

# UTILITY REPORTER

Unit Meeting  
Schedule  
Pages 10-11



#### LIFE SAVING AWARD

Business Manager Jack McNally greets tree trimmer Keith Ashe (right) after presenting the IBEW Life Saving Award to Rocky Ponciano (center). Ponciano was honored for his quick action in rescuing Ashe following an accident. (Photo: Eric Wolfe)

#### PG&E, Union Settle Grievance

## No more taxes out of 'in lieu meal' checks

**P**acific Gas & Electric Co. has agreed to cease deducting taxes from "in lieu meal" checks, and to resume its practice of deducting "in lieu meal" taxes from the employee's next regular paycheck instead.

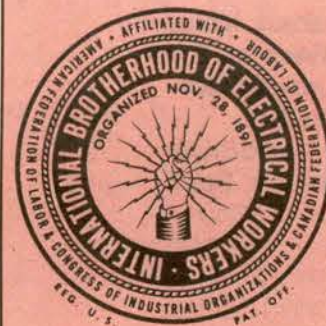
The agreement, reached Oct. 30, settled a grievance filed by Business Manager Jack McNally on July 2. In filing the grievance, the union maintained that in-lieu meal payments had been the subject of discussion and negotiation between the company and union on several occasions and that it was inappropriate for the company to change practices unilaterally.

"Our members have very strong feelings about how meal payments are

handled," said Assistant Business Manager Roger Stalcup, secretary of the Review Committee. "In some cases, deducting taxes directly from the in-lieu meal check resulted in a higher rate of tax withholding than the traditional practice of deducting the taxes from the next regular paycheck. Our members were understandably upset by the change."

The company maintained that the higher rate of withholding did not result in any harm to the employee since the employee's annual gross earnings and tax liability would remain the same at the end of the year. While conceding that this was true, the union insisted that the matter must be the subject of negotiations before any change is implemented.

See PAGE THREE



### INSIDE

Unity Is Key to Survival  
Page 3

RT at the Rodeo  
Page 3

Health & Safety  
Page 9

Unit Meeting Schedules  
Pages 10-11

Retirees Corner  
Page 12

### CALENDAR

January 30  
Service Award Dinner  
Ukiah, Ca.

January 31  
PG&E Stewards  
Regional Training Conference  
Santa Rosa, Ca.

January 31  
Service Award Dinner  
Santa Rosa, Ca.

February 13  
Service Award Dinner  
Salinas, Ca.

February 14  
PG&E Stewards  
Regional Training Conference  
Salinas, Ca.

February 20  
Service Award Dinner  
San Francisco, Ca.

February 21  
PG&E Stewards  
Regional Training Conference  
San Francisco, Ca.



## Scholarship contest announced

Children of Local 1245 members have an opportunity to win college tuition assistance in the 1998 Al Sandoval Memorial Competitive Scholarship Contest.

Contestants must write an essay on the topic: "Is Utility Deregulation Good for the Customer?"

Watch next month's Utility Reporter for details and an entry form.

#### Sierra Pacific Power Co.

## Agreement enhances retirement

**E**nhanced retirement opportunities headed the list of employee concerns when Local 1245 entered into bargaining earlier this year with Reno-based Sierra Pacific Power Co., and the agreement ratified by union members last month went a long way toward addressing those concerns.

The contract, approved by mail ballots counted on Nov. 17, reflected the determination of both labor and management to anticipate and prepare for a more competitive electric service in-

dustry. Although the agreement provides for wage increases, as well as "incen-

tive pay" opportunities, the primary focus of negotia-

See PAGE FIVE



Reviewing the Sierra Pacific Power pact before it is sent out for a vote are union negotiators (from left) Grant Garrison, Rita Weisshaar and Robert Wilk.

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## Workers here and abroad

## Rolling the union on...

## Must-See Picket Line:

The Rockettes, world-famous for their high-stepping dance routine at New York's Radio City Music Hall, may be kicking up their heels on the picket line this Christmas season. The Rockettes, who perform for over a million people each year, have worked without a contract for the past six months.

## Big Victory:

In the largest private sector union organizing victory in the last ten years, 10,000 passenger service employees at US Airways voted to join the Communications Workers of America, Labor Notes reported. The victory followed a narrow defeat last winter in balloting that was

challenged before the National Mediation Board. The NMB found that US Airways used company union-type committees to defeat the first organizing effort and ordered a re-run. The union won.

## Union Busted:

The Mexican government overturned a factory election that would have brought the first independent union into the booming industrial area along the US border. Workers at the Korean-owned Han Young maquiladora plant voted 54-32 to replace the pro-government union. So much for Mexico's pledge under the North American Free Trade Agreement to respect workers' rights.

## Agency Employees:

The Supreme Court of Canada ruled that temporary workers referred by an agency must be treated for labor relations purposes as employees of the client company—and that they are entitled to union wages and benefits if a union contract is in effect, Labor Notes reported. The case was brought by the OPEIU when the city of Pointe-Claire, Quebec hired workers through an employee leasing agency, but did not pay

union wages and benefits or deduct union dues.

## "Casualty of the Day":

Charging that Kaiser Permanente has "placed its economic well being ahead of the best interests of its patients," the California Nurses Association has begun a "Casualty of the Day" report, presenting stories of patients who were harmed by the HMO's reductions in patient care services, Labor Notes reported. In one case, the CNA says 74-year-old Margaret Utterback died from a ruptured aneurysm after she had spent the better part of a day pleading with the system's gatekeepers for an immediate appointment due to severe pain. CNA's nurses are in the midst of a struggle for a new contract, and they have made the quality of patient care one of their key issues.

## Overtime Risks:

Working overtime is bad for your heart, according to sci-

entists at the Hitachi Health Care Center in Japan. In a study of white collar workers, the scientists found that blood pressure is higher for those who work overtime.

## USA Sweatshop:

One of the fastest-growing havens for garment sweatshops is the Northern Mariana Islands, near Guam in the Pacific Ocean. Since 1986, Asian companies have set up 28 factories in the Marianas. Imported Chinese and Filipino workers must "sweat through 18-hour days in factories surrounded by barbed wire" and are "often prohibited from joining unions, attending religious services, marrying, or even quitting their jobs," according to the Journal of Commerce. Yet the products are welcomed into the US, not only duty free, but with a "made in the USA" label, because the islands are a US territory.

## Just Sit Here:

Train crews on the Norfolk Southern are suing the railroad over its failure to improve toilet facilities in locomotives. The United Transportation Union says the railroad's sanitary facilities consist of a bucket lined with a garbage bag. The union says the bags sometimes leak or spill and create a "nauseating odor." All other major railroads have chemical or flush toilets in their long-haul locomotives. A Norfolk Southern spokesperson, however, told the Journal of Commerce that some train crews prefer the NS's practice. Says UTU President Charles Little, "Surely Norfolk Southern executives do not use such a system at its corporate headquarters."



"We slave all year--and he gets all the glory."

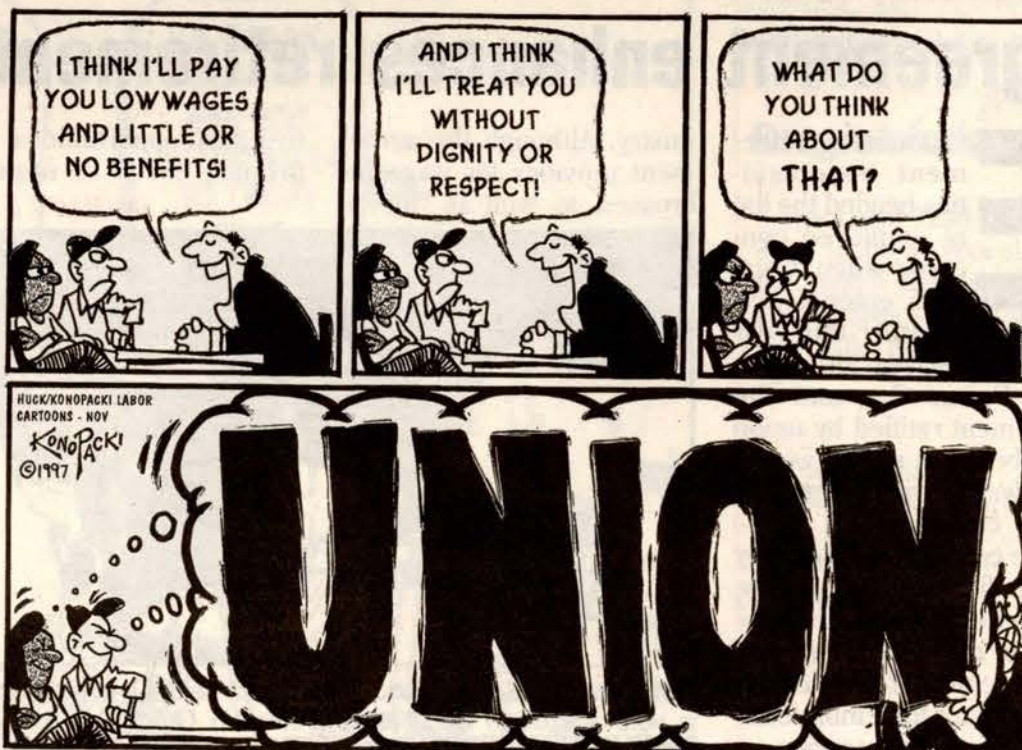
## APPOINTMENTS

## SIERRA PACIFIC POWER

Sierra Pacific Power  
Ballot Committee  
Chandra Borgogrone  
Stephanie Baber

CONFERENCES &  
CONVENTIONS

IBEW  
Four-District Organizing  
Meeting  
Bob Choate  
Richard Dunkin  
Art Murray



## Union, PG&E resolve 'in lieu meal' dispute

From PAGE ONE

The Local Investigating Committee, which included Stalcup for the union and Margaret Short for the company, included in its discussions the impact that the change was having in some locations, namely, employees opting to stop working to take a meal to which they were entitled rather than opting to accept an in-lieu meal payment.

The Committee agreed, after reviewing the issue, that the procedure put into effect last July had not been communicated to the union or employees in advance and was a change from the prior practice. With that being the case, the parties agreed to resolve the grievance as follows:

Company will issue weekly in-lieu meal checks separate from the paycheck. In-lieu meal information will be entered from the field into the payroll system.

Information will be "scooped out" of the payroll system and transferred to Accounts Payable where the checks will be cut in the amounts listed in Subsec-

tion 104.10(b) of the Physical Agreement and Subsection 16.2(b) of the Clerical Agreement.

Taxes will be withheld from the next regular paycheck, creating a lag between when the in-lieu meal check is issued and when the taxes are withheld.

During pay week, the in-lieu checks may be slightly delayed because getting the paychecks out will be primary. However, company will make a good faith effort to forward the in-lieu meal payment check at the same time as the payroll check is distributed.

In any week that an employee is to receive an in-lieu check and an expense account reimbursement, the two will be joined into one check issued from Accounts Payable.

The practice is to be implemented as soon as the necessary procedures can be put in place, but not later than the first paycheck in January 1998.

In-lieu meal checks will be delivered to the same location as the paychecks.

## RT members rodeo well



Three Local 1245 members represented Sacramento Regional Transit District at the 10th Annual International Bus Maintenance Rodeo in Nashville in August. Above, from left, are team members Howard Zickefoose, Journeyman Body-Fender Mechanic, and Mark O'Brien and Mark McKee, both Journeyman Mechanic A. The judge is at right. In 1996 competition this team created quite a splash when it finished an astonishing first place in its first international competition. This year the team finished a respectable 14th place (tie) out of 38 transit teams.

## Unity needed to survive changes

Jack McNally, IBEW 1245 Business Manager

California takes the great leap into competitive electric markets next month, and no one really knows for certain what the outcome will be for the utilities, their employees and their customers.

But one thing we *do* know for certain is that union members must remain united in order to survive these changes. The events of 1997 have demonstrated that the challenges will be on-going, and that an active union can make a real difference.

For example, the California Public Utilities Commission in 1997 adopted rules governing the maintenance of electric distribution systems in the state. Without such rules, there would be a great temptation for utilities to defer maintenance in order to keep costs down. As a key member of the advisory committee that proposed these rules, Local 1245 actively promoted the reliability of the state's electric system—and the long-term job security of the workers who maintain that system.

As a standing member of the CPUC's General Order 65 Advisory Committee, Local 1245 was also instrumental in the CPUC's adoption this year of a new and substantial tree trimming regulation that establishes an 18-inch minimum distance between trees and primary high voltage lines. The new regulation creates a safer work environment for Local 1245 tree trimmers as well as enhancing their job security.

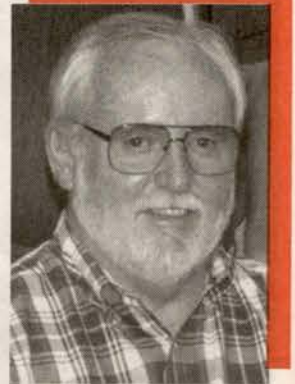
As the only union with a representative on the governing board of the Independent System Operator, Local 1245 will con-

tinue to have a voice in promoting system reliability as the pressures of competitive markets begin to be felt in 1998.

Through our lobbyist in Sacramento, Local 1245 actively resisted Gov. Pete Wilson's assault on the eight-hour day. Unfortunately, Wilson-appointed members of the Industrial Welfare Commission voted to repeal the eight-hour day and the overtime protections it provides. Unions then successfully lobbied the California Legislature to restore the eight-hour day, but Wilson vetoed the bill. Overtime pay after eight hours is a critical issue that Local 1245 will continue to pursue—in the legislature and through the electoral process.

Local 1245 actively lobbied the Nevada Legislature this year during its electric restructuring debate. Although the final bill did not contain everything we hoped for, the legislature did adopt reliability standards, which serve to enhance the future job security of our members at Sierra Pacific Power Co. In the coming year we will continue to be actively involved as the Public Utilities Commission of Nevada develops regulations to implement the new restructuring law.

The union also served its members well in contract bargaining during 1997. The prospect of competitive markets created a lot of anxiety among our various employers, but Local 1245 resisted all efforts to bargain down our members' wages, and won increases in compensation in every general negotiations this year. Our approach in negotiations has been consistent—we have stressed that employers, to be successful in the competitive world, must view



their employees not as a cost item to be cut, but as an *asset* to be developed.

At PG&E we negotiated an agreement to significantly enhance the security of our members whose jobs are threatened by the divestiture of PG&E power plants. When PG&E replaced its top management, we urged the new leadership to retain existing work, and to vigorously pursue new work, within the limits imposed by the CPUC. PG&E has pledged to do so, and CEO Gordon Smith joined me in signing a letter renewing our labor-management partnership. Whatever drawbacks there may be to partnership, there is no question that this partnership has given our union a voice in job security issues at PG&E that is virtually unprecedented in America's utility industry.

There have been other initiatives in 1997, including a joint investigation with PG&E of employee complaints about access to health care through PruCare, and the successful bargaining of a benefit increase for current pensioners at PG&E.

Despite the obstacles, we have made a lot of progress in 1997. But progress is never guaranteed. It can only happen when we face the future together in unity.

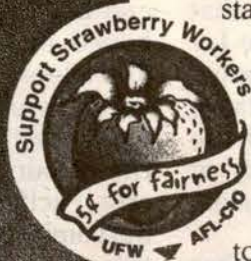
**LOOK FOR THE PREMIUM-PRICED DRISCOLL STRAWBERRY**

Then ask why  
strawberry workers  
struggle to feed  
their families.

TWENTY-THOUSAND CALIFORNIA STRAWBERRY WORKERS are struggling to improve their lives. In the strawberry fields, the average pay is \$8,500 a season. Workers have to fight for clean drinking water and bathrooms in the fields. They work backbreaking sunrise-to-sunset days amid pesticides, but their medical insurance is inadequate.

For just 5 cents more per pint of berries, worker pay rates could increase by 50 percent.

As the largest shipper of strawberries in the nation, Driscoll and its growers control fields employing 5,000 workers. Driscoll says it is proud of its oversized trademark strawberry and of being a leader by setting standards in the \$650 million-a-year industry.



Here's some more information: some Driscoll growers are charged in federal class action suits with sexual discrimination and withholding overtime pay, or under California law with illegally exposing workers to a cancer-causing pesticide. As thousands of strawberry workers join together to improve their conditions, the people at Driscoll are leading the charge to crush them.

**Call Driscoll at 408-761-5995 and ask:**  
**What does sexual discrimination, environmental hazards and blocking workers' efforts to improve their lives have to do with being a leader?**

**Tell your supermarket:**  
**For Driscoll strawberries to be worth the price, Driscoll should let workers improve their lives.**

STRAWBERRY WORKER  
VERONICA SANCHEZ

A message from The Strawberry Workers Campaign, a project of the UFW and AFL-CIO

## Folk legend Pete Seeger to perform

Legendary folk singers and union supporters Pete Seeger and U. Utah Phillips will headline a Jan. 17 benefit concert at the 12th annual Western Workers Labor Heritage Festival in Burlingame, Ca.



The festival will also feature workshops and, on Jan. 18, a tribute to Dr. Martin Luther King Jr. featuring civil rights singers Jimmy Collier and Curtis Wright, the Irrationals and poet Karega Hart.

For more information call David Winters at 408-426-4940.

## Paul Turner, 34

PG&E Division Lineman Paul Turner suffered a fatal electrical contact on Nov. 15 in Sunnyvale, Ca.

The accident occurred while the crew was responding to an outage associated with a failed underground switch. The crew cleared and grounded the cables connected to the switch and removed the switch from the enclosure.

The enclosure containing the switch contained cables that remained energized and were not connected to the damaged switch. Brother Turner cut into an energized straight splice on one of these cables. The accident is being investigated by the company, the union, and OSHA.

Brother Turner, 34, had 12 years with PG&E. Local 1245 extends its condolences to the friends and family of Paul Turner.

//////Solidarity!//////

# Sierra Pacific Power agreement enhances retirement

From PAGE ONE

tions was on enhancing employees' security in an era of uncertainty for regulated utilities.

"Wages weren't a real big issue," said Business Representative John Stralla, who helped negotiate the agreement. He said the members "wanted to remain on par with others in terms of wages," but the biggest issues were job security and retirement issues.

A key provision, sought by the union and agreed to by the company, permits employees to retire after reaching any combination of age and years-of-service that totals 85. Previously, the earliest an employee could retire was age 62, regardless of the number of years of service.

In addition, the company agreed to expand the base of compensation that counts toward the calculation of retirement benefits. Previously, an employee's first year of service did not count in calculating retirement benefits, nor did any service prior to age 21. The new agreement eliminates both of those restrictions.

## "Soft Landing"

In the event the company downsizes for any reason, additional "soft landing" protections would be triggered under the new agreement. The company and union agreed to work together to place affected employees in

available positions for which they are qualified. Employees will have an opportunity to voluntarily select enhanced severance or a "retirement bridge" program.

Under the retirement bridge, an affected employee who has achieved 80 points in combined age and service will not have to reach the minimum age 55 that is normally required for retirement or post-retirement medical. The employee's retirement benefit will be reduced by 4% per year for each year under age 62 (rather than the previous 6% reduction for each year under age 65).

Alternatively, affected employees may add up to five "bridge points" to either their age or service or a combination of both, enabling some employees to use "bridge points" to boost them up to age 55, qualifying them for full retirement.

Under enhanced severance, an employee will receive two weeks of pay for each year of service, up to a maximum 52 weeks. In addition, the plan provides a lump sum payment of \$4,500 for training or outplacement services, plus six months of company-paid COBRA coverage.

According to Stralla, the soft landing provisions offer some protection against market turmoil because the provisions would have to be implemented by Sierra Pacific Power in the event that

the company was being sold and the prospective buyer refused to honor the labor agreement.

"With the soft landing, we're helping the employees who may not make it to retirement," said Grant Garrison, a lab technician who served on the negotiating committee.

Garrison also welcomed a provision that increases the amount of sick leave that can be used for family member illnesses. "It's important to me," said Garrison, who is a single parent to three girls. "The only leave I've used in the past two years is family sick leave." The agreement increases family sick leave to 32 hours, up from 24 hours under the previous contract.

Other new contract provisions include:

- "Competitive advantage" labor-management committees will be created to address the challenges posed by competition.

- If an employee works 1500 hours in a 12-month period in an upgraded position, the company has to post the job.

- In the event an employee is displaced, he or she will receive a \$2000 moving allowance.

- Employees will qualify for \$3.18 an hour for carrying a pager during specified periods, either Friday through Monday morning, or Monday through Friday. Employees have the option of taking a day in-lieu-of rather than the money.

- In addition to \$1500 of dental coverage, orthodontic coverage is set at \$1500 in the new contract.

Stralla noted that hearing aids will also be covered by up to \$1500.

Labor and management representatives cited a number of factors in reaching an agreement with a minimum of acrimony, misunderstandings, or discord.

First was a recognition that labor and management could not afford to be at war on the eve of competitive markets, scheduled to go

into effect at the end of 1999 in Nevada.

"Both sides know they need a partnership or neither side's going to survive," observed Stralla.

The road to agreement was also smoothed by the work of the joint wage and benefit committee, which during the past four years has provided a forum for labor and management to research and discuss issues on an on-going basis.

"It's really expedited negotiations," said Stralla.

Stralla also credited company vice president Mary Jane Willier with improving labor-management communications. "They're trying to be employee-friendly now," said Stralla.

Tom Cornell, an assistant control room operator and member of the union negotiating team, was surprised negotiations went as smoothly as they did. "I expected (both sides) to knock heads a little more," he said. Cornell said the company helped set a constructive tone by being honest and coming forward "with what they thought was a good deal—what they considered fair."

The major drawback to the agreement, from the union's perspective, came in the area of retiree medical benefits. Future retirees will pay 20% of their medical premium until reaching age 65, when they become eligible for Medicare. At that

time they will have the option to pay 15% of the premium for a Medicare Supplement Plan, or to purchase a Medicare Risk Contract, which is paid in full by the company.

Anyone who is 60 years old as of July 1, 1998, no matter when they retire, will be exempt from paying the 20% medical premium.

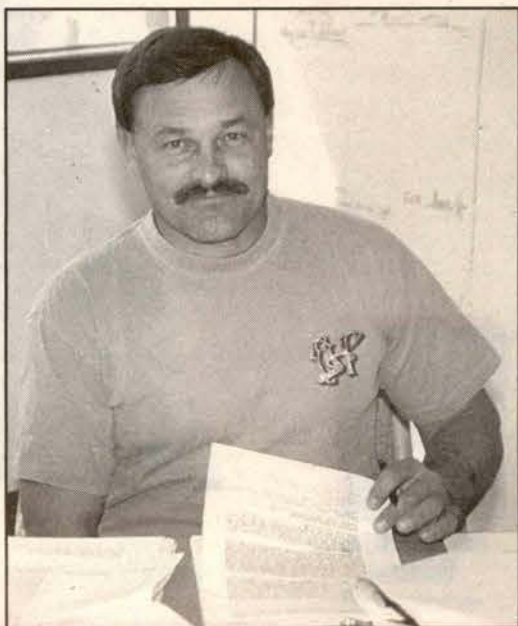
Stralla noted that future improvements in the retiree plan will be tied to improvements for active employees, thereby opening the door for the union to negotiate for future retirees.

A new system of post-retirement medical benefits will be put into place for new-hires, who will have to pay their own medical premiums. The company will set up a fund for each individual employee at the time of his or her retirement equal to \$1250 per year of service, to be applied toward post-retirement medical premiums.

Serving on the negotiating committee for the union, in addition to Stralla, Garrison and Cornell, were: Santiago Salazar, electrician, Michael Hinton, lab technician, Gino Armini, control foreman, Scott Downs, lineman foreman, Rita Weisshaar, foreman customer services, working, Robert Wilk, foreman, gas and water operations, Dale Huntsman, utility fleet mechanic, and Wayne Paterson, lineman.



Union negotiator  
Tom Cornell



Union negotiator  
Wayne Paterson



# Season's Greetings



Mary Baarda  
Confidential  
Secretary



Ken Ball  
Business  
Representative



Brenda Bartizal  
Administrative  
Associate



Shirley Boyle  
Administrative  
Associate



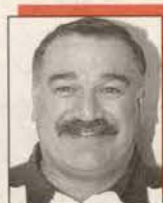
Virginia Browne  
Administrative  
Associate



Phil Carter  
Business  
Representative



Ed Caruso  
Business  
Representative



Bob Choate  
Business  
Representative



Tom Dalzell  
Attorney



Chuck Davis  
Business  
Representative



Sheryl Dillon  
Administrative  
Associate



Richard Dunkin  
Business  
Representative



Joel Ellioff  
Business  
Representative



**LOCAL 1245 OFFICERS**  
FRONT ROW, FROM LEFT: E  
JACK McNALLY. BACK  
MENDOZA, KATHY TIN  
BAYLESS, CHRIS HABECKE



Dorothy Fortier  
Assistant  
Business Manager



Wayne Greer  
Business  
Representative



Mike Grill  
Business  
Representative



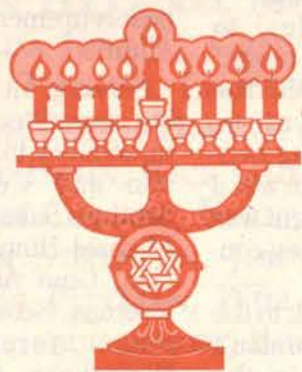
Mike Haentjens  
Business  
Representative



Mickey Harrington  
Business  
Representative



Janet Hill  
Dispatcher  
Riverside Office



*Happy Chanukah*



Pat Hove  
Administrative  
Associate



Gary Hughes  
Business  
Representative



Josh Jacobson  
Administrative  
Associate



Karen Kiley  
Confidential  
Secretary



Linda Knight  
Bookkeeping



Ann Kools  
Confidential  
Secretary



Austin Lea  
Printer



# Season's Greetings

from  
IBEW  
Local 1245



Ed Mallory  
Business Representative



Jim McCauley  
Business Representative



Jack McNally  
Administrative Associate



Joe Mendoza  
Bookkeeping



Janet Hill  
Dispatcher  
Riverside Office



Karen Kiley  
Confidential Secretary



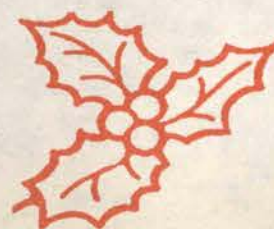
Ann Kools  
Confidential Secretary



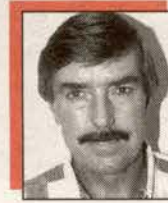
Austin Lea  
Printer



**LOCAL 1245 OFFICERS & EXECUTIVE BOARD**  
FRONT ROW, FROM LEFT: ED MALLORY, JIM MCCAULEY, JACK McNALLY. BACK ROW, FROM LEFT: JOE MENDOZA, KATHY TINDALL, MIKE DAVIS, ANNA BAYLESS, CHRIS HABECKER, HOWARD STIEFER (INSET).



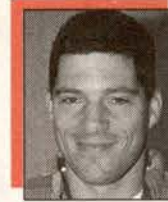
Debbie Mazzanti  
Business Representative



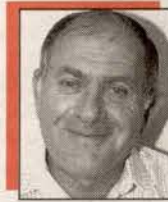
Larry Pierce  
Business Representative



Peggy Proschold  
Administrative Associate



Hunter Stern  
Business Representative



John Stralla  
Business Representative



Lula Washington  
Business Representative



Eric Wolfe  
Communications Director



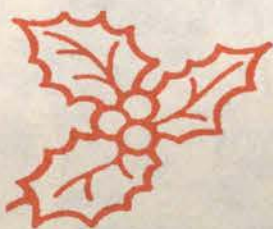
Perry Zimmerman  
Assistant Business Manager



# from IBEW Local 1245



**& EXECUTIVE BOARD**  
MALLORY, JIM McCAULEY,  
ROW, FROM LEFT: JOE  
ALL, MIKE DAVIS, ANNA  
, HOWARD STIEFER (INSET).



Debbie Mazzanti  
Business  
Representative



Jack McNally  
Business Manager



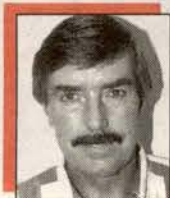
Darrel Mitchell  
Senior Assistant  
Business Manager



Art Murray  
Business  
Representative



Jack Osburn  
Business  
Representative



Larry Pierce  
Business  
Representative



Peggy Proschold  
Administrative  
Associate



Julie Rodriguez  
Office Manager



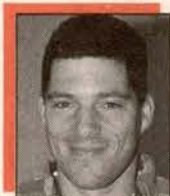
Frank Saxsenmeier  
Business  
Representative



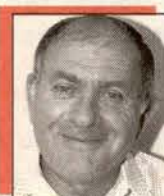
Dennis Seyfer  
Business  
Representative



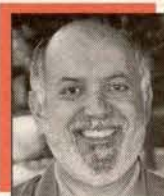
Roger Stalcup  
Assistant  
Business Manager



Hunter Stern  
Business  
Representative



John Stralla  
Business  
Representative



Sam Tamimi  
Assistant  
Business Manager



Gail Varner  
Bookkeeping



Lula Washington  
Business  
Representative



Eric Wolfe  
Communications  
Director



Perry Zimmerman  
Assistant  
Business Manager



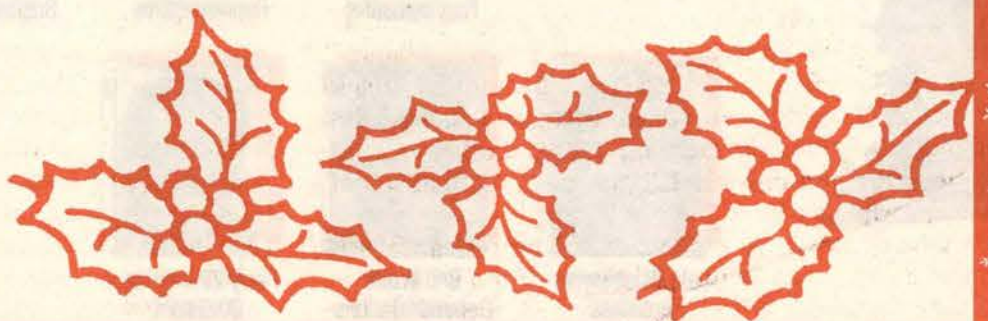


# Happy Holidays!



ART TORRES, BILL WALLACE,  
JIM FINDLEY, TERRY ANDREUCCI,  
RAY THOMAS, SHIRLEY ROBERTS,  
DAN LOCKWOOD, MONTE NELSON,  
LINDA JURADO, GROVER DAY,  
LEE THOMAS, ED EDWARDS,  
RICH PERRY, DAVE SCOTT,  
BOB IRWIN, RICK GUTIERREZ,  
RICH COWART, BERNARD SMALLWOOD,  
KEN SORENSON, JOE OSTERLUND,  
DAVE PITTMAN, WILL NUNEZ,  
KEITH BURKHARDT, BOB LOVETT,  
BOB VIEIRA, JOE OSTERLUND,  
LARRY RODRIGUEZ

## Local 1245 Advisory Council



## Sitting is an occupational hazard

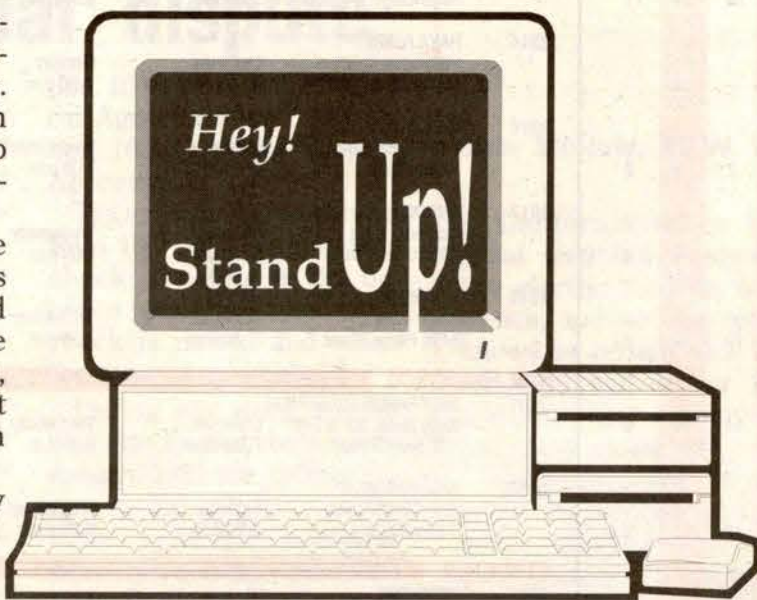
**A**utomation. Television. Computing. Commuting. That's modern life. Add it all up and it spells--trouble.

Why? Because all of these activities tend to plop us down on our butts. And whatever else humans were or were not designed for, we most definitely were not designed to spend so much time in a seated position.

According to Safety Check, published by Rodale Press, the majority of Americans now spend some six months out of every year on their duffs. This increasing propensity to sit is contributing to numerous ailments, and many of these ailments are showing up in the workplace.

**Back problems:** Five years ago, most workers spent less than four hours a day in front of a computer. Now it's six. Add commute and TV time to that, and you've got a lower back that's bound to rebel, even if you sit in the most perfectly designed chair in the world.

**Neck pain:** Forward slouching in chairs contributes to this very common problem.



**Carpal tunnel syndrome:** CTS may occur when bad sitting posture gets in the way of blood flowing to the arms and hands.

**Blood clots:** According to a study at Heathrow Airport, sitting in one position through a long flight can cause blood to pool in your legs, then coagulate. As you start walking again, these life-threatening clots can travel to the arteries that supply blood to your lungs.

While you might not be able to change the amount of time you need to work sitting down, there are many things you can do to pro-

mote its opposite--more standing:

Add it up. Keep a sitting Log for five days. See how much time you spend sitting. Be honest--include meal times, TV, everything. You may be shocked.

Stand every half hour. You increase the pressure on the disks in your back when you sit. When you get up and stretch you help your back "reset" itself.

Do more tasks standing up. Make it a practice to take all or some of your phone calls standing up, where possible. Consult with your employer about creating a "stand-up" workstation where you can take "breaks" from sitting.

Some Local 1245 employers already make such provisions. PG&E's San Francisco Call Center, for example, has a stand-up workstation and encourages employees to sign up to use for brief periods if the employee thinks he or she can benefit from getting out of the chair for a while.

Stand while talking to co-workers, or reading mail. Stagger your workload where possible so that standing tasks are interspersed with sitting tasks.

Walk away from TV. Replace an hour of your nightly TV viewing or porch-sitting with a good stroll. Getting regular exercise improves blood flow all over the body, while toning muscles--two ways to prevent sitting-related problems.

**Stand while talking to co-workers, or reading mail. Stagger your workload where possible so that standing tasks are interspersed with sitting tasks.**

## Working yourself to death...

Death from overwork in Japan is common enough that there is a special word for it, the Center for Labor Research and Education reports.

The term *karoshi* is comprised of three Japanese characters, which literally mean "excessive," "labor," and "death." It refers to sudden death from heart attack or stroke induced by job stress. Increased use of the word indicates there is growing recognition that long working hours and chronic fatigue are direct causes of workers' early death.

The convergence of Japanese and American work practices in response to the pressures of global competition may foreshadow the emergence of *karoshi* in the United States, some health experts believe.

## Safety Matters

By the Local 1245  
Safety Committee

## Treated poles can be toxic when burned

**A**s the cold weather approaches, treated wood poles and products should not be burned in open fires or in stoves. Toxic chemicals may be produced as part of the smoke and ash.

Avoid frequent and prolonged inhalation and skin contact. Long sleeves and gloves should be worn to protect your skin. Saturated clothing should be

washed separately from other household clothing. Wear eye protection and dust mask when power sawing and boring.

Urethane, shellac, latex epoxy enamel and varnish are acceptable sealers for pentachlorophenol-treated wood. Wash exposed areas of the body thoroughly after you are finished, or before smoking.

## Safety tips for the holidays

**W**ith the holiday season now in full swing, we enjoy having our homes lit up.

What we need to keep in mind are a few safety tips. Such as:

- The manufacturer's suggestions on how many

strings of lights should be connected in series.

- Extension cord should not be left where someone could trip and fall.

- Remember: don't overload your circuits.

Have a safe and happy holiday.



SAN JOAQUIN				JAN	FEB	MAR	APR	MAY	JUN
1111	FRESNO Cedar Lanes Cedar & Shields	Chairman: C. Habecker	Tuesday 5:30 p.m.	6	3	3	7	5	2
1112	BAKERSFIELD Labor Hall 200 W. Jeffery St.	Chairman: E. Miranda	Wednesday 6:00 p.m.	14	11	11	15	13	10
1120	SELMA Ramona's 1802 E. Front St.	Chairman: P. Sandoval	Thursday 4:30 p.m.	15	12	12	16	14	11
1121	COALINGA PGE Downtown Office Coalinga	Chairman: R. Auble	Wednesday 4:00 p.m.	7	-	4	-	6	-
1122	MERCED IRR. DIST Branding Iron 640 W. 16th	Chairman: R. Telles	Tuesday 7:30 p.m.	6	3	3	7	5	2
1123	MERCED Branding Iron 640 W. 16th	Chairman: P. Gallan-Wert*	Wednesday 5:30 p.m.	7	4	4	-	6	3
1128	LEMOORE Fleet Reserve 788 "D" Street	Chairman: M. Ormonde	Tuesday 5:30 p.m.	13	10	10	14	12	9
1129	AUBERRY Daddy Joe's Auberry Road	Chairman: T. Moore	Tuesday 5:45 p.m.	13	10	10	14	12	9
COAST VALLEYS									
1211	SALINAS Mountain Mikes Pizza & Alisel	Chairman: S. Lozano	Tuesday 5:00 p.m.	6	3	3	7	5	9
1213	KING CITY VFW King City	Chairman: J. Sportman	Thursday 4:15 p.m.	8	5	5	9	7	11
1215	PISMO BEACH Del's Pizza Pismo Beach	Chairman: T. Castanon	Thursday 4:00 p.m.	8	5	5	9	7	11
1216	SANTAMARIA Giavanni's Pizza Orcutt	Chairman: B. Bell	Tuesday 4:00 p.m.	6	3	3	7	5	9
1217	TEMPLETON The Pizza Place Templeton	Chairman: G. Burk	Tuesday 4:00 p.m.	13	10	10	14	12	16
1218	TCI MONTEREY La Fontana 2030 N. Fremont	Chairman: R. Shorter	Tuesday 7:00 p.m.	13	10	10	14	12	16
1219	HOLLISTER Straw Hat Pizza 191-A San Felipe	Chairman: J. Vermilyer	Wednesday 5:00 p.m.	7	4	4	8	6	10
1220	DIABLO CANYON Margie's Diner San Luis Obispo	Chairman: D. Lockwood	Wednesday 5:00 p.m.	7	4	4	8	6	10
1221	BUELLTON Antonio's Pizza Buellton	Chairman: T. Mathews	Monday 4:00 p.m.	12	9	9	13	11	15
PIPELINE									
1311	HINKLEY PSEA Rec. Room Hinkley Station	Chairman: P. Earl	Wednesday 5:30 p.m.	-	4	-	8	-	3
1314	KETTLEMAN PSEA Club Kettleman Station	Chairman: S. Jamison	Tuesday 5:30 p.m.	20	-	17	-	19	-
SANTA CLARA									
1411	CITY OF SANTA CLARA Vesuvius 3044 El Camino	Chairman: B. Wallace	Thursday 5:30 p.m.	8	12	12	9	14	11
SAN JOSE									
1511	SAN JOSE Straw Hat Pizza 1535 Meridian Avenue	Chairman: B. Brill	Wednesday 6:30 p.m.	7	4	4	1	6	3
1512	BELMONT T.W.U. Local 505 1521 Rollins Road	Chairman: B. Quinn	Wednesday 5:30 p.m.	14	11	11	8	13	10
1513	SANTACRUZ VFW Post #7263 2259 7th Avenue	Chairman: A. Freitas	Monday 6:00 p.m.	12	9	9	13	11	15
CITY OF OAKLAND				JAN	FEB	MAR	APR	MAY	JUN
2211	OAKLAND GENERAL Francesco's Hegenberger & Pardee	Chairman: L. Rodriguez	Thursday 4:00 p.m.	15	19	19	16	21	18
EAST BAY									
2301	EAST BAY CLERICAL White Knight 3150 Pierce Street	Chairman: P. Kelleher	Wednesday 6:00 p.m.	7	4	4	1	6	3
2311	OAKLAND Francesco's Hegenberger & Pardee	Chairman: J. Audelo	Tuesday 5:30 p.m.	6	3	3	7	5	2
2314	HAY/LIV/FRE* Hollywood Bowl* Hayward*	Chairman: D. Garrity*	Monday 6:00 p.m.	20*	16	16	20	18	15
2316	CONCORD IBEW Local 1245 Walnut Creek	Chairman: B. Bolen*	Wednesday* 7:00 p.m.	8	12	12	9	14	11
2317	ANTIOCH Aladino's Pizza 1324 Sunset Drive	Chairman: S. Culcasi	Wednesday 5:00 p.m.	7	11	11	8	13	10
2318	RICHMOND White Knight 3150 Pierce Street	Chairman: C. Jackson	Wednesday 4:30 p.m.	7	4	4	1	6	3
SAN FRANCISCO									
2401	SAN FRANCISCO CLERICAL Beale Street Bar & Grill* 133 Beale Street*	Chairman: F. Marshall	Wednesday 5:30 p.m.	14	11	11	8	13	10
2412	SAN FRANCISCO Ship Clerk's Union 4 Berry St.	Chairman: D. Walters	Wednesday 5:00 p.m.*	7	4	4	1	6	3
STOCKTON									
2511	STOCKTON Ed Stewart Post 3110 N. West Lane	Chairman: A. Bayless	Thursday 6:30 p.m.	8	12	12	9	14	11
2512	ANGEL'S CAMP Mike's Pizza Hwy. 49/Murphys Grade	Chairman: J. Sheridan	Wednesday 4:30 p.m.	12*	5	5	2	7	4
2513	JACKSON Mtn. Mike's Pizza 525 S. Hwy 49*	Chairman: D. Shulze	Tuesday 4:00 p.m.	6	3	3	7	5	2
2515	MODESTO Sundial Lodge 808 McHenry	Chairman: J. Loades	Wednesday 5:30 p.m.	14	11	11	8	13	10
2516	LODI Spiro's 1420 W. Kettleman	Chairman: B. Fisher	Thursday 4:30 p.m.	8	5	5	2	7	4
2517	SONORA Stuft Pizza Hwy 108 East	Chairman: B. Owens	Tuesday 4:30 p.m.	13	10	10	14	12	9
2518	MODESTO IRR. DIST. Pizza Pub Kansas Avenue	Chairman: D. Pittman	Wednesday 4:30 p.m.	7	4	4	1	6	3
PACIFIC GAS TRANSMISSION									
3021	SAND POINT PGT Office	Chairman: T. Anderson	Monday 5:00 p.m.	12	9	9	13	11	8
3023	WALLA WALLA PGT Office	Chairman: B. Beaver	Wednesday 4:30 p.m.	14	11	11	15	13	10
3025	SPOKANE PGT Office	Chairman: S. Jordan	Thursday 5:00 p.m.	15	12	12	16	14	11
HUMBOLDT									
3111	EUREKA Labor Temple 9th & "E" Street	Chairman: A. Koppenberg	Tuesday 6:00 p.m.	13	10	10	14	12	9
SHASTA									
3212	REDDING Big League Pizza 3655 Meadowview	Chairman: A. Streetman	Wednesday 5:15 p.m.	14	11	11	15	13	10
3213	BURNEY Sam's Pizza Johnson Park	Chairman: T. Marymee	Tuesday 6:00 p.m.	13	10	10	14	12	9
3214	RED BLUFF The Green Barn #5 Chestnut	Chairman: H. Iness	Thursday 5:30 p.m.	15	12	12	16	14	11
CITY OF REDDING									
3217	CITY OF REDDING Kelly's Pizza 3655 Meadowview	Chairman: J. Kropholler	Wednesday 5:15 p.m.	7	4	4	8	6	3

**Your Union, Your Voice--  
Attend Your Unit Meetings!**

## NEVADA

				JAN	FEB	MAR	APR	MAY	JUN
3311	RENO IBEW Hall LU 401 2713 E. 4th Street	Chairman: D. Moler	Wednesday 7:00 p.m.	7	4	4	1	6	3
3312	CARSON CITY Carson City Fire Dept. Station #3	Chairman: P. Lantis	Monday 5:30 p.m.	13	10	10	14	12	9
3314	SOUTH LAKE TAHOE Moose Lodge*	Chairman: P. Stahl	Thursday 5:00 p.m.	1	5	5	2	7	4
3315	MT. WHEELER/ELY Ely Fire Department Dept. Meeting Hall	Chairman: R. Miller	Wednesday 4:30 p.m.	21	18	18	15	20	17
3318	ELKO Stockman's Hotel Elko	Chairman: D. Carone	Monday* 6:00 p.m.	12	9	9	13	11	8
3319	WELLS R.E.C. Silver Sage Sr. Ctr. 1st Street, Wells	Chairman: C. Swett	Thursday 6:30 p.m.*	22	19	19	16	21	18
3320	NORTH LAKE TAHOE Carpenter's Hall Kings Beach	Chairman: H. Bartolomei	Wednesday 5:30 p.m.	21	18	18	15	20	17

## DESABLA

3412	QUINCY Moon's Pizza Lawrence Street	Chairman: J. Dolloff	Wednesday 7:30 p.m.	7	4	4	8	6	3
3417	PARADISE Red Lion Pizza 6611 Skyway	Chairman: B. Lovett	Thursday 7:30 p.m.	8	5	5	9	7	4

## DRUM

3511	AUBURN Moose Lodge Sacramento & High	Chairman: T. Andreucci	Tuesday 6:00 p.m.	13	10	10	14	12	9
3512	ROSEVILLE Fast Freddie's Pizza 130 Main Street	Chairman: T. Bakkie	Tuesday 5:15 p.m.	6	3	3	7	5	2
3513	GRASS VALLEY Swiss House 535 Mill Street	Chairman: T. Gilbert	Wednesday 6:00 p.m.	14	11	11	8	13	10
3813	PLACERVILLE Spanky's Pizza 197 Placerville Drive	Chairman: P. Flecklin	Thursday 5:00 p.m.*	8	12	12	9	14	11

## COLGATE

3611	MARYSVILLE Marcella's 1245 Bridge Street	Chairman: J. Edwards	Wednesday 6:00 p.m.	7	4	4	1	6	3
3613	OROVILLE Eagle's Hall 2010 Montgomery	Chairman: J. Hall	Tuesday 5:15 p.m.	20	17	17	21	19	16

## NORTH BAY

3711	MARIN COUNTY Roundtable Pizza S. Novato Blvd., Novato	Chairman: I. Snyder	Wednesday 5:30 p.m.	14	11	11	8	13	10
3712	SANTAROSA Roundtable Pizza Steele & Cleveland	Chairman: L. Stubblefield	Tuesday 7:00 p.m.	6	3	3	7	5	2
3714	UKIAH Discovery Inn 1340 N. State St.	Chairman: M. Perez	Wednesday 7:30 p.m.	7	4	4	8	6	3
3715	LAKEPORT Senior Center 527 Konocti Avenue	Chairman: B. Dawson	Tuesday 7:00 p.m.	6	3	3	7	5	2
3716	NAPA/VALLEJO Mary's Pizza Jefferson St, Napa	Chairman: J. Kent	Thursday 7:00 p.m.	8	5	5	2	7	4
3717	FORT BRAGG/PT ARENA Masonic Temple 428 N. Main	Chairman: G. Fernandez	Thursday 5:00 p.m.	22	19	19	23	21	18
3718	WEST GEYSERS Giorgio's Pizza Healdsburg Av, Healdsburg	Chairman: A. MacLean	Tuesday 6:30 p.m.	20	17	17	21	19	16

## SACRAMENTO

3011	SACRAMENTO REGIONAL TRANSIT Club 65 65th & Broadway	Chairman: J. Mendonca	Thursday 4:45 p.m.	8	12	12	9	14	11
3801	SACRAMENTO CLERICAL Sac. Cntrl Labor Council 2840 El Centro	Chairman: A. Edwards	Thursday 5:15 p.m.	15	19	19	16	21	18
3811	SACRAMENTO Florin Odd Fellow 8360 Florin Road	Chairman: D. Norris	Wednesday 5:00 p.m.	7	4	4	1	6	3
3812	VACAVILLE 140 Browns Vly Pkwy Vacaville	Chairman: B. Semas	Tuesday 5:00 p.m.	13	10	10	14	12	9
3814	WOODLAND Amer. Legion Hall 523 Brush Street	Chairman: K. Stice	Thursday 5:00 p.m.	8	5	5	2	7	4
3911	SMUD Cntrl Labor Council El Centro & I-80	Chairman: G. Richie	Wednesday 5:00 p.m.	14	11	11	8	13	10
3912	FRESH POND (SMUD) 50 Grand Pollock Pines	Chairman: D. Newton	Tuesday 6:00 p.m.*	13	10	10	14	12	9

## CITIZENS COMMUNICATIONS\*

4012	SUSANVILLE Grande Cafe 730 Main Street	Chairman: J. Deal	Thursday 5:15 p.m.	15	12	12	16	14	11
4013	ALTURAS The Brass Rail Hwy. 395	Chairman: M. Nelson	Wednesday 5:30 p.m.	14	11	11	15	13	10
4014	ELK GROVE Pizza Barn 8610 Elk Grove	Chairman: D. Vipond	Thursday 5:30 p.m.	22	19	19	23	21	18
4015	BURNEY Sam's Pizza Hwy 299 East	Chairman: D. Trobridge	Tuesday 5:30 p.m.	6	3	3	7	5	2

## TREE TRIMMERS

4404	DAVEY TREE/OAKLAND Francesco's Hegenberger & Pardee	Chairman: A. Garcia*	Tuesday 4:30 P.M.	6	3	3	7	5	2
4406	DAVEY TREE/PARADISE Red Lion Pizza 6011 Skyway	Chairman: P. King	Thursday 5:30 p.m.	8	5	5	9	7	4
4418*	DAVEY TREE/EUREKA* Labor Temple* 9th & "E" Street*	Chairman: M. Rose*	Thursday* 6:30 p.m.*	15	12	12	16	14	11
4419	DAVEY TREE/REDDING Upper Crust Pizza 2727 Churn Creek	Chairman: B. Irwin	Wednesday 5:00 p.m.	21	18	18	22	20	17
4422*	ARBOR TREE* The Pizza Place* Templeton*	Chairman: A. Danver*	Wednesday* 4:30 p.m.*	14	11	11	15	13	17
4711	ASPLUNDH TREE Mtn. Mike's Pizza Redwood City	Chairman: D. Sanchez	Wednesday 5:00 p.m.	21	18	18	15	20	17
4712	ASPLUNDH TREE/SELMA Ramona's 1802 E. Front St.reet	Chairman: Martinez	Thursday 4:30 p.m.	8	5	5	9	7	4

## OUTSIDE LINE

4911	OUTSIDE LINE/SACRAMENTO 2840 El Centro Sacramento	Chairman: L. Thomson	Saturday 10:00 a.m.	10	14	14	11	9	13
4912	OUTSIDE LINE/RIVERSIDE 1074 LaCadena Dr #5 Riverside	Chairman: J. Johnstone	Wednesday 8:00 p.m.	14	11	11	8	13	10

\* Indicates recent change



Be In The Know--  
Attend Your Unit Meetings!

## Three keys to success: organize, organize, organize!

By Orv Owen

If you were to ask any labor leader, what are the three most important activities he must do in order that his union be successful and

effective in providing service to his membership, he would most likely say: Organize! Organize! Organize!

And if that labor leader were a woman, she would say exactly the same thing.

The dictionary definition of the word "organize" states, in part: "to arrange in any orderly way unified and coherent relationships; to set oneself into an orderly state of mind, to become

organized; to persuade to join in some common cause."

I would like to suggest that we organized in our working years and joined together in common cause.

I would further suggest that seniors must continue to be unified and organized and join together with our working brothers and sisters in common cause.

We must be vigilant and stay well-informed on the issues that effect current and future retirees.

May I suggest you consider joining the National Council of Senior Citizens, who support and lobby Con-

gress in protecting seniors benefit programs. Without their vigorous efforts last

year, Medicare and Social Security were in jeopardy. Keep the faith!



"I don't have a plan for an escape, but I do have one for starting a union."

IBEW  
Local  
1245



Retirees Corner

### Retiree Club dates

**East Bay Chapter:**  
Meets 2nd Thursday each month, 10 a.m., at Local 1245 headquarters, 3063 Citrus Circle, Walnut Creek, Ca.

**San Jose Chapter:**  
Meets 1st Thursday each month, 10 a.m. at Local 332, 1870 Stone Ave., San Jose.

## Campaign for 'Health Care Bill of Rights' makes headway

The winds of political change are blowing in the health care industry, and it's senior citizens who are providing much of the lung power.

Thanks to outspoken seniors, unions, and other health care advocates, progress has been made during the past year at both the state and national level to establish a health care "bill of rights."

Last month a presidential

commission proposed a far-reaching health care "bill of rights" that could begin to swing the balance of power away from managed care companies and back toward patients.

Patient rights would include:

- A requirement that all health plans have to pay for emergency room visits if a prudent layperson would think that without immediate care, the patient would risk permanent injury.
- A requirement that plans

give patients the opportunity to have any denials of coverage, treatment or payment reviewed by plan doctors and an external board.

- A requirement that plans disclose information about their physicians—including how many times they have performed certain procedures, whether they have been sued for malpractice and how they are paid. Plans would also have to disclose information about their accreditation and financial solvency.

- A requirement that plans give patients direct access to specialists as well as to primary care doctors.

### Progress in California

In California, health care reformers made progress in advancing a number of bills in the state legislature.

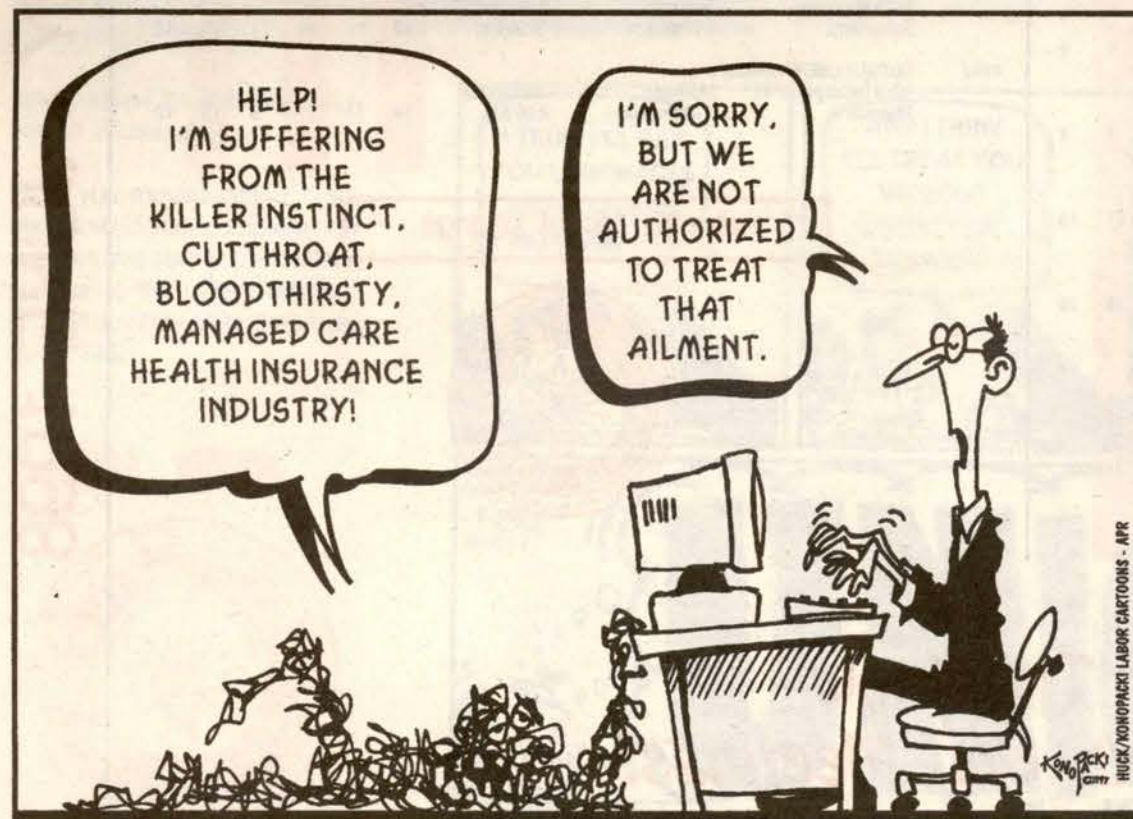
The state "Patient Bill of Rights" includes 15 bills designed to improve the quality of care provided by managed care corporations. The package was introduced in the 1997 legislative session by a broad coalition of consumer, senior citizen, health care advocacy, labor, religious, and community organizations, united under

the umbrella of Health Access California.

All 15 bills passed one or both houses of the legislature during the 1997 session. Four of the bills were brought to the desk of Gov. Wilson, who vetoed them on Oct. 10.

Health Access California will attempt to organize an override of these vetoed bills in early 1998. The other 11 bills in the Patient Bill of Rights are now two-year bills and will continue through the legislative process in 1998.

For more information about this campaign—and the status of bills—call Health Access at 888-431-0277.



### Congratulations to the newly-retired!

The Local 1245 Retirees Club extends its congratulations to these recently-retired members of the union. We invited you to participate in a Retirees Club chapter in your area, or to start one in your area if there is none! Call Julie Rodriguez at 510-933-6060 Ext. 208.

Name	Residence	Yrs/Srvc.
Susan Erving	Menlo Park, CA	15
Wanda Howard	San Leandro, CA	17
Neal Huss	Anderson, CA	31
Edward Ronngren	Turlock, CA	31
David Strouse Jr.	Mountain Home, ID	26

