

PG&E members vote yes on general wage increase

The wage settlement offer presented to IBEW 1245 PG&E members has been accepted by both the Physical and Clerical bargaining units.

The voting was a result of the negotiations that occurred in 1987 when the settlement package included a wage reopener to occur in the third year of a three year contract.

The bargaining committee started to work on Tuesday, September 26, 1989, where they read and considered all the proposal submitted by members at Unit meetings. After many hours of work they were ready to meet with PG&E. That first meeting occurred on October 10, and negotiations progressed rapidly until the conclusion on November 21, 1989.

Members receive a General Wage increase of 3.5%. It goes into effect on January 1, 1990 and applies to all Physical and Clerical employees.

They also receive a one percent performance bonus. It will be paid to all Physical and Clerical employees on

February 28, 1990. Everyone who is employed by PG&E in 1989 and actively on the payroll on January 2, 1990 or who return to the active payroll in 1990 will receive the payment. It will be based on the employees gross income

(as reported on the W-2 form) but will not be applied to pension bands or 401k savings fund plan.

The ratification results for Physical members were 12001 eligible to vote, 6967 votes received, 3703 voting

yes and 3243 voting no. The ratification results for Clerical members were 3516 eligible to vote, 2081 votes received, 1544 voting yes and 531 voting no. ■

1990 PG&E premium pay announced

Local Union 1245 and Pacific Gas and Electric Company have announced new hourly premiums for shift and relief employees in the Physical and Clerical bargaining units. The premiums are based on the 1990 weighted average straight-time hourly rate of \$18.16.

The shift premiums are: Second Shift \$.82, Third Shift and Sunday \$1.63, Sunday Second Shift \$2.45, Sunday Third Shift \$3.26 and Relief Premium \$18.04

The Nuclear Premiums are: Nuclear Auxiliary Operator \$1.79, Certified Fuel Handler \$2.18, Reactor Operator License \$2.61, Senior Reactor

Operator License Premium \$3.26 and Senior Reactor Operator License Premium for Senior Control Operator at DCP \$4.24.

The 1990 daily remote reporting expense allowance for the employee reporting to an assembly site less than

15 miles from the regular headquarters will be \$10.75. The employee who report to an assembly site 15 miles or more from the regular headquarters will receive daily a remote reporting expense allowance of \$15.50. ■



Photo: Kua Patten

Darrel Mitchell, Senior Assistant Business Manager; Tom Dalzell, Staff Attorney and Jack McNally, Business Manager, discuss random drug testing. See PAGE 6 & 7 for an update in "Random drug testing put on hold at Diablo Canyon"

Modesto Irrigation District employees praised

The employees of the Modesto Irrigation District were commended for their exemplary performance during and after the October 17, 1989 earthquake. The Board of Directors of the Modesto Irrigation District, on October 24,

1989, passed Resolution 89-157 which noted the efforts of those who worked hard, voluntarily joined together, came to work early and stayed late and helped restore service to the Modesto Irrigation District and the customers it serves. ■

Union denounces Lineco increase

December 28, 1989

Matt Frazer, Chapter Manager
Western Line Constructors Chapter
of National Electrical Contractors Association
8184 South Highland Drive, Suite C-2
Sandy, Utah 84093

Dear Mr. Frazer:

After conferring with legal council we have been advised that the Lineco Trust Agreement does not allow for an interm increase in the Health and Welfare plan. Therefore, we are requesting that the contractors not deduct the \$.25 from any IBEW Local Union 1245 employee's check.

Thank you for your cooperation in this matter.

Sincerely,
/s/Ron Fitzsimmons
Assistant Business Manager



INSIDE

IBEW Founders' Scholarship Page 2

Random Drug Testing Page 6-7

PGT Votes on Wage Package Page 8

Tree Trimmers Negotiations Page 8

Citizen Utility Rejected Contract Offer Page 8

Sierra Pacific Restructuring Page 9

Changes in Workers Benefits Page 10

Local Union Scholarships and Grants Page 12

CALENDAR

February

3 - Advisory Council

4 - Advisory Council

10 - San Francisco, Peninsula, and Skyline Divisions and General Office Shop Stewards' Conference

UTILITY REPORTER

January 1990
Volume XXXIX
NUMBER 1
CIRCULATION: 24,500

(415) 933-6060

**Business Manager
& Executive Editor**

Jack McNally

President

Howard Stiefer

Executive Board

Jim McCauley

Ron Blakemore

Barbara Symons

Michael J. Davis

Kathy F. Tindall

Andrew G. Dudley

Treasurer

E. L. "Ed" Mallory

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

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

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

Single copies 10 cents, subscription \$1.20 annually.

Have you moved lately? If so, please send your complete new address and your social security number to the *Utility Reporter*, P.O. Box 4790, Walnut Creek, CA 94596



IBEW Founders' Scholarship

The International Brotherhood of Electrical Workers has announced that it is now accepting applications for its 1990 Founders' Scholarship. Each scholarship is worth \$3,000 yearly for up to four years of undergraduate study.

The IBEW offers to its members a maximum of 12 scholarships annually for university studies leading to a degree in the fields which contribute to the improvement of the electrical industry. They will be granted to qualified candidates from all branches of the IBEW on a competitive basis.

The scholarships are open to IBEW members who have been in good standing for at least four years by the time

they begin college study. Dues must have been paid to a local union with no withdrawal period during this period of time. These scholarships are available to members who have not received a bachelor's degree. It is also required that apprentices shall have completed a full formal apprenticeship as established in their trade and area.

Applications must be submitted to the IBEW Founders' Scholarship Selection Committee at 1125 - 15th Street, N. W., Washington, D. C. 20005 on official application forms. The forms must be received by the Scholarship Selection Committee by February 23, 1990. Additional information and application forms are available from Fran Zamora, P. O. Box 4790, Walnut Creek, CA 94596 or Phone (415) 933-6060.

The IBEW Founders'

Scholarship honor a small group of skilled and dedicated wireman and linemen who, in

November 1891, organized the International Brotherhood of Electrical Workers. ■

UMW and Pittston reach tentative accord

The United Mine Workers Union and Pittston Co. reached a tentative agreement that could end a bitter nine-month strike.

The new contract, agreed to by negotiators must be ratified by 1,900 striking miners in Virginia, West Virginia and Kentucky.

Both Pittston and the UMW have agreed to secrecy until strikers at Pittston's can vote on the pact. The Union expects the vote to take place by the middle of January and feel confident that the membership will be happy with the

settlement.

Wages were never an issue in the strike, which began in April. Instead, Pittston sought to cut cost through work-rule changes and by reducing health insurance coverage by dropping out of the multiemployer health and pension funds that cover miners.

The strike has been a rallying point for organized labor, whose leaders say that other coal companies would also refuse to pay into a benefit plan if Pittston's attempt to stay out holds up in contract talks. ■

LETTER TO THE EDITOR

Dear Mr. McNally,

Thank you for giving me the opportunity to attend the "Women in the Work Force" conference sponsored by the California Labor Federation, AFL-CIO. It was a great event and Gloria T. Johnson, National Treasurer, Coalition of Labor Union Women, gave a wonderful keynote address. She spoke about many things I didn't realize the union was involved in.

Of the six workshops given, the ones on Video Display Terminals (VDT'S) and Child Care were the most important to me. Since I sit in front of a terminal all day, it is my hope that the Union keeps us informed on new State and Federal legislation regarding VDT'S and the medical problems associated with them. I would be happy to work on any focus group in this area. I am also aware that Child Care is a continuing problem for many working mothers and consequently there is a lot of legislative action concerning this. It is my hope that we continually be informed so that we can write our local representatives to voice our opinions on the many Child Care bills proposed.

In closing, I would like to thank you again for the chance to attend this very informative conference and I hope I will be able to attend others in the future.

Sincerely,

/s/ Jane A. Carpignano

Seventy-five years ago

IBEW Locals in the far-western United States are hardly Johnny-come-lately's when it comes to opposing alcohol abuse. Recently, public attention has focused on drinking and drug use on the job, but in the early days of the IBEW, union locals expressed equal concern about the effect of drinking on union business.

In 1914, for example, IBEW Local Union 6 in San

Francisco included three separate warnings about drinking in its Working Rules.

"Any person entering a meeting of this Union while under the influence of liquor," the Rules declared, "shall be immediately ejected and, if he be a member of this Union, shall be fined not less than \$1.00, and this fine cannot be remitted."

Foremen and inspectors,

meanwhile, were sternly warned that they risked similar fines if they permitted intoxicated members to enter meetings.

These were steep fines — since wages for Local 6 members in this period varied from \$2.50 to \$5.50.

It's clear that drinking was far from a laughing matter for the union. This, of course, remains as true now as ever. ■



Dora Carone, Unit 3318 Elko, Nevada; Karolyn Pullman, Truckee, California; Janice Anderson Unit 3311 Reno, Nevada; Kathy Tindall, Unit 3311 Reno, Nevada and Betty Newberry Unit 3311 Reno, Nevada attended the Northern Nevada Central Labor Council and Building and Construction Trades Council of Northern Nevada Christmas Party on December 9, 1989.

Governor Deukmejian attacks labor

Previous articles in this paper have shown how present Republican Governor, George Deukmejian has axed away at the rights and benefits of the workers in this state. The letter below is from John F. Henning, Executive Secretary-Treasurer, California Labor Federation, AFL-CIO. It explains how the Governor wants to attack you again with prison labor. Consider his action and write your representatives.

Dear Sisters and Brothers:

As you know, the Deukmejian Administration is obsessed with the idea of destroying a 110 year state constitutional worker protection that prevents California em-

ployers from hiring prison labor for company profit.

The Governor this year sought to activate his anti-labor concept by means of Assembly Constitutional Amendment 11, authored by Assemblyman William Baker, a Republican from Contra Costa County whose labor record is 90% bad over a period of six years in the Assembly.

Fortunately, ACA 11 was blocked by Democrats refusing to join with Deukmejian's Republicans.

However, on December 4 of this year, the Governor changed tactics and submitted an initiative on convict labor to Attorney General Van De Kamp requesting that title and summary of the measure be prepared for placement on the November ballot.

Among other anti-worker provisions, the Governor's initiative would:

1. Legalize the hiring of inmates of state prisons by private employers. It would thus overturn the convict labor provision of the state constitution adopted in 1879.

2. Extend the hiring of prisoners by private companies to county jail inmates.

3. Allow county jail prisoners to work for various kinds of private enterprises beyond the confines of the jails.

4. Provide that employers could use convicts as strike-breakers.

5. Legalize wages below prevailing rates in the community by stipulating that the employer hiring the convicts need only pay the wages given to his or her workers in the private sector. This means that non-union, minimum wage employers would simply pay the minimum wage despite the prevailing community wage for machinists, carpenters, white collar workers or whatever occupation might be involved.

6. Provide that employers using convict labor would benefit from a tax write-off and enjoy minimal rental costs for their shop operations, whether for pre-fab construction or metal work or computer work for airlines, banks or insurance

companies.

7. Remove obligations of employers of convict labor to pay for workers' compensation insurance, unemployment insurance, vacation pay, social security, health and welfare benefits or retirement pensions.

The prisoners, themselves, would be a captive labor force working under armed guards. They would have no right of grievance protection and would be at the mercy of the companies using their labor.

While the Governor has on one hand introduced his initiative, representatives of his Department of Corrections are saying that the initiative filing is a mere political device and that the Governor will withdraw his violently anti-worker initiative if labor will swallow the only slightly less destructive provisions of Assembly Constitutional Amendment 11. This would allow the Governor to have the initiative measure approved by the Assembly and Senate with the blessing of both Republicans and Democrats.

The Governor would thus be free of the need to put the measure on the ballot as a Republican vehicle requiring 595,485 signatures for placement.

It makes little difference to free workers whether their rights are violated by ACA 11 or the new constitutional device of the Governor. In either case, it is rotten.

Since the Governor may very well decide to revive ACA 11 during the first or second week of January, it is imperative that you write at once to your Democratic Assembly Members and Senators, strongly urging that they vote against the Deukmejian proposal.

There is no point in writing to the Republicans in either house. The Governor has them in his pocket.

Fraternally,

/s/ John F. Henning

Executive Secretary
Treasurer

POINT OF VIEW

Attitude for the nineties

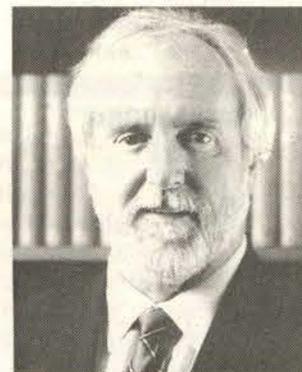
Jack McNally, IBEW 1245 Business Manager

Three years ago we negotiated a contract with PG&E which was ratified by the membership. As a result of that action, we returned to the bargaining table to negotiate the third year wage reopener which has been accepted by the members.

The parties also agreed at the outset of this three year agreement that they would negotiate for increases in benefits for the current retirees and those employees currently on Long Term Disability.

The Company and the Union did have a meeting to discuss increases for these employees and retirees. However, at this initial meeting the Company basically refused to agree to any increases, at this time. They stated that while they were sensitive to retirees and LTDers, they felt that retirees and LTDers had done pretty well and that they would probably have to deal with the issue in 1990 general bargaining. The meeting ended with the parties agreeing to possible future talks, but no date was set.

The history and practice of granting increases shows that in the past the Company did agree to provide increases to Retirees and LTDers on a fairly regular basis. In fact, increases of varying amounts, depending upon how long retired or on LTD, were negotiated to be effective four different times during the eighties. The last two increases were two years apart and the last increase was effective in December of 1986, over three years ago.



In our last general negotiations, over two years ago, Local Union 1245 proposed increases for these groups and the Company proposed to bargain the issue at the same time as the wage opener. Now they suggest to deal with the issue in 1990 negotiations.

In our modern history, when the parties agreed to negotiate or discuss issues on an interim basis the process was fruitful, to a degree, so, it was surprising and startling that PG&E would take this position. However, on second thought, it's not so surprising when the new corporate culture and market driven approach is considered. Apparently the retirees and LTDers have no place in the efficient, productive, value added, corporate culture excellence world of PG&E. The apparent attitude is that retirees and LTDers do not produce anything for the Company, therefore no reward.

In the past the Company has been decent and responsive to the needs of the retired and disabled. We would hope for the same consideration in the future. Right now, however, it's NO! to the retired and the disabled.

In Unity,

Jack McNally

APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

Wage and Ballot Committee

- Stephanie Bock
- Robert C. Fairbanks
- Daniel E. Fuller
- Patrick Gates
- Gerald Giordano
- Frank Kenney, Jr.
- Hans P. Luedtke
- Robert McCormack
- Darryl Norris
- Ken B. Richards
- Norma Ricker
- Gary Surfus
- Rod Trunnell
- Sandra Weeks

PACIFIC GAS AND ELECTRIC COMPANY

Computer Operations Joint Training Committee

- Edward Chee

CENTRAL LABOR COUNCILS

Northern Nevada Central Labor Council

- Betty Newberry
- Stephanie Baber

How your votes...

The Local Union holds many elections throughout the year using a mail in ballot procedure. When you receive a ballot you are to clearly mark the voters card as instructed. Then, place the marked card in the unmarked envelope, seal the envelope and place it in the self addressed, postage paid, return envelope. Seal the return envelope and write your return address on the upper left front of the envelope. Mail promptly.

The accompanying photo's illustrate what happens to the ballot after it is deposited in the Walnut Creek Post Office Box by postal workers.

After counting, the inner envelopes, outer envelopes and ballots are sealed in separate boxes and stored in a secure place for 5 years.

You can see that this process is very involved and can take a long time but your vote does get counted unless...

• You have an invalid outer envelope which includes:

1. Voting twice
2. Coded label removed
3. Non-member voting
4. Membership eligibility cannot be verified

• You have an invalid ballot which includes:

1. Two ballots in one envelope

2. Voting in both Yes and No boxes
3. Not marking either Yes or No box
4. Marking ballot in a such a manner that it is impossible to determine how you voted
5. Voting on a non-official ballot
6. Voting on an incorrect ballot (ie. a ballot from an earlier election)

The process may seem complicated but it insures that you vote is counted and how your voted is kept a secret. If you would like to serve on a Ballot Committee contact your Business Representative. ■



1 Rob McCormack of Bakersfield and Darryl Norris, Judge of the Ballot Committee of Sacramento unlock the mail box at the Post Office and remove the ballots at 10 am on the day of counting.



Photos: Kua Patten

2 Gary Surfus of Antioch, Darryl Norris and Rod Trunnell of Burney remove the ballots from truck after being transported from the Post Office.



3 Hans (Pete) Luedtke of San Francisco separates ballots into Units using the coded label on the back of the outer envelope. Unit codes identify the member according to his employer and headquarters.



4 Rod Trunnell, Ken Richards of Salinas (partially hidden), Frank Kenney of Pentaluma and Gary Surfus place Unit ballots in Unit trays.



5 Sandra Weeks of Cupertino and Dan Fuller of San Jose take a Unit tray and arrange the envelopes in alphabetical order.

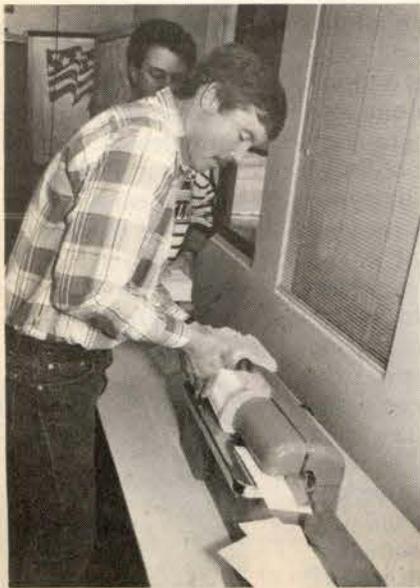


6 Sandra Weeks and Dan Fuller verify the alphabetical arranged ballots with the computer print out of eligible members which are also in alphabetical order. Not eligible ballots are not counted.



7 Ken Richards and Tess Bock of Fresno also verify the ballots with the computer print out. Once all the ballots for the Unit are verified they are counted and compared to the computer run for total sent, total received, total not eligible and total eligible.

...are counted



8 Dan Fuller (front) and Jerry Giordano of Stockton (back) open the verified outer envelope.



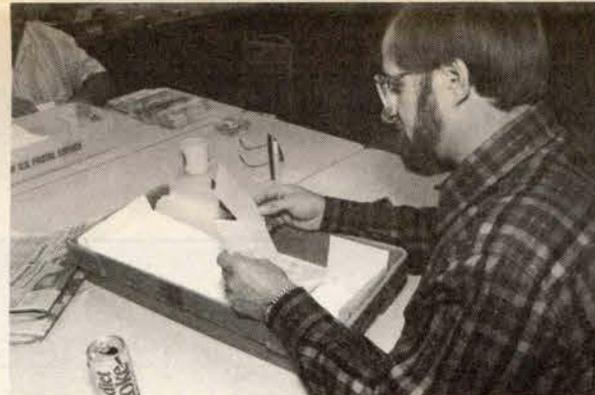
9 Tess Bock takes the opened envelope and separates the unmarked inner envelope which contains the ballot from the outer envelope. The inner envelope is placed in one stack and the outer envelope in another.



10 Rob McCormack and Norma Ricker of Vallejo also remove the inner envelope from the outer envelope.



11 Frank Kenney removes inner envelope from outer envelope.



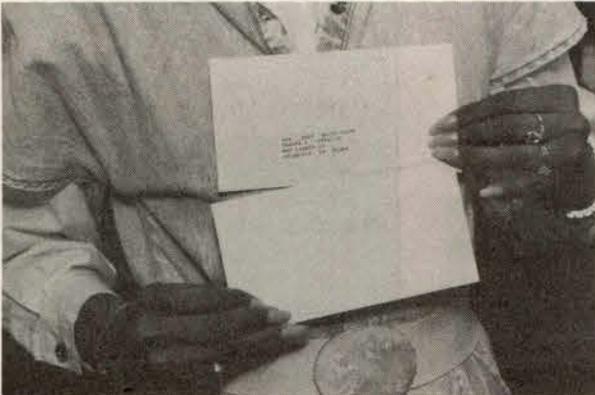
12 Rod Trunnell removes inner envelope from outer envelope.



13 Gary Surfus (front) and Pat Gates of Marysville (back) open the inner envelope that have been separated from the outer envelope.



14 Frank Kenney removes marked ballot from unmarked inner envelope. After removing the marked ballot the Yes and No votes are counted and recorded.



15 Norma Ricker shows the back of two envelopes. The top envelope has the coded label correctly attached to the back of the envelope. The lower envelope has the label incorrectly removed.



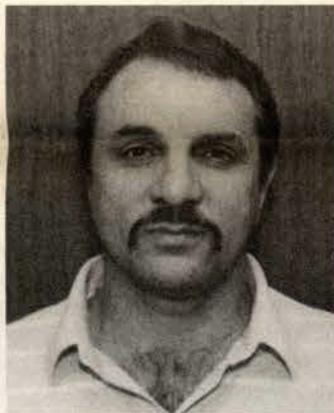
16 Norma Ricker shows the front of two envelopes. The top envelope has the coded label incorrectly removed from the back of the envelope and placed on the front. The lower envelope shows the return address correctly printed in on the front of the envelope.

Diablo Canyon workers Against random drug testing

Five of the seven Diablo Canyon employees who filed suit on December 28, 1989, to halt the implementation of random drug testing at the Diablo Canyon Nuclear Power Plant filed declarations with the court explaining why they chose this course of action. Lightly edited excerpts from these declarations follow.

Charles Rumfola

I'm 47 years old, and I've worked as a Maintenance Machinist at Diablo Canyon since 1983. Before that, from 1962 to 1983, I worked as a Machinist in several power plants — including the San Onofre Nuclear Generating Station — for the Southern California Edison Company and Pacific Power and Light.



I was not told when I hired on at PG&E that my continued employment would be contingent on my participation in a random drug testing program, and in my six years at Diablo Canyon I have never seen another employee use drugs or alcohol on the job. If members of the Mechanical Maintenance Department were to report to work under the influence of drugs or alcohol, I believe they would be detected almost immediately. Given the extremely precise nature of our work, which is usually calibrated to the one-thousandth of an inch, the quality of our work would almost immediately reveal any impairment.

The eye-hand coordination required to work on a crew in the plant is somewhat less exact, but even so, alcohol or drug intoxication would be readily apparent to other crew members and to the

foremen who regularly check our work.

In my six years at Diablo Canyon I have never been accused of being under the influence of drugs or alcohol. Although I don't use drugs and drink rarely if ever, and although I do not condone any employee coming to work under the influence of drugs or alcohol, I am opposed to random testing for several reasons. The main reason is the chance of a false positive. I'm not afraid

of a true positive, but, because no drug testing procedure is 100% accurate, I am afraid that my job and future could be in jeopardy because of an error in the laboratory.

Also, if there is no just cause to test an employee, I don't think that the

mere fact that the employee works in a nuclear power plant should mean that that employee loses his constitutional rights.

Joseph Lykes



I'm 35 years old and I've worked at Diablo Canyon as a Chemistry and Radiation Protection Technician since I signed on with PG&E on January 14, 1985. I held a similar position with a nu-

clear power plant in Washington from 1981 to 1985 and, prior to that, from 1978 to 1981, I worked as a Health Physics Technician for Westinghouse. For six years before that I was in the United States Navy and was involved in the Navy's nuclear power program.

Critical aspects of the work of Chemistry and Radiation Protection Technicians are subject to second-check and sometimes third-check. Our chemistry work is highly monitored and our radiological work is subject to mandatory review by our foremen, so that any employee who reported to work impaired by drugs or alcohol would certainly be detected — either by plant security, by supervisory personnel, or through the second-check and quality control proce-

dures which govern all our work.

I do not use drugs or drink and I do not condone any employee reporting to work under the influence of drugs or alcohol, but I still oppose random, suspicionless testing. I believe that as an American citizen I have certain inalienable rights which thousands of my countrymen have died to preserve over the years. One of these rights is the right to be free from this kind of illegal search. Also, I feel that we as nuclear power workers are unfairly ostracized and that somehow our constitutional rights are being treated as less important than those of most citizens; but the safeguards that are built into a nuclear power plant are so extensive that this type of attack on our rights is not warranted.

Terence Wesley

I'm 45 years old and I've worked at Diablo Canyon as a Control Technician for the past year. Before that I spent seven years in the same capacity at the Shoreham Nuclear Power Plant in Shoreham, New York. I have an A.S. degree in electronics.

In my eight years in com-



Photos: Kuan Palten

Judge issues temporary restraining order Random drug testing put on hold

Judge Thelton Henderson of the District Court for Northern California issued a restraining order against Pacific Gas and Electric on December 29, 1989, temporarily blocking a company plan to begin random drug testing at the Diablo Canyon Nuclear Power Plant. This order was issued in response to a complaint filed the day before by IBEW Local 1245 attorneys on behalf of seven Diablo Canyon employees, six of whom belong to Local 1245 and one of whom belongs to ESC (the Engineers and Scientists of California). Judge

Henderson also instructed PG&E to appear before Judge Fern Smith on January 10 "to show cause, if any, why PG&E...should not be enjoined" permanently from instituting random drug or alcohol testing at the Diablo Canyon plant.

"We're not sure how all this will turn out," staff attorney Tom Dalzell observes. "The restraining order is a step in the right direction, but even if Judge Smith grants us a preliminary injunction the company can still appeal. And what would happen at that point is anybody's guess."

"We filed this complaint because the workers at Diablo Canyon feel violated by

the random testing. In our opinion, random testing at Diablo Canyon is unconstitutional. This suit will help clear that up."

Constitutional issues

PG&E and the Local Union had been negotiating over drug testing for several months when the suit was filed.

"We had reached an impasse," Dalzell recalls. "The turning point came in mid-December when Unit 1220 (Diablo Canyon) met to review the company's proposal. At that point a strong sentiment was expressed that random testing should be stopped legally, for three

Workers speak out on random testing

commercial nuclear power work as a Control Technician, I have never seen a substantive mistake which was not caught through the multiple-check procedures used by the industry. These procedures are extremely rigid and require the independent verification of virtually all work by multiple parties.

I do not drink alcohol or use illegal drugs, and in my year at Diablo Canyon I have never been accused of being unfit for duty — nor have I ever seen *any* employee under the influence of drugs or alcohol on the job at Diablo Canyon. I doubt that we could escape immediate detection if we were to report to work intoxicated. The first thing we do every day is meet the foreman for 45 minutes to lay out our day's work. Any impairment would

be obvious, even to untrained observers. And the careful scrutiny that the Operations Department gives to our work also serves as an effective deterrent.

I'd willingly submit to an anonymous random test as part of a statistically-significant sample to demonstrate that there is no drug or alcohol problem at Diablo Canyon, but otherwise — until a dangerous problem is proven to exist — I believe that random testing is a violation of my constitutional rights.

Steven Hiatt

I'm 40 years old and I started working for PG&E in 1972. In 1975, after working at Diablo Canyon for a year, I joined the Merchant Marines. In 1978 I returned to

work at Diablo Canyon. Since 1981 I've been a Senior Control Operator.

I've worked at Diablo Canyon for its entire history as an operating plant.

As a Senior Control Operator, I'm licensed by the NRC and I coordinate and direct the activities of Auxiliary Operators, Assistant Control Operators, and Control Opera-



tors, both inside and outside the plant, through all phases of operation. I believe that our high operating standards ensure that PG&E management would immediately detect any employee who is unfit for duty. Employees entering the plant are searched by trained security personnel. Additionally, we've all received training on substance abuse and behavioral observation. All Operators spend 20% of the time in training, including operational testing. All licensed staff are subject to an annual requalification examination.

This constant training and testing results in good plant operating practices and an inherently safe operating atmosphere in which any deviation from normal performance would be immediately detected and addressed.

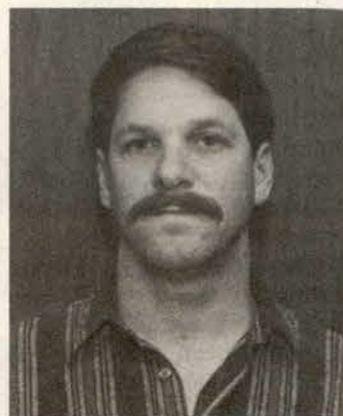
In my entire career at PG&E, I have never been accused of being unfit for duty or of abusing drugs or alcohol. I do not use any illegal drug, and I drink alcohol only moderately. Nevertheless I oppose random drug testing for several reasons:

First, I'm concerned about the possibility of a false positive.

Second, I feel that the negative effect on plant morale would exceed any possible gains.

And third, I see random drug and alcohol testing as an unwarranted invasion of my privacy.

Kevin Moore



I'm 37 years old and I've worked for PG&E since July, 1985. I've been employed as a Materialsman at Diablo Canyon since January, 1987, when I was forced to transfer here to remain employed by PG&E. I was given a pre-employment drug test when I was first hired, but I was not told that I'd be subject to random urine sampling as a condition of continued employment.

The work of Materialsmen is highly supervised and scrutinized by the plant. The largest shift is the day shift, which employs about 20 of us. These 20 Materialsmen are directly supervised by five management supervisors, and there are also three or four lead employees whose job is to monitor the work of the other Materialsmen. In addition, we currently do 12 minutes of stretching exercises every morning before work. I believe that a Materialsman who was even slightly intoxicated or impaired would show that impairment after only a few minutes of stretching.

In my three years at Diablo Canyon, I have never seen any employee use drugs or alcohol on the job, and have never seen any employee whose work was impaired. I oppose random testing for several reasons. I've made a personal decision to abstain from all drug and alcohol use, which means that the only positive result from my urine would be a false positive. I am aware of the possibility of false positives, even in a well-run laboratory, and I have nothing to lose from a random drug testing program.

I cannot give either PG&E or the public a safer me than the me that reports to work every day, and I am not willing to sacrifice my right to be free from random drug tests that could wrongly cost me my job, future, and reputation. ■

...old at Diablo Canyon

main reasons: first, that random testing doesn't truly measure fitness for duty, since you can test positive even if you've been drug-free for a week; second, that there's a danger of false positives; and finally, that we're supposed to be constitutionally protected by the Fourth Amendment against any 'unreasonable search and seizure'."

"Random testing is very much an unreasonable search. It's an invasion of privacy, and a clear blow to the principle that you're innocent until proven guilty. That's what bothers us most. That's the main reason we're suing

at Diablo Canyon."

What next?

Union attorneys are also studying the feasibility of pursuing similar litigation at Rancho Seco. "I consider these lawsuits important," Dalzell concludes, "since we're going into uncharted waters here."

Nationally, Local 1245 is only the second IBEW local to challenge the new random testing rules in court. The first IBEW suit (filed in Syracuse on behalf of IBEW Local 2032) is still very much up in the air. Local 2032 was denied a temporary restraining order, but will seek a preliminary injunction at a hear-

ing on January 19. The results of that hearing may have a bearing on the Diablo Canyon case. ■

"We filed this complaint because the workers at Diablo Canyon feel violated by the random testing..."

Pacific Tree - Citizens Utility - SMUD

Progress in tree trimmer negotiations

A breakthrough in the Pacific Tree negotiations was registered at a meeting on January 5. "We've signed a written agreement with Pac Tree management extending the current contract on a day-by-day basis," Assistant Business Manager Orv Owen reports. "This is a good development, since management had planned to cancel the contract. Now it remains in effect" and allows the parties to continue negotiations without the threat of strike or lockout and provides our members the benefits of their collective bargaining agreement.

"Extending the contract on a day-by-day basis means that five days notice must be given if either the company or the union wants to cancel it in the future."

The next negotiating session will be held January 30.

At Arbor Tree, meanwhile, the progress of the continuing negotiations has been slowed by the death of the company's main spokesman, David Comb, who died of cancer at the age of 67 last month. When bargaining resumes on January 18 the major item of discussion will be a full contract package submitted by the Local Union.

"We're not that far apart from Arbor at this point," Orv Owen comments. "Wages are still an issue, but in other respects we've made progress."

Around and about

Citizens Utilities, soundly rebuffed last month when it submitted a weak contract proposal to the IBEW Local 1245 bargaining unit, will return to the bargaining table in Redding on January 24 and 25... GEO negotiations resume on January 16 in Santa Rosa. "We won the election," Orv Owen says, "and now we're bargaining the contract from A to Z — and we're making progress"... The Multivision Negotiating Committee will draft a complete counter to the company's proposal on January 12 at the IBEW headquarters in Walnut Creek... Sierra Pacific has entered into discussions with Local 1245 attorney Jane

Brunner and Business Rep John Stralla over the vexed issue of drug testing. Sierra Pacific, like many other utilities, is attempting to comply with the Department of Transportation's new random drug testing regulations.

SMUD rethinks its plan to reorganize construction

"We just had a meeting yesterday," Assistant Business Manager Ron Fitzsimmons reported on January 4, "and it appears that we're on the way to resolving the problem SMUD had posed

for us in the construction department. We've now convinced them to reconsider their plan to redefine the positions in the construction department, and we're entering a 'meet and confer' phase on this issue."

SMUD had unveiled a plan to significantly redefine the jobs in the construction department in such a way that all 37 IBEW members on the property would have been compelled to pass entry-level qualification exams to remain on the payroll.

"They planned to have the same number of people do

the same total volume of work," Fitzsimmons says, "but they wanted people to do different packages of tasks than they do now. The idea, they said, would be to diversify employee responsibilities, so that SMUD construction workers would no longer be so 'narrowly specialized'. We see the whole matter differently, of course, and they're now meeting and conferring with us in an effort to resolve our differences."

The next meeting with SMUD management will be held on January 10. ■

Kathy Maas joins IBEW staff

Kathleen Maas, a former State of California Department of Industrial Relations, California State Mediation/Conciliation Service Mediator has joined the Local Union as a business representative. Kathy will take PG&E's San Francisco General Office as her assignment area. She will represent both Clerical and Physical employees and will replace Gwen Wynn who has decided to return to PG&E after her leave of absence.

Kathy who lives in San Francisco has been a mediator since 1985. She worked in Southern California since September 1987, mediating labor disputes in the Public Sector and the California Public Schools. Grievance mediation was also included in her routine.



Photo: Kua Patten

Kathy chose Local 1245 because, "I am a labor person, and (Local 1245) is the kind of place to gravitate. I like representing the employees and working people."

Kathy was a former delegate to the Contra Costa Central Labor Council and be-

longed to the Richmond Federation of Teachers Union, Local 866, until she moved from Contra Costa County to San Francisco in 1979. She is a former teacher with the Richmond Unified School District and has worked as an Apprenticeship Consultant where she helped develop, promote and assist apprenticeship programs in the San Francisco Bay Area. In addition, she was a Senior Apprenticeship Consultant for the State of California, Department of Industrial Relations.

Kathy has a B.A. degree from Sacramento State College and teaching credentials from The University of California, Berkeley. She is married and has 6 step children.

Welcome to Local Union 1245, Kathy. ■

New Business Rep, Landis Marttila

Landis Marttila, a Local Union 1245 activist, has joined the IBEW 1245 field staff as a Business Representative. Landis will take the area presently serviced by Dean Gurke as his assignment. He will work with Pacific Gas and Electric Co. Clerical and Physical employees and Davey Tree.

Landis, a California native, has worked for PG&E as a Gas Helper, Lineman and Electric Crew Foreman. He also spent two years as a Tree Trimmer for Davey Tree.

Landis, as a Shop Steward and Advisory Council Member, has always been ready to take on Union Issues and has earned the respect of his

peers. He has served as a member of the Division Joint Grievance Committee, Rubber Gloving Committee and PG&E 1989 Wage Negotiat-



Photo: Kua Patten

ing Committee as Local Union 1245's representative.

"I think the Union serves an important function in protecting our job security, safety and dignity. I want to assist in advancing the goals and ideals of the Union. I feel that it is possible that I can serve the Union," Landis told the *Utility Reporter*.

Landis believes that Perry Zimmerman originally got him thinking about joining the staff when Perry was Business Representative in San Francisco. That feeling was solidified when he coordinated the IBEW Child Care Survey in San Francisco where he saw the assistance

Tentative PGT wage settlement reached

A tentative wage settlement between Pacific Gas Transmission Company and IBEW Local 1245 was reached on November 28, 1989. The proposal is in two parts — a 3.5 percent general wage increase and a one percent bonus.

The base wage increase. If ratified by Local 1245 members the basic wage rates established for January 1, 1989, in Exhibit A of the Clerical Agreement and Exhibit A of the Physical Agreement will be increased by 3.5%. Weekly rates will be rounded to the nearest \$0.05. The effective date will be January 1, 1990.

The bonus. This is a one time performance bonus given to the employees because of their contribution to the Company meeting its overall goals in 1989. It is due to be paid to all employees actively on the payroll on January 2, 1990, or those employees who return to the active payroll during 1990 and is equal to one percent of each employee's 1989 gross income as reported on the W-2 form. The bonus payment and any retroactive payment shall be made by February 28, 1990, in a separate check.

The Company and the Union will also form a non-binding committee to review and explore non-traditional pay concepts.

The ratification ballot was mailed on December 27, 1989, and must be returned to the P. O. Box no later than 10:00 a.m. on January 22, 1990. ■

that this Union can give its members.

Landis is 38 years old and has a B.A. degree in Psychology from San Francisco State University. He has a wife Barbara, a daughter Anikka and a son Maximilian. His hobbies are purchasing expensive clothes, dining at fine restaurants and jogging. "You can always pick him out in a crowd. He looks like a mafia member complete with trench coat and hat," said Ed Caruso about Landis.

Glad to have you with us, Landis. ■

Another round of restructuring

The axe fell on Sierra Pacific management on November 28, when the Sierra Pacific Board announced that the total number of company officers will fall from 17 to 11.

"There are now four fewer Vice-Presidents," Business Rep John Stralla reports. Max Jones, formerly Senior Vice-President, is now "Assistant to the President" — and no longer an officer of the company. "We're a little concerned," Assistant Business Manager Orv Owen says, "because over the years we had established a certain relationship with the company, which this could throw out of whack. We'd reviewed all the grievances with Max Jones, for example, and had developed a certain rapport. Now we'll just have to see what happens."

Thomas Robertson, who was formerly Vice-President for Human Resources, has been retitled "Human Resources Director." Two other former V-Pros have also been retitled "directors."

An ongoing process

The current round of restructuring is just the latest in a series of steps that Sierra Pacific says will give the company a new look by June, 1990.

In the next phase, according to a press release dated November 28, "Sierra will further study the number of management levels in the organization and review staffing in all departments to determine appropriateness."

"[Sierra Pacific President Austin W. Stedham] said that while the company plans no across-the-board layoffs as a result of the reorganization, individual positions will be reviewed to ensure that they are necessary and provide the maximum service to customers."

Local 1245 will continue to keep a close watch on this unfolding story and will take whatever steps are appropriate to protect its members, if necessary.

Contradictions Below

Is Sierra Pacific's present course reasonable? A glance at the main argument advanced in favor of the current restructuring casts doubt on this assumption.

A company News Release

issued on October 17 contains several patent contradictions.

On the one hand, management says that the company is following the example of other utility companies in its continuing effort to implement cutbacks at every level. They place great stress on the fact that an outside consulting firm was retained to compare Sierra Pacific to other utilities, saying that their ongoing structural changes are intended "to reflect the national evolution in the utility industry."

Yet at the same time Sierra's managers concede "the difficulty the management consulting firm had in finding companies comparable to the Nevada-based utility."

The doubtful wisdom of comparing apples and oranges seems lost on management. They seem to see no problem in imitating companies from which they differ markedly.

Strategies devised in one context are being applied by Sierra Pacific in a radically different context.

Muddy Logic

The questionable logic of this approach is clearly revealed in remarks by Sierra Pacific President Stedham, as reported in the October 17 release. Summarizing his consultant's study, Stedham notes that employee salaries are no higher at Sierra Pacific than in other western utilities and that "the cost of employee benefits is below average compared to other utilities."

So employee pay is not the source of Sierra Pacific's fiscal worries.

Meanwhile, while Stedham "stressed that the company does not foresee any immediate mass reductions in the workforce," he added that the company will nevertheless "continue efforts to control staffing through attrition."

"Despite the fact the utility serves the fastest growing state in the nation, the company has had stringent controls on adding any new employee positions for the past two years."

The wisdom of this policy is at least open to question. With an expanding consumer base and average employee pay, Sierra Pacific is cutting back. Stedham's rationale for this is that "the company's staffing

level is above average" and that new economic conditions are forcing the entire industry to retrench. But Stedham's own report puts this explanation in doubt.

Meeting Real Needs

The level of staff appropriate for one situation may not be appropriate elsewhere. Sierra Pacific is unique in many ways, and has a clear need for a relatively high level of staff.

To begin with, as Stedham reports, "Sierra Pacific

serves more than 50,000 square miles of Nevada and California — an area larger than six states. Most of the [24] other utilities in the comparison serve much smaller areas..."

Meanwhile, all of the other utilities examined serve more densely populated areas. "Sierra Pacific has only six customers per square mile of service area, while the other companies range as high as 4,700 customers per square mile..." As Stedham notes elsewhere,

"Low density has a tendency to increase the number of employees required to provide service to the same number of customers."

And Sierra Pacific provides three major services (gas, water, and electric), while most other utilities offer just one or two.

Management's policy of general staff reductions seems ill-served by its own data. A reconsideration of this policy seems to be clearly warranted. ■

SHOP STEWARDS CONFERENCES



Photos: Wayne Greer



Public Sector Shop Steward Conference



Sacramento Valley Shop Stewards Conference



1990 changes in workers' benefits

Workers' Compensation

The California State Legislature last year made far-reaching changes in the way injured employees will be cared for in California. Benefit increases are the largest in the history of the Workers' Compensation system. Here is a summary of the major benefit changes.

- Maximum weekly temporary disability benefits will increase from the present \$224 to \$266. They will rise to \$366 on January 1, 1991.
- Minimum weekly temporary disability benefits will increase from the present \$112 to \$126 over a two year period.
- Maximum weekly permanent total disability benefits will increase from \$224 to \$266. They will rise to \$336 on January 1, 1991.
- Maximum weekly permanently partial disability benefits will increase from \$140 to \$148 for those injured workers with disability ratings over 25%.
- Vocational rehabilitation maintenance benefits will increase from a maximum of \$224 a week to \$246. In addition, a timed procedure is set up to quickly identify qualified injured workers and get them into vocational rehabilitation programs and to complete the program.
- Death benefits will increase from \$95,000 to \$115,000 in cases of two or more total dependents and from \$70,000 to \$95,000 in cases of one total dependent.
- The burial allowance will increase from \$2,000 to \$5,000.
- An injured worker's waiting period for the first three days' compensation is reduced from 21 to 14 days from the time of injury.
- Minor children's death benefit payments continue until the youngest child reaches the age of 18.
- The spouse of a deceased employee will be considered to be totally dependent if the surviving spouse earned \$30,000 or less in the year preceding the death.
- Mileage allowance will increase from \$0.21 to \$0.24 per mile.
- The number of weeks of permanent partial disability benefits is increased by about 7.5% in 1990 and by about 5% in 1991.
- Employees seeking benefits are required to immediately serve notice to the employer of all on-the-job injuries.
- Claimants for mental or psychiatric injury must show a greater connection between the injury and work in order to receive benefits.
- An employee's entitlement to benefits will be determined by a medical evaluator (AME) or a Qualified Medical Examiner (QME) and the employer is responsible for the evaluation.

Unemployment Insurance

Unemployment Insurance benefits last increase in California was in 1983. This past year, Senate Bill 600 increased those benefits and tightened eligibility requirements.

- Maximum weekly benefits will increase from the present \$166 to \$190. They will rise to \$210 in 1991 and to \$230 in 1992.
- The minimum weekly benefit will increase from the present \$30 to \$40.
- To be eligible a person is required to earn \$1200 in a three month period or earn \$900 in a three month period and \$1,125 in a 12 month period.

Disability Insurance

- The maximum weekly benefit for non-work related injuries and illnesses will increase from the present \$224 to \$266.
- In 1991, the maximum benefit will increase to \$336 a week.

Union conducts VDT survey

Ron Fitzsimmons announced that Local Union 1245 is distributing a 4 page survey concerning Video Display Terminals (VDTs) and Ergonomics. Distribution will be in January.

The survey will be evaluated by the Local Union Safety Committee. It will be handed out to all members in PG&E's General Office who use VDTs on a full time basis. The distribution will be conducted by Business Representatives and Shop Stewards. In addition, there will be a random sampling of one percent of the rest of the membership who will receive the survey.

Ron said, "We need the survey so that we can better draft Legislation and

Cal/OSHA guidelines which will make the workplace a safer and healthier place."

He asks that you answer the questions as they relate to you at work and at home. He also requests that the surveys be returned to the Local Union by not later than March 1, 1990. ■



De-Ox damages blanket

A Class II electric blanket from the PG&E Templeton Service Center was discovered damaged after it was removed from an energized 21 kV line. The blanket had been in use for about one hour when blisters were noticed where the blanket had been exposed to Utilco Company, De-Ox inhibitor used on overhead connectors. De-Ox is an oxidation or corrosion inhibitor which is applied to aluminum and/or copper terminals. The personnel on site noticed that blisters had formed on the blanket.

Ron Fitzsimmons, Assistant Business Manager, recommends that if there is an alternative to De-Ox inhibitor available then use that material until full evaluation of the problems with De-Ox is complete. He also requests that if you receive any adverse effects or rashes resulting from the use of De-Ox, notify your employer immediately. ■

Catastrophic benefits

Benefits comparison

Here is a comparison of benefits and financing in the current Medicare catastrophic health insurance law and in a substitute approved by the Senate last year. The House has voted to abolish the program, and the two chambers will have to agree in the end on what to do.

HOSPITAL

Present: Full coverage after patient pays \$560 a year.
Proposed: Same.

DOCTORS' FEES

Present: Starting 1990, full coverage after patient pays \$1,370 a year.
Proposed: Pays 80 percent of charges after patient pays first \$75 each year.

PRESCRIPTIONS

Present: Starting 1991, 50 percent coverage after patient pays \$600 a year; 80 percent coverage starting 1993.
Proposed: None.

NURSING HOME

Present: Coverage for 150 days a year after patient pays daily rate of \$25.50 for eight days.
Proposed: After patient spends three days in hospital, covers 100 days per illness epi-

sode. Patient pays \$67.60 per day for 21 through 100.

HOME CARE

Present: Starting in 1990, coverage for 38 consecutive days.
Proposed: Same.

MISCELLANEOUS BENEFITS

The new plan would retain several miscellaneous benefits of current law, including impoverishment protection for spouse of an institutionalized patient; government payment for catastrophic coverage for the poor; unlimited hospice coverage; benefits for voluntary care-givers; payment for mammograms, and coverage for a few specialized drugs, such as for home intravenous use and those required for transplant patients.

SURTAX

Present: Retirees who pay at least \$150 income tax pay 15 percent surtax, up to a maximum of \$800. The rate and the maximum rise in the future.
Proposed: None.

FLAT PREMIUM

Present: Most eligible for Medicare pay \$4 a month for new coverage, rising to \$10.20 by 1993.
Proposed: Same.

No agreement with PG&E on class "A" license

On December 18th discussions with PG&E regarding a possible expansion of classifications requiring a commercial driver's license concluded without any agreement being reached.

The California Commercial Motor Vehicle Safety Program recently changed the standards and definitions of commercial vehicles. Many vehicles used by PG&E that previously had not required the operator to have a commercial license now carries such a requirement under the new law. Vehicles having a gross vehicle weight rating (GVWR) OF 26,001 pounds or more and/or a trailer with a GVWR of 10,001 pounds or are now considered as commercial vehicles. Electric T&D line trucks and Gas T&D gas crew trucks, as examples, fall within the new definition.

Many new provisions exist

that have direct impact on employees. Employers must now obtain the complete driving records of employees in jobs requiring a commercial license, extensive knowledge and physical examinations are mandatory, detailed inspections of vehicles prior to each trip, recording various information in a driver's log, and strict regulations and penalties regarding fitness for driving.

A large number of PG&E classifications have been assigned to operate the vehicles that have been upgraded to commercial status are not jobs required to possess a commercial license according to the terms of the union contract. As a result, PG&E has relied on employees to volunteer to apply for the required license. Additionally, there have been instances of employees being misled to believe they are

required to have the involved license and situations where employees have been enticed and/or threaten by various inappropriate incentives.

On December 11th, Local 1245 and PG&E commenced discussions on the possibility of adding classifications to the list of those necessary to hold the Class "A" license. Union expressed interest in

the possible expansion if agreement could also be reached on appropriate compensation for the additional skill and responsibility and also the application of a "safety net" for those employees who could not obtain or maintain the commercial license.

On December 18th, the negotiations came to a close

as Local 1245 and PG&E was able to reach tentative agreement on the "safety net" and affected classifications, but the Union was unwilling to agree to the Company's final offer of a wage adjustment. No further discussions are scheduled; however, it is expected that PG&E will raise the matter during the 1990 contract negotiations. ■

PG&E says no to disabled and retired

PG&E representatives have informed Local 1245 that PG&E is not willing to grant any increase to these individuals currently receiving pension or long-term disability payments.

In accordance with the terms of the 1987 negotiations leading to amendments to the Benefit Agreement, Local 1245 met with PG&E to

discuss adjustments to the payments currently being received by employees on long-term disability and retired participants of the Retirement Plan. However, in spite of the agreement to discuss adjustments affecting retired and/or disabled individuals, PG&E adamantly maintained the position no adjustments would be made

at this time. Company suggested Local 1245 could again pursue the subject in the 1990 negotiations, but the Company was unwilling to make any commitments.

Union's committee was reviewing this situation as this issue of the Utility Reporter went to press. ■

Need help with drugs or alcohol?

Do you think that you, a friend, or a family member may need help for a problem with drugs or alcohol? The following questions will help a person learn if he has some of the symptoms of chemical dependency. The questionnaire may be used as a rough checklist to determine whether a friend or a family member may need help.

YES NO

1. Do you occasionally drink heavily or get higher than usual after a quarrel, or when the boss gives you a hard time?
2. When you have trouble or feel under pressure, do you often drink or use more than
3. Have you noticed that you are able to handle more liquor (or drugs) than you did
4. Did you ever wake up on the "morning after" and discover that you could not remember part of the evening before, even though your friends tell you that you did
5. When partying with other people, do you try to have a few extra drinks (or "hits")
6. Are there certain occasions when you feel uncomfortable if your medication or alcohol is not available?
7. Do you sometimes feel guilty about your use of drugs or alcohol?
8. Are you secretly irritated when your family or friends discuss your drinking or drug use?
9. Do you often find that you wish to continue drinking or using after your friends say they have had enough?
10. Do you find yourself regretting the things you have done or said while under the influence of drugs or alcohol?

YES NO

11. Have you tried switching drinks or drugs or followed other plans for controlling your use of alcohol or drugs?
12. Have you failed to keep the promises you have made to yourself or others about controlling or cutting down on your drinking or drug use?
13. Do you try to avoid family or close friends while you use or drink?
14. Are you having an increasing number of financial and work problems?
15. Do more people seem to be treating you unfairly without good reason?
16. Do you sometimes have trouble getting started in the morning and find it helps to have a small drink or use just a little?
17. Do you often need a drink or pill to help you get to sleep at night?
18. Do you sometimes stay "high" for several days at a time?

If you answered "yes" to any of the questions, you have some of the symptoms that may indicate chemical dependency and should get further information and evaluation.

If you answered "yes" to three or more, then you definitely are chemically dependent and should seek help immediately. Ask your Shop Steward for suggestions.

Local 1245

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 daughter or son, natural, legally adopted or a legal ward of a member of Local Union 1245. You must be a high school student who has graduated or is graduating in 1990. A copy of your diploma or a letter from your high school stating that you will graduate in 1990 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 in the *Utility Reporter*.
- 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 or certified mail only, and be **postmarked no later than the first Monday of April each year**.
- 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 _____ BIRTHDAY _____

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 _____, 1990.

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 _____, 1990.

Official's Signature and Position

Local 1245

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 1990. A copy of your diploma or a letter from your high school stating that you will graduate in 1990 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, by calling the Union office, or by using the form printed in the *Utility Reporter*.
- 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 the first Monday in March of each year**.
- 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 1990 Al Sandoval Memorial Competitive Scholarship essay is: "Health care a national crisis is there an answer?"**

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
(415) 933-6060

Candidate Information

CANDIDATE'S NAME _____ BIRTHDAY _____

ADDRESS _____ CITY _____

STATE _____ ZIP _____ PHONE () _____

HIGH SCHOOL _____ GRADUATION DATE _____

ADDRESS OF HIGH SCHOOL _____

WHAT COLLEGE OR SCHOOL DO YOU EXPECT TO ATTEND? _____

WHERE IS IT LOCATED? _____

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 _____, 1990.

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 _____, 1990.

Official's Signature and Position