

1245

International Brotherhood
Of Electrical Workers
Local 1245, AFL-CIO
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UTILITY REPORTER

PG&E contract
ratified - Page 2

PG&E linemen approve rubber gloving pact



Jeff Simmons (left) and Rusty Grass (right) listen to a point raised by Loran Davis at PG&E Walnut Creek yard during a discussion of rubber gloving agreement.

Local 1245 linemen at Pacific Gas and Electric voted overwhelmingly in November to approve a union-negotiated agreement that permits PG&E to utilize the long-prohibited work practices of rubber gloving and bare-handing.

For linemen, the agreement provides pay premiums for those who train in rubber gloving, while guaranteeing that participation in the new work practices remains strictly voluntary for current employees. For the company, the agreement provides new flexibility and the hope of

greater productivity.

Members approved the agreement 1,533 to 354.

Safety concerns were at the heart of the six-year political standoff over rubber gloving and bare-handing. Both methods bring linemen into direct contact with energized electrical conductors, raising the specter of catastrophic accidents.

But PG&E, believing that rubber gloving and bare-handing would increase efficiency, has long sought a variance from Cal-OSHA to permit the use of these practices. Earlier this year Cal-OSHA appeared to be relax-

See PAGE SIX

Use of contractors hurts morale at Sierra Pacific

By Eric Wolfe

There is probably no resource more important to a successful utility company than the dedication and loyalty of its employees.

Whether installing electrical service in the field or answering customer inquiries in the office, employees carry the burden of efficiency. They determine if the job is done right, or done only half-right.

At Sierra Pacific Power Co., a skilled workforce of unionized employees has been doing the job right for a long time. When a service is installed, it's going to last. When customers call, they'll find out what they need to know.

It may not have its own entry on the balance sheet, but employee loyalty is money in the bank for a company like Sierra Pacific. Call it the "loyalty dividend."

However, loyalty isn't

something given by natural law, like gravity. It has to be earned.

Providing job security is a key factor in keeping the loyalty of employees. How can people give their all to a company if they fear their jobs might be yanked away?

Unfortunately, there is growing insecurity among employees at Sierra Pacific. It's a subtle thing. Work goes on. Sierra Pacific employees remain loyal.

But sometimes they wonder if the company remains loyal to them.

It's a worry that grows everytime the company contracts jobs out to the lowest bidder or hires temporary employees to do the work that bargaining unit workers have traditionally done. It's especially galling when the company gives work to non-union contractors.

"We got these rats coming in here laying our conduit," says Kelly Toulouse, a

See PAGE SEVEN



Sierra Pacific Power draws its strength from the skills and loyalty of its employees, like linemen (from left) Kelly Toulouse, Rod Cragg and Danny Price.



INSIDE

Members ratify new PG&E contract
Page 2

Electric & magnetic fields examined
Page 4

1990 election analyzed
Page 11

SMUD shop stewards meet the boss
Page 12

Apprenticeship opportunity
Page 12

Outside Line in San Diego
Page 13

Meeting schedule:
Jan.-June 1991
Pages 14-15

City of Redding, H-M Teledata agreements
Page 16

CALENDAR

Dec. 7
Shasta Pin Dinner

Dec. 15
Humboldt S/S Conf.

Jan. 19, 1991
GC S/S Conference

Happy Holidays!



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Members ratify new 3-year contract with PG&E

Local 1245 members employed by Pacific Gas and Electric have ratified a new contract that provides general wages increases of 12.25 percent over three years.

The contract, which received a majority of votes in both the Clerical and Physical units, passed 4,912 to 3,834 overall. The results were announced Nov. 28.

A key feature of the new contract is the preservation of medical benefits, which will continue to be fully paid by the company. While many workers across the nation are facing cuts in the level of benefits, the new PG&E contract assures that Local 1245 members will continue to receive the current level of

benefits and enjoy expanded benefits in some areas.

The contract also contains important job security language that limits the impact

of management people "bumping back" into the bargaining unit.

The wage increases fulfilled the union's original goal

of meeting or exceeding the wage increases obtained at other major gas and electric utilities in California. The contract provides a general wage increase of 3.75 percent in the first year, 4.0 percent in the second year, and 4.5 percent in the third year.

Preparations for the negotiations began nearly a year ago with the gathering of proposals from the membership, which were then examined by the union's negotiating committee and fashioned into a total package.

The union and the company convened a joint study committee on health care costs last January in an effort to air concerns and map out possible solutions prior to the start of actual negotiations.



Sorting out the PG&E contract ballots for counting and verification are tellers (from left) Patty Del Torro, Dan Dennis, Rudy Woodford, Robert McCormack, Wilma Arjona and Al Calleros. Tellers not pictured are Donna Dito, Barry Claybaugh, Ted South and Frank Kenney. Judge was Patrick C. Gates.

Conference for Union Women

Local 1245 will hold a conference for union women on Feb. 23-24, 1991, in Concord, Ca.

Open to a limited number of members, the conference will offer a great opportunity for union women to learn new skills, exchange information and share ideas.

Watch for details in future issues of the Utility Reporter.

Workers here and abroad

Rolling the union on . . .

Jobs go to jail: US Mail Handlers in New York say the Postal Service is sending their jobs to prison. According to *Labor Notes*, Management is sending mail sacks to the Atlanta federal penitentiary for repair. As a result only one of three shifts is still working at USPS's repair facility in Edgewater, NJ. Now that California has approved a ballot measure authorizing prison labor, California work-

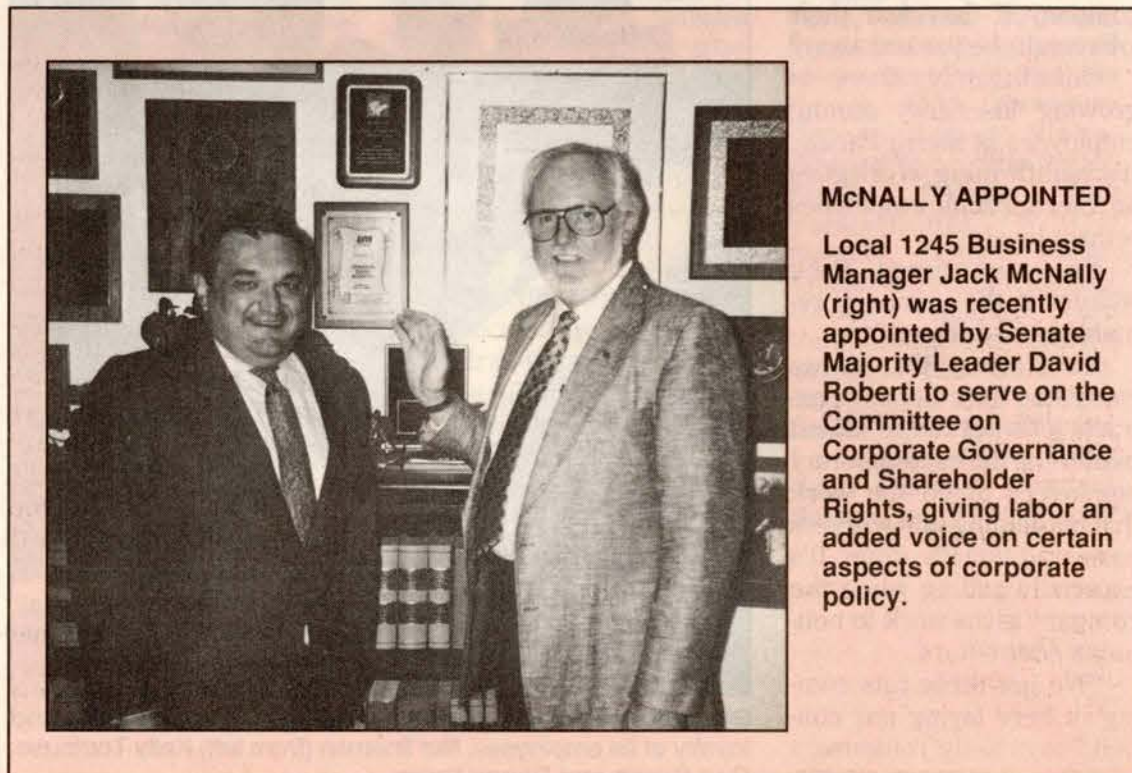
ers in a variety of trades may find themselves in the same position as Mail Handlers in New York.

But who benefits?: H.J. Heinz Co. estimates it will save about \$200 million a year thanks to teams of employees who have figured out ways to boost productivity and trim waste, according to the *Wall Street Journal*. The Journal didn't mention if Heinz

planned on letting the workers benefit financially from the savings that their ideas produced.

Perfect crime: Polluting the environment can land you in jail, but killing a worker apparently doesn't stir much of a fuss. In 1989, 72 defendants were convicted of environmental crimes by federal judges, who handed out 37 years worth of prison terms. But in the nearly 20 years since the passage of the Occupational Safety and Health Act, only *one* person has been convicted, sentenced and jailed for job safety violations, despite the fact that such violations lead to thousands of worker deaths.

Brazilians strike Michelin: A 33-day strike by workers at the Michelin plant in Rio de Janeiro, Brazil failed to stop the tire company's attempts to break the union. Throughout the strike the union received support from church groups and unions in Rio, which enabled it to organize a food bank for its 3,000 members. However, the company used the military police and private security guards to brutally attack the workers.



McNALLY APPOINTED

Local 1245 Business Manager Jack McNally (right) was recently appointed by Senate Majority Leader David Roberti to serve on the Committee on Corporate Governance and Shareholder Rights, giving labor an added voice on certain aspects of corporate policy.



JUSTIS STEPS DOWN
Stan Justis, retiring from the Local 1245 Advisory Council after more than 30 years of service, was honored at the November Advisory Council meeting with a standing ovation and an assortment of Local 1245 memorabilia presented by Business Manager Jack McNally (at left). Justis told Council members it had been "a pleasure and an honor" to serve the union.

COOKE HONORED
Vern Cooke (right) was honored at the Barstow Unit annual picnic in August for his long service as a union shop steward at Hinkley Compressor Station. Cooke, considered one of the most active shop stewards in southern Pipeline Operations, displays the cake baked in his honor.



APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

PG&E 1990 Ballot Committee:

- Wilma L. Arjona
- Al Calleros
- Barry Claybaugh
- Pattie Del Toro
- Dan Dennis
- Donna Dito
- Patrick Gates
- Rhonda Iriart
- Bob McCormack
- Ted South
- Rudy Woodford
- Frank Kenney

PG&E Rerate Committee:

- Mike Davis
- Ben Franzel
- Art Wert
- Gary Outlaw

Family Issues Committee:

- Wilma J. Arjona
- Joseph S. Audelo
- Mary Davis
- Joy O'Hagan
- Landis Marttila
- Dorothy Fortier

General Construction Joint Grievance Committee:

- John Meyer (Alternate)

Pipeline Operations Maintenance Interim Committee:

- James C. Lynn
- Dave Sahlstrom
- Manuel Guzman

Water Systems Repairman Interim Committee:

- Lance Massenge
- Mike Vrooman

CONFERENCES AND CONVENTIONS

1991 IBEW Regional Utility Conference:

- Jack McNally
- Howard Stiefer
- Barbara Symons
- Mike Davis
- Kathy Tindall
- Roger Stalcup
- Jack Osburn
- Jim McCauley
- Ed Mallory

- Ron Blakemore
- Tube Dudley
- Kathy Maas
- Darrel Mitchell
- Arlis Watson
- Barbara Dyer

Tri-District Women's Issues Conference

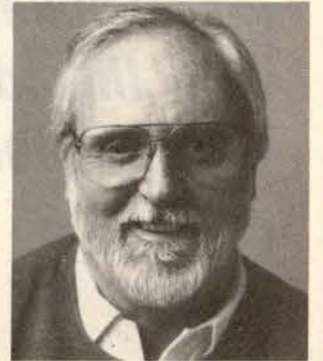
- Stephanie Baber
- Enid Bidou
- Marna Browne
- Debra Encallado
- Zenobia Foster
- Beverly L. Johnson
- Linda Jurado
- Peggy Kelleher
- Carole Leider
- Nancy Miraglia
- Joy O'Hagan
- Rosetta Patillo
- Jan Peterson
- Millie Phillips
- Sharon Poore
- Betty Quinn
- Sandra Reynolds
- Litha Saunders
- Patricia Thomas
- Kathy Tindall



Rubber gloving requires commitment to safety

Jack McNally, IBEW 1245 Business Manager

Linemen employed by Pacific Gas and Electric Co. recently approved a program which will allow working distribution voltages up to 21kv with rubber gloves. The agreement provides that the gloving procedures are voluntary and that the gloving of the 12kv or 21kv is considered as another tool available to accomplish the work and does not replace the use of live line hot sticks.



After considerable argument and gut wrenching debate within the membership, with state agencies and the Company, an agreement was reached between the Company and the Union to set up a committee to negotiate a program which would adopt safety rules, work procedures and a training program. The committees were made up of our members who work at the trade from the union side and generally first line supervisors who also had worked at the trade.

This committee reviewed what other companies are doing in this area and reviewed other material and regulations dealing with procedures, tools and equipment and agreed to a jointly negotiated program.

In the program are provisions that give the linemen expanded rights to determine how the work is to be accomplished. In addition the agreement requires that certain tools and equipment are to be used in the performance of this work. After the initial training, linemen are to be provided annual refresher training.

It is important to understand that most of this negotiated program deals with minimizing the exposure to hazards through the proper use of equipment and tools and the adherence to the rules and procedures.

There were a number of written comments made during the explanatory meetings voicing fear that the

voluntary provisions and some of the other aspects of the program would not be maintained in the future. This program is a negotiated program and cannot be unilaterally or arbitrarily changed by the Company.

The provisions of the program were established by the journeymen or experts in the trade. Both sides of this committee have agreed that this program will work and agree to live by the provisions.

Therefore, there are two important factors to be considered. First, to see that the negotiated provisions are adhered to by the company. As I said, the program is a product of collective bargaining. Our members have certain rights under the program and there are penalties if the company violates certain provisions. This should be policed and enforced.

Second, all incumbent linemen who volunteer will be given training for the program as well as future linemen through the apprentice training program. Therefore the work procedures and safety rules should be followed as learned in training. Cutting corners increases the chance for accidents. Safety is a matter of habit. If you learn the proper way and work the proper way, your habits become good habits.

If the Company and our members live up to the agreement, it will work to everyone's benefit.

Hazard in our midst?

Leukemia and other forms of cancer linked with occupational exposure to electric and magnetic fields

First in a series

By Eric Wolfe

To live in the 20th Century is to live with toxins.

Most toxins are nothing more to us than complex, hard-to-pronounce names tucked away in obscure scientific journals and government registries. Out of sight, out of mind.

But a few of those names have seeped into public consciousness over the years. Names like dioxin and DDT. Like plutonium and PCBs. Like asbestos.

Though toxic hazards themselves often are invisible to the naked eye, their names can become signposts, warning us that the road to modern civilization is strewn with corpses.

One potential toxic hazard of special interest to Local 1245 is among the least visible but most wide-spread of all: the electric and magnetic fields (EMF) generated by electric currents. Anyone living close to an electric powerline is potentially in harm's way, while those who

make a living around electric and magnetic fields face substantially greater exposures.

As with previous hazards—like asbestos, like radiation—the risks are not easy to calculate. In some cases special interests have already attempted to explain the problem away, just as attempts were made to conceal or explain away the dangers of asbestos and radiation.

But for Local 1245, EMF is not something to be explained away. It is a potential health hazard for thousands of Local 1245 members working for dozens of employers. Union members routinely exposed to EMF include power linemen and power plant operators, as well as clerical workers who use video display terminals.

How great is the threat? How much exposure do Local 1245 members receive and what are the potential health effects?

To assess the threat, Local 1245 proposed in early 1990 that the union and Pacific Gas and Electric undertake a joint

study of EMF. The proposal grew out of union concerns that the possible adoption of new work practices by PG&E—barehanding and rubber gloving—could increase the potential risks from EMF exposure by putting linemen in closer proximity to electric and magnetic fields.

Cause for concern

Two union linemen on the joint committee—Dan Mayo and Jeff Schlocker—are not yet ready to call EMF a proven health hazard. But they've spent a lot of time over the past 10 months examining the scientific record, and much of the information there gives them cause for concern.

"I'm finding little bits and pieces here and there that are starting to add up," Mayo said. "Occupational epidemiological studies have shown that linemen have increased risk of leukemia and brain cancer. I think that's what concerns me most since I'm a lineman."

One of the earliest and best-known studies was con-

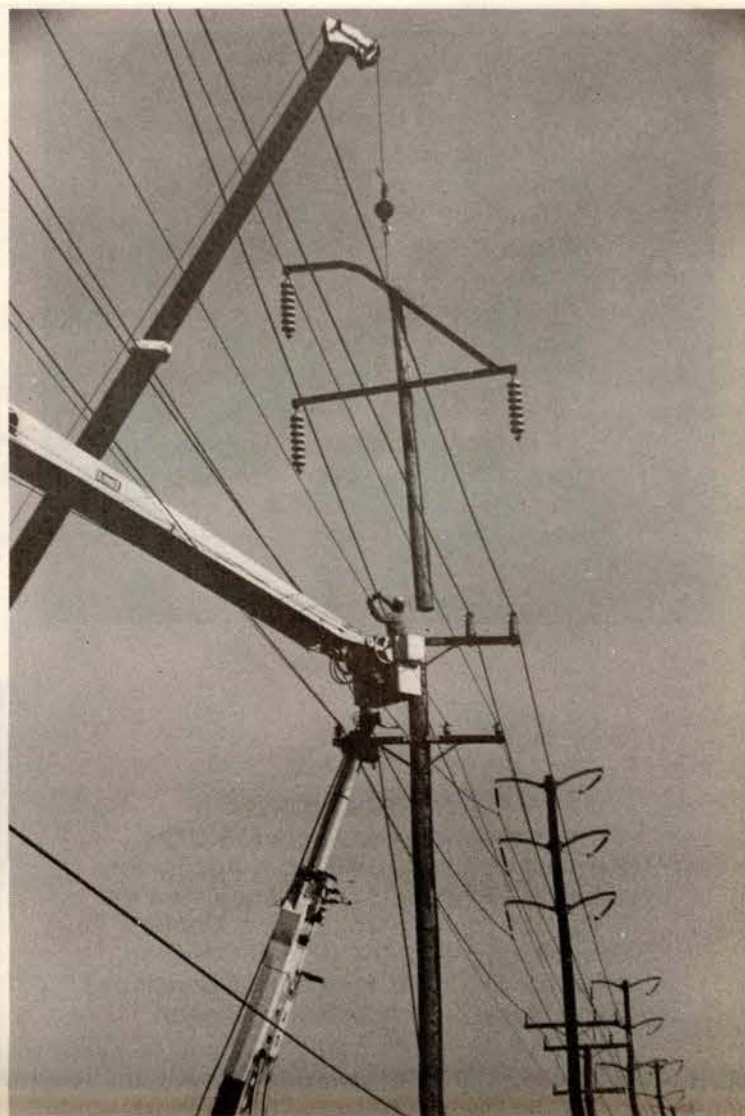


Photo: Bobby Blair

ducted in the mid-1970s by Nancy Wertheimer, a trained epidemiologist whose research in the greater Denver area found that children who developed cancer lived "unduly often" near electric lines carrying high currents.

To test this apparent connection between cancer and EMF exposure, Wertheimer and physicist Ed Leeper examined a 1950 US Public Health Service report correlating cause-of-death with workers' occupations. They found that workers frequently exposed to alternating-current magnetic fields—including power linemen and power station operators—showed a significantly higher rate of cancer than the population as a whole.

Soon other scientists began to find similar correlations between both residential and occupational exposure to electric and magnetic fields.

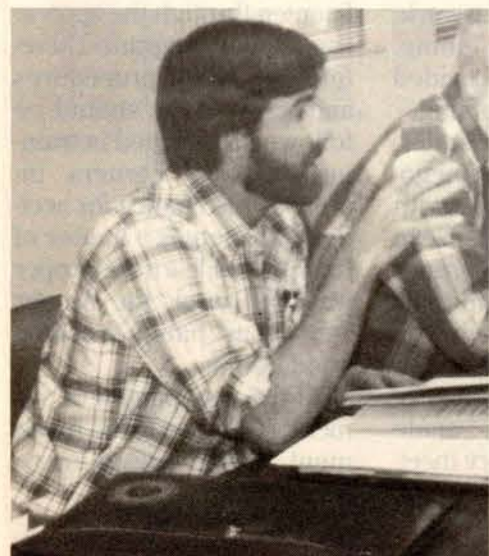
Dr. Samuel Milham, Jr., an epidemiologist for the state of Washington, examined 438 thousand deaths recorded in Washington between 1950 and 1979. In 1982 he reported

that those who worked in electric or magnetic fields experienced a higher rate of deaths from leukemia than the general population. Among those with the higher rates were electricians, power linemen and power-station operators.

Evidence mounts

Meanwhile three physicians at the University of Southern California's School of Medicine researched cases of leukemia in Los Angeles County. They reported in 1982 their discovery that the incidence of acute leukemia and acute myeloid leukemia was higher than might have been expected among those who worked in jobs that exposed them to electric or magnetic fields.

In early 1983, an epidemiological study in London connected acute myeloid leukemia with electrical occupations. A 1984 study in Maryland found that white male residents employed in electrical occupations had a higher-than-expected incidence of brain tumors. Other studies during this period in



"Occupational epidemiological studies have shown that linemen have increased risk of leukemia and brain cancer. I think that's what concerns me most since I'm a lineman."

Dan Mayo

New Zealand, Canada and England linked electrical workers with a heightened risk of leukemia.

By 1986, 15 out of 17 surveys of electrical and electronics workers around the world showed a link between EMF and the development of cancer, according to a 1989 article in *The New Yorker* by Paul Brodeur.

The utility industry, understandably, was less than overjoyed by the budding controversy over EMF. In 1981 the Electric Power Research Institute (EPRI)—a utility trade association—commissioned an independent review of Wertheimer's study. That review, which was critical of Wertheimer's methods and questioned her objectivity, seemed less of an effort to uncover the truth than to cover it up.

However, a more serious study was launched by a consortium of major utilities—known collectively as the New York State Power Lines Project—in 1983. The project's scientific advisory panel commissioned Dr. David A. Savitz, an epidemiologist at the University of Colorado's School of Medicine, to replicate Wertheimer's Denver-area childhood cancer study, something that Wertheimer had been calling for all along.

When Savitz's report was issued three years later, in November of 1986, it ended any hope that the EMF issue would just quietly go away. Savitz found a statistically significant association between all types of childhood cancer and external magnetic fields. In addition, he found that children in certain high-exposure groups—such as those who had lived very close to high-current wires—had a cancer risk five times higher than the control population.

Ron Fitzsimmons, a safety specialist and assistant business manager at Local 1245, said this accumulation of data "sure indicates there may be a problem linked to electric and magnetic fields." But Fitzsimmons, believing further studies are needed, stops short of calling the evidence definitive.

One of the most publicized investigations into EMF now in progress is being con-

ducted by EPRI, the utility association. Although EPRI was originally dismissive toward Wertheimer's pioneering investigation into the health effects of EMF, these days the utility group appears to be taking the issue much more seriously. EPRI's study, called EMDEX-100, measures EMF exposure among workers in electrical occupations. In later stages of the study, that exposure data will be correlated with data from a mortality study being conducted independently in North Carolina by Dr. Savitz, in order to calculate the dimensions of the risk, if indeed a risk is found to exist.

Local 1245's Mayo and Schlocker have mixed feelings about EPRI's ability to conduct an objective investigation.

Schlocker initially thought EPRI to be "pretty company-minded." However, he later decided that "it doesn't make sense for them to hide anything" and now he looks forward to learning the results of the EMDEX-100 study.

"I'm trusting their scientific background," Schlocker said.

Conflict of interest

Mayo, however, isn't so sure. He believes utilities have a conflict of interest when it comes to EMF.

"Utilities as a whole stand to lose big bucks" if EMF is found to be a health hazard, Mayo said. Utilities could conceivably face massive costs, both from citizens pressing damage claims and from the need to purchase new right of ways around power lines. Having to change

Research data "sure indicates there may be a problem linked to electric and magnetic fields."

Ron Fitzsimmons



work practices could further add to the expense.

Utilities, said Mayo, "have too much at stake to conduct proper research into EMF health hazards."

Although the union is understandably concerned to make sure that testing is performed in an objective manner, it is doubtful that the utility industry could hide the facts about EMF now, even if it wanted to. Public suspicions about EMF have been thoroughly aroused. Glib reassurances are not likely to be enough to put those suspicions to rest.

One place where that public concern is registered is the California Department of Health Services. Recent legislation enacted by the California Legislature directs the department to undertake research into EMF. Already the department is receiving daily inquiries about EMF from local and county officials, who in turn are feeling the heat from citizens who want to know if EMF threatens their homes and their schools.

Responding to these concerns, the department has pulled together an ad hoc

group of utilities, public agencies, health advocacy groups and unions—including Local 1245—to help develop procedures for testing homes for EMF exposure. Many of these same groups—again including Local 1245—are helping the department develop two regional training workshops for local health professionals on the possible health effects of EMF, including the issues of occupational as well as residential exposure.

No one has a bigger stake in finding out the truth about occupational exposure to EMF than the members of Local 1245 and Fitzsimmons pledged that the union would "get as much information to the members as possible" as soon as it becomes available. If EMF exposure proves to be a significant health hazard, it could ultimately force fundamental changes in the way electrical workers perform their jobs.

Clearly Local 1245 members have a right to know where they stand.

(Next month: theories on how electric and magnetic fields disrupt the body's normal biological processes.)

Concord Cable pact ratified

Members of Local 1245 ratified a new three-year agreement with Concord Cable TV last month after eight months of bargaining.

The new contract provides for a 4 percent general wage increase retroactive to June 1, 1990, a 3 percent increase on June 1, 1991, and a 2.25 percent increase on June 1, 1992.

The agreement increases the company's contribution to the medical plan. In the third year of the contract the company's contribution will be \$270 per month per employee, up from the current \$220.

An earlier contract offer from Concord Cable was soundly rejected by employees in June, primarily because of dissatisfaction over health insurance provisions, according to Business Rep. Dean Gurke.

Under new child care leave provisions, employees will have one day of leave per child-illness. The leave may also be taken in connection with illness or other problem with a child care provider. The child care leave counts against an employee's sick leave.

The agreement also creates a \$100 bonus for successfully completing the test, known as BCTE, that qualifies an employee to progress through the seven wage steps. The bonus would apply to each test successfully completed.



"It doesn't make sense for [the utility research group] to hide anything. I'm trusting their scientific background."

Jeff Schlocker

Linemen approve rubber gloving agreement with PG&E

from PAGE ONE

ing restrictions on the practices when it re-interpreted high voltage regulations in a case involving the Imperial Irrigation District.

In an effort to see if the political standoff—and the safety concerns—could be resolved through negotiations, the union established a Lineman Advisory Committee in early 1990 to lay out the members' perspective on rubber gloving and barehanding. Serving on the committee were linemen from throughout the PG&E system.

Based on information gathered by this committee, a smaller union committee entered into talks with PG&E in February armed with a host of proposals addressing safety concerns.

The company agreed during these talks to most of the union's proposals, including the establishment of joint committees to develop detailed safety rules, work procedures and training programs for rubber gloving and barehanding.

The union reserved the right to withdraw from the process if these committees failed to produce rules and procedures satisfactory to the union's membership.

Right to refuse

By itself, this degree of worker participation in establishing company policy would have been extraordinary. But the union won an even more

“An agreement is only as strong as the members themselves in using it.” The rubber gloving agreement with PG&E will endure if linemen “go out and do a good productive job.”

George Lindsay



extraordinary provision in this preliminary agreement: each individual employee would have the right to refuse to participate in rubber gloving and barehanding. This freedom of choice applied at two levels: individual workers would have the right to refuse training in the new procedures; and those who accepted the training would have the right to refuse rubber gloving and barehanding on any particular job.

To underscore these provisions, the agreement required the company to maintain a full complement of live line tools on its trucks so that workers would have the option of using the old methods whenever they chose.

The company agreed to establish a 6 percent pay premium in connection with rubber gloving work.

Three joint committees, their efforts coordinated by a single oversight committee, set about their respective tasks as spring approached:

The barehanding committee studied the training manual and procedures developed by PG&E for barehanding. The committee spent a week in Florida observing the training program of Florida Power and Light and also attended a utility conference in Toronto.

The rubber gloving committee visited four utilities that use rubber gloving procedures. The committee spent over one thousand hours of hands-on work in an effort to develop safe rubber gloving procedures.

A third committee began gathering information on the possible health effects of exposure to electric and

magnetic fields, an investigation that is expected to require a number of years. (See related story on electric and magnetic fields, page 4.)

Elusive data

One key piece of data proved elusive. Inadequate record-keeping procedures in the states visited by the rubber gloving committee made it impossible to assess the extent to which rubber gloving contributed to industrial injuries.

Nonetheless, the union agreement makes safety a central feature of the agreement with PG&E.

The most fundamental safeguard for individual workers is that participation in rubber gloving and barehanding is strictly voluntary. No current PG&E lineman can be required to train for or

use the new work practices.

Furthermore, those who elect to receive the training cannot be required to use the new methods. Rubber gloving and barehanding can be used on a job only if the crew for that particular job arrives at a consensus to use the new methods.

The rubber gloving safety procedures devised by the committee—and agreed to by the company—fill many pages. However, the fundamental principle underlying the procedures is to “insulate and isolate” workers from the voltages they will be handling. All work on voltages above 5kv will be performed from bucket trucks. Gloves will be regularly checked for tears or leaks, using a combination of air and water testing.

Attitude is crucial

But ultimately, as with any work on live lines, the attitude of the crews will be the most important factor in working safely.

“You need to have your mind on the job at all times,” said Richard Detmers, a union lineman from Manteca and a member of the rubber gloving committee. “You and your pole partner have to have good visual contact and good communication.”

In September and October, the union conducted a series of special meetings—on company time and property—throughout the PG&E system to hear what mem-



When working with rubber gloves, “You need to have your mind on the job at all times. You and your pole partner have to have good visual contact and good communication.”

Richard Detmers

RUBBER GLOVING AGREEMENT

bers had to say about the agreement.

Some members wanted to be trained in the new procedures right away so they could begin collecting the pay premium. Others supported the agreement, but expressed

concern that it might be altered at some future date.

Union negotiators acknowledge that the company could come back someday and request changes in the agreement. The ability of both sides to bargain for change,

they point out, is an inherent part of the collective bargaining process.

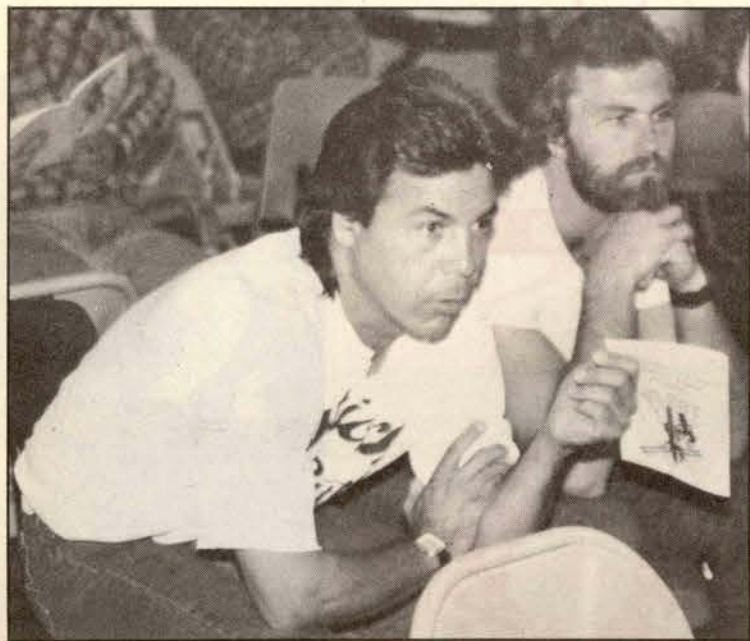
"An agreement is only as strong as the members themselves in using it," noted George Lindsay, a member of the rubber gloving committee. He expressed confidence that the agreement would endure if linemen "go out and do a good productive job."

Safety concerns

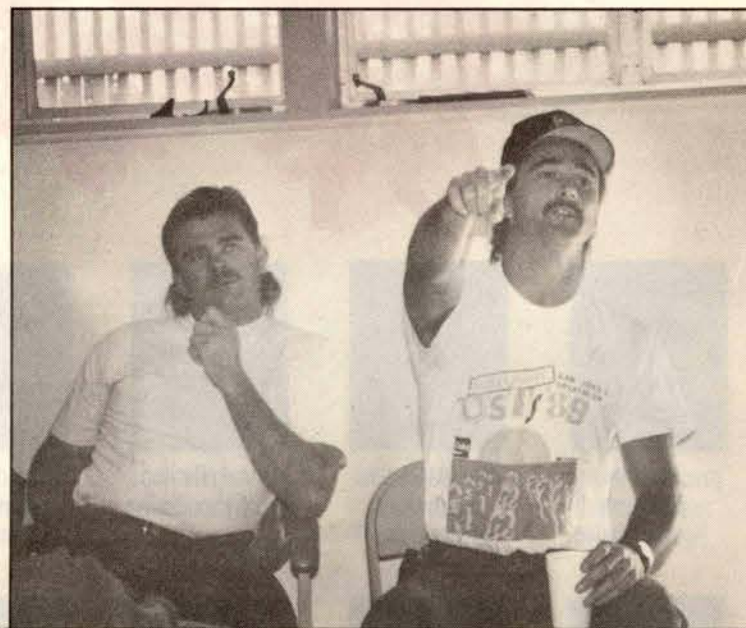
Despite the detailed safety measures built into the agreement, some members still voiced opposition to it on safety grounds.

"They're accepting the fact there are going to be accidents," one member said during the special union meeting with linemen at the PG&E yard in Walnut Creek. "I can't accept that."

A number of members objected to the pay incentive being a factor in deciding whether to accept a rubber gloving agreement.



Max Tellez (left) voices an opinion on rubber gloving agreement during a meeting at PG&E yard in Walnut Creek. Seated next to him is Stuart Treff. (Photos: Eric Wolfe)



Jim Zack (right) speaks out during rubber gloving meeting at PG&E yard in Walnut Creek. Seated next to him is Dan Rand.

"They shouldn't dangle an incentive in front of you to get you to do what you normally wouldn't do," said one member.

Other members were just as vigorous in their belief that a pay premium was appropri-

ate since linemen would be required to acquire additional skills to perform the new work procedures.

The final vote showed that, on balance, most members decided the agreement deserved support.

'Contracting out' undermines morale at Sierra Pacific Power

from PAGE ONE

Sierra Pacific lineman with 12 years experience.

"They're undercutting union people. They don't have the training. They can't do the job right."

Danny Price, a Sierra Pacific lineman with seven years in the union, sees no logic in the company turning to contract crews.

"I feel we could take care of this work if they'd let us," says Price. "There are a lot of guys here who can do quality work."

But quality is by no means assured when the company turns to outside contractors. When a job is put out to bid, observes former union steward Frank Davis, "it's really hard to get quality control."

Even in cases where the company feels it has no alternative but to contract out, Sierra Pacific lineman Dave Cooney believes it shouldn't give the work to non-union contractors. Non-union crews lack the training and work skills of union crews, says Cooney, a union member for 13 years. When non-union

crews do a job, he asserts, "we have to go back and do the things they didn't do."

On the other hand, when Sierra Pacific employees perform the construction they have more incentive to do the job well the first time around because they are also responsible for performing maintenance if something doesn't work right.

Sierra Pacific employees aren't alone in worrying about the loss of work through contracting out. Contracting out in the 1980s cost tens of thousands of workers their jobs. Thousands of others have taken pay cuts to ward off the threat of lost jobs.

For company's like Sierra Pacific, the attraction of contracting out is clearly the hope of getting work done more cheaply. But short-term gains from contracting out must be measured against the long-term losses.

Sometimes losses are tangible, as when shoddy work must be redone.

However, losses that are intangible may prove even more damaging. Such an intangible loss is the erosion

of employee morale and loyalty.

Compounding the concern that many employees feel about contracting out is another company practice that threatens workers' jobs: hiring temporary workers.

As with contracting out, hiring temporaries is a tactic used by employers to avoid paying union scale. Rather than hiring enough employees to handle the work, the company brings in temporary workers, siphoning work away from regular employees.

According to Davis, Sierra Pacific "is really going for this temporary help." He says

the company justifies the use of temporaries by claiming it doesn't need the workers on a permanent basis.

But, as Price points out, the company sometimes keeps temporary employees on the job "for two years at a time", and when that temporary worker leaves "another one comes to take his place." The net effect, in the view of Davis, is to erode the classification.

The larger effect of hiring temporary workers and contracting out is the gradual erosion of employee morale and loyalty. For a company like Sierra Pacific, that would be a particularly tragic loss

Compounding the concern that many Sierra Pacific employees feel about contracting out is another company practice that threatens workers' jobs: hiring temporary workers.

because the company presently enjoys a great deal of loyalty from its employees.

Toulouse, for example, lauds the company for offering schools for underground and overhead work. "The company is starting to realize that by giving us educational chances they're coming out ahead," he said.

Price praises the company for keeping needed equipment on hand, making it possible for employees to work more efficiently.

Rod Cragg, a 15-year union lineman who used to work in Outside Line Construction, appreciates the sick days, holidays, and even funeral days available at Sierra Pacific, thanks to a good union contract.

Such sentiments are not unusual at Sierra Pacific. Employee loyalty runs deep.

But loyalty is not an inexhaustible resource. It must be renewed. And it most definitely figures into the bottom line that Sierra Pacific must consider as it evaluates its future use of temporary workers and contracting out.



Season's Greetings from



Executives
(Seated, from left) Andrew Dudley; Jack Stiefer, president. (Standing, from left) Ed Symons, recording secretary; Ron Blair; Ed Mallory, treasurer.



Ken Ball
Business Representative



Brenda Bartizal
Cash Dues Records



Shawn Berlinn
Word Processing



Enid Bidou
Business Representative



Bobby Blair
Business Representative



Wendy Bothell
Benefits



Virginia Brown
Payroll Deduction



Jane Brunner
Attorney



Kathy Burke
Dispatcher
Riverside Office



Bob Choate
Business Representative



Ed Caruso
Business Representative



Tom Dalzell
Attorney



Ethel Davis
Membership Records



Mike Del Rio
Business Representative



Richard Dunkin
Business Representative



Joel Elliolf
Business Representative



Janet Evanson
Dispatcher
Riverside Office



Ron Fitzsimmons
Assistant
Business Manager



Dorothy Fortier
Assistant
Business Manager



Ed Fortier
Business Representative



Bob Gibbs
Business Representative



Wayne Greer
Business Representative



Dean Gurke
Business Representative



Mike Haentjens
Business Representative



Rich Hafner
Business Representative



Mickey Harrington
Business Representative



Gary Hughes
Business Representative



Frank Hutchins
Business Representative

HAPPY CHANUKAH



Karen Kiley
Confidential Secretary



Linda Knight
Bookkeeping

IBEW Local 1245



Executive Board
Jack McNally, business manager; Howard
(left) Mike Davis; Kathy Tindall; Barbara
McCauley; Jim McCauley, vice president;



Ann Kools
Confidential
Secretary



Austin Lea
Printer



Kathy Maas
Business
Representative



Sharon Madison
Clerical Floater



Gary Mai
Business
Representative



Landis Marttila
Business
Representative



Bob Martin
Business
Representative



Lita Martin
Confidential
Secretary



Rae Mattes
Receptionist



Jack McNally
Business Manager



Darrel Mitchell
Senior Assistant
Business Manager



Pat Montague
Dispatcher
Sacramento
Office



Art Murray
Business
Representative



Jack Osburn
Business
Representative



Orv Owen
Assistant
Business Manager



Larry Pierce
Business
Representative



Sharon Redman
Office Manager



Frank Saxenmeier
Business
Representative



Dennis Seyfer
Business
Representative



Roger Stalcup
Assistant
Business Manager



John Stralla
Business
Representative



Sam Tamimi
Business
Representative



Joe Valentino
Business
Representative



Ron Van Dyke
Business
Representative



Gail Varner
Bookkeeping



Gene Wallace
Business
Representative



Corb Wheeler
Business
Representative



Eric Wolfe
Communications
Director



Fran Zamora
Confidential
Secretary



Perry Zimmerman
Business
Representative

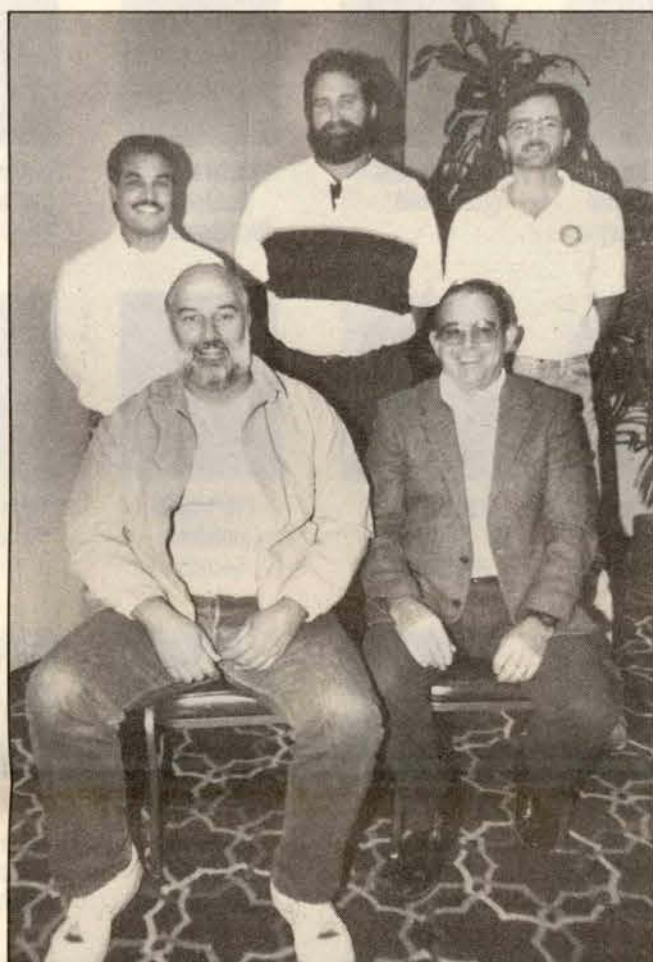




Happy Holidays

from the

Advisory Council



Advisory Council members, standing, from left: Jose Guzman, PLO; Mike Brocchini, San Joaquin; Terry Jones, Coast Valleys. Seated, from left: Terry Linebarger, CATV; Duane Bartlow, Irrigation Districts.



Advisory Council members, standing, from left: Bill Demerritt, SMUD (alternate); Wilfred Nunez, Sacramento Regional Transit; Russ Rylee, Shasta; Grover Day, Stockton/City of Lodi; Bernard Smallwood, San Francisco/General Office (alternate); Jim Dorman, East Bay. Seated, from left: Jim Findley, North Bay; Bill Branson, Construction; Richard Bidinost, San Jose/City of Santa Clara; Frank Manna, General Construction; Shirley Roberts, San Francisco VP&C. Not pictured: Jeff Schlocker, Olivia Mercado, Willie Denninger, Gary Hanson.



Advisory Council members, standing, from left: Stan Justis, Drum; Al Knudsen, Colgate; Jim Russell, Humboldt; Jim Travis, Tree Trimmers. Seated, from left: Skip Harris, De Sabla; Tim Watts, CUCC; Richard Perry, USBR; Bob Vieira, Sierra Pacific.



Retirees Club members (standing, from left) Rene Giger; Louis Rangel, Secretary; Don Hardie, vice president.; (seated, from left) Coleman O'Malley; Tom Riley, president.



and the Retirees Club



Voters register deep dissatisfaction during 1990 election

By Eric Wolfe

Labor fell short of the mark in California on Nov. 6 when voters narrowly rejected Dianne Feinstein for governor in favor of Republican Pete Wilson.

Working people could take some comfort in the election of pro-worker candidates to other state-wide offices, victories made possible by thousands of hours of volunteer efforts by rank and file trade unionists throughout the state. Winners included incumbents Lt. Gov. Leo McCarthy and Secretary of State March Fong Eu, as well as State Treasurer Kathleen Brown and Insurance Commissioner John Garamendi. (In a race still being contested at Utility Reporter press time, labor-backed Arlo Smith appeared to have lost the attorney general race to Republican Dan Lundgren.)

Labor tasted bitter defeat on a key ballot initiative when voters narrowly approved Proposition 139, repealing a century-old ban on the use of inmate labor by private employers.

The result of labor's spirited but failed effort to elect a Democratic governor will be felt during the next four years in the form of hostile appointments to key state agencies and near-certain vetoes of most pro-worker legislation. Wilson's presence in the governor's chair also insures that the state's wealthiest corporations and individuals will have a large voice in the redistricting process.

But individual winners and losers aside, the electorate sent another message in the 1990 General Elections: Americans are getting fed up with their elected representatives.

Voter discontent

The passage of Proposition 140, which imposes strict term limits on state lawmakers in California, was the starkest example of voter dissatisfaction. Term limitation measures were also approved by voters in Colorado and Oklahoma.



Union volunteers, like the Local 1245 members above who worked phone banks in San Mateo County, helped elect labor-backed candidates throughout California in last month's election. But the election seemed to signal growing voter dissatisfaction with the choices they're offered at the polls.

The right-wingers who sponsored Proposition 140 understood voter discontent well enough to try to harness it for their own purposes. If Proposition 140 survives court challenges, right-wingers will try to use it as a tool to sweep Democrats out of the state legislature and give Republicans and their business buddies a fresh shot at becoming a legislative majority.

Organized labor, on the other hand, failed to grasp the depth of voter discontent. Rather than developing a strategy for harnessing voter dissatisfaction, labor mostly stuck to its usual strategy of rallying behind Democratic candidates.

Republicans would like to believe that voter discontent is simply a matter of voters preferring Re-

publicans over Democrats. But that's hardly the case.

Democrats, whatever their shortcomings, still offer more to working people than Republicans do. The recent battle over the federal budget gave Americans a glimpse into the Republican heart and they found it full of compassion—for millionaires. The budget spectacle contributed to Democratic gains in the US House, the US Senate, and in the California legislature.

And yet California voters approved strict term limits

which will turn many more Democrats than Republicans out of office. Why?

A number of facts suggest that voters are *unhappy with their choices*: Democrat and Republican alike.

Incumbents may be getting re-elected, but in many cases they got re-elected by smaller margins in 1990 than in previous elections. In the US House, a representative with a 60 percent victory margin is considered to have a "safe" seat. In 1988, only 62 members won with less than 60 percent of the vote.

But this year, 115 members won with less than 60 percent. That a l m o s t doubles the number of "shaky" seats over 1988.

Two of the most dramatic examples of "shaky" incumbents in the 1990 elec-

tion were Senator Bill Bradley of New Jersey and Gov. Mario Cuomo of New York—two Democrats who should have won big, but didn't.

Voter discontent is no mirage: it is real. Its target is Democrat as well as Republican. And its largest expression is the fact that a sizeable majority of eligible voters—about 60 percent—didn't even go to the polls in 1990. Voter turnout, in fact, was the lowest for a midterm election since World War II.

A membership survey conducted a couple of years ago by the Oil Chemical & Atomic Workers union (OCAW) supports the theory that voters are increasingly dissatisfied with both major political parties. These union members tended to see both Republicans and Democrats as primarily serving the interests of big business and the rich.

Independents win

When they had a choice in 1990, many voters did in fact turn their backs on both major parties.

In Connecticut, voters rejected Democratic and Republican candidates in favor of Lowell Weiker, the former US Senator who ran as an independent. In Alaska, voters rejected the major party candidates in favor of independent candidate Walter Hickel. In Vermont, voters rejected both major party candidates for the US Congress and elected Bernie Sanders, an independent socialist who previously had served four terms as mayor of Burlington.

Voter discontent is real. And with incumbent politicians spending more time raising campaign money than solving problems, voter discontent is bound to grow.

Political power in the 1990s will flow to whoever can speak most clearly to the deep discontents of the American populace. If Democrats and Republicans fail to do so, the time may have come for other voices to come forward and fill the extraordinary vacuum now at the heart of American politics.

Third party victory in Canada

One of the most remarkable events this election season was ignored by the US media: a labor-backed third party swept to power in the Canadian province of Ontario in September.

The Ontario government, formerly a club for businesspeople and lawyers, will now be controlled primarily by working people.

The New Democratic Party plans to create a non-profit auto insurance system,

eliminate the provincial income tax for those below the poverty line, impose a minimum tax on corporate profits, extend the pay-equity law to cover every woman in Ontario, create 10,000 day-care spaces, and enact laws to jail corporate polluters.

Six months ago a third party victory would have been called a crazed fantasy. Today in Ontario it is a reality.

SMUD launches ambitious energy conservation plan

The Sacramento Municipal Utility District has undertaken a major effort to reduce energy use and lower customer bills.

The central feature of the SMUD campaign is energy conservation. The utility will seek to improve the energy efficiency of homes and businesses in the district's 900-square mile service area.

SMUD energy advisors will go into homes and show people how they can lower their electric bills. SMUD will then provide the equipment, money and other incentives to entice customers into the program. The advisors will give customers a free conservation kit that includes weather-stripping and caulking, low-flow shower heads, blankets for electric water heaters, compact fluorescent light bulbs and other energy saving products.

Some customers will also have shade trees provided free of charge to help keep their homes cooler in the summer.

SMUD will offer customers the option of having older, inefficient refrigerators, water heaters, air conditioners and heaters hauled away and replaced. SMUD will provide low-interest financing and

cash rebates to help pay for the new appliances.

SMUD General Manager David Freeman said the conservation program will enable SMUD to offset the growth in electric demand over the next ten years.

'Conservation power plant'

"It's like building a 600-megawatt power plant in our customers' back yards," he said. "Unlike other power plants, it can't break down or run out of fuel. Best of all, we can build a Conservation Power Plant for 2 to 3 cents per kilowatt-hour—less than half the cost to build a traditional generating plant."

SMUD has also indicated a strong desire to introduce energy-savings measures into new construction in its service area.

By trying to cut down on energy waste in new buildings, "We are representing the interests of future tenants and building owners who will ultimately pay for wasteful design and construction practices through higher energy bills," said Freeman.

"By acting early, while buildings are being planned and designed, we can install energy efficient measures at bargain prices and ensure lower energy bills for future occupants."

SMUD stewards get acquainted with new general manager

A recent picnic at the home of Local 1245 Business Rep. Perry Zimmerman gave shop stewards from the Sacramento Municipal Utility District an opportunity to meet with

SMUD's new general manager, S. David Freeman.

The informal setting provided plenty of time for stewards to share their thoughts with the district's new boss, and *vice versa*.

Freeman has rapidly gained a reputation as a manager who understands that constructive relations with labor are an essential ingredient in running an efficient operation.

Stewards (right) at the meeting with David Freeman included (standing, from left) Don Hurdle, John Thompson, David Reishus, Marilee Mai and Gary Hanson; (seated, from left) Reuban Ware and John Platz.



Stewards (from left) Dan Newton and David Reishus chat with SMUD General Manager David Freeman (in cowboy hat), along with steward Bill Demerritt.

ANNOUNCING:

Power Lineman Apprenticeship Opportunity

Deadline: Dec. 31, 1990

Calif.-Nev. Joint Apprentice Training Trust Fund
11752 Garden Grove Blvd., Suite 219
Garden Grove, CA 92643
(714) 636-8133

California-Nevada Training Trust offers a complete apprenticeship program comprised of home study, classroom instruction, and on-the-job training. During your apprenticeship, you will learn all aspects of the power lineman craft, making you eligible for Journeyman Lineman status.

Applications are accepted on a continual basis from January 1 to December 31 of each year. The application period will close promptly at 5:00 p.m. on December 31 of each calendar year. In order to be considered, you may submit a written request to the Trust Fund at the address given, or applications may be picked up in person between the hours of 9:00 a.m. and 4:00 p.m., Monday through Friday. You will be considered

Outside Line Construction

only if you meet the following minimum requirements and have included copies of the documents listed below with your application. All documentation must be returned with your application—there are no exceptions. If complete documentation is not included, your application will be returned.

Requirements:

1. Legal proof of age—must be a minimum of 18 at close of application period. Please do not send original document—readable copy only (Driver's license not considered legal proof of age).

2. High school diploma or G.E.D. diploma—submit a readable copy.

3. One year (two semesters) of algebra with a passing grade. Submit a transcript for

verification. Algebra must be completed and verified at the time your application is submitted. There will be no exceptions.

4. Copy of DD-214 if you served in the military.

Ours is a unique occupation, with factors that are uncommon to most other industries. Our jurisdiction covers the states of California and Nevada. To make application, you are required to be a resident of one of the two states. Many of our jobs are in areas which require extended status away from your principal residence, at your own expense. There is a great deal of physical and sometimes hazardous work. Therefore, all selected applicants will be subject to a physical and must be proven

physically fit to perform the work. Due to an on-the-job requirement, you are required to possess and maintain a valid driver's license.

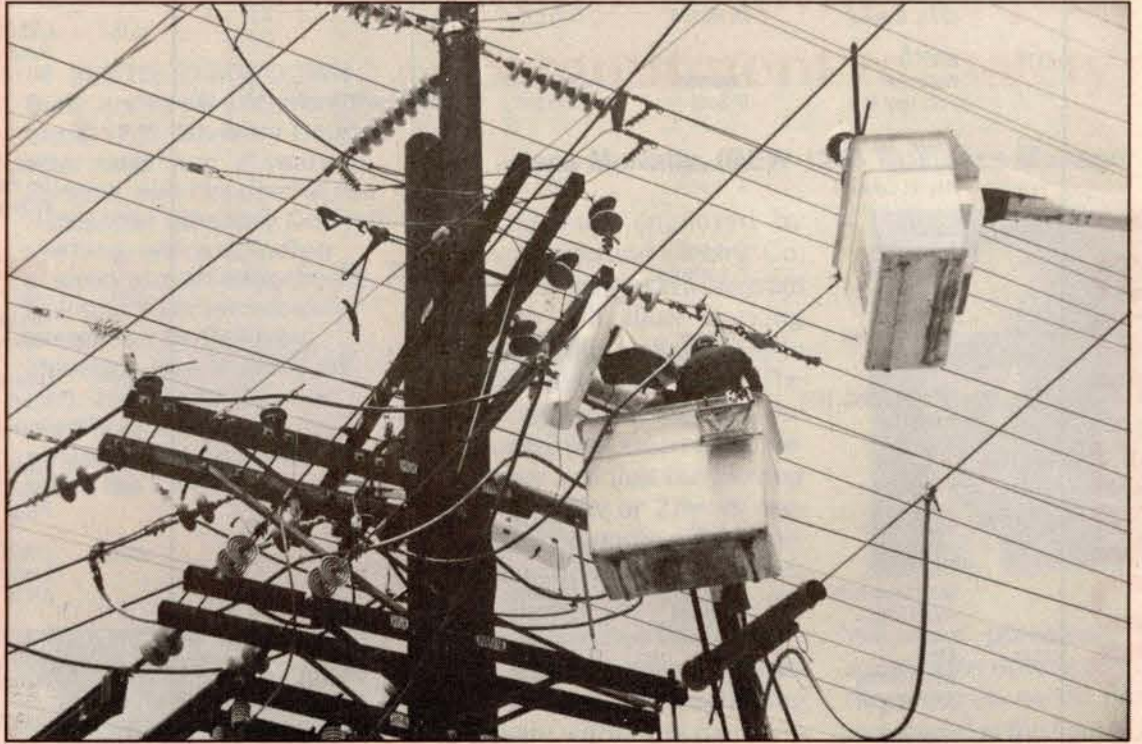
After submitting your application you must keep your address and phone number current with us at all times. Please notify this office should you relocate or have change of telephone number.

The recruitment, selection, employment and training of apprentices is without discrimination because of race, color, religion, national origin, or sex.

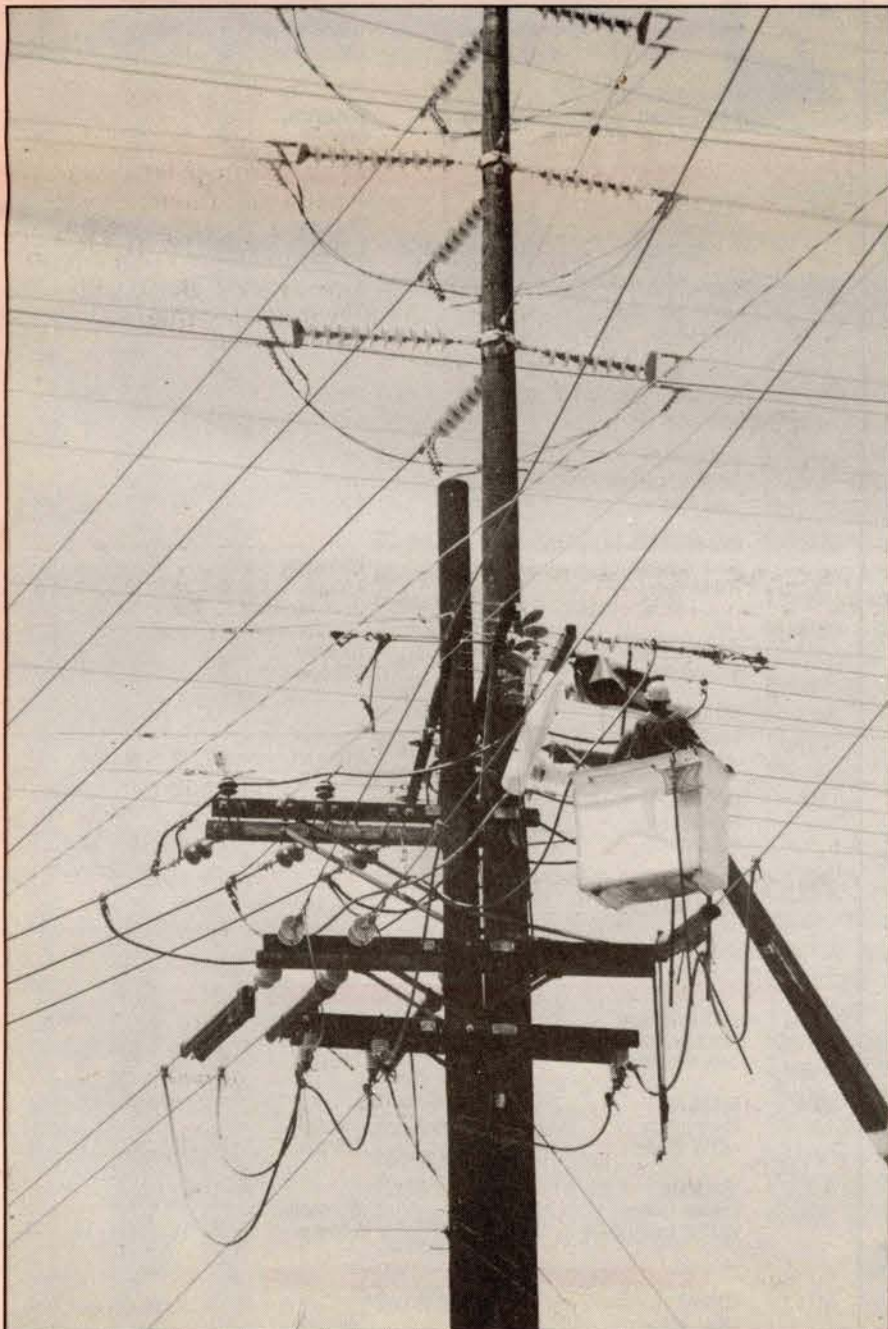
We welcome your interest in our program.

WOMEN & MINORITIES ARE ENCOURAGED TO APPLY.

Pole change-out for D&B Electric



Above and below left, Local 1245 Outside Line Construction crew at work on pole changeout in San Diego for D & B Electric. (Photos: Bobby Blair)



Crew for the D & B Electric pole changeout, along with members of the union Safety Committee which was visiting the site, from left: Lee Thomas, Onil Daigle, William Catalfio, Scott Sugden, foreman, Bruce Bertrim, Ray Bradley, Kirk Shyroch and Jackie Bendo, Sr.



Safety Committee with D & B Electric in San Diego on an underground switch, from left: Lee Thomas, Rojo Gaerlan, Jackie Bendo, William Catalfio and P.R. James.

UNIT MEETINGS JAN. - JUNE 1991

SAN JOAQUIN				Jan	Feb	Mar	Apr	May	Jun				
1111	FRESNO Cedar Lanes Cedar & Shields	Chairman: C. Habecker	Tuesday 5:30 p.m.	8	5	12	2	7	11				
1112	BAKERSFIELD Econo Lodge 2700 White Ln	Chairman: R. McCormick	Thursday 5:30 p.m.	17	14	14	11	16	13				
1113	MADERA Malick's Lounge 427 S. Gateway	Chairman: M. Micheli	Thursday 5:15 p.m.	3	7	7	4	2	6				
1117	WASCO Wasco Inn 1120 Hwy 46	Chairman: D. Scott	Monday 5:15 p.m.	14	11	11	8	13	10				
1118	CRANE VALLEY The Kettle Hwy 41 Oakhurst	Chairman: R. Newton	Wednesday 7:30 p.m.	2	6	6	3	1	5				
1119	BALCH Rec. Hall Balch Camp	Chairman: P. Linderman	Tuesday 5:30 p.m.	15	12	19	9	14	18				
1120	SELMA El Conquistador Selma	Chairman: P. Sandoval	Thursday 5:00 p.m.	10	14	14	11	9	13				
1122	MERCED IRRIG. DIST. Ryan's G Street	Chairman: E. Slown	Tuesday 7:30 p.m.	8	5	5	2	7	4				
1123	MERCED Sinaloa 950 Motel Dr	Chairman: D. Mayo	Wednesday 5:30 p.m.	9	13	13	10	8	12				
1124	LOS BANOS Wool Growers Inn 609 H Street	Chairman: B. Howard	Thursday 5:00 p.m.	10	14	14	11	9	13				
1127	TAFT Bit of Country 738 Finley Dr	Chairman: D. Thomas	Wednesday 5:30 p.m.	16	13	13	10	15	12				
1128	LEMOORE Fleet Reserve 788 D St.	Chairman: P. Altamirano	Tuesday 5:30 p.m.	15	12	12	9	14	11				
COAST VALLEYS													
1211	SALINAS Am. Legion Hall 14 W. Laurel Dr	Chairman: K. Richards	Tuesday 5:00 p.m.	*8	*5	*5	*9	*7	*4				
1212	MONTEREY Surd's 2030 Fremont St	Chairman:	Wednesday 5:00 p.m.	16	13	13	17	15	12				
1216	SANTA MARIA Great Scott's Pizza	Chairman: A. Castillo	Tuesday 5:00 p.m.	8	5	5	9	7	4				
1217	TEMPLETON Good Neighbor Deli	Chairman: G. Burk	Tuesday 4:00 p.m.	15	12	12	16	14	11				
1218	MPTV CABLE Surd's 2030 Fremont St	Chairman: G. King	Tuesday 7:00 p.m.	15	12	12	16	14	11				
1219	HOLLISTER Paine's Rest. 421 East St	Chairman: J. Schneider	Wednesday 5:00 p.m.	9	6	6	10	8	5				
1220	DIABLO CANYON Mulligans	Chairman: D. Lockwood	Wednesday 5:00 p.m.	16	13	13	17	15	12				
1221	BUELLTON Andersons	Chairman: R. Chavez	Thursday 5:00 p.m.	17	14	14	18	16	13				
1222	MORRO BAY Dorn's	Chairman: E. Magana	Wednesday 4:35 p.m.	9	6	6	10	8	5				
1223	DIABLO CANYON Mulligans	Chairman:	Wednesday 2:30 p.m.	16	13	13	17	15	12				
PIPE LINE													
1311	BARSTOW PSEA Rec Rm Hinckley Station	Chairman: B. Wilage	Wednesday 5:30 p.m.	9	6	6	3	8	5				
1312	NEEDLES Eagles Club Front Street	Chairman: M. Walters	Thursday 5:15 p.m.	--	7	--	4	--	6				
1313	TOPOCK Rec Rm Park Moabi	Chairman: R. Mejia	Thursday 3:30 p.m.	10	--	7	--	9	--				
SANTA CLARA													
1411	CITY OF SANTA CLARA Round Table Pizza El Camino	Chairman: J. Parker	Thursday 5:30 p.m.	10	14	14	11	9	13				
SAN JOSE													
1501	SAN JOSE CLERICAL 3050 El Camino	Chairman: B. Brill, Jr	Tuesday 6:00 p.m.	*8	5	5	2	7	4				
1511	SAN JOSE PHYSICAL 3050 El Camino	Chairman: D. Melanaphy	Tuesday 8:00 p.m.	*8	5	5	2	7	4				
1512	BELMONT 240 El Camino San Carlos	Chairman: W. Gutierrez	Wednesday 5:30 p.m.	9	13	13	10	8	12				
1513	SANTA CRUZ Adolph's 525 Water St	Chairman: A. Garza, Jr	Thursday 7:00 p.m.	10	7	7	11	9	6				
1515	GILROY Watsonville Svgs 801 I St	Chairman: G. Pfeffer	Wednesday 7:00 p.m.	9	13	13	10	8	12				
CITY OF OAKLAND													
2211	OAKLAND GENERAL The Flanker 45 Hegenberger	Chairman: E. Myall	Thursday 5:00 p.m.	3	7	7	4	2	6				
EAST BAY													
2301	EAST BAY CLERICAL Holiday Inn 1800 Powell St	Chairman: D. Dito	Tuesday 6:00 p.m.	8	12	12	9	14	11				
2311	OAKLAND The Flanker 45 Hegenberger	Chairman: P. Ramsey	Tuesday 5:00 p.m.	*2	5	5	2	7	4				
2314	HAYWARD/FREMONT 34400 Fremont Blvd Fremont	Chairman: D. Stiving	Wednesday 6:00 p.m.	9	13	13	10	8	12				
2315	LIVERMORE Eagles Hall 527 N. Livermore	Chairman: J. Howard	Thursday 5:30 p.m.	3	7	7	4	2	6				
2316	CONCORD IBEW Local 1245 Walnut Creek	Chairman: D. Sutton	Thursday 7:30 p.m.	10	14	14	11	9	13				
2317	ANTIOCH Roundtable 2741 Lone Tree Wy	Chairman: J. Dorman	Wednesday 5:30 p.m.	*2	5	5	2	7	4				
2318	RICHMOND White Knight 3150 Pierce St	Chairman: C. Jackson	Tuesday 5:00 p.m.	8	12	12	9	14	11				
SAN FRANCISCO													
2401	SAN FRANCISCO CLERICAL Hyatt Regency 5 Embarcadero Ctr	Chairman: G. Alston	Wednesday 5:30 p.m.	9	13	13	10	8	12				
2412	SAN FRANCISCO 4 Berry Street Embarcadero	Chairman: B. Smallwood	Wednesday 5:30 p.m.	2	6	6	3	1	5				
STOCKTON													
2511	STOCKTON Ed Stewart Post 3110 N. West Ln	Chairman: M. Rasmussen	Thursday 7:30 p.m.	10	14	14	11	9	13				
2512	ANGELS CAMP Round Table Pizza Hwys 4 & 49	Chairman: W. Fippen	Wednesday 4:00 p.m.	2	6	6	3	1	5				
2513	JACKSON Gold Cntry Pizza 525 S. Hwy 49	Chairman: D. Schulze	Tuesday 4:30 p.m.	*15	5	5	2	7	4				
2514	USBR/TRACY Jefford's Pizza Tracy Blvd	Chairman: R. Pender	Wednesday 4:30 p.m.	9	13	13	10	8	12				
2515	MODESTO Sundial Lodge 808 McHenry	Chairman: *F. Vaughn	Wednesday 6:00 p.m.	9	13	13	10	8	12				
2516	LODI Carpenters Hall 911 Industrial Wy	Chairman: B. Fisher	Thursday 7:30 p.m.	3	7	7	4	2	6				
2517	SONORA RoundTable Pizza Junction Shp Ctr	Chairman: W. McCord	Tuesday 4:00 p.m.	8	12	12	9	14	11				
2518	MODESTO IRRIG. DIST Sundial Lodge 808 McHenry	Chairman: D. Pittman	Wednesday *5:00 p.m.	2	6	6	3	1	5				
2519	S.SAN JOAQUIN IRRIG DIST SSJID Headqtrs	Chairman: J. Schaad	Tuesday 6:00 p.m.	15	12	12	9	14	11				
PACIFIC GAS TRANSMISSION													
3023	WALLA WALLA Jack's Fountain Book Nook/Main St	Chairman: *F. Locati	Wednesday 7:00 p.m.	9	13	13	10	8	12				
3024	REDMOND Pietro's Pizza 413 W. Glacier	Chairman: *M. Latta	Tuesday 7:00 p.m.	8	12	12	9	14	11				
3025	*SPOKANE Chapter 11 Rest W 7700 Sprague Ave	Chairman: J. Fifield	Wednesday 5:00 p.m.	16	20	20	17	15	19				
HUMBOLDT													
3111	EUREKA Labor Temple 9th & E St	Chairman: S. Anderson	Tuesday 7:30 p.m.	15	12	12	9	14	11				

UNIT MEETINGS JAN. - JUNE 1991

				Jan	Feb	Mar	Apr	May	Jun
112	GARBERVILLE Fireman's Hall Locust Street	Chairman: B. Harmeyer	Thursday 5:00 p.m.	17	14	14	11	16	13
3113	WILLOW CREEK Country Club Willow Creek	Chairman: C. Fleming	Wednesday 5:00 p.m.	16	13	13	10	15	12
SHASTA									
3212	REDDING Uppercrust Pizza 3655 Meadowview	Chairman: A. Streetman	Tuesday 5:15 p.m.	*2	5	5	2	7	4
3213	BURNEY Sam's Pizza Johnson Park	Chairman: R. Trunnell	Thursday 5:00 p.m.	3	7	7	4	9	6
3214	RED BLUFF Palamino Room 723 Main St	Chairman: H. Iness	Thursday 5:30 p.m.	10	14	14	11	16	13
3216	TRINITY New York Hotel Weaverville	Chairman: S. Fisher	Tuesday 5:15 p.m.	8	12	12	9	14	11
3217	CITY OF REDDING Hospitality House 532 Market	Chairman: J. Kropholler	Wednesday 5:30 p.m.	9	13	13	10	8	12
NEVADA									
3311	RENO IBEW Hall 2713 E. 4th St	Chairman: D. Moler	Wednesday 7:00 p.m.	2	6	6	3	1	5
3312	CARSON CITY Fire Station	Chairman: B. Ford	Monday 5:30 p.m.	14	11	11	8	13	10
3313	YERRINGTON Fire Station	Chairman: P. Perumean	Tuesday 6:30 p.m.	*7	5	5	2	7	4
3314	SOUTH LAKE TAHOE Moose Lodge	Chairman: D. Fruhwirth	Thursday 5:30 p.m.	3	7	7	4	2	6
3315	MT. WHEELER/ELY Mt. Wheeler Fire Dept. Mtg. Hall	Chairman: D. Strausburg	Wednesday 4:30 p.m.	16	13	13	10	15	12
3317	WINNEMUCCA Cattleman's	Chairman: D. Cantor	Wednesday 7:00 p.m.	8	12	12	9	14	11
3318	ELKO Stockmen's Hotel Elko	Chairman: V. Nelson	Wednesday 6:00 p.m.	8	12	12	9	14	11
3319	WELLS Ranch House Elko	Chairman: M. Cromie	Thursday 6:30 p.m.	17	14	14	11	16	13
DESABLA									
3411	CHICO Pizzoni's Pizza Hwy 32, Chico	Chairman: T. Rist	Wednesday 7:30 p.m.	16	20	20	17	22	19
3412	QUINCY Moons Restaurant Lawrence Street	Chairman: N. Adamson	Wednesday *7:00 p.m.	2	6	6	3	8	5
3417	PARADISE Red Lion Pizza 6011 Skyway	Chairman: B. Lovett	Thursday 7:30 p.m.	3	7	7	4	9	6
DRUM									
3511	AUBURN Moose Lodge Sacramento & High	Chairman: C.D. Felkins	Tuesday 7:00 p.m.	8	12	12	9	14	11
3512	ROSEVILLE Round Table Pizza 106 N. Sunrise	Chairman: R. Wilkins	Wednesday 5:00 p.m.	9	13	13	10	8	12
3513	GRASS VALLEY The Office 102 Richardson St	Chairman: J. Berrera	Wednesday 6:00 p.m.	9	13	13	10	8	12
3813	PLACERVILLE The Hoosgow 2864 Ray Lawyer	Chairman: G. Parks	Thursday 5:00 p.m.	10	14	14	11	9	13
COLGATE									
3611	MARYSVILLE Duke's 1526 N. Beale Rd	Chairman: J. Kuhn	Tuesday 6:00 p.m.	1	5	5	2	7	4
3613	OROVILLE Eagles Hall 2010 Montgomery	Chairman: A. Knudsen	Thursday 6:00 p.m.	3	7	7	4	2	6
NORTH BAY									
3711	MARIN COUNTY Roundtable Pizza S. Novato Blvd	Chairman: J. Findley	Thursday 5:30 p.m.	10	14	14	11	9	13
3712	SANTA ROSA Round Table Pizza 421 Stoney Point	Chairman: B. Olson	Tuesday 7:00 p.m.	*2	5	5	2	7	4
3713	E. GEYSERS Ltl Red School House Bottle Rock Rd	Chairman: R. Runnings	Wednesday 6:00 p.m.	23	20	20	17	22	19

				Jan	Feb	Mar	Apr	May	Jun
3714	UKIAH Discovery Inn 1340 N. State St	Chairman: D. Bettencourt	Wednesday 7:30 p.m.	9	6	6	3	8	5
3715	LAKEPORT Senior Center 527 Konocti Ave	Chairman: B. Dawson	Tuesday 7:00 p.m.	8	5	5	2	7	4
3716	NAPA/VALLEJO Rountable Pizza 4300 Sonoma Blvd	Chairman: T. Jacobson	Thursday 7:00 p.m.	3	7	7	4	2	6
3717	FORT BRAGG/PT. ARENA Masonic Temple 428 N. Main	Chairman: G. Fernandez	Thursday 5:00 p.m.	10	7	7	4	9	6
3718	W. GEYSERS Rountable Pizza Healdsburg Ave	Chairman: A. Maclean	Tuesday 6:30 p.m.	22	19	19	16	21	18
SACRAMENTO									
3011	SACRAMENTO REGIONAL TRANSIT *IBEW Local 1235 3453 Ramona	Chairman: L. Gill	Wednesday 5:00 p.m.	2	6	6	3	1	5
3811	SACRAMENTO Florin Odd Fellow 8360 Florin Rd	Chairman: D. Norris	Wednesday 6:00 p.m.	16	20	20	17	15	19
3812	VACAVILLE Brigadoon Lodge 1571 Monte Vista	Chairman: J. Runswick	Thursday 7:00 p.m.	10	14	14	11	9	13
3814	WOODLAND American Legion 523 Bush Street	Chairman: M. Davis	Thursday 5:30 p.m.	3	7	7	4	2	6
3911	SMUD IBEW LU 1245 3457 Ramona, Sac.	Chairman: *G. Ritchie	Wednesday 4:30 p.m.	9	13	13	10	8	12
3912	FRESH POND (SMUD) Moose Lodge Hwy 50-Frontage Rd	Chairman: D. Newton	Tuesday 6:00 p.m.	8	5	5	2	7	4
CITIZENS UTILITIES COMPANY									
4012	SUSANVILLE RoundTable Pizza 2655 Main	Chairman: *J. Deal	Monday 5:30 p.m.	7	11	11	8	13	10
4013	ALTURAS Benney's 1200 W 4th St	Chairman: J. Belle	Tuesday 5:30 p.m.	8	12	12	9	14	11
4014	ELK GROVE Pizza Barn 8610 Elk Grove	Chairman: J. Rupel	Thursday 5:30 p.m.	17	21	21	18	23	20
4015	BURNEY - CUCC Sam's Pizza Hwy 299 E	Chairman: C. Hutchinson	Wednesday 5:30 p.m.	9	13	13	10	15	12
4016	PALO CEDRO Uncle Bob's Pizza 9348 Deschutes	Chairman: D. Albreht	Thursday 5:30 p.m.	10	14	14	11	16	13
DAVEY TREE									
4412	DAVEY TREE/SANTA CRUZ Adolph's 525 Water St	Chairman: K. Neal	Thursday 6:00 p.m.	17	14	14	18	16	13
4416	DAVEY TREE/SELMA El Conquistador Selma	Chairman: A. Sanchez	Thursday 6:30 p.m.	3	7	7	4	2	6
4417	DAVEY TREE/SANTA ROSA Round Table Pizza 421 Stoney Point	Chairman: S. Ginsburg	Tuesday 7:00 p.m.	8	12	12	9	14	11
4418	DAVEY TREE/EUREKA Angelo's Pizza 7th St. Eureka	Chairman: F. Gratz, III	Monday 5:00 p.m.	14	11	11	8	13	10
4419	PAC TREE/REDDING Angelo's Pizza 1774 Calif. St	Chairman: P. Mitchell	Tuesday 6:00 p.m.	*2	5	5	2	7	4
4420	DAVEY TREE/NAPA Pietro's 999 Trancas St	Chairman: M. Linley	Tuesday 5:00 p.m.	15	19	19	16	21	18
4421	DAVEY TREE/BELMONT 240 El Camino San Carlos	Chairman: V. Del Real	Wednesday 4:30 p.m.	9	13	13	10	8	12
OUTSIDE LINE									
4911	OUTSIDE LINE/SACRAMENTO IBEW LU 1245 3453 Ramona	Chairman: W. Branson	Saturday 10:00 a.m.	12	9	9	13	11	8
4912	OUTSIDE LINE/RIVERSIDE 1074 La Cadena Dr Riverside	Chairman: J. Bendo	Wednesday 7:30 p.m.	9	13	13	10	8	12

* Indicates change

**Stay Informed:
Attend Your Unit Meeting**

Conferences keep Local 1245 stewards prepared

Keeping current on workplace issues is a crucial part of carrying out the responsibilities of shop steward. The steward has to keep abreast of important labor legislation, court decisions, and arbitration decisions, as well as maintaining a day-to-day knowledge of his or her workplace and the people who work there.

Local 1245 shop steward training conferences provide stewards with the information they need to carry out their responsibilities, as well as providing an opportunity for stewards to exchange their ideas with one another.

The union salutes the following stewards who attended recent training conferences. (These lists are based on sign-in sheets at the conferences and therefore may not be complete due to illegible writing.)

Chico

Union members attending the Local 1245 shop stewards training conference in Chico on Sept. 22 were:

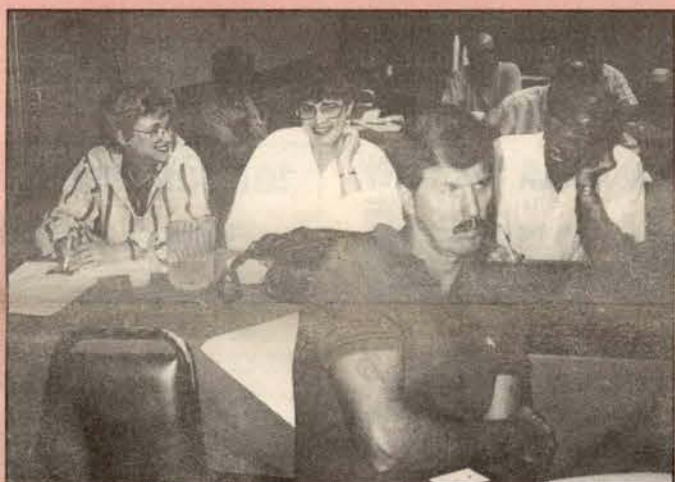
Blanche Gonzales, Danny Jackson, Nicholas Pugh, Johnnie Yaws, Marie Graham, Terry Rist, Mike Vrooman, Billy Wallace, Jerry Chandler, Ron Gallagher, Dennis Goodman, Paula Brichacek, Michael Brady, Thomas Conwell, Bonny Lee Grimes, Madell Landrum, Ron Greenwood, Michael Oelrichs, John Graham, Pat Thomas, Ken Brown, Joe Belle, James Rupel, Rick Ricardy, Christine Lay, Luis Sabala, Gary Irvin, John Eide, Patti Eide, Al Harte, James Basgall, Margie Torres, Barry Humphrey, Ronald Cochran, Joe Kropholler, Mike Cronin, Janet Pulcifer and Howard Danielsen.

San Jose

Union members attending the Local 1245 shop stewards training conference in San Jose in September were: **Pete Mandon, Sandra**



Local 1245 stewards (above and below) discussed Workers Compensation, drug testing, and grievance handling, among other topics, during a Local 1245 shop stewards training conference in Chico Sept. 22.



Ross, Richard Manley, Mary Davis, David Mackley, Art Garza, Bill Brill, Tom Hutchinson, Barbara Saunders, Jeff Raymond, Rebecca Marquez, Michael Davis, John Nolan, Terry Linebarger, Robin Morrisson, Rich Landucci, Minerva Madrona, James Darling, Robert Storment, Clark Dotson, Carol Dotson, Robert Keeler, Pat Davis and Noel DeGross.

San Francisco

Union members attending the Local 1245 General Office shop stewards training conference in San Francisco on Oct. 27 were:

Eugene F. Van Ness, Kathleen Campana, Jeffrey Schlocker, Leslie Davis, George Oryall, Larry Lynch, Doris Massey, Harry Hom, Patrick Gleeson, Jerry

Takeuchi, John Vernatter, R. G. Woodford, Craig Joseph, Alfonso Faustino Jr., B. R. Smallwood, Corazon Faldez, Billy B. Powk, William A. Suhar, Dan Flores, William Penrod, May May Gong, John Sunseri, Charles Adams, Svend Petersen, Doug Hummel, Mike Diamond, and Pat Barre.

East Bay

Union members attending the Local 1245 shop stewards training conference in Walnut Creek on Oct. 27 were:

Della Underwood, William C. Smith, David Meier, Guy George, James Dorman, Craig Sanchez, William Stage, Doris Pierce, John Roberts, John Pirie, Eddie Williams, Finlay Boag, Dave Alsen, Bradford Applin, Pam Caballero, Tom D. S. Young, Frank Robertson, Tony

Morgado, Melissa Stewart, Debbie Mazzanti, Anna Gomez, Gary Surfus, Henry House, Mary Contaxis, Al Salinas, Carl Makarczyk, and Loran Davis.

Public Sector/ Sacramento

Union members attending the Public Sector shop stewards training conference in Sacramento on Oct. 20 were:

Bonnie Grimes, Bill Wallace, Richard Perry, David Pittman, Mike Cronin, Forrest Davisson, Ike Williams, Ken Raven, Mike McGovern, Dan Penry, Tom Thurn, John Rosshirt, Donald L. Clifton, Renata VanderVeen, Thomas A. Santos, William Demeritt, Ramon Smith, John Graham, Lenard Burnett, Dwayne Norman, Eugene Guerrero, Joe Kropholler, Mark Burgon, Bill Anderson, Jack Bell, Dan Collins, William Uphoff, and Donald Ludlow.

Sierra Pacific/ Reno

Union members attending the Local 1245 shop stewards training conference in Reno in September for Sierra Pacific Power employees were:

Dana F. Moler, Robert Ford, Marna Browne, Stephanie Baber, Caroline Leider, Joel Cote, Zenobia Foster, Betty Newberry Quinn, Robert Vieira, Richard Tisue, Otto Olkjer, Frank Davis, Kurt Vanderbundt, William Summy, Donald Moler, Vickie Nelson, Bill Keating, Chuck Farlow, Toni VanLandingham, Steven Urrutia, Nick Colomma, Doug Smith, Alfred Lamberti, Kelleen O'Brien, Earl Jones, Gloria Miller, Keith Carthen, Santiago Salazar, and Kathy Tindall.



Teledata agreement ratified

Henkels and McCoy teledata workers are now represented by the International Brotherhood of Electrical Workers under a new national contract.

An addendum to the national contract, approved in October, covers 140 teledata workers in Local 1245's jurisdiction. The addendum provides for a 4.25 percent across-the-board wage increase for the one-year term of the addendum. In addition, the addendum increases the pay of foremen to establish a one dollar differential over other journeyman classifications.

The addendum also institutes a 401K plan and provides health and welfare benefits at the rate of \$1.50/hour.

The teledata contract covers construction, installation, maintenance and removal of all teledata facilities, including voice, data and video.

Wages and benefits are bargained locally by Local 1245 in an addendum to the national contract.

New pact for City of Redding

Local 1245 has bargained a new agreement for 158 maintenance and operations workers for the City of Redding.

The agreement provides for a 10.3 percent wage increase over an eight-month period ending next June.

The new pact establishes a cap of 500 hours on vacation time, but also establishes a vacation buy-back provision, according to Business Rep. Jack Osburn.

The agreement also provides for increases in the dental cap, which will go up from the present \$1500 to \$2000 per person per year, as well as an increase in the medical cap and vision care coverage for dependents.

The two-year pact expires in October 1992.