu, Caryl Richards, Farrah Fawcett and Faberge Organics.
Oil, Chemical and Atomic Workers International Union.



LOOK FOR THE UNION LABEL

Union Label & Service Trades Dept., AFL-CIO

FORT HOWARD PAPER CO.

Green Bay, Wisconsin and Muskogee, Oklahoma. Mardi-Gras, Page, Sof-Knit tissues and napkins. Antique towels, Pometts, Edon and Dolly Madison tissues. *United Paperworkers International Union.*

HOLIDAY PAPER CUPS

Div. of Imperial Cup Corporation. Brand name cups. *United Paperworkers International Union.*

INTERNATIONAL PAPER COMPANY

International and Hammermill bond, offset and writing paper and related products. *United Paperworkers International Union.*

JOHN MORRELL & COMPANY

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. *Oil, Chemical and Atomic Workers International Union.*

LOUISIANA-PACIFIC CORP.

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

MARSHALLTOWN TROWEL CO.

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

MOHAWK LIQUEUR CORP.

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

NAPA VALLEY CO-OP

Bergfeld (Sauvignon Blanc) wine. *Distillery, Wine and Allied Workers International Union.*

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 COMPANY

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 & Aerospace Workers.*

SEATTLE-FIRST NATIONAL BANK

Please withdraw all funds. *United Food and Commercial Workers International Union.*

SHELL OIL COMPANY

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

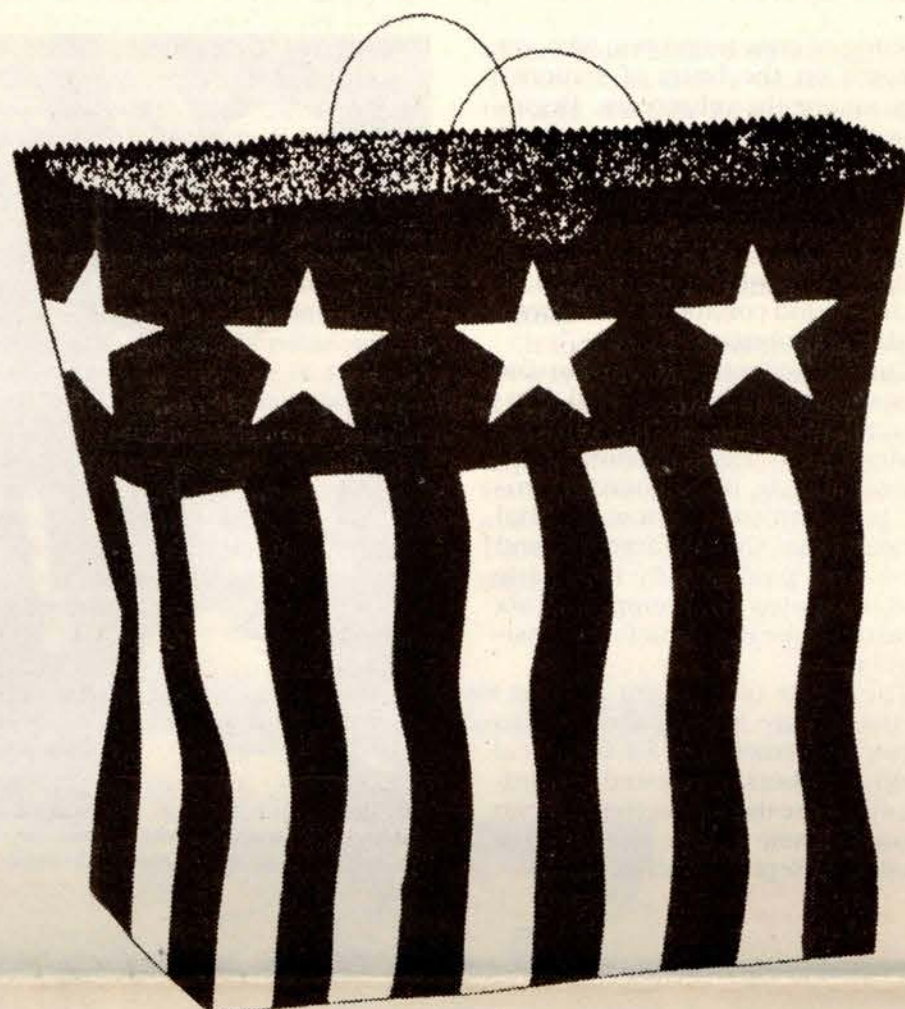
STERLING RADIATOR

Home baseboard heaters. *United Automobile, Aerospace & Agricultural Implement Workers of America.*

UNITED STATES PLAYING CARD CO.

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

BUY AMERICAN



... AND LOOK FOR THE UNION LABEL

Union Label & Service Trades Dept., AFL-CIO

Meat workers strike in Marysville

Workers at DelPero-Monden Meat Company (DPM) in Marysville California got a 16-cent per hour raise in July 1985. Since then, the company was bought by a midwest conglomerate and their only "increases" have been to cover the increases in health and welfare benefit costs. They've accepted concessionary contracts, including multiple wage tiers. But when the company said they wanted to cut pension benefits by 66 percent and wages by up to twelve percent, the workers drew the line. All 170 members of United Food and Commercial Workers (UFCW) Local 498 walked off the job on January 16 and need public support to resolve their dispute.

In an interview with the *Utility Reporter*, Local 498 Shop Steward Steve Wingo explained the situation. "Since 1986, D.P.M. has been owned by Excel Corp of Wichita, Kansas—which in turn is a wholly owned subsidiary of Cargill Corp of Minneapolis. They've been trying since they bought us to bring our wages down to the level of their midwestern plants, and we have made numerous concessions. But their most recent demands—cutting pension benefits by two thirds and wages by \$1.22 at top scale, which is only \$11.22 now—people just said they can't do it."

DPM has been in business since the 1920's, and is the largest employer within the Marysville city limits. Many local families have multiple generations of DPM workers. Wingo has worked at the plant for 14 years; his wife, Donna, has been there for 17 years.

"We want to get this settled," said Wingo. "We care about our jobs, and we do high quality work. But we have to think of our families. The cost of living is higher out here than in Wichita, and the Company needs to make allowances for that." DPM has been diverting work back east to other Excel facilities.

Local 1245 members are encouraged to show their support for the striking Local 498 members by going out to talk to them on picket the line. DPM is located at 1109 Chestnut Street in Marysville, across from Ellis Lake. "Getting support from the public—and especially our brothers and sisters in the labor movement—means a lot to us."

From PAGE ONE

PG&E: Underground crew experiment gets underway

training of crew members, who are selected on the basis of seniority from among the volunteers. Beginning in January, participants spent a week in electrical training at the Kettleman facility and a week doing gas training at San Ramon. The scope of work "will be the installation, repair, and replacement of underground commercial and residential distribution systems."

The classifications used on the joint crews are Underground Construction Crew Foreman (UCF) and Underground Construction Journeyman (UCJ). In addition to earning premium pay during the trial period, Gas Crew Foremen and Fitters are paid equally to electric members rates after completing six months in the experimental classifications.

The terms of the joint crew experiments are fully spelled out in Letter Agreement R2-88-90. Local 1245 members interested in finding out more details on the trial can contact their Shop Steward or Business Representative.



Photos: Jenny Lipow

Richmond Lineman Tom Torrez works as a Utility Journeyman on a gas project in Hercules.



Business Representative Frank Saxsenmeier, left, discusses training procedures with Richmond Gas Crew Foreman Bob White.



Photos: Wayne Greer

Bob Spencer, Electric Crew Foreman and Arnold Escovedo, Gas Fitter, volunteered for the experimental underground crew in Vacaville.



Equipment Operator Lou Miles assisting the Vacaville crew.



Photos: Sam Tamimi

Combination crew, Vallejo (left to right): J.B. Baulwin, Electric Crew Foreman; Lineman Wayne Thompson; Mike O'Neal, Gas Fitter.



Vallejo Underground Journeymen Wayne Thompson and Mike O'Neal.

SMUD

Union wins Knox arbitration

In another victory over unjust disciplinary action at the Sacramento Municipal Utility District (SMUD), Local 1245 won reinstatement with more than nine months back pay and benefits for member Brian Knox, a Nuclear Electrical Foreman (Light) at SMUD's Rancho Seco nuclear power plant.

Arbitrator Kathy Kelly ordered the binding award after finding that Knox's termination was not for just cause. Knox, the Local's chief shop steward at Rancho Seco, was fired after his appeal of a written reprimand allegedly revealed "dishonesty" on Knox's part. After wading through conflicting and unconvincing management testimony, Arbi-



Brian Knox

trator Kelly imposed a disciplinary suspension for misconduct but

overturned the discharge and ruled that Knox is entitled to back pay and benefits and full seniority credit retroactive to March 8, 1988. At press time, Knox was back on the payroll but had not yet returned to work.

The problem started in December, 1987 when Knox was issued a written reprimand for failing to complete a report on some valve testing he was in charge of at Rancho Seco the previous month. Knox had five meetings with management to protest the reprimand, after which he was discharged for allegedly being dishonest in those meetings.

"I made a big mistake by going into meetings with management

alone," said Knox. "Even though I'm a shop steward, I should have brought another steward with me to be a witness, because management tried to misrepresent what I had said." Fortunately for Knox, the various management witnesses who testified were unable to convince Arbitrator Kelly of their version of events.

"It turned out okay this time, but I've learned my lesson!" Knox vowed. "I hope other Local 1245 members can learn from my story too. I really appreciate the assistance I got from Business Representative Gary Mai and Union Attorney Tom Dalzell. They did a terrific job in representing me."

Callejos is new Safety Committee Chair

Assistant Business Manager Ron Fitzsimmons reports that John Callejos, of the Reprographics Department at PG&E's San Francisco office, is the new Chair of the Local 1245 Safety Committee.

Callejos succeeds outgoing Chair Joe Aquillio. Fitzsimmons told the *Utility Reporter* that Aquillio demonstrated impressive dedication to safety issues during his seven years on the Committee. "We greatly appreciate the contribution of Joe

Aquillio to our goal of supporting safer workplaces," Fitzsimmons said.

Dave Morrison will be the new member on the committee. In addition to Callejos, Fitzsimmons and Morrison, the Committee includes Bob Bustamante, Transmission Troubleshooter, San Francisco; Bud Gray, Nevada; Ocean, Senior Control Operator, Geysers power plant; and Bruce Oller, Gas Technician, Marysville.

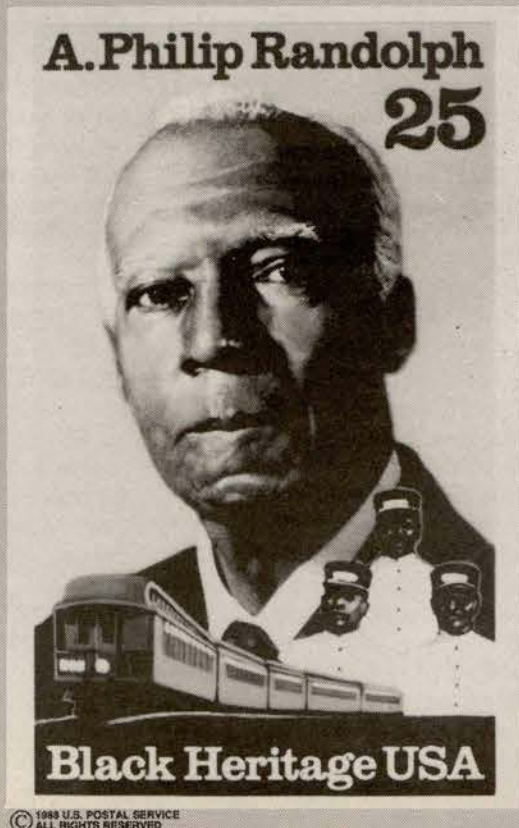


Safety Committee, clockwise from left: John Trunell, Bud Gray, Bob Bustamante, Ron Fitzsimmons, Bruce Oller, Joe Aquillio, John Callejos, Ocean.

PG&E worker in fatal accident

We regret to report that Bob Miller, age 41, employed as a Roving Operator by PG&E, was drowned in an accident that occurred on February 4. Miller was not a union member.

Miller and a co-worker were flushing snow from the Deer Creek Forebay, about 12 miles south of Nevada City on Highway 20, and apparently Miller slipped or fell into the water. The co-worker, who had walked over to the slush valve to divert water following completion of the job, tried to rescue Miller. Due to the fiercely raging water, Miller was unable to grab onto the pole for help. Local 1245 offers condolences to the family and friends of Bob Miller.



New stamp honors A. Philip Randolph

A U.S. postage stamp honoring A. Philip Randolph, founder of the Brotherhood of Sleeping Car Porters, civil rights activist, and longtime AFL-CIO leader, went on sale February 4 at Post Offices across the country.

At the official First Day of Issue ceremony, held February 3 in New York City, AFL-CIO President Lane Kirkland and A. Philip Randolph Institute President Norm Hill participated in the festivities.

Commemorative stamps are not issued until at least ten years after death. Randolph, who died in 1979 at the age of 90, is being honored immediately upon becoming eligible.

Randolph was founding president of the Sleeping Car Porters and a member of the AFL-CIO Executive Council. He was a leading architect of the 1963 March on Washington for civil rights.

FEATURED REPORT

DRUG TESTING — First of two parts

Nuclear Regulatory Commission

Testing rules pending

On September 22, 1988 the Nuclear Regulatory Commission (NRC) published proposed regulations governing drug testing of nuclear power plant workers. Both the International Brotherhood of Electrical Workers and Local 1245 submitted comments to the agency.

Although no final regulations have been issued by the NRC, they are expected to be published in the first quarter of 1989. At that time attorneys for the Local and the International will review them and take all necessary and appropriate action to protect the rights of nuclear workers at Diablo Canyon and Rancho Seco.

Sacramento M.U.D.

Union, District reach policy agreement

Sacramento Municipal Utility District (SMUD) management met with Local 1245 staff on January 17 and 18 to work out changes in the Fitness for Duty policy that had been adopted April 1, 1987. Participating in the meeting were Local 1245 Assistant Business Manager Ron Fitzsimmons, Business Representative Gary Mai, and staff attorneys Tom Dalzell and Jane Brunner. SMUD Assistant General Manager John Ravera, Personnel Director Morry Copeland and attorney Paul Burns represented the District.

The policies pertaining to all employees were clarified in two ways. Previously, the District was testing for drug use after all OSHA-reportable accidents. Now employees will only be tested after such accidents when there is just cause to suspect drug use. In addition, the District will not require drug testing as part of the physical exam for employees getting Class II Drivers Licenses.

For employees who do not work at Rancho Seco nuclear power plant, the District response to a positive drug test result will be restructured. As in the past, employees will only be tested for just cause. But whereas formerly a worker who tested positive would be put on a twelve-month random testing program and fired if they tested positive again during that time, the new agreement calls for an evaluation following the initial positive test. The evaluation will call for four to twelve months of random testing, and can require drug rehabilitation in any form if the employee tests positive during the period of random testing. If an employee refuses rehabilitation and tests positive a second time while on "random," they

may be terminated.

Local 1245 attorney Tom Dalzell called the agreement with SMUD a "fair policy that emphasizes rehabilitation over punishment. The Union will continue to enforce a reasonable standard of 'just cause' and monitor the consistency of the policy's application."

US Bureau of Reclamation

Court battle delays random testing

The United States Bureau of Reclamation (USBR) adopted random drug testing regulations which they intended to implement January 9, 1989. Local 1245 and nine other IBEW Locals filed a lawsuit in US District Court in Colorado to stop the testing; in addition, the American Civil Liberties Union (ACLU) filed suit in Washington, D.C. challenging the policy of the entire Department of the Interior

(the parent agency of USBR).

The legal actions resulted in stays of the random testing policy—first to January 23, then to January 31, and most recently until March 20. A more complete update on the legal battle will be featured in the March issue of the Utility Reporter. Local 1245 is also pursuing a grievance against USBR over the unilateral change in working conditions imposed by the random testing policy.

Department of Transportation

Unions file suit to stop testing

On November 21, 1988 the Department of Transportation (DOT) issued regulations on drug testing covering over four million truck drivers, public and private transportation workers, and natural gas pipeline operations workers. Within Local 1245, the rules would affect Pipe Line Operations employees at

PG&E as well as members at PGT, AC Transit, and Sacramento Regional Transit.

The DOT rules, scheduled to take effect in December 1989 and later, require pre-employment drug testing, periodic drug testing (included in physical examinations), random drug testing, drug testing for reasonable cause, and post-accident testing.

IBEW will be filing suit in the Ninth Circuit Court of Appeals in San Francisco to stop the implementation of this invasive policy, in conjunction with the Service Employees, Steelworkers, and Utility Workers unions. The Teamsters' Union has already gotten an injunction from Judge Marilyn Patel in San Francisco on certain applications of the regulations; the Oil, Chemical and Atomic Workers union (OCAW) has also joined the legal battle against DOT.

Local 1245 has contacted PG&E and PGT management to apprise them of the Union's position on the DOT regulations.

Q&A on the drug testing issue

The following information is based on an interview with Local 1245 staff attorneys Jane Brunner and Tom Dalzell.

Q: WHAT'S WRONG WITH DRUG TESTING?

A: DRUG TESTING IS INVASIVE. First off, in order to prevent tampering, workers have to be directly observed when providing a urine sample. This is obviously invasive. Drug tests also invade your privacy because they tell the employer what prescription medications a worker is using even if the worker wants to keep a medical condition (e.g. heart condition or diabetes) to himself. In a broader sense, it's like the employer overseeing your morality off the job, since tests can detect drug use long after one is "under the influence." Intrusion into employees non-work life was once common in America: Henry Ford used to regulate his workers' church attendance and the appearance of their front yards; school teachers used to be required to be single and to dress in certain ways off the job. But we've gotten away from this type of blatant paternalism.

DRUG TESTING IS INCONCLUSIVE. Basically, drug testing doesn't tell you anything—it can't tell you when the drug was consumed, it can't tell you how much of the drug was consumed, it can't tell you the regularity of the person's consumption, and it can't measure work impairment. Unlike a blood test for alcohol, drug testing doesn't tell if a person is under the influence of a particular drug. Following use, drugs can stay in the system without impairing work performance long after the effects have worn off. For example, marijuana can be detected in urine for up to a month—and since ten parts per billion is considered testing "positive" for marijuana, you could test positive just by being in a room or auto where marijuana is being smoked.

DRUG TESTING IS SOMETIMES INACCURATE. Even the best labs make mistakes, and not all drug testing labs are high quality. If a person makes pancakes all day long, and he flips 999 perfectly, chances are he'll mess up the thousandth one.

Q: WHAT'S THE REAL EXTENT OF THE WORKPLACE DRUG PROBLEM?

A: IT'S PROBABLY EXAGGERATED. Although drugs are a major problem in our society, targeting drugs in the workplace may be seen as a ploy by politicians who can't deal with the real issues surrounding illegal drugs. Actually, use of alcohol and legal or prescription drugs which impair work performance is potentially much more widespread than the instance of workers using illegal drugs on the job.

Q: WHAT CAN BE DONE ABOUT THE PROBLEM OF WORKPLACE SUBSTANCE ABUSE?

A: EDUCATION AND COUNSELING, PRIMARILY. We need workplace education on the substance abuse issue, and we need Employee Assistance Programs to help workers who do have drug or alcohol problems. We also need tests that are less intrusive and more relevant than urine tests—for example, testing the eyes or reflexes of a worker suspected of drug abuse.

Q: WHAT IS "JUST CAUSE" FOR DRUG TESTING?

A: IT'S NOT SIMPLE. Supervisors need training on how to detect signs of drug abuse; they should go through an extensive checklist before jumping to the conclusion that an employee is under the influence. We're also concerned with equal application—that management not "look for signs" only in certain disliked employees.

Q: WHAT'S THE FAIR WAY TO DEAL WITH A WORKER WHO DOES ABUSE DRUGS?

A: THE PUNISHMENT SHOULD FIT THE CRIME. Drug addiction and alcoholism are medical problems, and such a worker should be encouraged to get help. There should also be a uniform policy which is applied consistently to all employees.

from PAGE ONE

IBEW President visits Local 1245

On January 26, history of a sort was made at Local 1245's Walnut Creek headquarters when IBEW President John J. Barry, visiting from Washington D.C., toured our Local Union offices at the invitation of Business Manager Jack McNally. On hand to greet him were several Local 1245 members and leaders, along with office, clerical, administrative, and business staff members. Not only was this Brother Barry's first visit to our Local since he was elected International President in 1986, but it marks the first time that any International President has made a special appearance at the Local since its founding.

In addition, President Barry attended a Labor-Management Committee Meeting with PG&E on January 25 to show support for the efforts of Local 1245 to work constructively on systemwide issues with the Company.

At the reception held at Walnut Creek Headquarters, Barry said that our Local was among the most vital in the International, and praised the commitment and dedication of McNally and President Howard Stiefer. "We must work together to progress," said Barry, adding that "we must be vigilant in our political efforts to protect what we have won at the bargaining table."



Photos: Jenny Lipow



Photos: Kua Patten



Retirees' Club News

Retirees' Club President Tom Riley reports that final nominations of Club Officers for 1989 will be held at the February meeting, with elections following. At press time, no nominations had been received for Secretary-Treasurer. The installation of officers will take place at a dinner to be held on March 17.

Don Hardie, Vice President of the Local 1245 Retirees Club, was appointed chairman of the Bylaws

Committee of the Alameda County Forum in Oakland at the Forum's January 26 meeting.

The Local 1245 Retirees' Club, along with other Seniors' organizations, is involved in arrangements for the Seniors Day Rally which will be held in Sacramento on May 17. More information on this important event will appear in an upcoming issue of the Utility Reporter.

New attorney to serve Nevada members

Nevada members of Local 1245 have a new Group Legal Services representative. He is Noel Manoukian, and he can be reached at 1466 Highway 395, P.O. Box 1776, Gardnerville, Nevada 89410-1776,

telephone number (702)782-9747. For more information about your benefits under Local 1245's legal services plan, contact the Walnut Creek Headquarters or your local representative.



Photo: Jenny Lipow

Emeryville Unit members help the homeless

Emeryville Unit members received thanks recently from the Richmond Rescue Mission for a donation which they made to the Mission's Thanksgiving fund. The members took up a collection for the charitable fund at their November meeting. Pictured at the January

Unit meetings are (left to right) front row: Business Representative Pat Collins, Tanya Ferreira, Donna Dito; back row: Bill Stiegler, Joan Kent, Peggy Kelleher, Barbara Cook, and Jim Pavon. Not pictured: Doris Preston.

ADVISORY COUNCIL

Advisory Council meets in Concord

The quarterly meeting of the Local 1245 Advisory Council was held on Saturday, February 4, 1989 at the Concord Sheraton. New representatives Landis Marttila (San Francisco & General Office) and Olivia Mercado (Clerical At-Large) were sworn in at the outset of the meeting.

Delegates heard reports from Business Manager Jack McNally and other staff members on issues affecting Local 1245 members. As usual, the conference was highlighted by the reports from each Council member on problems and issues in their areas.

The following Advisory Council members attended the February 4 meeting (all those not present were absent with excuse—many were snowed in): Vern Loveall, San Joaquin; Joe Johnson, Coast Valleys; Leroy Adams, Pipe Line Operations; Richard Bidinost, San Jose & City of Santa Clara; Willy Denninger, A.C. Transit & East Bay Municipalities; Jim Dorman (Alternate), East Bay & Material Control; Landis Marttila, San Francisco & General Office; Grover Day, Stockton & City of Lodi; Will Nunez, Regional Transit; Paul Hathaway (Alternate), Pacific Gas Transmission Company; Will Rodriguez, Shasta; Jay Killgore, Sierra Pacific Power Company; Skip Harris, DeSabra; Michael Brady (Alternate), Drum; Al Knudsen, Colgate; Jack Noble, Sacramento Municipal Util-

ity District; Richard Perry, Department of Energy/Bureau of Reclamation; Michael Graggs, Citizens Utilities Company of California; Olivia Mercado, Clerical-At-Large; Paul Dubois (Alternate), Tree Trimmer Companies; Shirley Roberts, S.F. Vice President and Comptroller; Duane Bartlow, Irrigation Districts; Terry Linebarger, CATV Operating Companies; Larry Wood, North Bay.



Will Nunez gives his report.



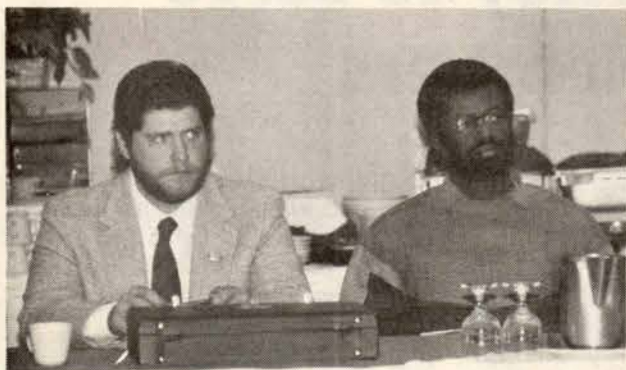
Landis Marttila and Olivia Mercado are sworn in.



Left to Right: Kathy Tindall, Barbara Symons, Howard Stiefer



Left to Right: Ron Blakemore, Mike Davis, Lyman Morrison, and Jim McCauley.



Paul Dubois and Michael Graggs.



Shirley Roberts.



Al Knudsen.



Left to Right: Grover Day, Duane Bartlow, Rich Perry, Jay Kilgore, and Joe Johnson.



Rich Bidinost, Leroy Adams, Will Rodriguez, Will Nunez, and Skip Harris.

Photos: Jenny Lipow

Scholarship applications

Al Sandoval Memorial Competitive Scholarship

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

1. The grant will be as follows:
\$500 per year, up to four (4) years, as long as a "C" (2.0) average is maintained, and a parent maintains membership in good standing in Local Union 1245.
2. In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted, or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in 1989. A copy of your diploma or a letter from your high school stating that you will graduate in 1989 must be attached to your scholarship application.
3. The scholarship grant will be made only to that candidate who intends to enroll full time in any college certified by their State Department of Education and accredited by the local accrediting association.
4. Applications may be secured by addressing the Recording Secretary of Local Union 1245, or by calling the Union office, or by using the form printed below.
5. Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.
6. All applications shall be accompanied by a written essay, not to exceed five hundred (500) words, on the subject designated by the Executive Board.
7. Essays should be submitted on 8 1/2" by 11" paper, on one side, preferably typed and double spaced, with applicant's written signature at the conclusion of the essay.
8. Applications and essays must be mailed to IBEW Local Union 1245, P.O. Box 4790, Walnut Creek, CA 94596, by registered or certified mail only, and be postmarked no later than **Monday March 6, 1989**.
9. Each year the scholarship shall be presented at the Advisory Council meeting in May; the judge and a guest and the recipient and parents shall be invited, at Local Union expense, to present and receive the scholarship award.
10. A suitable trophy or plaque shall be purchased by the Local Union, at a cost not to exceed \$75, to be presented to the scholarship recipient.

NOTE: THE TOPIC FOR THE 1989 AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP ESSAY IS "IS THE NEW GENERATION OF UNION MEMBERS DEMOCRAT OR REPUBLICAN?"

The following two questions are to be answered in the essay:

1. What have you seen and learned about labor during your school years?
2. What do you think should have been taught?

APPLICATION FOR THE AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP

Sponsored by

LOCAL UNION 1245

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

P.O. Box 4790
Walnut Creek, CA 94596

Telephone
(415) 933-6060
DATE _____

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

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

ADDRESS _____
(Street) (City)

(State) (Zip) PHONE() _____

NAME OF PARENT _____

COMPANY _____

WORK LOCATION _____

I GRADUATED OR WILL GRADUATE FROM _____

HIGH SCHOOL IN _____

WHICH IS LOCATED AT _____

I EXPECT TO ATTEND _____ COLLEGE OR SCHOOL

LOCATION _____

(Candidate's Signature)

This is to certify that the above named candidate is currently enrolled as a student at _____

_____ and has or will be graduating in _____

_____, 1989.

(Official's Signature and Position)

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

and graduated during the term ending _____, 1989.

(Parent's Signature and Card Number)

Trade and Vocational School Grant

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

1. The grants will be as follows:
\$500 per year, for up to two years for two candidates, as long as a passing grade is maintained, and a parent maintains membership in good standing in Local Union 1245.
2. In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted, or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in 1989. A copy of your diploma or a letter from your high school stating that you will graduate in 1989 must be attached to your application. Additionally, a letter of recommendation from your vocational teacher, department head, or school principal must accompany the application.
3. Applications may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed below.
4. The grant will be made only to a candidate who intends to enroll full time in any industrial, technical or trade school, (other than correspondence schools) which are accredited by the National Association of Trade and Technical Schools or the Association of Independent Colleges and Schools.
5. Applications must be mailed to IBEW, Local Union 1245, P.O. Box 4790, Walnut Creek, CA 94596, by registered mail or certified mail only, and be postmarked no later than **Monday April 3, 1989**.
6. Two names will be drawn by the Judge of the Competitive Scholarship Contest from those submitting applications. These two will be recipients of the grants.
7. Checks will be paid directly to the school upon presentation of tuition bills to the Local Union.
8. Presentation of awards will be made to recipients at the unit meeting nearest his/her residence following the drawing.

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

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

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

CANDIDATE INFORMATION

CANDIDATE'S NAME _____ BIRTH DATE _____

ADDRESS _____ CITY _____

STATE _____ ZIP _____ PHONE() _____

HIGH SCHOOL _____ GRADUATION DATE _____

ADDRESS OF HIGH SCHOOL _____

WHAT SCHOOL DO YOU EXPECT TO ATTEND? _____

WHERE IS IT LOCATED? _____

WHAT TRADE OR CRAFT WILL YOU BE STUDYING? _____

WHY THIS PARTICULAR SKILL? _____

CANDIDATE'S SIGNATURE _____ DATE _____

STATEMENT OF MEMBER/PARENT

NAME OF MEMBER/PARENT _____

EMPLOYER _____ LOCATION _____

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

_____, and that the Candidate will graduate from high school during the term ending _____, 1989.

Signature of Member/Parent _____ Union Card No. _____

This is to certify that the above named Candidate is currently enrolled as a student at _____ and has or will be graduating in _____, 1989.

(Official's Signature and Position)

APRI Chapter to honor McNally

Local 1245 Business Manager Jack McNally is one of three people scheduled to be honored at the second annual testimonial dinner of the Contra Costa County Chapter of the A. Philip Randolph Institute (APRI) on Saturday, March 4 at the Concord Holiday Inn.

In addition to McNally, the dinner will honor Lucille Johns, American Federation of Government Employees (AFGE) Local 1122 and Pete Guidry, program coordinator at UC Berkeley's Labor Center. Supervisor Sunne McPeak of Contra Costa County will be the keynote speaker.

Tickets are \$30 each and are available through Don Hightower, state APRI coordinator and field representative for the California Labor Federation, at the Federation offices, 417 Montgomery St., San Francisco 94104, (415)986-3585.

CLUW convention a big success

Three Local 1245 members attended the Fifth Biennial Convention of the Coalition of Labor Union Women (CLUW) in Seattle November 17-20, 1988.

Millie Phillips, Executive Board Member Kathy Tindall, and Assistant Business Manager Dorothy Fortier were among over 1,000 participants in the convention, the largest in CLUW's history. The Local 1245 leaders were also part of the largest delegation to the convention ever sent by IBEW affiliates.

CLUW President Joyce Miller, who is also a member of the AFL-CIO's Executive Council, told the delegates that it was up to people like them—not President George Bush—to “define what is necessary to make the U.S. a “kinder, gentler nation.” She pledged that CLUW would “continue to struggle for the things women workers and families need.”

Convention delegates addressed a wide variety of issues, including a legislative agenda to pass the Federal Family and Medical Leave Act, comprehensive child care, a higher minimum wage, minimum health-care coverage, “right to know” laws



Local 1245 Delegates at Seattle CLUW Convention: (left to right) Millie Phillips, Kathy Tindall, Dorothy Fortier

and other workplace safety protections, and pay equity.

Several CLUW programs have been scheduled for the coming year,

including six one-day conferences on “Bargaining for Our Families,” and conferences on pay equity and substance abuse.

CALENDAR

February 14	Chico Pin Dinner
February 17	Eureka Pin Dinner
February 21	Executive Board
March	Nominations for Local Union offices
March 4	Bakersfield Pin Dinner
March 4	Contra Costa Chapter A. Philip Randolph Dinner
March 11	Stewards' Conference, Sacramento
March 11	Sacramento Pin Dinner
March 17	East Bay Pin Dinner
March 17	Retirees' Club Dinner (Installation of Officers)
March 18	Stewards' Conference, San Jose
March 18	San Jose Pin Dinner

Coalition of Labor Union Women
San Francisco Chapter
presents

Images of Women at Work in Film and Video

Saturday, March 11

11 a.m. to 5 p.m.

MEBA Hall

340 Fremont Street

San Francisco

Easy access from BART, A.C. Transit and Muni
Offstreet parking available
Child Care provided

Scheduled guest speakers include Lynn Childs, who was featured in the film “Rosie the Riveter,” one of the day's features; labor activist Bill Bailey, veteran of the Abraham Lincoln Brigade, is also slated to appear.