

utility reporter

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CREATIVE DISORDER:

"Public workers walk a path from history"

From the poorest Chicano in a Los Angeles barrio, to the mightiest corporate executive in the boardrooms of New York, Americans are resistant to restrictions placed on them because of their status in life. The same is no less true of individuals who are employed in government. But a persistent sense of futility permeates activist public employees who are seeking full labor rights. Where this persistent sense of futility grows, militancy breeds... and that, unfortunately, is the current condition of public employee labor relations.

Justice Oliver Wendell Holmes once uttered an irresponsible dictum some 55 years ago when he said no one has "a constitutional right to be a policeman." It was then the "Public Servant" concept was born. The idea took hold that public employment was a privilege and special conditions could be attached to it. But when these restrictions become unreasonable, when they are applied in a selective manner, or seem patently unfair in light of contemporary values, public employees will react with anger and hostility.

Oftentimes, this anger has expressed itself in direct action and, in the process, public employees have invoked a strategy rooted in the beginnings of this nation, and the trade union movement — civil disobedience.

Implicit in the political philosophy of Thomas Hobbes, John Locke and Thomas Jefferson, formalized by Mohandas Gandhi, practiced to perfection by Dr. Martin Luther King, Jr., civil disobedience has been characterized as the "technique of creative disorder."

Civil disobedience as a form of protest in this country has a tradition stretching back to before the American Revolution. Even today, school children are taught to

(Continued on page four)

VEODIS STAMPS APPOINTED TO MINORITY AFFAIRS COMMITTEE



Veodis Stamps

Veodis Stamps, I.B.E.W. Local 1245 Representative on Business Manager L. L. Mitchell's Staff, has been appointed by I.B.E.W. International President Charles H. Pillard to serve on the I.B.E.W. Committee on Minority Affairs. He will be replacing Arthur Jones, who recently resigned to accept a position as International Representative in the I.B.E.W. Ninth District. Stamps, a former Lineman for Pacific Gas and Electric Company, and Electrician for the City of Oakland, joined Local 1245 in 1962.

The I.B.E.W. Minority Affairs Committee was established at the 30th National Convention when Black delegates got together and discussed the lack of participation of minorities on both the International and Local levels. A meeting was held with President Pillard and the lack of minority participation was presented. Pillard agreed that there was a problem and established the Committee to identify areas that needed improvement and to locate capable minorities that would be willing to fill responsible positions within the Brotherhood. Several of the original Committee members are now I. O. Representatives. In Pillard's letter to Stamps confirming his appointment he also announced a meeting for April 13, 1977 in Washington, D. C. to discuss updating programs to alleviate any minority problems from apprentice entrance requirements to placement of minorities in full-time Local and International Staff jobs.

Brother Stamps brings to the job a varied background of experience in politics and education which should serve him well in his post as member of this important Committee. Stamps has been active in community and state politics for a number of years, participating in California Democratic Central Committee activities. He has served as Chairman of the Contra Costa Chapter of the A. Philip Randolph Institute and has been active in the National Organization as delegate to the National Conventions. Veodis is a graduate of the Center for Labor Research and Education's Minority Union Leadership Training Program at the University of California in Berkeley, and became a Staff member of Local 1245 in 1971. He works in the Oakland — East Bay Area of Local 1245's jurisdiction.



This photo shows some of the pin recipients mentioned in the Business Manager's Column. See page five for more photos.

YOUR Business Manager's COLUMN

HUMBOLDT AREAS SERVICE AWARD DINNER



L. L. MITCHELL

The first 1977 Local Union service award dinner was held Saturday, April 2, 1977 at Moonstone Beach in Humboldt County. These social occasions are always pleasant events, for they bring together those who were the originators of the union on the PG&E property. The event gives a brief moment of recognition to those with over 20 years of union membership and provides an opportunity for renewing friendships and reminiscing about the good and the bad times which have been shared.

I was most impressed at the Humboldt event to see so many old friends with whom I had worked as a PG&E employee before I accepted full time employment with the local union. While many of the union friends have retired and are no longer around, the number of people with 25 and 30 years was impressive for such a small division as Humboldt. One highlight was awarding a 35 year pin to Harry Hornbrook who had been an operator at old Station "B" before his transfer to the new Humboldt power plant which is now the combination nuclear-fossil fuel plant.

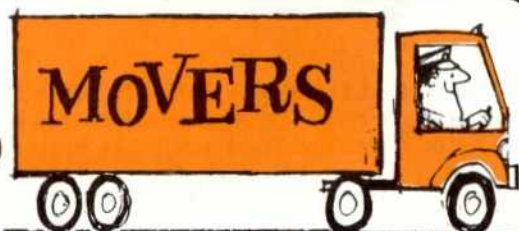
Another highlight for me was having Paul Marold, Arcata troubleman, pre-

sent a 1947 PG&E/Local 1245 Agreement saying "I'm returning the contract you gave me when I started to work on your crew. I appreciate the use of it but I prefer the present one over this a thousand fold".

The review of the 30 year history this contract predated is an interesting one for the Humboldt Division. Harry Hornbrook, the operator, was in a plant which burned hog fuel (chips and sawdust from a lumber mill next door). This plant and one 60 KV transmission line from Junction City were the only sources of power for the entire area. When the "Hi line" was down it was all out for the personnel at the steam plant. The power supply was stepped up when 1/2 of a Russian cargo ship, which was torpedoed off the Pacific Coast, was pressed into service. The "Don Bass" was towed to Humboldt Bay and anchored where the generators were hooked into the system to provide added power for the area. Both of those were replaced with a new plant at Buhne Point which has now both nuclear as well as fossil fueled operation. The "Hi line" has been replaced

(Continued on page two)

... HAVE YOU MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

SOCIAL SECURITY # _____

RETURN TO:

P.O. BOX 4790, WALNUT CREEK, CALIF. 94596

Bill Chambers Receives George Meany Scouting Award

Local 1245 member Bill Chambers, Pumping Plant and Electric Substation Operator for the United States Bureau of Reclamation-Region 2, has been awarded the George Meany Scouting Award.

The award was presented to Brother Chambers at the February meeting of the San Joaquin-Calaveras Central Labor Council.

Bill Chambers has been active in scouting for approximately 15 years and during this time has served as Cub Scout Leader, Scoutmaster and District Officer.

One of the things that make Bill unique, is the fact that he has two daughters and no sons. He has devoted his time to scouting because of his understanding of the need for adults to give of themselves so that our youth might find the right direction in life.

Editor's Note: The Officers and members of Local 1245 congratulate Bill on receiving this award and for his activities on behalf of the youth in the community in which he lives.



Shown above from left to right are; Hank Lucas, Local 1245 Bus. Rep., Bill Chambers, award recipient, and Bob Renner, Executive Secretary of the San Joaquin-Calaveras Central Labor Council.

YOUR *Business Manager's* COLUMN

LOCAL 1245 SERVICE AWARD DINNER

L. L. MITCHELL

(Continued from page one)

with 110 Volt transmissions from Cottonwood Sub and a transmission line from Ukiah to provide more flexibility and stability of power. This in a short period of 35 years.

Paul Marold was a laborer making \$36.80 per week. Humboldt Division had no mechanical hole digger in those days and Paul has plenty of notches on his shovel handle to mark the poleholes he dug and refilled. There was no automatic progression to any classification and no formal apprenticeship training, but as with most who started then, he progressed to a "grunt", then to apprentice, and to journeyman by bidding openings and moving from one headquarters to another until he "made" troubleman in Arcata.

So with living history books the evening was spent by recalling "how it was". Recollections of people and incidents on the job by one, stirring the

memory of another, and in the conversations the underlying theme was what change had occurred because of the union.

It was apparent in this gathering, as it is with most service award socials, that the old timers still realize the need for the union. They have seen changes made over the past 25 to 30 years which, if available as a single package, would have seemed like attaining the millenium. However, they also recognize the need for defense of these hard fought gains and know these are not inalienable rights which cannot be altered. They also believe, along with the rest of labor, that we have not attained the ultimate goal and the only way to continue progress is through the process of collective bargaining.

I was pleased that these stalwarts with their display of unity are still ready to do whatever may be needed to advance the cause of labor. I am proud to say that come hell or high water the nucleus of unionism is solid and no matter what the policy decision, the solid core will support the majority will in seeing it will be carried out.

Local 1245 and City of Roseville Reach Agreement

The agreement ratified by Local 1245 members employed by the City of Roseville provides for a 7-1/2% general wage increase effective January 1, 1977. Improvements were made in the Apprenticeship Program and the medical plan, and it was agreed to institute a dental plan. (Work is progressing in this area.) Reduced Journeyman from a 5 step to a 3 step rate and increased salary range of Apprentice Lineman by 10%. The City also agreed to pay the taxes on the longevity bonus program. Agreement was reached to incorporate all the City Codes and Policy Amendments into a single book, to be completed in 1977.

Citizens Utilities Case goes to Arbitration

An arbitration hearing was held on a case involving a Citizens Utilities employee who was injured on the job. The Union has processed the case to arbitration because the company wouldn't allow the employee to return to work after he had been released by the doctor.

The arbitrator was Professor Joseph Grodin, who indicated he would render a decision in the near future. The membership will be notified when a decision has been reached.

Bargaining Roundup

NOTICE TO NEGOTIATE:

CITY OF HEALDSBURG: Union has notified City of its desire to meet and confer and has submitted written proposals. First meeting scheduled for April 6, 1977.

CITY OF LODI: Following conclusion of interim negotiations and reaching a tentative agreement which is before the Council for approval, Union notified the City of its desire to meet and confer on 1977 negotiations. Union also submitted its written proposals. No meeting date is scheduled at this time.

MONTEREY PENINSULA TV CABLE: Union has notified Company of its desire to bargain and submitted written proposals. No meeting dates are scheduled as yet.

SONIC CABLE TV: (Formerly Central California Communications Corporation Southern Division). First meetings are scheduled for April 19 and 20, 1977.

CITY OF BERKELEY: Union has submitted written proposals together with notification of its desire to meet and confer. Meeting dates not set.

CITY OF OAKLAND: Union has sent notification, together with its written proposals, to the City of Oakland. No meeting dates set.

TELEPROMPTER OF UKIAH, WILLITS AND FT. BRAGG: Union has notified Company of its desire to bargain and has notified Company of its desire to bargain and has submitted written proposals. No meeting dates scheduled at this time.

IN NEGOTIATIONS:

CALIFORNIA-PACIFIC UTILITIES COMPANY — NEEDLES DISTRICT OF THE COLORADO RIVER DIVISION: Negotiations have been concluded and tentative agreement reached. Will go to membership for ratification vote on April 11, 1977. Will report results in next issue.

CITY OF LODI: Final package on interim negotiations (1976) is before the Council for approval. Details in next issue.

CITY OF LOMPOC: (Interim negotiations) The amounts the City would pay on Dental Plan was approved in general negotiations. The Dental Plan has now been selected and agreed upon. 50/50 copayment; City to pay up to \$6.25 of premium. Have also agreed upon language for automatic progression, but testing procedure is yet to be established.

CENTRAL CALIFORNIA COMMUNICATIONS CORPORATION: Have had four meetings to date. Tentative agreement has been reached in all areas except wages and term of agreement. Next meeting is April 22, 1977.

NEVADA IRRIGATION DISTRICT: Agreement had been reached on a salary package which would have provided an 8% general wage increase effective January 1, 1977, and an additional 2% in June, 1977; however, this offer had to be rescinded because of water problems. The District has no revenue. District and Union will, nevertheless, continue to negotiate on non-monetary items of the agreement.

Ocean View Cable TV: Have reached tentative agreement on wage opener, including job definitions and lines of progression. Will go to membership for ratification vote in the near future.

PLACER COUNTY WATER AGENCY: Negotiations are nearly concluded. (The last offer was rejected by the membership.)

PACIFIC GAS TRANSMISSION: Still in negotiations. No progress to report.

STANDARD PACIFIC GAS LINE, INC.: Still in negotiations. No progress to report.



the utility reporter

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California State Electrical Workers Conference

By James Wilburn,
Southern Area Executive
Board Member

The main reason why Local Union 1245 participates in the Electrical Workers Conference is political. Locals of California IBEW locals gather to discuss legislation, pending legislation, and to propose new legislation which affects the Electrical Workers in local, state, and federal government. Another reason is to communicate with the administrators to learn their intents in administration and to suggest methods to our advantage. The Conference meets every six months. The latest meeting was in Los Angeles Friday and Saturday February 18 and 19, 1977. This is a report of points which interest Local 1245 members.

The Conference started on Friday morning with four committee meetings. They were the Safety Rules Committee in room A and the Apprenticeship Committee in room B at 9:00 a.m. At 10:30 a.m., the Legislative Committee met in room A and the Pension Reciprocity Committee met in room B. Local 1245 doesn't have a great amount of interest in the Apprenticeship and Reciprocity committees, so our delegates met with the Safety Rules Committee and the Legislative Committee. Our delegates were: L. L. Mitchell, Business Manager; M. A. Walters, Senior Assistant Business Manager; John Wilder, Assistant Business Manager; and James Wilburn, Southern Area Executive Board Member.

The Safety Rules Committee discussed the problems of powder operated tool operator licensing. The activity of the Low Voltage Safety Rules Committee and the High Voltage Safety Rules Committee were reported. These Committees are labor, management, and state personnel who are writing working rules for the state which comply with OSHA. Dave Reese, 1245 Assistant Business Manager, is on the Low Voltage Committee. M. A. Walters, Senior Assistant Business

Manager, is on the High Voltage Committee. These Committees will need yet another year to work out their disagreements.

The Safety Rules Committee prepared a report for the Conference.

The Legislative Committee prepared a resolution to initiate action which would require electricians to be licensed. M. A. Walters protected the interest of utility electricians. He pointed out that these electricians already have stringent qualifications on their classifications in agreements. The idea that these persons would have to pay a fee and take a test to qualify to do their job would be unfair. A compromise was reached. It was agreed that electricians in utility maintenance and operation would be excluded from the license requirement. The resolution went on to the floor of the Conference and passed.

The Legislative Committee also supported Ron Weakley, former 1245 Business Manager, for appointment as District Director of the United States Department of Labor.

The Business Managers met in closed session after lunch. The remainder of the afternoon was taken up in an Executive Board meeting. The Executive Board was open to all delegates. Resolutions were reviewed by the Executive Board and prepared them for the Conference the next day.

The Conference started Saturday Morning at 10:00 a.m. Mayor Tom Bradley of Los Angeles addressed the body. He thanked Labor for its support in his administration. He also urged support of water conservation measures.

California Attorney General Evelle Younger talked to the Conference in favor of capital punishment. He also spoke on upcoming invitational meetings with his department, labor, and management aimed at improving California's business climate.

Don Vial, Director, California Department of Industrial Relations, spoke on the need of constant vigilance to protect existing laws which protect

the worker in the State. He told the Conference that reduction of wages and dilution of worker's benefits wouldn't improve the business climate of California.

Labor Attorney Al Brundage explained some of his legal views on trusts which are held for union members by various organizations. He emphasized the importance of timely action in case of delinquency in payments by employers. He answered questions from the floor on other problems.

International Vice President W. L. Vinson spoke at length on the new

methods of providing retirement payments from the National Electrical Benefit Fund. He also talked on other items of interest to the body. There were questions. The Vice President answered with patience, firmness, and dignity.

After the business was finished, delegates discussed some of the problems their locals face.

Local Union 1245 takes part in guidance of legislation of labor laws, then participates in administration of them through conferences such as these. It is a procedure which protects our working conditions.

LETTER OF AGREEMENT SUMMARIES

Editor's note: A copy of the full text of these letters is available to the members upon their written request to the Local Union.

Pacific Gas and Electric Company

No. 2269 signed 4-5-77

Provides for rescheduling of the basic work week for Mail Clerk Drivers, Clerks and Light Truck Drivers who operate the "Pony Express" System for the purpose of providing three-day holidays.

No. 77-5-PB&E signed 3-25-77

Provides that hours changes (for one hour or less) under 302.7(e)(2) can be concluded between the G.C. Personnel Manager and the Union Business Representative serving General Construction.

No. 77-7-PG&E signed 4-6-77

Provides for waiving the typing requirements for twelve materials Men in Fresno, as it pertains to upgrading to the Materials Leadman classification.

No. 77-15-PG&E signed 3-25-77

Provides for a change of hours of work for the Station Construction Crew at Martin Sub, Brisbane, Station N and Hunters Point.

No. 77-16-PG&E signed 3-18-77

Provides for an exchange of headquarters for two Clerical employees in the Sacramento Division under the provisions of Title 18.17.

DO NOT BUY

Editor's note: All trade unionists, and their families are requested to support consumer boycotts against the products and services of the companies which, because of their anti-union policies, do not deserve union patronage. These boycotts are initiated by the Union Label and Service Trades Department of the AFL-CIO.

BOYCOTTS REMAIN IN EFFECT AGAINST:

TEXTILE PRODUCTS

J. P. STEVENS & CO. — Linens, sheets, towels, fabrics, many other textile products. (*Amalgamated Clothing & Textile Workers Union*)

CIGARETTES & TOBACCO

R. J. REYNOLDS TOBACCO COMPANY — Makers of Winston, Salem, Camel, Doral, Vantage, More and Now cigarettes; Winchester Little Cigars, Prince Albert Smoking Tobacco. (*Tobacco Workers International Union*)

PRINTING

ENCYCLOPEDIA BRITANNICA & BRITANNICA, JR. — (*International Allied Printing Trades Association*)

KINGSPORT PRESS — Producers of *World Book*, *Childcraft*. (*Printing & Graphic Communications Union; International Typographical Union; and International Association of Machinists*)

TABLE GRAPES & LETTUCE

DO NOT BUY table grapes and lettuce which do not bear the Union Label of the UNITED FARMWORKERS OF AMERICA. (*United Farmworkers of America*)

PRESCRIPTION EYEGLASSES, CONTACT LENSES, OPTICAL FRAMES

DAL-TEX OPTICAL CO. — Eyeglass frames, lenses, contact lenses, sunglasses & safety glasses. Sold by many retail opticians, optometrists, vision centers, department stores, etc. including: Vision Centers, Inc.; Lee Vision Centers, Inc.; Lee Optical Corp.; King Optical Co.; Missouri State Optical; Douglas Optical; Opti-Cal of California; Goldblatt Optical Service; Capitol Optical (Does not include Capitol Optical of Cheyenne, Wyo.) and Mesa Optical. (*International Union of Electrical, Radio & Machine Workers*)



The photos above and below show most of the ballot committee as they were counting the ballots for PG&E's first offer of settlement. The offer was rejected by the membership and the same committee was counting the ballots on the second offer at press time. Watch your bulletin boards for the results.



EAST BAY SHOP STEWARDS MEET

Local 1245 Shop Stewards employed by PG&E in the East Bay area, attended a Stewards Training session at the Local Union headquarters in Walnut Creek. The meeting began at 9:00 a.m. on March 5, 1977. A welcome was given by Bus. Rep. Manny Mederos and then each of the Stewards introduced themselves and gave their work locations.

Dave Reese, Asst. Bus. Mgr., reported on safety items and stressed the importance of the accident report forms and the need for stewards to provide this information. Brother Reese also reported on apprentice programs and allowed for a question and answer session on items involving safety and apprenticeship.

Assistant Business Manager Larry Foss reported on the grievance procedure. He explained the importance of the Shop Stewards' role in the procedure. Brother Foss explained the process of arbitration and how an arbitrator is selected.

In the afternoon, Sr. Asst. Bus. Mgr. Mert Walters explained the status of negotiations and asked the Stewards to give what they felt were the reasons for rejection of the package. Many questions and items were raised.

Bus. Rep. Veodis Stamps covered letters of agreements and asked the Stewards for items which they would like to see covered at future Shop Steward training sessions.

Business Manager L. L. Mitchell explained some of the duties of his office and reported on the need for increased activity in the political arena. He thanked the Stewards for giving up a Saturday and for their day to day activities also.

At the conclusion of the meeting those stewards interested in seeing the new local union headquarters were given a tour.



Bus. Rep. Manny Mederos is shown as he explains the purpose of the Steward's meeting.



The photos above and below show most of the Stewards who attended the meeting.



"Public workers walk a path from history"

(Continued from page one)

take pride in the actions of a group of Boston radicals who, clumsily masqueraded as Indians, dumped a boatload of British tea into the ocean in 1774.

George III was the symbol against which the colonists made a revolution — considered a milestone in the history of the world. But George III was not a tyrant. He had not crossed the ocean and placed a yoke on the colonies. There was no inhuman oppression at the hands of British governors. In fact, revisionist historians estimate that barely a third of the population then actually supported or fully understood the ideals in the revolt against "King and Country."

What was demanded was a restructuring of laws and institutions. This did not occur; radicalism spread; revolution burst forth. Out of this experience, the framers of the Constitution insured the citizens of the new nation would be guaranteed the rights to protest and dissent through the First Amendment.

Throughout the development of the American labor movement, working people also have sought changes in laws and institutions. When conventional means failed, such as marching, picketing and the like, they too resorted to direct action. There were the 1877 railroad strikes which rocked the nation; Colorado mining strikes in 1903 and 1914; the 1904 Lawrence, Massachusetts textile strike.

Then, in 1936, the United Auto Workers conducted a strike against General Motors which historian Sidney Fine describes as "the most critical labor conflict of the 1930's, and perhaps in all of American history." The strike also gave birth to a new form of "creative disorder," the sit-down strike.

For nearly three months, thousands of auto workers illegally seized and occupied several General Motors assembly plants in an effort to gain union recognition. The plants in Flint, Michigan resembled armed camps, with the strikers inside, surrounded by forces of the police and National Guard on the outside.

From the end of December, 1936, to mid-February, 1937, the sit-down strikes continued. The determination of the workers is best exemplified in their songs: "Tear gas bombs/Were flying thick and fast.../We'll hold our ground/And fight here to the last..."

But the strike resulted in a victory for the UAW at General Motors, and spurred the unionization of other mass-production industries, such as at the United States Steel Corporation. That the sit-down strikes also resulted in violence is undeniable.

But as Supreme Court Justice William O. Douglas once pointed out, "It was historically the practice of state police to use such labels as 'breach of peace' or 'disorderly conduct' to break up groups of minorities who were protesting in these unorthodox ways. The real crime of the dissenters was that they were out of favor with the Establishment, and breach of peace or disorderly conduct was used merely as a cloak to conceal the true nature of the prosecution."

So, we are faced with the inevitable proposition that the law is only what the political leaders at the time determine it to be. When the state refuses to prosecute citizens practicing civil disobedience, it, in effect, legitimizes it. After the UAW/GM strike ended, charges of engaging in unlawful assembly and malicious destruction of property were brought against seven key UAW organizers, including the Reuther brothers, Roy and Victor. All charges, however, were soon dismissed.

Echoes of the UAW sit-down strikes were heard 23 years later, when four black students in Greensboro, North Carolina, entered a Woolworth "five and dime" to make what they termed "a passive demand for service."

So began, on February 1, 1960, the sit-in that sparked a wave of non-violent protest and a long period of civil disobedience against segregation. Like the GM strikers, the civil rights trespassers sought to restructure laws and institutions through "creative disorder."

Public employees today are faced with the same dilemma — they are restricted by legal and political prohibitions unknown to other American citizens. Activist government workers view themselves as outsiders in a system which permits all other Americans the rights to organize and bargain collectively, to reside where they want and dress how they wish, to engage fully in political activity and enjoy the benefits of protective federal legislation.

Are today's government workers really that different from the GM strikers of 1936, or the civil rights' trespassers of the 1960's?

As leaders of public employee unions, we see the need for a restructuring of laws and institutions. We intend to seek change through all conventional methods available in the legal and political system.

What we are witnessing, however, is a fearful reaction from public managers, local and national political leaders to the unionization of public workers. They deliberately incite distrust and hostility.

For the past year, a governor in Virginia carried out a one-man vendetta to destroy public employee unionism in that state. A single court decision provided legal sanction to his effort, and, in the process, collective bargaining agreements covering more than 30,000 workers were declared null and void. Four fire fighter union leaders last November in Springfield, Illinois, were arrested, booked and jailed because they attempted to assume the same right to strike granted other American workers. In August, 40,000 Massachusetts state employees conducted a 3-day strike after seven months of fruitless negotiation for a labor contract. As a result, the president of the state senate recently vowed a crusade to have the state's bargaining law repealed.

Like other minority groups, public employee unions realize nothing will be conceded until it is demanded. And when they demand, public workers merely follow the path used so successfully in the past by other organizations seeking change — protest, picket, petition. But direct action is the one common denominator which has forced advances in all social movements. For activist public employees, who are frustrated with the failures of conventional techniques, direct action can have only one meaning — strike.

Both the AFL-CIO and the Public Employee Department support the right to strike for public employees. We believe this right is necessary in order to bring equality to the bargaining table. But public employee unions have given up the right to strike in lieu of alternative machinery to settle disputes or contract impasses. If this right is to be given up, it must be done so freely by the workers involved, at the negotiating table.

Public employees, however, are law abiding, tax-paying citizens. In many instances, they assume influential and important roles in our society. For these types of individuals to knowingly break the law, and accept the consequences for their actions, is an extreme situation. But when these circumstances arise, we should look not at the workers, but to the laws that create such a crisis.

Frederick Douglas once declared, "Those who profess to favor freedom, and yet deprecate agitation, are men who want rain without thunder and lightning. They want the ocean without the roar of its many waters."

Until unionism is accepted in the public sector, however, we will continue to see violence, disruption and police arrest of otherwise law-abiding citizens. This is a waste, both in terms of human resources, and taxpayers' money. Until the laws are enacted or restructured, we will continue to face ordeal and debate in pursuing a redefinition of the employer-employee relationship in the public sector.

Local 1245 Service Award Dinner

HUMBOLDT AREA



Shown above are those members who received 30 year pins.



Business Manager Mitchell, right, is shown presenting a 35 year pin to Harry Hornbrook.



This photo shows the members who received 25 year pins.



The members who received 20 year pins are shown in this photo.

LOCAL 1245 ADVISORY COUNCIL MEETS

Local 1245 President Howard Darington opened the meeting with an explanation of the order of business for the Advisory Council meeting. The Pledge of Allegiance was led by Advisory Council member Jim Dietz.

The Advisory Council members, Ex-

ecutive Board members, Officers and guests introduced themselves.

The Business Manager-Financial Secretary, L. L. Mitchell, made a report on the status of Local 1245 and the events and activities which took place during 1976 and the first part of 1977

that affect the members of Local 1245. Brother Mitchell stressed the effect of politics, unemployment, court decisions, energy policy, etc. which adversely affect the membership and urged the Council to consider increased activity and development of programs to bring about needed changes in these areas.

The next order of business was a report from the PG&E negotiating committee on the tentative settlement between Local 1245 and P.G.&E. Sr. Asst. Bus. Mgr. Mert Walters explained the contract changes in both the physical and clerical agreements. Brother Walters answered questions from the Advisory Council on the proposed changes in the agreements.

Asst. Bus. Mgr. Jack McNally then went through the changes and improvements in the areas of Medical, Dental, Retirement, Life Insurance Ltd, and the Stock Purchase Plan. Brother McNally then answered questions of the Council and guests relative to the changes in the Benefit Agreement.

Following the report on negotiations, the Council went to the order of new business. The next order of business was reports from the Advisory Council members. The first items raised were reports on accidents involving members and employees in the Local's jurisdiction. The next item raised was "how to improve Unit attendance."

On Sunday, February 13, Department of Labor Representative William J. Jones was introduced and addressed the Council on the intricacies of the Labor Management Reporting and Disclosure Act of 1959. The salient points governing union elections were clarified and an extensive question and answer period followed the presentation.

The Advisory Council meeting was held in San Jose to give the members in that area an opportunity to attend and observe the Council in action.



Shown above and below are some of the people who attended the February Advisory Council meeting.



Scholarship Contest Winner Announced

Sheridan Downey Jr., retired Federal District Court Judge from Oakland and judge for this year's Local 1245 scholarship contest, has notified Bus. Mgr. Mitchell that Lisa Ann Johnson is the winner of the scholarship.

Lisa is the daughter of member Rodney Johnson, a Building Mechanic for the Sacramento Municipal Utility District at Fresh Pond.

The award will be presented at a future advisory council meeting.



Bill Jones, V.S. Dept. of Labor, is shown speaking to council members and guests.

Homes: Who Profits?

"Home prices are so high that they're out of sight."

That's the big message at the top of a 3-column ad in the real estate section of San Jose's daily newspaper, and it was put there not by the anti-union Associated Builders & Contractors (ABC), but by the Santa Clara Valley District Council of Carpenters.

The ad asks, "Where does all the money go?" And answers, "Not to union construction craftsmen — they get the smallest share of the added cost of owning a home."

THE CARPENTERS' answer differs from that of most sales people, who simply lay it onto working people: "The labor cost keeps going up."

The carpenters print the facts and it takes a little longer:

"The average house this year costs \$43,700. In 1949, the same house cost only \$9,780, of which construction labor made up 33 percent. Labor costs are only 16 percent of this year's house price.

"Construction labor costs increased only 27 percent from 1969 to 1975, accounting for only \$1,210 of the \$12,000 increase in the price of the house. This was the smallest increase in dollars or percentage of any component cost of construction.

"THE LOT on which you'd have built your dream house if you could afford it cost \$5,630 in 1967 and \$9,400 in 1975 — up 67 percent and \$3,770.

"Construction financing zoomed up 110 percent from 1969 to 1975 — a \$1,970 increase from \$1,790 to \$3,760.

"Materials costs increased \$2,632 or 28 percent, climbing from a \$9,400 share of the median price in 1969 to \$12,032. Overhead and profit grew by 47 percent, from \$3,330 to \$4,888, adding \$1,558 to the house price.

"By the time you pay off a 30-year loan on last year's \$37,600 home, you will have paid another \$64,185 in interest, boosting the total cost to \$101,782. But the loan interest you'll pay on today's \$43,700 house will add \$74,592 to the cost, making your final price tag \$118,292.

"THAT'S RIGHT — \$118,292!

"Land, materials and interest costs have priced many persons out of the housing market. Far fewer homes are being built than are needed. Those which are being built are prohibitively expensive. Building craftsmen's

unemployment rate is twice the national average.

"The carpenters and the rest of the Building Trades unions have an answer. It is government action subsidizing housing loans to reduce interest to levels which the consumer can afford. We are trying to persuade our legislators that this is the way to go because the private lending industry simply cannot do the job.

"MAYBE you agree. Maybe you don't. But we'd like to hear from you pro or con. Tell us your experiences in the housing market, whether you obtained a home or were disappointed, because such information can help our efforts to solve the housing crisis. Send us a letter or postcard. Working together, we can speed the day when families can buy the homes they need."

The figures in the ad are from the National Association of Home Builders and U.S. Department of Commerce.

J.P. Stevens Boycott gets into full swing

The AFL-CIO Convention of October 1975 unanimously adopted a resolution pledging full support to the Amalgamated Clothing and Textile Workers Union in their efforts to secure a contract for J.P. Stevens workers at Roanoke Rapids, North Carolina.

This action not only demonstrated deep concern for Stevens 44,000 workers, but also recognized the implications of bringing unionism to the South, a graveyard for organizing, and a center for low wages and poor working conditions. As such, the South and Southwest has become a refuge for runaway shops that include employers in such highly organized industries as automobiles, electric, furniture, glass, rubber, paint and steel manufacturing. Running from union wages and working conditions, they bitterly resist organizing efforts by their workers.

At stake may be the future balance of strength between all American labor and management in a period when most of the nation's economic growth is concentrated in the South and Southwest.

Between 1960 and 1975 the Great Lake states grew only 3.2% in manufacturing employment while the New England States experienced a dramatic 9% drop. During that same period, however, manufacturing employment grew an amazing 43% in the Southeast and 67% in the Southwest.

The largest manufacturing employer in the South is the textile industry, of which 90% is unorganized. Stevens, the industry's second largest, is by far the leader of the South's anti-union fervor, having violated more labor laws than any other company in U.S. history.

Stevens disdain for the National Labor Relations Act has resulted, in part, in the illegal firing of over 285 of its employees, two certification elections that were overturned in favor of the union, and one union election victory in Roanoke Rapids covering 3,600 employees who after 25 months of bad faith bargaining are still without even minimal conditions of a contract.

Stevens vicious policy of economic terrorism and wholesale violations of the labor laws in the last 13 years have poisoned the climate in a manner that bars the genuine freedom of choice that is necessary to guarantee employees their right to organize, and obtain a collective bargaining agreement.

The company's actions carry serious implications for the entire labor movement since more and more employers are following Stevens example in deciding it is easier to evade their obligations under the N.L.R.A. than to comply with the law and be confronted with the competition of employers who do not.

Nationally, the frequency of violations involving discharge or other forms of mistreatment of employees for engaging in union activity has increased 2-1/2 times from 6,240 in 1961 to 15,090 in fiscal 1976. This increase has been even more dramatic in the last two fiscal years, during which union elections have fallen to an all time low. A dramatic increase has also occurred in the number of charges filed with the NLRB involving employer failures to bargain in good faith. In 1958 1,039 such charges constituted 17.1% of all charges filed against employers. By 1972 the

number rose to 6,023 constituting 34% of the total.

Consistent in its contempt for the law in general, Stevens has also been found guilty of tax evasion, price fixing, industrial piracy, race and sex employment discrimination, and in violation of governmental occupational safety standards.

The attitude of other employers to Stevens corporate lawlessness and abuse of power is exemplified in part by the recent actions of the New York Board of Trade. They honored James D. Finley, Chairman of the Board and

Chief Executive Officer of the J.P. Stevens Company, as their "Textile Man of the Year" for 1976.

In response to Stevens illegal denial of social and economic justice for its employees, the newly merged Amalgamated Clothing and Textile Workers Union has called for a nationwide consumer boycott of J.P. Stevens products. AFL-CIO President George Meany has pledged "complete, total, and all out support."

The challenge of the J.P. Stevens boycott must be met by a united labor movement! See below.

Local 1245 Executive Board endorses boycott of J.P. Stevens Products

RESOLUTION

ENDORING THE CONSUMER BOYCOTT OF J.P. STEVENS PRODUCTS

WHEREAS, employees have a basic human right to organize and bargain collectively for economic justice and safe and humane working conditions; and

WHEREAS, over the last 13 years, the J. P. Stevens Company has been found guilty 15 times by the National Labor Relations Board of unfair labor practices and since these convictions have been upheld on appeal eight times by the Circuit Court, and three times by the U.S. Supreme Court, it must be concluded that the J. P. Stevens Company has refused to recognize the legal right of its employees to organize and bargain collectively; and

WHEREAS, the J. P. Stevens Company is consistent in its contempt for the law in general, representing the worst in corporate lawlessness, having been found guilty of tax evasion, price fixing, industrial piracy, race and sex employment discrimination, and in violation of governmental occupational safety standards; and

WHEREAS, a boycott of company products, addressed to consumers across the nation, is underway to secure recognition and the right to collective bargaining; THEREFORE

BE IT RESOLVED, that the Executive Board of Local 1245, I.B.E.W., the Stevens employees' endeavor to achieve economic justice and humane and safe working conditions through collective bargaining and supports the boycott of Stevens products until those employees win their legal right to collective bargaining.

Please do not buy the following J. P. Stevens products which bear the following name brands:

Sheets and Pillowcases
Beauti-Blend
Beauticale
Fine Arts
Peanuts (comic strip figures)
Tastemaker
Utica
Utica and Mohawk
Designer Labels:
Yves St. Laurent
Angelo Donghia

Towels
Fine Arts
Tastemaker
Utica
Blankets
Forstmann
Utica
Table Linen
Simtex

Carpets
Contender
Gulistan
Merryweather
Tastemaker
Hosiery
Big Mama
Finesse
Hip-Lets
Spirit

I.B.E.W. Life Saving Awards

I.B.E.W. Life Saving Awards were presented by Senior Assistant Business Manager M.A. Walters to Brothers Tom Smiley (Lineman - Sacramento Municipal Utility District and a Shop Steward for Local Union 1245) and Jerry Sanders (Clerk-Driver - Sacramento Municipal Utility District) at the regular meeting of Unit #3911 on March 6, 1977.

Brothers Smiley and Sanders saved the life of Mike Ratliff (Lineman), a co-worker and Union Brother, when he was working as a part of a crew assembling steel poles, and a 6" steel block broke under tension causing the steel cable to strike Brother Ratliff in the back of the head. He collapsed, unconscious and unbreathing, and appeared to be dead to his co-workers.

Brothers Smiley and Sanders immediately administered the life-giving CPR emergency technique and revived Brother Ratliff, who was in intensive care for three days, but is reported recovering and will soon be back on the job.

Doctors who treated Brother Ratliff credit the training in Cardiac Pulmonary Resuscitation (CPR) received by Brothers Smiley and Sanders through a Red Cross training program, and their correct and immediate administration of the technique, with saving Brother Ratliff's life.

Our heartfelt thanks and congratulations to Brothers Tom Smiley and Jerry Sanders, and warm wishes for a speedy recovery to Brother Ratliff.

Back Pain and What you can do about it

(Continued from page eight)

5. Get support while driving and sleeping

Driving puts great strain on the back. In a recent Connecticut study, Dr. Jennifer Kelsey of Yale University found that drivers are more likely to suffer from an acute herniated lumbar disc than those who don't drive. Men who spend at least half their working day driving are three times more likely to develop a herniated disc than those who don't hold such jobs.

"The drivers probably do not have adequate support for their lower backs," Dr. Kelsey says. "They may also be affected by the continued vibration of the vehicle and the mechanical stress of starting and stopping. And their legs are extended to the pedals, instead of resting on the floor."

Back experts recommend that you sit with the small of your back pressed against the back seat cushion. A firm, 1 1/2-inch-thick pillow behind the small of your back may help. Or you can buy an orthopedic back support for this purpose. The Air Force issues an air-inflated lumbar support for pilots that can be found in military surplus stores. It is excellent for driving.

Move the seat up so that you can reach the pedals and the steering wheel easily without straining forward. Keep your head and shoulders erect. If you lean forward, you'll develop pains in your neck and back.

Never drive more than one or two hours at a stretch. Get out of the car and move around every chance you get. Shrug your shoulders to loosen cramped neck and shoulder muscles. Sit on something such as a picnic bench, grasp your ankles and pull your head and shoulders down between your knees.

Proper back support is just as important in bed, since you spend almost a third of your life there. Get a really

good, firm mattress. A soft mattress can be murder on your back.

When sleeping, you want your back to assume a relaxed, natural position. Experts often advise against sleeping flat on the stomach, because it may promote swayback or lead to a stiff neck. If you sleep on your back, use a thin pillow (or none) under your head, and place a pillow or folded blanket under your knees to relieve the constant pull on your lower back muscles. When sleeping on your side, use a pillow thick enough to keep your head in line with your spine.

6. Relax

Tension is one of the most important causes of backache. A traffic jam, a blaring radio or TV, a crying baby, a tight schedule—your life is crowded with irritations that jangle your nerves and tighten your muscles. Emotional problems create tension, too—trouble at work or an unsatisfactory marital life.

Exercise can do wonders for tension. It's hard to worry when you're jogging or bicycling. And the physical exertion makes you breathe deeply, perks up circulation and loosens tight muscles.

Take a few minutes several times a day to practice relaxation exercises. Let your muscles go limp, with your head drooping forward. Lie down if possible and relax all the muscles of your body, starting at the feet and working up to the neck, the tongue and the forehead.

Creating the right mental attitude is important, too. Try to ignore petty aggravations, or look for humor in a situation. Concentrate your energies on one task at a time, and quit trying to do everything at once. Avoid situations that make you tense. If necessary, make changes in your life to root out major sources of tension. Not only will you have fewer backaches, you'll also live longer.

Family Safety



David J. ("Woody") Wood, U.S.B.R. Lineman at his February Retirement Dinner, received his 30-year I.B.E.W. Membership Pin. Bill Peitz, left, Chief Shop Steward (U.S.B.R., Tracy) made the presentation on behalf of Business Manager L. L. Mitchell. Wood also was presented with a congratulatory letter from an old friend, Stanley E. "Mutt" Thompson, retired 8th District International Vice President of the I.B.E.W.. The letter praised Wood's years of membership and the distinction of having earned the I.B.E.W. Life Saving Award. Brother John Borejko took this photo.

Blood Bank available to 1245 members

Editor's Note: Printed below is the Constitution of the Central Labor Council of Alameda County Voluntary Blood Bank. We have also reprinted a copy of the application card. Should you desire to join the Blood Bank, fill in the application or get actual card from your Bus. Rep. and mail to: **Central Labor Council Blood Plan, 150 Grand Ave., 2nd Floor, Oakland, California 94612**

Article I Name and purpose

Sec. 1 The Blood Bank shall be called the Central Labor Council Voluntary Blood Bank Plan.

Sec. 2 The purpose of the Blood Bank shall be to insure that ample blood is available to all members of the Central Labor Council Blood Bank and their dependents at the lowest possible cost to the members.

Article II Blood Bank Committee

Sec. 1 The Council Blood Bank Committee shall be composed of a president, a secretary and members-at-large.

A. The Chairman of the Community Services Committee, by virtue of his office, shall serve as President of the Blood Bank Committee.

B. The Secretary of the Community Services Committee, by virtue of his office, shall serve as Secretary of the Blood Bank Committee.

C. Members-at-large shall be appointed to the Blood Bank Committee by the President of the Central Labor Council.

The number of members-at-large may vary.

Sec. 2 The term of office of Blood Bank Committee members shall be two years, which will follow the Central Labor Council elections.

Sec. 3 The affairs of the Blood Bank shall be administered by the Council Blood Bank Committee. Committee members shall belong to the Blood Bank.

Sec. 4 The Blood Bank Committee shall meet at least quarterly.

Sec. 5 The President shall be responsible for the conduct of business at general or special meetings of the Blood Bank Committee.

Sec. 6 The Secretary shall be the Blood Bank Committee's chief executive officer to carry out the instructions of the Committee.

Article III Members

Sec. 1 To be eligible for Blood Bank membership, one must be a member or retired member in good standing of a local union which is affiliated with the Central Labor Council.

Sec. 2 Members shall be eligible to receive blood as needed from available supply:

A. After sixty days membership in the Blood Bank. The sixty-days waiting period can be waived at the discretion of the Blood Bank Committee in cases where all members of a union and/or a unit join the Bank at the same time; and,

B. upon payment of \$2.50 for the current Blood Bank year, which shall be January 1 through December 31. A thirty-day grace period will be granted members for renewing their membership.

Article IV Dependents

Sec. 1 Dependents of members who shall be covered at no additional cost are:

A. the member's lawful spouse

B. dependent children, including unmarried children between 19 and 23 years of age provided they have the same regular residence as the member, are attending an accredited school or university as full-time students and are dependent upon the employee for support and maintenance

C. dependent children, regardless of age, who are totally dependent on the member, for medical reasons

D. stepchildren, foster children and adopted children if they depend upon the member for maintenance and support.

Sec. 2 Persons other than those listed in Sec. 1 above, living in the same household and having evidence of dependency on the members, shall be eligible for Blood Bank coverage at \$2.50 per person per year.

Article V Exemptions

Sec. 1 In cases where a member or his dependents is provided medical benefits which supply blood free of charge, this plan shall supplement their plan.

Sec. 2 In cases of leukemia, hemophilia and carcinoma, the amount of blood donated shall be left up to the discretion of the Blood Bank Committee.

Article VI Financial obligations

Sec. 1 In cases where a member's medical benefits do not pay blood processing fees, the Blood Bank shall pay the processing fees.

Sec. 2 Members who donate blood to the Bank, through the Central Labor Council Blood Bank shall receive for each donation the sum of \$10.00 from the Council Blood Bank.

Sec. 3 In the event the cost of operating the Bank exceeds its revenues and resources the Blood Bank Committee shall have the power by a two-thirds (2/3) vote to impose assessments from time to time upon the members of the Bank. Said assessments shall be limited to an amount to assure the financial solvency of the Bank.

Article VII Ratification

This constitution was approved by the Executive Board of the Central Labor Council on May 9, 1975, and ratified by the membership of the Central Labor Council on May 12, 1975.

LOCAL UNION NO. _____ UNION NAME _____

NAME OF MEMBER _____ AGE _____

ADDRESS OF MEMBER _____

Street _____ City & State _____

PHONE NUMBER _____ ZIP _____ EMPLOYER _____

DEPENDENTS _____ AGE _____

PLEASE CHECK BOX: RENEWAL NEW MEMBER

The Safety Scene

Back Pain and What to Do About It

Have you suffered from a bad back? If not, count yourself lucky. Two out of three persons will suffer excruciating, often disabling back pain at some point in their lives. Even if you've escaped so far, you can't afford to get too smug. Only 7 per cent of the population can boast of a "normal" back.

Low back trouble isn't limited to senior citizens. In fact, older persons are less likely to suffer from back pain than those between 25 and 45. Early problems stabilize and discomfort often diminishes. Women have about the same incidence as men, and desk workers are afflicted right along with manual laborers.

When back pain strikes, you may have to bite the bullet and learn to live with it. After decades of trial and failure, medical science has yet to find a sure cure for bad backs. Everything has been tried from manipulation to surgery to biofeedback to injections of papain, a papaya enzyme. But when no disease or skeletal defect can be discovered, doctors still rely most often on rest, exercise and the marvelous recuperative power of the human body.

Sure enough, most victims will be on their feet in a few days; more than 80 per cent will be able to carry out normal activity within three weeks. Unfortunately, many will suffer a recurrence of pain from time to time.

There is some evidence that back weakness runs in the family. But even though it's too late for you to choose new parents, there are six steps you can take to reduce the likelihood that low back pain will strike you down.

1. Strengthen those flabby abdominals

Dr. Hans Kraus, one of the leading experts on back problems, believes that 80 per cent of all back pain is caused by underexercise. Weak abdominal muscles are particularly common, he says.

The abdominal muscles are important because they support the spine from the front, while the back muscles and ligaments do the same job from the rear. Unfortunately, most people don't give their abdominals the exercise they need. "I treated a famous tennis pro who was bothered by back pain," Dr. Kraus says. "He played tennis seven days a week, yet he had lousy abdominal and back muscles."

If you are healthy, you can test your abdominals by doing a few bent-knee

sit-ups. (If your back hurts, don't attempt this or any exercise until you have checked with your doctor.) Lie on your back with your knees bent and your feet flat on the floor. Hook your toes under something if necessary. Pull your chin toward your chest, lift your head and slowly roll up into a sitting position.

If you can't do it, you need exercise. A daily program of bent-knee sit-ups will help you strengthen those abdominals. You can also do isometric exercises at your desk. Just suck in your belly and repeatedly tighten your abdominal muscles for half a minute.

Warning: don't do sit-ups with straight legs and a straight back, like Dracula rising out of his coffin. Sit-ups done like that may hurt your back instead of helping it.

Your abdominals are not the only muscles that affect the condition of your back. Weak hip flexors are a common problem, and your upper and lower back muscles probably need work, too. Ask your doctor for a program of exercises, or check out the program at your local YMCA. In addition to preventive exercises, many Y's offer a special program for people who are already suffering from back pain.

2. Lose weight

"I wasn't carrying or lifting a thing," complains a back sufferer. "I just bent down to pick up a paper clip and *wham*, I felt this stabbing pain at the base of my back."

Not lifting a thing? To the contrary, the heaviest weight the average person lifts is his own torso. The vulnerable lumbosacral joint at the base of the spine must bear the weight of the entire upper body. For a 110-pound woman, that weight averages about 45 pounds. For a heavy person, it could be more than 100 pounds. You'd certainly think twice about lifting a 100-pound box, but what about a 100-pound torso?

That weight wouldn't be so bad if it were centered over the spine, but if it's collected in a pot belly in front of the spine it will exert a constant forward pull on those struggling back muscles.

For the sake of your back, trim off those extra pounds!

3. Lift properly

Rule Number One for lifting is: *avoid it if you can*. Hire a youngster to

shovel the snow on your driveway; pay professional movers or a couple of husky high school kids to help you when you move. Use a wheelbarrow, dolly or other mechanical aid whenever possible. If you're determined to put your muscles to the test, get someone to help you.

Rule Number Two is: *keep the load close to the center of your body*. The farther the load is from the small of your back, the greater the strain will be. That's why a heavy, compact load can be easier to lift than a bulky, lighter load. You just can't get the bulky object in close to your stomach.

The best way to handle a compact load is to squat down close to it, with one foot alongside the object and the other foot just behind it. Pull the load to you, then stand by pushing up with your legs, keeping your back straight. That doesn't mean vertical, just aligned from head to pelvis. Tucking in your chin helps do that.

No matter what size the load, get as close to it as you can, and carry it against your torso.

Rule Number Three is: *move slowly*. Jerking, twisting or slipping cause many lifting injuries. Instead of twisting your body, straighten up with the load, then shift your feet.

That rule should apply all the time — even when the only load you're carrying is your own body.

4. Watch your posture

You've probably heard that you should stand straight and rigid with shoulders thrown back and chest thrust out — the military bearing. That's all wrong. Standing as stiffly as a paratrooper at attention exhausts

your back muscles and may overemphasize the forward curve of your lower back — the lumbar lordosis that everyone should learn to avoid.

Instead, pretend that you are a puppet, suspended from a string attached to the center of your breast bone. Keep your head up and pull your stomach in. The so-called "dynamic posture" recommended by back specialists calls for rolling the hips forward and standing or walking with as little "sway" in the back as possible.

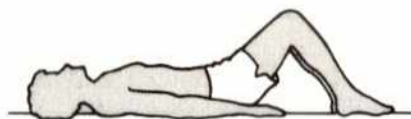
Don't slouch when sitting in a chair. Keep your vertebrae aligned, with the small of your back pressed against the back of the seat. To avoid a pain in the neck, keep your head and shoulders erect.

Even the best posture can lead to fatigue and backache if you don't allow postural muscles to relax once in awhile. Don't sit or stand in one position too long. Take frequent breaks to move around, shift your position and stretch cramped muscles. If you do have to stand in one position for a long time, it helps to alternate one foot on a short stool. (Bar rails have a lot going for them.)

High heels on your shoes will shift your balance and make your back muscles work harder. On the other hand, a corrective heel lift prescribed by your doctor may relieve painful pelvic tilt if one of your legs is longer than the other, a frequent and unnoticed deformity in homo sapiens.



Lie on your stomach with your head resting on your hands. Tighten your seat muscles. Hold for two seconds. Relax. Repeat.



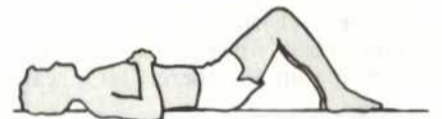
Lie on your back with knees bent, feet flat on the floor. Tighten your stomach muscles and seat muscles. The small of your back should touch the floor. Hold for five seconds, relax for five seconds. Repeat.



Lie on your back with your knees bent. Clasp your hands around your knees and pull them against your chest. Lift your head and press your forehead against your knees.



Lie on your side with knees bent, head resting on a pillow. Slide your upper knee as close to your chest as you comfortably can. Return to starting position. Repeat. Turn over and do the same thing with the other leg.



Lie on your back with knees bent, feet flat on the floor (held down, if necessary). Cross your arms on your chest. Tuck your chin against your chest, then curl up into a sitting position. Keep your back round; pull with the stomach muscles.



Lie on your back with legs straight, arms at your side. Raise each leg, one at a time, as high as is comfortable, then lower the leg to the floor as slowly as possible.



(Continued on page seven)