



# utility reporter

VOL. XXVI NO. 9  
WALNUT CREEK, CALIFORNIA  
SEPTEMBER, 1978  
Official Publication of I.B.E.W.  
Local Union 1245, AFL-CIO,  
P.O. Box 4790,  
Walnut Creek, Ca. 94596



## PUC Eliminates PG&E Employee Utility Bill Discount

In a decision delivered on September 6, the Public Utilities Commission ruled that PG&E must end its 70 year practice of granting utility bill discounts to employees. According to the PUC decision, the 25% discount for present employees will be phased out over a 5

year period, but new hires will lose it completely. Currently retired employees and those retiring within the next 5 years will continue to receive full discount, but those retiring after 1983 will get nothing.

Employees of utility companies nationwide customarily receive discounts

on their home gas and electric bills as a fringe benefit. The Commission ended this practice at PG&E because it created "the potential incentive to maintain traditional (energy) usage patterns" and encouraged energy waste.

Statements in the body of the Commission's decision, however, seem inconsistent with its conclusion. The PUC found "that energy consumption of PG&E employees on the average approximates that of non-employees" and that there was "no evidence in this record that discounts discourage conservation".

The decision came on a 3-2 vote, with Commissioners Sturgeon and Symons voting to retain the discount and Commissioners Dedrick, Gravelle, and Batinovich voting to eliminate it. The employee discount was one of several issues decided by the PUC in the course of approving a PG&E rate increase.

The decision represents the first known instance of the Commission regulating how a utility may pay its

employees. Issues relating to wages and fringe benefits are normally decided jointly by an employer and a union through the process of collective bargaining. For example, the employee discount has been a part of the union contract since 1943. The Union believes that the PUC has overstepped its authority and is interfering with federally protected labor-management relations.

Efforts to reverse the decision are now in progress. Union attorneys have filed a request for a rehearing of the issue. If the PUC denies the request or refuses to change its position after a rehearing, the Union will litigate the issue before the California Supreme Court, and if necessary will take the case to the U.S. Supreme Court.

Members are urged to continue signing petitions and writing to the Commissioners. Since the Commissioners who opposed the discount are appointees of Governor Brown, letters to the Governor would also be helpful.

### Hundreds Protest in San Francisco



Over 300 IBEW members gathered September 22nd at the Public Utilities Commission offices to protest the PUC decision ending the PG&E employee discount. The spirited group, which had participants from nearly all PG&E divisions, marched in front of the building and listened to speeches condemning the Commission's action.

Speaking first was Business Manager Dean Cofer, who stated that the discount was a benefit guaranteed by the contract and that the PUC was interfering in federally protected labor-management relations. He promised that the Union would go to the Supreme Court if necessary to win back the discount.

Following Cofer was Jack Henning, Executive Secretary of the California Labor Federation. Henning criticized the logic of the PUC Decision, which said

the discount was being eliminated to save energy even though there was no evidence that discounts discourage conservation. He cited the decision as another example of extreme environmentalism hurting the interests of working people. Henning pledged the support of the 1.7 million member Federation in regaining the discount.

The size and enthusiasm of the audience emphasized the concern felt by the membership over the loss of the discount. They handed leaflets out to the public and carried signs in a picket line that stretched across an entire block. Many members took the day off without pay or used a day of vacation and traveled long distances to attend the rally.

Leaders of Bay Area central labor councils also turned out to demonstrate their opposition to the PUC decision.



### 1979 I.B.E.W. Founders' Scholarship Application Now Being Accepted

Local 1245 proudly announces that the IBEW Founders' Scholarship Program for 1979 is now accepting applications for scholarship candidates. Up to twelve scholarships are awarded annually to members for four years of undergraduate study at the college of their choice.

**Eligibility:** The IBEW Founders' Scholarships are open to IBEW members who have been in continuous good standing for at least four (4) years by the time they begin college study or original members of a local union chartered less than four (4) years. It is further required, where applicable, that apprentices shall have completed a full, formal apprenticeship as established in their trade and area. The Founders' Scholarship Program is an adult program for qualified IBEW members. It is not open to sons and daughters of members, unless the

sons and daughters themselves are qualified.

Rules and other important information regarding the scholarship program are available upon request. Please direct all such requests and inquiries to the **Scholarship Administrator at the IBEW's International Office, 1125 — 15th Street, N.W., Washington, D.C. 20005.**

Please note that all application forms, student records, and other required materials must be received by the Selection Committee by January 31, 1979.

Editor's note: This scholarship program is sponsored by the International Office of the IBEW. Please do not confuse it with our Local 1245 Scholarship Program, for which applications and information will be available in 1979.

## Foreign workers exploited

# U.S. Business exports hurt more than jobs

American manufacturers who place profits before people have found another reason to exploit cheap labor overseas.

Confronted with strict health and safety codes in the United States, manufacturers of toxic substances have found it's cheaper to endanger the lives of workers abroad than to build safe plants at home.

When the Environmental Protection Agency in 1974 restricted the use of two highly toxic pesticides in the U.S., Shell Chemical Co. shifted production to the Royal Dutch Shell plant in Holland. From there the company continued shipping the pesticides to Brazil, where they have been linked to the poisoning deaths of 13 children.

Again in 1976 when EPA banned the sale of Phosvel in the U.S., the Velsicol Chemical Co. closed its Chicago operations and moved to Japan.

Another major U.S. firm has taken its asbestos textile manufacturing opera-

tion across the Mexican border, where cancer-causing fibers endanger the population without government interference.

Similarly, zinc smelters have been taking their operations to other parts of the world rather than design environmentally sound facilities in the U.S.

Arsenic plants have been moved to Mexico and benzidine dyes are being manufactured in India, Poland, Romania and South Korea where labor is cheap and health and safety laws nonexistent.

American jobs are being traded away for foreign lives in South Korea, Chile, Brazil, India, Iran, Pakistan, Puerto Rico, the Philippines, Venezuela, Taiwan, Mexico, Spain, Japan and Indonesia.

Foreign workers are being exposed to unsafe levels of zinc, benzene, asbestos, vinyl chloride and pesticides.

This latest version of the runaway shop is also contributing to increased unemployment in the U.S., as well as creating a larger balance of trade deficit.



**A NATIONAL DISGRACE!**

## A record return on investments

# Corporate profits fuel inflationary surge

Wage and price watchdogs who blame labor costs for inflation pay surprisingly little attention to the link between corporate profits and prices.

For example, while motor vehicle and equipment manufacturers showed a 330 percent increase in profits last year, the nation's leading automakers felt justified in increasing the price on 1978 models.

Recent surveys show that while prices continue to soar, leading American corporations showed remarkable over-the-year profit gains in 1977.

Airline companies increased their earnings 93 percent; real estate and housing corporation profits were up 50 percent; and non-bank financing corporations and savings and loans profits were up 44 percent last year.

The tire and rubber industry showed a 40 percent profit hike and aircraft company profits increased 33 percent.

Electric and electronic equipment makers showed a 170 percent increase in earnings and non-electrical machinery had a 88.4 percent profit boost.

Profit margins on sales have been increasing because prices have been rising faster than costs, labor economists point out.

Profit margins for the last two years were the highest recorded since 1968. All non-financial corporations enjoyed a 54 percent earnings boost from 1970 to 1977, the Commerce Department reports.

Besides enjoying increased profits, corporations are boasting a record

return on investments. Conservative estimates show that the return to investors was as high or higher last year than in 14 of the past 25 years.

Accompanying the increase in profits and prices have been increased executive salaries. Chief executives of International Harvester, American Broadcasting Co. and Gulf Oil earned more than a million dollars apiece last year.

Overall, executives gave themselves a

12.4 percent raise last year, compared to the 7.6 percent hourly wage increase allotted their production workers.

The rapid hike in profits has also yielded large dividend payments to corporation stockholders. Dividends increased to \$41.2 billion in 1977, a 15 percent increase over 1975.

After paying their stock dividends and investors, corporations have still retained record profits.

## Housing costs outpace incomes

The costs of buying and maintaining a home are increasing much faster than the average family income, recent figures show.

Homeowners are paying more for financing, land and land development than for the actual construction of the home, industry representatives admit.

Between 1949 and 1977, financing costs rose from 5 percent to 11 percent of the final sale price and land costs jumped from 11 percent to 25 percent of the home's price tag.

In addition, interest costs soared 150 percent from 1970 to 1974.

While construction costs have fallen from 69 percent to 58 percent of the price of a new home, nonfixed costs of home operation continue to soar.

Real estate taxes alone have increased at an annual rate of 13 percent from 1970 to 1976. Heat, utility and insurance costs rose 12 percent annually and mortgage rates are expected to reach 10 percent or more by the end of the year.

All of these factors have contributed

to the final price of new and old homes alike, forcing consumers to choose between spending more than they can afford or paying more money for less space than they need.

The medium sale price of a new home increased 144 percent from 1965 to 1977, while the consumer price index for the same period rose 92 percent.

Existing homes cost 130 percent more this year than in 1968. Today, 36 percent of the family income is needed to keep up the home, while only 28 percent was required in 1965.

As costs seem to outpace income, housing experts are predicting that more consumers will opt for apartments, condominiums, clustered houses and other forms of land-conserving shelter.

Many industry analysts already note the trend toward bigger homes and extra family rooms, bathrooms and air conditioning has slowed down as the costs of these items has grown in recent years.

SERVICE EMPLOYEE



### the utility reporter

Telephone (415) 933-6060



**DEAN COFER** ..... Executive Editor  
**DOROTHY FORTIER** ..... Managing Editor  
**WILLIE STEWART** ..... Assistant Editor

**Executive Board:** Ron Fitzsimmons, Howard Stiefer, C. P. "Red" Henneberry, William Peitz, Marv Rubendall, Bob Thomson and Kathy Tindall.

Published monthly at 3063 Citrus Circle, Walnut Creek, California 94598 Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, Ca. 94596. Second Class postage paid at Walnut Creek and at additional mailing offices.

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

Subscription price ..... \$1.20 per year Single copies, 10 cents  
 Circulation ..... 20,000

Your vote is needed Nov. 7th, BUT...



## Notice of Voter Registration Deadline October 9

The federal government has not passed a law providing for voter registration by mail, but the State of California has had such a law in effect since 1976. YOU MUST BE REGISTERED BY OCTOBER 9 IN ORDER TO BE ELIGIBLE TO VOTE in the November 7, 1978 election.

You must register if you (1) have moved since the last time you voted; (2) will be 18 years old by November 7, 1978; (3) have changed your name; or (4) wish to change political parties.

Mail-in registration forms are available at all fire stations, libraries, city halls, and post offices.

You may also write or call your county elections office and request that a form be mailed to you. Should you have any questions about registration or voting, the elections office will be able to answer them.

## Who Is Your Beneficiary?

Are you a member of Local Union 1245? If so, you are automatically a member of the Union's group life insurance plan. As long as you remain a member in good standing, you have \$1,000.00 worth of life insurance and your spouse is automatically covered by \$500.00 worth of life insurance.

If you have recently married, divorced or remarried, you may wish to update your beneficiary designation card. If you cannot remember who you designated as your beneficiary, be safe, complete a new card and mail it to Local Union Headquarters, P.O. Box 4790, Walnut Creek, California 94596 or turn it in to your Shop Steward.

Beneficiary designation cards may be obtained from your Shop Steward or Local Union Headquarters.

## Beneficiary Designation Card

IBEW LOCAL 1245 GROUP POLICY No. GL-2019

Member's Name \_\_\_\_\_  
Last First Middle Initial

Address \_\_\_\_\_  
Number and Street City State Zip Code

Date of Birth \_\_\_\_\_ Insurance Effective Date \_\_\_\_\_  
Month Day Year Month Day Year

Beneficiary(ies) \_\_\_\_\_ Relationship \_\_\_\_\_  
Last Name First Name Middle Initial

Address \_\_\_\_\_  
Number and Street City State Zip Code

Signature \_\_\_\_\_ Date Signed \_\_\_\_\_

COMPLETE THIS CARD AND MAIL IMMEDIATELY  
REPUBLIC NATIONAL LIFE INSURANCE COMPANY

## YOUR Business Manager's COLUMN

### Of Mice and Men



DEAN COFER

In a surprise ruling issued on September 6, 1978, the California Public Utilities Commission moved to eliminate the PG&E employee discount on utility gas and electric bills. The Local Union membership is presently engaged in a letter writing campaign and petition drive to reverse the PUC's irresponsible ruling. By the time this issue of the Utility Reporter reaches the field we will have already held our protest rally at the PUC Building in San Francisco. I am confident that the rally will attract a large number of participants. Brother Jack Henning, Executive Secretary of the California Labor Federation, will be a guest speaker at the rally along with a number of other distinguished labor leaders and legislators.

In addition to being contrary to Federal labor statutes that protect the discount as a subject of collective bargaining, the Commission's ruling to eliminate the discount, over the next five years, is illogical and asinine. Your Local Union immediately filed a formal request for a public rehearing. If the PUC denies the rehearing, or in the event they refuse to reverse their decision, the Local Union will proceed to litigate the issue before the California State Supreme Court, and if it becomes necessary, the case will be taken on to the U. S. Supreme Court.

Keep up the pressure. If you haven't written the PUC protesting their action yet, please do so now. Make sure that you, your family, friends and neighbors sign the petitions being circulated by your Shop Stewards.

All of you have undoubtedly heard of the small fish (approximately the size of a ten cent piece) that is threatening to stop the construction of a huge dam in the eastern United States because it is almost extinct. This newly discovered fish, that in spite of its unimposing size, has the strength to stop the construction of a multi-million dollar project, is called the Snail Darter. It now develops that we in California also have our own version of the Snail Darter. It is the Salt Marsh Harvest Mouse. Harvest Mice apparently

have a number of nesting areas in the Suisun Marsh, at Collinsville on the Sacramento River, where PG&E has proposed construction of a coal-fired power plant with a generating capacity of 1.6 million kilowatts. How does the Harvest Mouse differ from your common, everyday field mouse? Professional mouse watchers indicate that the only difference is that the Harvest Mouse has an orange belly and eats pickleweed which gives it a high tolerance for salt. But, like the tiny Snail Darter, the Harvest Mouse (with the help of bleeding-heart, no-growth environmentalists) has the uncanny strength to halt construction of projects that are vital to the public interest.

The recent Public Utilities Commission decision, and the case of the Harvest Mouse, are both good examples as to why your Local Union is, and must be, involved in politics and in labor-management coalitions. What we achieve at the bargaining table, and/or our future job security, can be taken away from us by the politicians in Sacramento or Washington, DC, with the stroke of a pen. Likewise, the no-growth environmentalists would, if given their way, deny the utility industry the expansion and construction ability so vital to our jobs and the future of California. This is why we, as a Local Union, get involved in politics and labor-management coalitions.

We, as working men and women, must support candidates for political office that are friendly to labor and labor's goals. In my opinion the labor movement has not been as effective as it could be, or should be, in the area of political involvement. It is not enough to support and elect individuals who profess to support labor, unless we follow-up and remove them from office if they double-cross us (as many labor supported politicians have done in the past). We must support and remember those politicians who support labor, but more importantly, we have to know and remember our enemies and see to it that they are not elected or re-elected to public office.

## PG&E

### Cited for Asbestos Violations

Arthur Carter, Chief of the State Division of Occupational Safety and Health (DOSH), said that his staff investigation disclosed a serious health hazard to workers at the plant, due to asbestos debris and scrap from pipe lagging and insulation. He said the hazard justified citing PG&E for a serious violation of Section 5208 (c) of the General Industry Safety Orders (GISO) which requires that asbestos spills must be cleaned up promptly. The company was also cited, under GISO section 5208 (i) which requires that caution labels be affixed to containers of asbestos.

A penalty totalling \$1,000 was assessed against PG&E for the serious violation.

In answering the complaints, DOSH hygienists inspected the workplace and found excessive amounts of asbestos debris and waste. Carter said PG&E has agreed to eliminate the asbestos debris and scrap while maintaining medical monitoring of employees who may have been exposed.

DOSH hygienist Douglas Krause, who conducted the investigation, said PG&E has cooperated fully in correcting the conditions that prompted the employees' complaints.

DOSH is a unit of California Occupational Safety and Health Program (CAL/OSHA) in the State Department of Industrial Relations, directed by Donald Vial.

# State Council Adopts Affirmative Action for Women in Apprenticeship

The California Apprenticeship Council approved changes in the California Plan for Equal Opportunity in Apprenticeship on Thursday, September 14 in San Francisco following six hours of public testimony on the plan.

The council unanimously approved the plan which was rewritten in order to comply with new U.S. Department of Labor regulations concerned with women in apprenticeship.

The plan includes goals, timetables and outreach programs that state-approved apprenticeship programs must implement in order to increase the num-

ber of women in these programs. Similar guidelines are already in effect for minorities.

Views on the plan were generally divided between the sexes. Of the approximately 30 people from throughout the state who came to address the plan, men generally opposed it or parts of it.

Women who attended the hearing unanimously favored it although some did express objections to certain elements of it.

Susie Suafi of the Women in Apprenticeship Program, Inc. of San Francisco, favored the plan but suggested to the 14-

member council that the state should set guidelines on the selection of pre-apprenticeship programs. She also pointed out a provision in the plan where it "may go against Bakke." That provision is concerned with the awarding of special credits or points for those who have completed a pre-apprenticeship program.

Men representing several trade organizations generally expressed fears that women would drive men out of the labor market. Also voiced were the traditional arguments that women could not handle certain jobs such as cement work because of the strength required. These

comments were met with boos and hisses by the women in attendance.

Councilperson Donald Vial cited figures early in the meeting that showed just where women were in the apprenticeship trades in the state. In December, 1975 there were 300 women in 59 trades which was about 1 percent of the total number of apprentices, he said.

In July 1978 there were 980 women apprentices in 101 trades of 2.7 percent enrollment.

"While these figures show a definite progress, they indicated we have a long way to go," proclaimed Vial.

## Notes of Interest



President Carter meets in the Cabinet Room of the White House with trade union editors, members of the International Labor Press Association's executive council, for a pre-Labor Day news Conference. I.B.E.W., Local 1245 member Kenneth O. Lohre (5th from Carter's right) was among the group which questioned Carter on legislative and social issues of particular concern to Labor.

Ken, former editor of the UTILITY REPORTER, currently serves on the ILPA Executive Council, is president of the Western Labor Press Association and associate editor of the EAST BAY LABOR JOURNAL, published by the Alameda Central Labor Council.

Local Union 1245 is extremely proud of our members in the news and congratulates Brother Lohre for his contributions to the labor movement.



Scott Thomas (left) and Jim McCauley, Business Representatives with IBEW, Local 1245 met recently with Sunne McPeak, top vote-getter in the recent primary election for Supervisor from Contra Costa County's Fourth District (Concord-Pleasant Hill area). They discussed how IBEW members can most effectively help Mrs. McPeak in her run-off campaign.

Sunne McPeak was the top vote-getter in the June primary election, besting the incumbent Supervisor and three other challengers for the District 4 Supervisorial seat. Mrs. McPeak received 41% of the votes cast and faces the incumbent Supervisor in a November run-off election.

I.B.E.W., Local 1245 is one of many labor unions to have endorsed Sunne McPeak's candidacy during the primary election period. Other unions that have endorsed Mrs. McPeak include: Oil, Chemical & Atomic Workers, Local 1-5; Retail Clerks, Local 1179; Teamsters, Local 315; Communication Workers of America, Local 9402; International Association of Fire Fighters, Local 1230; Service Employees International Union, Local 535; and Steelworkers of America, Sub-District 3.

"The support I received from labor unions was a key factor in my success at the polls in the June primary," according to Sunne McPeak. "By working with union members and making effective use of their help in my run-off campaign, I know we can win by a comfortable margin in November," states Mrs. McPeak.

\* \* \*

The winner of the Unit Drawing for the month of September 1978 is Tony Munoz, Unit 2511, Stockton.

The winner of the Local Union Unit Social Fund is Unit 1512, Belmont.

\* \* \*

Recording Secretary Kathy Tindall was recently accepted into membership of the Anne Martin Chapter of the National Womens' Political Caucus in Nevada.

## Women and Credit Histories

In the past, credit accounts for a married couple were often listed only under the husband's name. If a woman was widowed, divorced, or simply wanted credit in her own name, she had no credit history to show her reliability for making payments. Many women have been denied credit because they could not prove their ability to handle credit.

Congress passed two Federal laws that help women solve their credit history problems:

\*The *Equal Credit Opportunity Act* prohibits discrimination on the basis of sex or marital status in any aspect of a credit transaction.

\*The *Fair Credit Reporting Act* protects consumer privacy and makes certain that a credit bureau will accurately report a person's credit history.

What can you do to assure that you have an accurate credit history on file?

\*If you never had credit before, start building a good record by opening an account with a local store or service.

\*If you have credit accounts now, make certain that the histories of these accounts shared by you and your husband are reported in both names.

\*If you open a new account, make sure you indicate on the application whether or not you want to share the account with your husband. (If you do, the creditor will report information in both names, not just your husband's.)

\*If you changed your name, ask your creditors to change your name on all

your accounts, also.

Next, check with the credit bureau to make sure you do have your own credit history and that it is accurate.

What can you do if you think you have been unfairly denied credit?

\*Request the specific reason that your application was turned down. If it was rejected because of a credit bureau report, ask the name of the credit bureau.

\*Give the merchant any information you have showing you to be a good credit risk.

\*Visit the credit bureau to find out what information they reported about you. If you do this within 30 days after their credit report was used to deny your application, you will avoid paying a service fee for this information.

\*Ask the credit bureau to reinvestigate the information they have about you, if you believe it is inaccurate. Have them put the results of their reinvestigation into your file.

\*Report any unfair or discriminatory practices to your local and state consumer protection offices. Please send a copy of your complaint to the FTC. Your letter may help reveal a pattern of discrimination requiring action by the Commission.

For more information about your rights to your credit history and to fair credit reports about that history, just write to: *Credit Histories, Division of Credit Practices, BCP, Federal Trade Commission, Washington, D.C. 20580*

## Pacific Gas and Electric Company

**PG&E 78-45:** Provides for return from L.T.D. to regular classification under provisions of Section 112.15.

**PG&E 78-44:** Establishes variance to paragraph F, Title II, Labor Agreement Clarification dated March 11, 1965, Title 202 — Hours. Journeyman Operator may be scheduled

## Appointments

### CENTRAL LABOR COUNCILS

**Five County-Redding**  
Neal V. Huss

### NEGOTIATING COMMITTEES

**Richvale Irrigation District**  
Troy W. Kellet  
**Lindmore Irrigation District**  
Clyde D. Berger  
Bob B. Greer (alternate)  
**Oroville-Wyandotte Irrigation District**  
William W. Mooney  
**Merced Irrigation District**  
Johnnie A. Baptista  
Johnnie R. Goodson  
Rodger E. Lane  
**Truckee-Donner Public Utility District**  
Michael Connell  
Merrilyn H. Marsh

### LOCAL UNION

**Examining Board Advisory Committee**  
Al Sandoval

## Pacific Gas and Electric Company

### GRIEVANCE COMMITTEES

**Colgate Division**  
Charlie Waugh  
Paul E. Flekins

### NEGOTIATING COMMITTEES

**General Construction Apprentice Electrician**  
Gene Lee  
**Sub Station Re-Rate Committee**  
Bill Hosford (Stockton)  
Gary Outlaw (Coast Valley)  
E. B. Roessler (Vacaville-Dixon, Sacramento)  
William Ellard (Chico-De Sabla)  
Bill Wade (Hydro-Shasta)  
Charles Stockholm (Humboldt)

## Outside Construction Hot Line



By John J. Wilder

The 70-mile portion of the Sierra Pacific Power Company's cross state high voltage line which was awarded to Tri-O Electric, Inc. is now in full swing. We have about 40 men on the job at the present time assembling towers in two locations. Footings are being put in so it will not be very long before we start erection. We have approximately ten crews working as dock crews for Sierra Pacific Power in the Reno/Carsön areas.

Slater is getting started on the second transmission line job in the Cottonwood area. The footings will start to go in within a week. This is about a six mile job.

Crater Electric was awarded a six mile wood pole transmission line job for Plumas-Sierra in Portola. This job is now underway. We have four men on the job at the present time. We will be building up this number in the near future and hope to get this line complete before the snow flies.

The Melones switchyard job and the small substation job at the Geysers are now underway with small crews.

Latest word is that the next portion of Sierra Pacific's cross state high voltage line will be a 62-mile portion and it is expected that it will be put out to bid in the next two weeks.

at Emeryville training facility for less than one week without overtime, provided seven days' notice is given, and work week does not exceed five 8 hour days of day shift work.

**PG&E 78-38:** Provides for placement of employee returning from Long Term Disability into Temporary Light Crew Foreman, with permanent placement in first vacancy, if ability is demonstrated.

**PG&E 78-37:** Provides for change from temporary to permanent status as Electrician in Burney, for employee no longer able to perform former work.

**PG&E 78-36:** Provides for reclassification of employee returning from Long Term Disability from Materials Leadman to Clerk D, San Francisco Services Department.

## Sierra Pacific Power Company

**SPPC 78-14:** Provides for the designation of the classifications General Clerk and Junior Clerk in the General Accounting Department as Office Service Employees.



### C. P. NATIONAL TELEPHONE

Bargaining is completed. The Agreement was ratified by the membership on September 13, with the contract in effect retroactive to July 15. Two interim bargaining committees have agreed to resolve problems regarding telephone operators' hours of work and vacation scheduling.

### C. P. NATIONAL (WINNEMUCCA)

Successful bargaining resulted in an agreement which was ratified by the members September 18. The new contract included a 7% wage increase.

### C. P. NATIONAL (SO. TAHOE, GAS)

Bargaining is complete. The agreement was ratified by the membership. The new contract includes several equity adjustments with improvement in wages, vacations and supplemental disability benefit.

### R.C.A. MISSILE TRACKING STATION (NASA)

Members have ratified a completely new agreement containing approximately a 12% wage increase, plus a bonus in lieu of retroactivity.

**TRI-DAM PROJECT** Bargaining is in progress. The Union has submitted a counter proposal.

### MODESTO IRRIGATION DISTRICT

The Union is preparing for formal bargaining on the District's first contract with Local Union 1245. Meetings will commence shortly.

### MERCED IRRIGATION DISTRICT

Bargaining is in progress. The first meeting was held September 13 with the next scheduled for September 22. Because the District accepted a State loan, it is now influenced by the State's financial restrictions, making bargaining difficult and slow.

### ORANGE COVE IRRIGATION DISTRICT

The Membership ratified the results of negotiations on September 21, 1978.

### STATE CABLE T.V.

The contract is open for negotiations on wages and benefits. The second meeting is scheduled for September 25.

### CITIZENS UTILITIES COMPANY OF CALIFORNIA

Bargaining to improve the existing medical benefits and establish a dental plan is still in progress. The next meeting is scheduled for the end of September.

### CITY OF OAKLAND

Bargaining is in progress.

### CITY OF HEALDSBURG

Bargaining is in progress. The city is studying the Union's latest proposal.

### PARADISE IRRIGATION DISTRICT

Bargaining is still in progress.

### RICHVALE IRRIGATION DISTRICT

Bargaining is in progress with the first meeting held on September 15.

### OROVILLE-WYANDOTTE IRRIGATION DISTRICT

Bargaining to improve wages has begun, with the first meeting to be held September 27.

### CITY OF GRIDLEY

Bargaining still in progress.

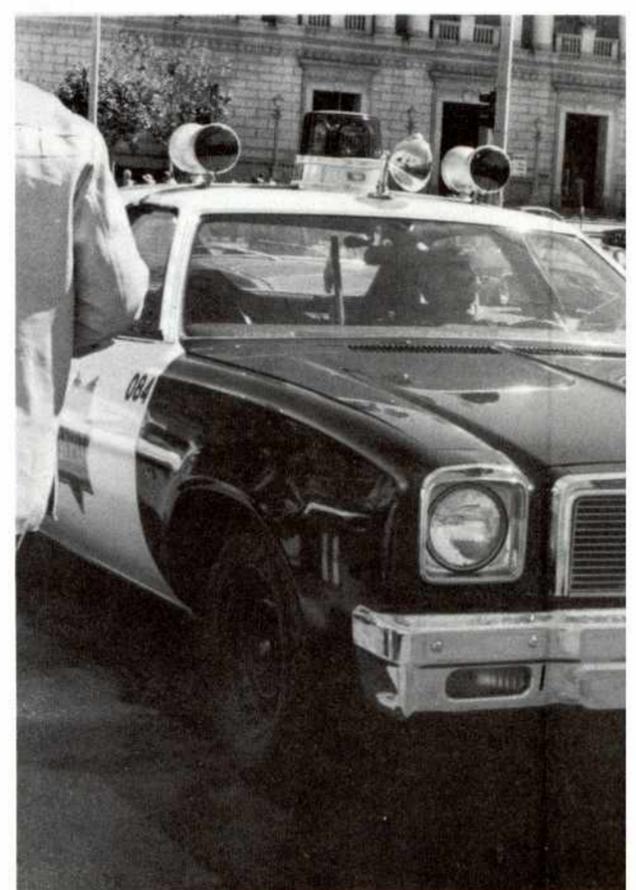
### NEVADA IRRIGATION DISTRICT

A meeting is scheduled for September 29, when a response is expected to the Union's proposal for an improved benefit package and a retirement policy which conforms to the law prohibiting forced retirement due to age.

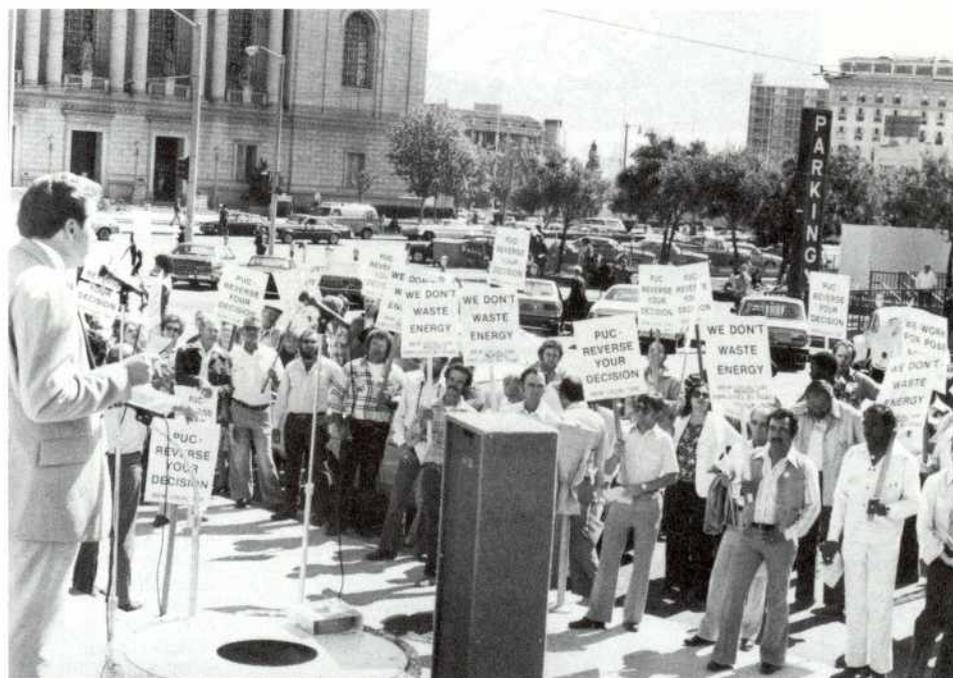
# Hundreds of Local 1245 Memb



**WE WORK  
FOR  
PG&E  
NOT PUC  
IBEW  
LOCAL  
1245**



# Members Rally in San Francisco



**PUC  
REVERSE  
YOUR  
DECISION**





## Members

During the period August 22, 1978 through September 21, 1978 applications for membership were received from the following persons:

### SAN JOAQUIN DIVISION

DAVIDSON, J.H.  
HAURY, L.J.  
McNEIL, R. E.  
SILVA, M.S.

### COAST VALLEYS DIVISION

MILFORD, C.J.

### CITY OF LOMPOC

PORR, N.H.

### TELEPROMPTER OF SANTA MARIA

IWEN, B.L.  
WARDRIIP, J. C.

### CENTRAL CALIF. COMM.

HARRIS, W. A.  
VUKSIC, M.

### CITY OF SANTA CLARA

SHERMAN, J.K.

### SAN JOSE DIVISION

DILUZIO, D.G.  
FROHMAN, M.A.  
GOULD, J.A.  
HUXHOLD, J.L.  
JOHNSTON, K.A.  
LITTLETON, J.J.  
MANN, B.A.  
MARCIL, T.T.  
OSTEEN, J.L.  
POLLAND, D.  
ROGGE, D.H.  
TOM, Y.Y.  
WIBETO, H.A.

### TELEPROMPTER OF SANTA CRUZ

DERMATES, K.J.

### EAST BAY

GARCIA, T.A.  
GEORGE, S.M.  
MARGRAF, D.R.  
PAYNE, S.R.  
RODRIGUEZ, R.A.  
SANDEFORD, D.B.  
STOKES, S.A.  
WONG, J.W.  
WOODALL, S.L.

### X-RAY ENGINEERING

BUCHER, T.L.  
GEISER, M.M.  
KOPP, H.C.

### BAY CABLE TV.

BUSBY, S.B.  
CVAR, J.A.

### SAN FRANCISCO DIVISION

CHRISTOPHER, J.M.  
FAGA, R.  
GRAHAM, J.W.

### GENERAL OFFICE

CURD, J.E.  
DOBILES, B.L.  
ELDREDGE, K.G.  
FUENTES, M.D.  
GEE, M.G.  
JOHNSON, M.L.  
LAPANE, G.H.  
MARTIN, C.J.  
MOORE, W.L.  
NARDI, H.F.  
OSTROWSKI, K.H.  
SOUTHWORTH, K.A.  
STADLER, J.R.  
STEINMAN, G.A.  
TOUSSAINT, S.M.  
WONG, K.K.  
PRICE, J.H.

### STOCKTON DIVISION

BALLARD, K.J.  
BENNING, P.M.

### SHASTA DIVISION

MARYMEE, T.A.  
MORGAN, L.A.

### CITY OF REDDING

CORREA, F.A.  
JACKSON, S.G.

### SIERRA PAC-POWER

BUTCHER, T.E.  
MATHEWS, D.P.

### WELLS RURAL ELECTRIC

EGBERT, F.S.  
SHARP, E.R.

### LYNCH COMMUNICATIONS

ALEXANDER, L.D.  
ALEXANDER, P.A.  
CHOO, T.L.  
DIETRICH, S.J.  
DOUGLAS, L.G.  
FIELDS, M.E.  
GODKIN, C.S.  
GOODMAN, R.K.  
GREEN, S.S.  
HAMEL, M.M.  
KAY, L.M.  
KOWALSKI, P.  
KURZ, L.L.  
LEVESQUE, S.L.  
LITTLE, D.J.  
MULLANEY, P.W.  
ORRVAR, B.D.  
PARKER, A.E.  
PESHEL, V.C.  
RIVERA, A.  
ROSSI, K.J.  
SCHWEITZER, D.H.  
SMITH, R.E.  
SPRINGS, M.D.  
STEPHENS, E.A.  
WREDE, J.M.

ALLEN, T.  
ALLEN, V.  
ALLGAIER, W.  
ARCAMONE, R.  
BADGER, C.  
BARBERO, B.  
BARKER, L.  
BASSO, S.  
BENALLY, E.  
BERGER, N.  
BETTS, E.  
BICKFORD, B.  
BILLING, B.  
BONHAM, H.  
BONHAM, O.  
BOWERS, C.  
BOYER, B.  
BRADYCHOK, A.  
BRIA, L.  
BRODRICK, M.  
BROWN, C.  
BROWN, E.  
BROWNING, V.  
BRUNSON, B.  
BRUKLACICH, B.  
BURNS, J.  
BUSH, M.  
CANDELARIA, M.  
CARSEN, C.  
CAVE, L.  
CECCHI, E.  
CECCHI, M.  
CHERRITO, A.  
CLARK, L.  
CORDOVA, G.  
COWMAN, G.  
CURLEE, K.  
DARLING, L.  
DAVIDSON, S.  
DAVIS, E.  
DAVIS, J.  
DAVIS, P.  
DEAR, B.  
DICKINSON, M.  
DIETRICK, P.  
DIXON, J.  
DODD, P.  
DOOLEY, S.  
DOUGLAS, R.  
DOVER, V.M.

DOWNS, B.  
DOYLE, E.  
DREW, R.  
EDWARDS, A.  
EDWARDS, T.  
ELTON, V.  
FARMER, M.  
FELLS, E.  
FIORI, P.  
FROST, V.  
GROSS, R.  
GARCIA, J.  
GARDNER, S.  
GHORMLEY, D.  
GIBSON, R.  
GOLIGHTLY, S.  
GOLIGHTLY, E.  
GONGAWARE, R.  
GRAY, P.  
GREEN, T.  
GREENWELL, E.  
GREGORY, M.  
GRECO, P.  
GREINER, C.  
GRIBBLE, J.  
GRIFFIN, J.  
HAMMOND, M.  
HANDLEY, J.  
HARDY, I.  
HARRINGTON, D.  
HARSHBARGER, D.  
HASKINS, L.  
HICKMAN, I.  
HIMES, E.  
HOCKER, W.  
HOLLINGER, H.  
HOLLOWAY, P.  
HOOVER, B.  
HOUSASHELT, E.  
HUFF, D.  
HUGHES, B.  
ISENSEE, E.  
JENKINS, M.  
JACKSON, C.  
JIMINEZ, L.  
JAMES, L.  
JENSEN, J.  
JOHNSON, M.  
KEISTER, I.  
KEHM, L.  
KELLEY, S.  
KELLY, D.  
KEMP, L.  
KENSON, N.  
KENNEDY, C.  
KING, A.  
LAMOTTE, I.  
LEWIS, C.  
LILLY, H.  
LOCKWOOD, S.  
LUND, M.  
LOWRY, Z.  
MAEZ, C.  
MANIN, P.  
MARIN, S.  
MARSHALL, D.  
MARTIN, C.  
MARSHALL, L.  
MARTIN, D.  
MATHEWS, B.  
McALLISTER, D.  
McALLISTER, D.  
McCULLLEY, J.  
McGUIRE, M.E.  
McGRIFFIN, D.  
McKAY, J.  
MEDELLIN, C.  
MEDINA, R.  
MERRITT, J.  
MINOR, W.  
MONTGOMERY, C.  
MOORE, W.M.  
MORELLI, C.  
MORGAN, J.  
MOTLEY, B.  
MUTZ, M.  
NATTRESS, A.M.  
NEESHAM, E.  
NEWPHER, R.  
NORTH, D.

O'DONLEY, R.  
O'NEILL, P.  
ORSINI, E.  
PAULSON, V.  
PAQUETTE, G.  
PECKHAM, I.  
PEDEN, S.  
PETERSON, S.  
PIPER, M.  
PRATHER, V.  
PRATT, F.  
PRICHARD, M.  
PRYOR, M.  
RAMACCIOTTI, L.  
REYES, C.  
RICKARD, S.  
RICKS, R.  
RIDER, M.  
RIPA, J.  
ROSASCO, P.  
SCHUMACHER, W.  
SEARLE, J.  
SEIDLER, D.  
SEVERNE, D.  
SEYLER, E.  
SHAW, C.  
SHIRLEY, G.  
SLOANE, M.  
SLOAN, T.  
SMALLEY, B.  
SMITH, F.M.  
SPENCER, A.  
STARK, P.  
STEARNS, F.  
STEFFEN, W.  
STEPHENS, C.  
STOLTS, M.  
STOUT, B.  
SULLIVAN, J.  
SWAIN, S.  
TAMATINI, S.  
THOMPSON, M.  
THOMPSON, M.  
TOUVELL, V.  
TRUJILLO, L.  
VELARDE, C.  
VEST, N.M.  
VOLOCK, A.  
VOLOCK, J.  
WARD, J.  
WEST, I.  
WESTLUND, K.  
WILLIAMS, L.V.  
WILSON, D.  
WILSON, H.  
WISE, R.  
ZABALA, E.  
ZOPH, E.  
BARNES, N.  
BLACKMAN, T.

### DE SALBA DIVISION

NARF, D.M.

### STATE CABLE TV

COUSIDINE, M.R.

### DRUM DIVISION

RUBIO, R.D.

### NORTH BAY DIVISION

BROSIG, S.T.  
ZITA, E.L.

### SACRAMENTO DIVISION

GOODIN, J.L.

### SMUD

PLATZ, J.L.

### USBR

MAHAN, L.B.

### CITIZENS UTILITIES

MUSHIK, L.V.

### GENERAL CONSTRUCTION

ACKERSON, K.M.  
BEACH, R.E.  
BOHN, R.A.  
BRYANT, H.F.  
BURTON, G.T.  
CHASE, W.D.  
FOOTE, J.S.  
FOWLER, S.D.  
QUIROGA, J.J.  
GAINES, J.L.  
KISNER, R.A.  
KOPRIVA, J.J.  
KRAUSE, W.  
LEE, G.A.  
MANSELL, C.  
MARTIN, R.W.  
MASON, K.K.  
MURRAY, C.P.  
McCALL, M.B.  
NAIL, N.  
NIXON, L.A.  
OPELY, W.L.  
PONSEGROW, P.W.  
RIEDEL, G.J.  
SEGRUE, R.L.  
SHULKE, W.E.  
SHULER, R.S.  
WRIGHT, J.B.

### DAVEY TREE

FLEMING, F.W.  
HALLMAN, J.R.  
KEIGHER, T.H.  
LABAT, M.E.  
ORR, T.D.

### MODESTO IRRIGATION DISTRICT

BAKKER, T.  
BALL, L.  
BAUMAN, S.  
BOARDROW, E.  
CARLOS, F.  
COLE, G.  
COUTRAKIS, T.  
CRUM, O.  
FOSTER, W.  
GISLER, D.  
DUFFY, J.  
HETTINGA, J.  
LAMBERT, R.  
MELROSE, T.  
PORTER, R.  
THORP, D.  
GUILLES, R.  
BANDUCCI, J.  
BRITT, S.  
ELDRIDGE, S.  
HANSBERRY, D.  
JOHNSON, J.  
MORZELLA, L.

PROCTOR, J.  
YOUNG, B.  
OYLER, G.  
CARROLL, B.  
JACKSON, J.  
MARLETT, J.  
McKINSTRY, P.  
PITTI, M.  
TOSTA, F.  
WILLETT, B.  
AZEVEDO, H.  
CRISMON, L.  
DRUFFEL, W.  
FROMM, G.  
GINGRICH, P.  
HUTTON, J.  
MAGGARD, S.  
MOUNT, C.  
RAVEN, K.  
TRUITT, G.  
LEDERLE, J.  
BATES, W.  
CARVER, J.  
GIBSON, S.  
HAUBRICH, D.  
MAXIM, R.  
PRATT, L.  
STEWART, J.  
BILICH, R.  
PITTMAN, W.  
LEWIS, R.  
KOHLENHOFER, N.  
LUDLOW, D.  
HARTY, D.  
SMITH, S.  
AULDRIDGE, S.  
BECK, J.  
BYRD, L.  
COBLE, R.  
COX, E.  
DONHAM, C.  
GLICK, D.  
KAVEZAARS, P.  
MARRISON, J.  
PITTMAN, D.  
SILVA, T.  
WEIR, K.  
ROGGENBOCK, H.  
BOLEY, J.  
CARDELL, D.  
HAMMONS, B.  
JACKSON, B.  
MONTGOMERY, R.  
PREVETTE, L.  
WENGEL, J.  
MARLETTE, E.  
YOHANNAN, D.  
BISPO, F.

### LINDMORE IRR. DISTRICT

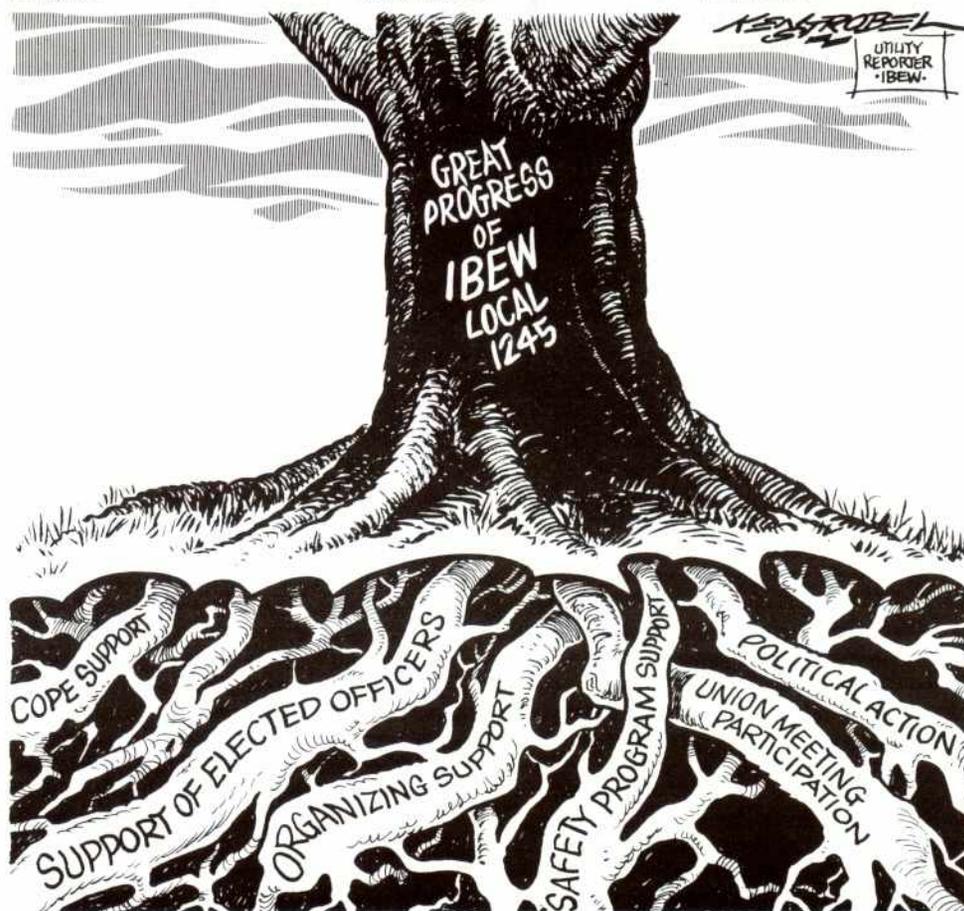
RISENHOOVER, C.  
COLLIER, B.

### COMMUNICATIONS

ALEXANDER, E.  
COX, P.  
PRICE, M.

### OUTSIDE CONSTRUCTION

CAVAGNARO, B.  
FRENCH, D.  
WHITING, E.



**'YOU (Concerned Members) Are the Roots That Made It Grow!!'**

— DEAN COFER

# Local 1245 Members in Action

## Certificates of Recognition

### Larry Grubert



Brother Larry J. Grubert was presented an I.B.E.W. Certificate of Recognition for his part in the incident which is described below.

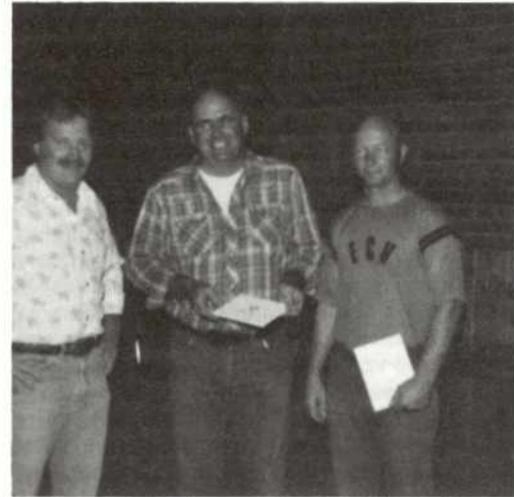
On April 30, 1977, Brother Larry Grubert and a friend, Larry Friberg, were leaving Van Damme State Park Beach when they heard cries for help from two divers in the nearby water. Upon answering their call, Grubert and his friend found one diver unconscious and the other attempting to save his companion.

After the unconscious diver was pulled into the boat Mr. Grubert began external cardiac compression while Friberg began mouth-to-mouth resuscitation. They continued their efforts until the diver was taken to Mendocino Coast Hospital, where, despite their efforts the

diver did not survive.

Local 1245 commends Brother Grubert for his quick and knowledgeable response in a crucial situation.

### Maxey, McDowell & Wells



Brothers J. V. Maxey, Buck McDowell, and A.W. "Lee" Wells, were presented I.B.E.W. Certificates of Recognition for their efforts as described in the incident below.

On November 23, 1977, Brothers Wells, Connolly and Maxey were sent to Redding to help repair some lines that were out due to storm damage. Brother Connolly climbed the pole to let the line down so it could be repaired when it contacted the 12KV line, causing a

"flash". Mr. Connolly received about 7200 volt shock, knocking him upside down and unconscious. Jerry Maxey was the first to reach Brother Connolly and he straightened him up and got him to start breathing. By this time Buck McDowell had joined them on top of the pole. Together Brothers McDowell and Maxey, along with Brother Lee Wells who was handling the hand line on the ground, worked to lower Brother Connolly to the ground.

Local 1245 cannot praise the actions of these men enough. Their quick and professional response to a crisis situation will long be remembered and appreciated by Brother Connolly and the Union.

### Unit 4012 Softball Team



Unit 4012 Slow Pitch Baseball Team. (Left to right) Back Row: Jeff Cordell, Rich Butler, Gary Black, Frank Farris, Allen Pruitt, Rogelio Godinez, Larry Jenard and Front Row: Danny Choo, Dave Holsey, Dave Slatkin, Dave Kalsey, Eric Pastre.

**Attend  
Local  
Union  
Meetings**

**Attend  
Local  
Union  
Meetings**

### GC Line Crew



Shop Steward Jerry Johnson and all Union PG&E General Construction Line Crew take a photo break. They were in the process of installing a 21KV for change over from 12KV when Business Representative Mickey Harrington visited the job site.

### S.F. Electric Crew



Shop Steward Hector Hernandez and crew members Howard Williams, Ron Toso and Lance Lott are shown above. They were working in the San Francisco area when Business Representative Frank Quadros visited the job site.

# NEVADA NEWS

By John Wilder

**RCA Service Company.** The first bargaining sessions began on August 1 and 2. Good progress was made. The negotiating committees met again on September 15. The Company had prepared a full proposal. Bargaining was completed and the membership received approximately a 12 percent increase. However, we received the news that the tracking station in Ely, Nevada most likely will be closed by March 31, 1979. Thanks should be given to Brooks Heimer and Jose Sumarraga for their assistance in these negotiations.

**CP National — Winnemucca.** We incorrectly reported this as the Elko Group in last month's Nevada News. CP National - Winnemucca membership rejected the Company's original proposal. They voted again and ratified Company's proposal on September 18. They were open for wages only and received a 7 percent increase.

**CP National — Elko Telephone Group.** After the membership's overwhelming rejection of Company's proposed contract, Union contacted the Federal Mediation Service to get help in settling this Agreement. The Union's committee and Federal Mediator Sherm Warady met in Reno. There were five issues open. We were able to resolve four and were at an impasse on the fifth. Commissioner Warady adjourned the negotiating session and placed us on an on-call basis. He requested Ron Janess and Frank Anderson as Company spokesmen and myself as Union's spokesman to attend the meeting on September 11 where we hammered out the final issue that was holding up settlement. The membership overwhelmingly ratified on September 15. Many thanks must go to Union's hard working committee of Janet Petersen, John Petersen, Ray Paoli and Barney Guzenski. We also appreciate the time and efforts of Commissioner Warady.

**CP National — South Lake Tahoe — Gas.** This Agreement has been reached and has been ratified by the membership.

A very successful Shop Stewards Meeting was held in Reno on September 16. We had members in attendance from CP National - Telephone and Power Groups in Elko, Mt. Wheeler Power, Sierra Pacific Power, and a number of the ladies who work for Lynch Communications.

A couple of special Stewards meetings will be scheduled in the near future to acquaint the new Stewards in the Elko Telephone Group with their new Agreement. A Shop Stewards meeting is also being planned for Sierra Pacific Stewards to prepare for negotiations coming next year.



Pat Watson (left) and Lin Welch sign the roster at the CP National Telephone Ratification meeting in Elko, Nevada.



Reno Unit Meets — Left to right, Local Union/Recording Secretary Kathy Tindall, Unit Chairman Pat Lantis and Recording Secretary Jay Killgore.



Unit members



Unit members



CP National Telephone Negotiating Committee members Jan Petersen and Ray Paoli are shown above. John Petersen and Bernard Guzenski are not shown.

## Guest Editorial

# Political Junk Food

By Bayard Rustin

Confusion rather than accurate information is the product of most modern advertising. If you plan to market a non-nutritious breakfast cereal, you simply emphasize that each morsel is sugar-coated, shaped like personal zodiac signs and enjoyed world-wide by Olympic athletes. By stressing these inconsequential points, attention is cleverly diverted from the most pertinent fact — the cereal is worthless junk.

Just as corporations have successfully marketed junk foods, junk cars, and other junk products, some business-supported groups are now selling junk political ideas. Foremost among these Cracker Jack proposals are the so-called "right-to-work" laws, the original political junk food.

While appearing to offer job security and full employment, "right-to-work" laws offer neither. Instead, they are intentionally designed to weaken unions, lower wages, and keep workers in their place. All this is accomplished by imposing a compulsory "open shop," even when a majority of workers demo-

cratically opt for union representation.

Essentially, the open shop arrangement — favored by employers since trade unions emerged over a century ago — allows a few workers — the free riders — to enjoy all the benefits of collective bargaining without paying a cent toward the upkeep of their union. Such an unfair system necessarily militates against the development of strong unions, and provides the employer with numerous advantages.

By deliberately and repeatedly confusing the issues, "right-to-work" forces have scored some key victories during the last two years. In Arkansas, for instance, they successfully blocked a spirited attempt to repeal that state's compulsory open shop law. And in Louisiana they passed legislation outlawing all forms of union security clauses. Now, the business-supported National Right-to-Work Committee has opened shop in Missouri with the hope of selling its sugar-coated, but hazardous proposals. Fortunately, many key black leaders in Missouri and across the country fully understand that a victory for "right-to-work" could very well spell disaster for

the black community, economically as well as politically.

For black people, the economic consequences are especially clear. As numerous studies have shown, black union members earn substantially more than non-union blacks. In 1974, for example, the median weekly income of black union members was \$169, while non-union blacks received only \$124 — a difference of more than a third. By weakening unions through compulsory open shop laws, the economic security of thousands upon thousands of black union members will be jeopardized.

To sweeten the bitter economic impact of "right-to-work" laws, their leading proponents assert that "union free" states and localities quickly attract business investment which creates more jobs. The facts, however, tell a different story. A few years ago, the former Governor of Kansas — one of 20 "right-to-work" states — claimed that such laws actually discourage industrial development. Furthermore Professor Daniel H. Pollitt of the University of North Carolina concluded that a variety of studies "indicate that right-to-work states have not

received more than their proportionate share of a new industry, and that the enactment of right-to-work laws is in no way responsible for the increase in non-farm employment."

While business groups supporting "right-to-work" efforts claim to be solely concerned with "protecting the freedom of their employees," they are, in reality seeking to protect their own freedom — to fire workers at will, to pay low wages, and to keep fringe benefits minimal. Moreover, they also seek to neutralize labor as a political force by weakening unions in the shops.

At the political level, then, "right-to-work" is also a challenge to the black community. If these deceptive proposals — favorites of the New Right — win approval in Missouri or any other state we can expect a lengthy parade of other conservative measures, such as cuts in school budgets, reductions in desperately needed social services, and "tax reforms" that aid the rich. In short, another "right-to-work" victory, especially this year, will further encourage the peddlers of political junk food.

# IBEW International Convention

The 31st I.B.E.W. International Convention, scheduled to begin October 2, 1978, is just around the corner.

Your delegation, elected June 17, 1978, is composed of the following persons:

Peggy Babbage	Hank Lucas
Nannette Brownlee	Manny Mederos
Madeline Cherry	L. L. Mitchell
Dorothy Fortier	Frank Quadros
Mickey Harrington	Lee Thomas
Red Henneberry	Kathy Tindall

In addition to the delegates shown above, Business Manager Dean Cofer and President Ron Fitzsimmons will serve, by virtue of their office, as delegates representing Local Union 1245 at the Convention.

Your delegation, headed by Business Manager Dean Cofer and President Ron Fitzsimmons, has been instructed by the membership to support the following actions at the Convention:

- ✓ Resolution asking the I.B.E.W. to endorse and support passage of the Equal Rights Amendment;

- ✓ Resolution seeking the creation of a Women's Affairs Committee;
  - ✓ Resolution seeking a Constitutional Amendment substituting Sturgis Standard Code of Parliamentary Procedure for Roberts Rules of Order; and
  - ✓ Executive Board Action (Item 639 of the May Report) instructing delegates to oppose any increase in per capita payments to the International.
- Resolutions submitted by other I.B.E.W. Local Unions will also be acted upon at the Convention. Those Resolutions will be distributed to each delegate with recommendations from the Resolutions and Law Committees at the Convention's opening session on October 2.

On August 11, 1978 a pre-convention meeting was held at Local Union Headquarters and another will be held October 1 in Atlantic City. The purpose of these and other scheduled private meetings for Local Union 1245 delegates are to determine the impact of proposed resolutions on our membership.

As stated by International Secretary Ralph A. Leigon, "These are challenging and significant years for I.B.E.W. members and their two nations, the United States and Canada." Local 1245 delegates are charged with a great responsibility.

Your delegates are shown below:



**Dorothy Fortier**



**Red Henneberry**



**Hank Lucas**



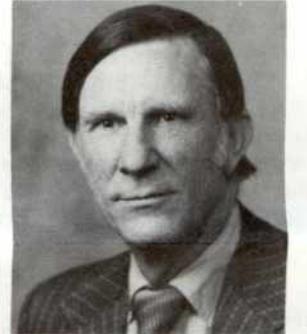
**Dean Cofer**



**Lee Thomas**



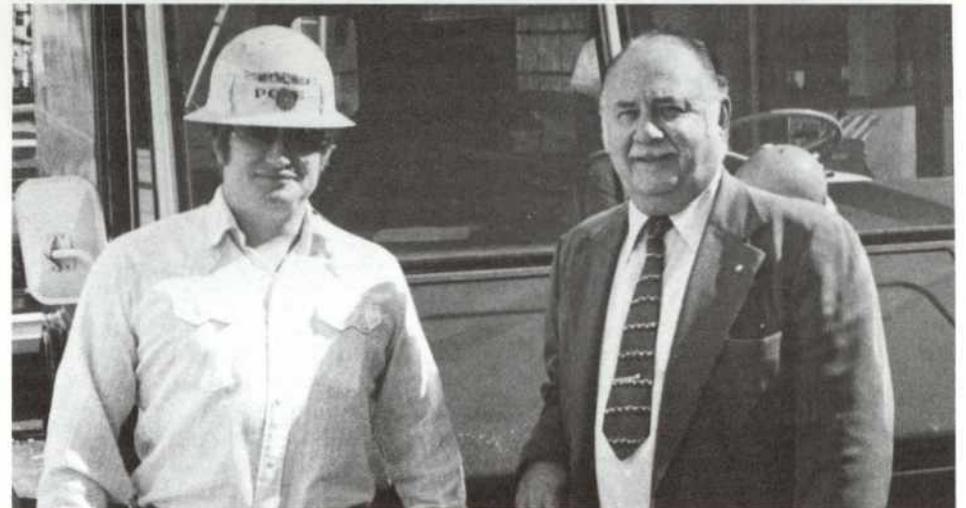
**Manny Mederos**



**L. L. Mitchell**



**Kathy Tindall**



**Ron Fitzsimmons and Frank Quadros**



**Peggy Babbage**



**Mickey Harrington**



**Madeline Cherry**



**Nannette Brownlee**

# The Safety Scene

**Editor's Note:** Assistant Business Manager Tony Morgado, assigned to direct the Local's activities in the areas of Safety, Apprenticeship and Training, is responsible for all items appearing in

the Safety Scene. He prepares most of the articles, and when we use material from other publications, a credit line will appear at the conclusion of the arti-

cle. If you have any suggestions for articles that relate to safety, they should be sent to the Local Union Headquarters marked Attention: Tony Morgado.



## What's That Ringing In Your Ears?

by Marion Wells

Research Director, American Physical Fitness Research Institute

Doctors think Beethoven probably heard it, but it wasn't music to his ears. Now there may be new help for the millions plagued with a problem "... as old as hearing itself."

What is it? It's head noise, ringing in the ears, or in medical terms, tinnitus.

In two studies at the Ear Research Institute in Los Angeles, patients, whose tinnitus did not improve with standard treatments, were taught to control expansion (dilation) of blood vessels through biofeedback means. They were also taught to relax the tension of the muscles around the ears through the use of relaxation exercises.

Some three fourths of those taking part reported some improvement. One in ten said their head noise disappeared completely.

Why can biofeedback help? Project director John House, M.D., believes it's because "... tinnitus seems to be made

worse with emotional tension or any physical stress." Reducing such factors may bring a degree of relief.

Other things may also help head noise sufferers. First on the list is a good medical checkup.

That's because tinnitus is a symptom with many possible causes. It's produced when something irritates the hearing (auditory) nerve, whose function is to carry sound.

Possible causes of such irritation vary from ear blockage due to foreign bodies, wax or swelling to problems stemming from allergy, injury, infection, circulatory disturbances or systemic disease. Irritation may occur in any of several places: the outer, middle or inner ear, the nerve pathways or the brain.

Experts reassure us that head noise, in itself, won't make you lose either your hearing or your mind. Nor does it automatically mean you're going deaf.

Tinnitus "... may or may not be associated with hearing impairment," notes the Otologic Medical Group. But at times hearing may be temporarily affected

when head noise is present.

Tinnitus may be constant or may come and go. It may be "... mild or severe in intensity, and vary from a low roar to a high-pitched type of sound."

When a careful examination uncovers the cause, treatment may bring total or partial relief. In some cases, no significant medical reason for tinnitus can be found. If yours is one, the Otologic Medical Group has some suggestions which may ease your problem.

1. Make every effort to get enough rest and not get yourself overtired.
2. Try to reduce anxiety and tension.
3. "The use of nerve stimulants is to be avoided. Therefore, excessive

amounts of coffee (caffeine) and smoking (nicotine) should be avoided." Follow your doctor's guidance.

4. Lessening head congestion may lessen tinnitus. Sleeping "in an elevated position with one or two pillows" may prove helpful.

5. Head noise generally becomes more noticeable in quiet surroundings, such as when you go to bed. Other noise can help mask it and reduce annoyance. An automatic radio or loud ticking clock may help. "Noise makers" can also be purchased for this purpose.

There are ways to tone down the distress head noise causes, even though it may never be music to our ears.

**Most accidents can be prevented.  
Don't be sorry. Be safe.**

## Workplace Noise

OSHA regulations require your employer to limit noise exposure to 90 "decibels", of dB(A), averaged over an eight-hour period. There are shorter time limits for higher noise levels. For example, a worker may be exposed to 95 dB(a) for only four hours, 100 dB(A) for two hours, 105 for one hour, and 115 for fifteen minutes or less. Measurements must be made under normal working conditions.

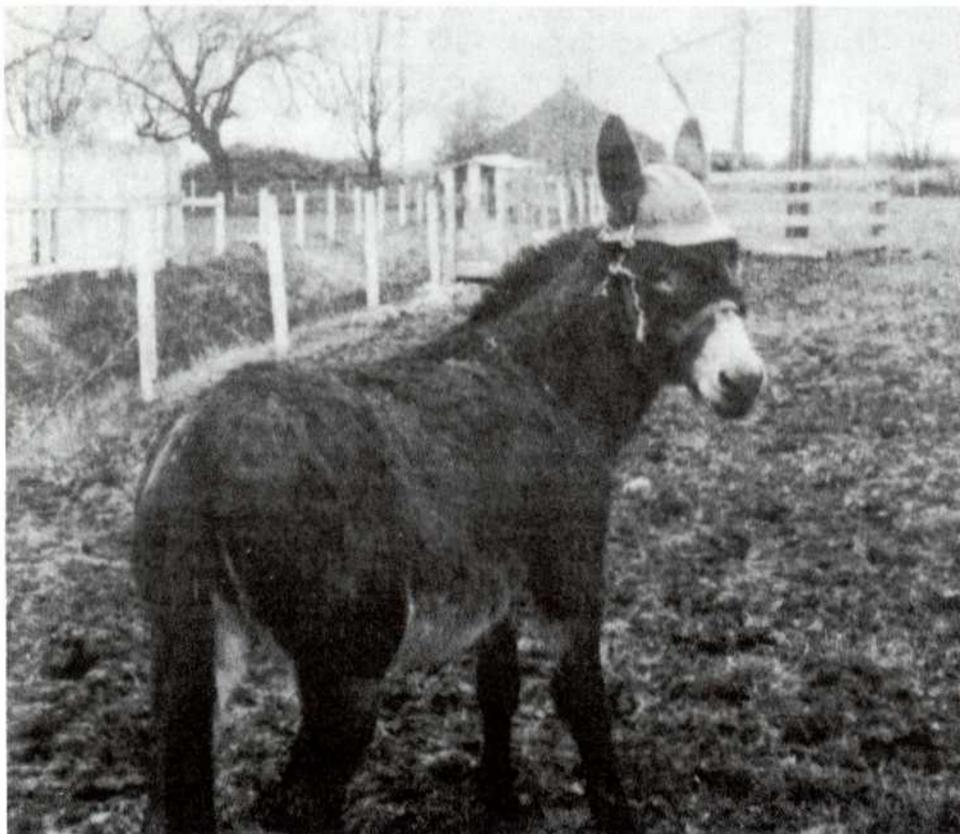
If noise exposure is above these levels, your employer must use "engineering" or "administrative" controls — changing work processes, procedures, or design — in order to comply with the law. While such controls are being implemented, you must be provided with personal protective equipment — such as earmuffs or plugs — to protect your hearing. If the ear protec-

tion equipment is not comfortable, tell your employer.

If sound levels are above the OSHA limits, your employer must have a "continuing effective hearing conservation program", which may include hearing tests and periodic monitoring of noise levels.

If you want more details about OSHA's noise regulations, or if you think an inspection of your workplace may be necessary, contact the Local Union office.

One of the problems associated with noise exposure is a condition known as tinnitus. Tinnitus is defined as a noise in the ears, as ringing, buzzing, roaring, clicking, etc. If you suffer from this problem, there may be help for you according to Marion Wells, Research Director, American Physical Fitness Research Institute.



Everyone must wear a hard hat including supervisors. To be on the safe side, even bystanders should wear a hard hat!

Fraternally,  
Frank Bealle

Editor's Note: Frank didn't state whether the picture was of a bystander (or a supervisor?)

HOTLINE

## Davey Tree Employee Killed

Brother Raymond Manjares, a 29 year old tree trimmer employed by Davey Tree Company, was fatally injured on August 28, 1978. Brother Manjares was trimming a pine tree out of a 21KV line when the accident occurred. A more complete report will follow, pending the Santa Cruz coroner's report.