**New SMUD Agreement**

Members of Local 1245 who work for the Sacramento Municipal Utility District ratified a new agreement between Union and Management August 12th.

The new accord provides for:

- **A GENERAL WAGE INCREASE** of 3.25 per cent for all weekly rated employees, the increase to be rounded to the nearest 5 cents on the weekly rate of pay.

- **WAGE ADJUSTMENTS** of $2.25 a week for the classifications of Auto Mechanic, Senior; Body Fenderman; Hole Digger Operator and Mechanic Welder. Also wage adjustments of $2.20 per week for Warehouseman, Senior and Auto Mechanic; and $2.10 per week for the Warehouseman classification were applied before the 3.25 per cent general increase was made.

**AN INCREASED HOSPITALIZATION PREMIUM PAYMENT** by the District of $1.17

(Continued on Page Two)

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**Tower Tragedy Kills 2, Injures 2**

An accident on a tower line under construction outside of Chico has resulted in the death of two men and injuries to two others. Mason Willis, a Towerman from Gerber; and Lloyd D. Keith, an Auto Mechanic from Winters were killed in the tragedy. Injured on the same tower July 16th were J. C. Ruiz of 796 E. 5th St., Chico and Leslie Smith from San Jose.

The line under construction is designed to be an integral link in the Pacific Northwest intertie system.

**Sierra Members Ratify Interim Pact**

Acting on the request of the employer for an unusual opening of the current two-year agreement to meet some problems of serious import to both parties, Union's Negotiating Committee including employees Elva Gill, Robert Nevin, Leland Jones and Enrico Peluso; Business Manager Ronald T. Weakley; Assistant Business Manager L. L. Mitchell; and Business Representative Roy D. Murray — met in collective bargaining sessions with the Sierra Pacific Power Company's Negotiating Committee members on July 9 and 10 and reached tentative agreement upon interim Agreement changes, subject to ratification by the membership.

Amendments to the Agreement, and other matters agreed upon by the Committees, were the following:

1. New "Hours of Work" Section to provide for changes required by direction of public authorities:
   - New Section 6.8(c) — The regular hours of work established herein may be changed by Company at the request or direction of public authorities, provided, however, that before any such change is made, Company shall discuss it with Union. Company shall not be required to pay overtime compensation by reason of any change made as provided in this Section.
2. New "Hours of Work" Section to provide for hours and schedule changes for various other reasons:
   - New Section to replace present Section 6.1 — A had his belt cut during the fall and apparently was thrown free.
3. Restoration of the Valley Road Gas Plant to operating condition and the production of gas.

(Continued on Page Seven)

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**New U.S.B.R. Contract**

**BY MARK COOK**

On Friday, July 31, 1964, negotiations between the United States Bureau of Reclamation and Local Union 1245 were concluded and a tentative agreement was reached, subject to ratification by the Union's membership. The Union's negotiating committee was headed by Assistant Business Manager M. A. Walters and included Ralph W. Henderson, Shasta Field Division; George R. Thompson, Folsom Field Division; William H. Pietz and Max T. Paris, Tracy Field Division; Gordon Q. Sewell, Fresno Field Division; James C. Bair, Los Banos Construction Office; and Raymond B. Spence, Drill Crew Operations. Business Representative Mark R. Cook attended the last two sessions.

**WAGES**

A general wage increase of 3.25 per cent with a minimum increase of 10 cents per hour. All classifications based on a percentage of another rate will continue to be set in the same manner.

(Continued on Page Six)

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**Sierra Pacific Power Company**

Credit is due all participants in these negotiations, including the 209 members off the job, the Business Office representa-

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**Alameda City Increase Set**

Alameda Bureau of Electricity employees represented by Local 1245 will receive an additional 3.5 per cent general wage increase effective September 1st. This will produce 13 cents an hour for Line Foremen and 12 cents an hour for Working Foremen.

Other gains included the extension of the notice given on prearranged overtime to 12 hours and a request to the Civil Service Board to increase the group life insurance policy to a maximum of $15,000 at the employee's expense.

A per cent increase will go into effect for the Gardener's classification in order to eliminate an inequity and bring him into line with the classification employed by the City of Alameda.

Union's Negotiating Committee is made up of Robert Cole, Ralph Murphy, Howard Toolsey and Assistant Business Manager W. A. Walters.
The Division of Industrial Safety has been carefully studying the provision of Electrical Safety Order 2604 (h) as to the application of this Order to persons working on energized high-voltage lines from aerial buckets or baskets attached to mobile booms. This study has included field trips in both Northern and Southern California, where actual work on overhead lines has been observed.

The Order required that only qualified persons shall be permitted to work on high-voltage lines. It further required a standby workman as an observer for the purpose of preventing an accident to the person who is actually working on the energized line.

While a workman is in the aerial bucket or basket, only the upper half of his body is normally exposed to accident contact with energized high-voltage lines. However, it is the considered opinion of the Division of Industrial Safety that the use of buckets or baskets attached to mobile booms does not completely eliminate the hazard of accidental contact with energized high-voltage lines.

The Division of Industrial Safety will, therefore, require a standby workman as provided in Electrical Safety Order 2604 (h) to be in close proximity with the second person who is performing the work on the energized high-voltage line from an aerial bucket or basket.

Based on field observations, it would appear that the most practical way of positioning the standby observer in close proximity to the person performing work is through the use of double buckets or baskets attached to mobile booms. It would be permissible to have a workman in the second single or double unit, with two or more workmen on the pole or structure being worked on. The workman in the second position, however, should be in close proximity with the first person who is working on the energized line.

SMUD Pact Complete

for an employee and one dependent, and $1.64 per month for an employee and two or more dependents. This brings the District's contributions in these two categories to $8.75 and $12 respectively, and re-instates the contribution rate at approximately 20 per cent for all three categories.

AN ADDITIONAL HOLIDAY bringing the total to nine, eight of which are guaranteed.

THE REPLACEMENT of body belts, climber straps and pads used by all climbing personnel.

THE PROVISION of two pairs of leather gloves per year to all tree crew personnel.

A COMMITMENT to future discussions on the improvement of benefits for retired people and District participation in the payment of hospitalization premiums.

Richard Bellato, Richard Daughtery, Glenn Larson, and Victor Mitchell served on Local 1245's Negotiating Committee with speaker Alfred Kaznowski of the Business Manager's Staff.

interests by all lawful means:

This is a serious responsibility and it is receiving serious attention from your officers as we gear our political program toward the November showdown which will greatly affect the future of the U.S.A. and indeed, the rest of the peoples of the world.

DIY Chief Clarifies Electrical Safety Order

TO WHOM IT MAY CONCERN

The staff of the Division of Industrial Safety has been studying the provision of Electrical Safety Order 2604 (h) as to the application of this Order to persons working on energized high-voltage lines from aerial buckets or baskets attached to mobile booms. This study has included field trips in both Northern and Southern California, where actual work on overhead lines has been observed.

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Very truly yours

Geo. A. Sherman, Chief.

GAR OGLE TREE

FRANK ANDERSON

Two Business Representatives have been assigned to General Construction by Business Manager Weakley to improve service to G.C. members. Business Representative Frank Anderson will cover the area from the Bay Area to Victorville and Gar Ogletree will cover the northern area. Business Representatives Frank Anderson and Gar Ogletree were G.C. Field Clerks from Davis yard prior to this appointment.
Goldwater program hits buyer aids, drug rules

By SIDNEY MARGOLIUS
Consumer Expert for The Utility Reporter

The 1964 Goldwater Republican platform contains a strong attack on recent advances in consumer protection. The Goldwater policy program specifically threatens the consumer-defense efforts of a number of Federal agencies and programs, but especially the Food & Drug Administration's new rules governing labeling and advertising of drugs under the 1962 Kefauver-Harris Drug Act.

Whatever protection your family has gained from the new drug law, in the form of a modest reduction in prices, greater reliability and more informative advertising and labeling, would be wiped out by the Republican promise to put an end to "power-grabbing regulatory agencies, such as the reach of the Federal Trade Commission for injunctive powers and ceaseless pressuring of the White House, the Food & Drug Administration and the Federal Trade Commission to dominate consumer decisions in the market place."

The Goldwater attack on consumer programs also threatens a new plan for consumer education for limited-income families now being developed by Mrs. Esther Peterson, President Johnson's consumer advisor, and a committee of Government, consumer, labor, co-op and business representatives. The budding consumer-education program promises to help responsible businessmen as well as to low-income consumers, since a family that knows how to handle money better and more efficiently can buy more. Several officials of national business organizations are serving on the new consumer-education committee.

ALARMING ATTACK ON FDA

The attack on the Food & Drug Administration is especially alarming, since its work involves the reliability and safety of the medicines you buy for your family. The Kefauver-Harris Drug Act is a special grant-giver in the Republican platform committee's closed-door discussions which preceded the election platform criticism of the FDA. Drug Trade News reports that a new law has been described by FDA Commissioner George F. Larriek as "the most comprehensive modernization of the national drug laws in a generation." The late Senator Kefauver's exposure of the exaggerated price tags on many vital medicines, plus the harmful effects of such incompletely tested drugs as thalidomide and triparanol, had led to the new rules despite early Congressional opposition.

The new regulations already have proved helpful, especially if you and your doctor understand how to use them.

They require that drug manufacturers give more and clearer information on labels of both prescription medicines and household drugs sold over the counter. Most importantly, labels on prescription medicines must state the generic or common name of a drug as well as the brand name. As you know, the same drug sold under its generic name often costs only half the price as under brand names, and in some cases, as little as one-tenth.

The same sharp difference in price occurs in the purchase of household remedies. For example, a preparation for symptomatic relief of sinus congestion, hay fever and colds, widely bought under the brand name of Coricidin "D" tablets, costs $1.53 for 24 tablets, or about 64 1/2 cents apiece. Similar combinations of antihistamines, aspirin and caffeine, sold under their generic names, cost as little as $1.31 per 100 tablets, or 1 1/2 cents apiece. The money-saving technique for families is to read the list of ingredients on household medicines to see what they really contain.

Moreover, doctors and pharmacists no longer need be concerned about the quality of non-brand name drugs, if there ever was much genuine reason for such fear. The Kefauver amendments gave the FDA increased power to inspect drug factories and check on purity and quality control. These provisions reassure your doctor, and yourself, that it is safe for him to prescribe a medicine under its lower-cost generic name.

MANUFACTURERS LOWER DRUG PRICES UNDER PRESSURE

At the same time, under the pressure of criticism of the prices they had been charging for medicines they control through patents, the leading drug manufacturers have been slowly reducing these charges. The reductions had been especially noticeable on such important drugs as tetracycline, a frequently-prescribed antibiotic. When the labor and coop press ten years ago first called public attention to the unreasonably high prices of these drugs, they generally cost 50 cents a pill or capsule. Now the retail price of the brand-name versions more usually is 30-40 cents (although still costing about 25 per cent more than tetracycline under its own name).

The Federal Trade Commission also has been helpful in trimming the cost of vital medicines. Recently the FTC directed Charles Pfizer & Co., one of the largest manufacturers, to stop fixing the price of tetracycline. The result was a 20 per cent reduction in the wholesale cost. The FTC charged the Pfizer's patent control of tetracycline was based on misrepresentation, and the company was ordered to license any other drug company that wants to manufacture the drug and is willing to pay Pfizer royalties.

NOT JUST SAFE, MUST BE EFFECTIVE

The regulations governing effectiveness of new drugs also have been improved. Prior to the Kefauver-Harris amendments, the FDA lacked authority to prevent the marketing of new drugs which may have been safe, solely on the grounds that they had not been shown to be effective. Now, proof of effectiveness as well as safety must be supplied. In fact, another provision of the drug law which becomes effective in October, requires the FDA to review the effectiveness of even drugs which have been on the market for the past 25 years.

Despite the Goldwater platform attack on the FDA, the new regulations required by the drug law have demonstrated their benefits to American families and to doctors. This is shown by the number of letters drug manufacturers have sent to doctors in recent months advising them of previously undisclosed contraindications and side-effects of some new drugs, plus the fact that some existing drugs recently have been withdrawn from the market, such as Parnate, Orthobex and others.

Here's the Week that is

Good Things Come in Pears

Mrs. Christine Groppe
University of California
Home Economist
for Alameda County

We are not coining phrases...we're stating facts. Good things come from pears in September not just any pears, but Bartlett pears, and during this 1964 season good things come in pairs of pears. This is one of the most outstanding Bartlett pear crops in California's history, and you know California provides most of the U.S. Bartlett pears for the entire country.

The size of the pears averages smaller this year, but the quality has never been better. They are the size children love. They much prefer one small pear to a section of a large one.

THANKS TO THE PADRES

The pear industry reports an interesting history of the fruit. The first Bartlett pear seedlings were introduced pears into California by planting them in mission gardens. The Spanish explorers brought them in the 18th century. They have been traced to middle Asia centuries before Christ. It is believed that even Stone Age men had pears. The Greeks grew them at least by the 9th Century B.C. When Homer heralded them as "a gift of the gods." It was the Roman legion who transported pears to the temperate regions of the Old World.

Pears crossed the Atlantic 150 years before the American Revolution, and eventually found their American home in the fertile growing areas of the Pacific Coast.

WHEN

Peak of Bartlett pear season comes in August and runs into September, and in some areas of the country they are available through October and even later. In other words, we are due for a long and happy pear season.

HOW

The color of Bartlett pears may be anything from light green to a bright yellow. If you plan to serve them within a day or two, select yellow pears that yield to gentle pressure from the palms of your hand. But never pinch pears: pinching causes brown spots.

Green pears are picked when they are fully mature, but they will become very flat as fully-flavored and juicy as those you buy yellow-ripe. Keep the green pears in the market paper bag where you carried them home in. Close the bag loosely and let the pears ripen at room temperature 65 to 72 degrees is ideal. When they have turned yellow and "give" slightly to gentle pressure, put them in the refrigerator until ready to use. Don't hold pears too long or they lose some of their delicate flavor and texture.

If you prefer, you may store green pears in the refrigerator for a week or more. Take them out to ripen two or three days before using.

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If you prefer, you may store green pears in the refrigerator for a week or more. Take them out to ripen two or three days before using.
An Editorial for Labor Day, 1964

WHAT IS PROPOSITION 14 AND WHY

What is it?

Proposition 14 is the number assigned to the proposed amendment to the Constitution of the State of California which would legalize bigotry in housing and prevent the Legislature for all time from legislating in the field of fair housing.

What does it say?

The complete text of the amendment is as follows:

“The People of the State of California do enact the following constitutional amendment to be added as Section 26 of Article I of the Constitution of the State of California:

“Neither the State nor any subdivision or agency thereof shall deny, limit or abridge, directly or indirectly, the right of any person, who is willing or desires to sell, lease or rent any part or all of his real property, to decline to sell, lease or rent such property to such person or persons as he, in his absolute discretion, chooses.

“Person” includes individuals, partnerships, corporations and other legal entities and their agents or representatives but does not include the State or any subdivision thereof with respect to the sale, lease or rental of property owned by it.

“Real property” consists of any interest in real property of any kind or quality, present or future, irrespective of how obtained or financed, which is used, designed, constructed, zoned or otherwise devoted to or limited for residential purposes whether as a single family dwelling or as a dwelling for two or more persons or families living together or independently of each other.

“This Article shall not apply to the obtaining of property by eminent domain pursuant to Article I, Sections 14 and 14 1/2 of this constitution, nor to the renting or providing of any accommodations for lodging purposes by a hotel, motel or other similar public place engaged in furnishing lodging to transient guests.

“If any part or provisions of this Article, or the application thereof to any person or circumstance, is held invalid, the remainder of the Article, including the application of such part or provision to other persons or circumstances, shall not be affected thereby and shall continue in full force and effect. To this end the provisions of this Article are severable.”

The bold-faced paragraph above says in essence:

“Neither the State nor any . . . agency thereof shall deny . . . the right of any person . . . to decline to sell . . . (real) property to such person or persons as he, in his ABSOLUTE DISCRETION, chooses.” The bold-faced paragraph is all that will appear on the ballot. This is enough, but the ensuing definitions go even further.

The “person” who has “absolute discretion” in the disposal of his “real property” is not just an individual like you or me, but also includes partnerships, big companies, other legal bodies, or agents (such as real estate agents) or representatives of same. In fact, the only body which seems to be excluded is the State of California or any of its subdivisions.

“Real property” is not just a house or lot. It includes “any interest” in real property of “any kind or quality” no matter how it is financed. But Federal Housing Administration financing would be denied to California if this segregation amendment went through.

Sources of government financing would dry up November 4th if Proposition 14 were passed November 3rd. This is simply because Executive Action is carrying out public policy in this field of equal opportunity and Proposition 14 flies in the face of America’s public policy.

It not only offends the public policy of the United States, but also proposes to prostitute the Constitution of the State of California and violate the Constitution of the United States.

“All men are by nature free and independent, and have certain inalienable rights, among which are those of enjoying and defending life and liberty; acquiring, possessing, and protecting property; and pursuing and obtaining safety and happiness.”

The foregoing is Article I, Section 1 of the Constitution of the State of California. This section appeared in its present form in the Constitution of 1849. Not 1949—1849!

Prohibition was proposed by a vocal minority too. It, too, denied large numbers of people. It was followed by a rise in
hat would it do to California

violence and bloodshed. Most significant, the element which gave these people an opportunity to satisfy their needs during Prohibition, came from the economic underworld.

If we deny our constitutional responsibility to give our fellow Americans an opportunity to satisfy their needs, the element of their leadership will no longer come from those dedicated to Christian principles of non-violence, but will come from the political underworld.

Whatever the relationship of the proposed Section 26, which places property rights ahead of human rights, to the present Section 1, which places human, "inalienable rights" ahead of property rights, Section 3 is quite clear. It says:

"The State of California is an inseparable part of the American Union, and the Constitution of the United States is the supreme law of the land."

Section 21 of that same Article 1 is also interesting. It says:

"No special privileges or immunities shall ever be granted which may not be altered, revoked, or repealed by the Legislature; nor shall any citizen, or class of citizens, be granted privileges or immunities which, upon the same terms, shall not be granted to all citizens."

Proposition 14's wording immediately would prevent the Legislature from taking away the special privilege the proposition itself provides to those who now own real property—not those who are interested in "acquiring, possessing, and protecting property" but those who already have it.

Only those who now have property will benefit from Proposition 14, because you have to have property in order to obtain "absolute discretion," and the "absolute discretion" of present property owners might prevent you from ever "acquiring, possessing, and protecting property" as is your inalienable right under Article I, Section 1 of the Constitution of the State of California.

So Proposition 14 proposes, it would seem, to set up a special privilege group of present property owners, and grants them immunity from the alteration, revocation or repeal of same by the Legislature because Proposition 14, being an amendment to the constitution, can only be corrected by a further amendment to the constitution requiring another vote by the people of the State of California.

Is it unconstitutional?

The proponents of Proposition 14 are out to set up a special group of present property owners who would be granted "absolute discretion." They are seeking to weave into the State Constitution a section which clearly contradicts other sections and the spirit in which they were written. And in classic irony, they are using (or abusing) a democratic instrument as their vehicle.

Proposition 14, because it is framed as an amendment, cannot be held unconstitutional under the State's Constitution.

However, Section 3 quoted above, is applicable because it states the "Constitution of the United States is the supreme law of the land."

All these things come together in the opinion of the California Supreme Court on this matter. The Court's opinion was:

"Although there are some grave questions whether the proposed amendment to the California Constitution is valid under the Fourteenth Amendment to the United States Constitution, we are of the view that it would be more appropri-
Local 1245's Committee will meet with management of the Nevada Irrigation District at Grass Valley on September 2nd to discuss working conditions and wages on this Sierra Nevada property.

Negotiating sessions with the United States Bureau of Reclamation, Region 2, have been completed. Shown in one of the sessions are, at left on Union's Negotiating Committee: Ray Spence, Drill Crews; Business Representative Mark Cook; Max Paris, Tracy; Assistant Business Manager M. A. Walters; Bill Peitz, Tracy; Ralph Henderson, Shasta; George Thompson, Folsom; and Gordon Sewell, Fresno. Employee delegate (Continued from Page One)

CLASSIFICATIONS
Classifications established during interim, to be included in wage schedule:

<table>
<thead>
<tr>
<th>Classification</th>
<th>Wage Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>CANAL PATROL</td>
<td>$2.54 per hour</td>
</tr>
<tr>
<td>FOREMAN II, ELECTRICAL TESTING</td>
<td>$4.58 per hour</td>
</tr>
<tr>
<td>POWER PLANT OPERATOR,</td>
<td>$3.66 per hour</td>
</tr>
</tbody>
</table>

INCREASE:
All FOREMAN II now at 109 per cent to 110 per cent: this applies to AUTOMOTIVE, MECHANIC, BUILDING, and GROUNDS MAINTENANCE; DRILL; ELECTRICIAN; LINEMAN; MECHANIC, DAM OPERATIONS: PLANT MECHANIC: PUMPING PLANT OPERATIONS; UTILITY MAINTENANCE, and POWER PLANT SHIFT SUPERVISOR III.

FOREMAN III, CANAL MAINTENANCE (120 per cent of $3.03) $3.64

FOREMAN III, GENERAL CAMP OPERATION and MAINTENANCE (114 per cent of $3.66) $4.17.

It was also agreed that the wage differential for WEED CONTROL, EQUIPMENT OPERATION would include oil spraying, burning, and the cleaning of rigs.

APPRENTICESHIP
This provides that appointments to the local apprenticeship committee shall be made upon recommendation of the UNION.

GRIEVANCE PROCEDURE
One of the most important gains negotiated was the revising of the grievance procedure.

1. Reduces the number of steps involved and provides means for increased opportunity for joint exploration of facts.
2. Sets forth those appeal procedures which are covered by prescribed regulatory policies outside the grievance procedure.
3. Clearly states the UNION's right to take up a grievance on its own and sets forth the procedure for doing so.
4. Sets definite time limits on all steps of the grievance procedure.

ADDITIONAL UNDERSTANDINGS
It was agreed that prior to having employees detailed into REGION 2 to perform work normally performed by employees covered by the AGREEMENT, a pre-job conference would be held between the UNION and THE BUREAU.

It was agreed that following any installations and that the UNION believes that problems or injustices over temporary promotions or appointments exist, a meeting will be held between the UNION REPRESENTATIVE and the INSTALLATION HEAD to review the procedures being used and to explore means of correcting any injustices which may exist. If the matter remains unresolved, the UNION would then take it up at the REGIONAL OFFICE level.

THE BUREAU agreed to make available the amount of overtime worked and how distributed, upon request.

It was agreed that LABORERS should not be utilized to assist CARPENTERS or PAINTERS and that UTILITYMEN would be the lowest classified used.

It was agreed to establish the classification of MECHANIC (HEAVY DUTY) MAINTENANCE on the DRILL CREW to perform welding on DRILL CREW equipment and vehicles.

5. Agreed that in the event a situation arises where the UNION believes that employees are being required to perform work in a higher classification than their own, a meeting will be held between the UNION REPRESENTATIVE and the INSTALLATION HEAD and if in fact violations do exist, provide correction by reclassification, reassignment, use of dual rates or other appropriate means. If still unresolved it would then be taken up by the UNION at the REGIONAL OFFICE level.

nergies were made in the AGREEMENT in accordance with the terms of jurisdiction from the CENTRAL VALLEY TRADES COUNCIL, to LOCAL UNION 1245, IBEW.

The EXECUTIVE BOARD authorized special ratification meetings for BUREAU members to be held between July 28 and 30, 1954. Meetings were held throughout the area and the results were as follows:

- Total members present:
  - 67
- Voting to accept:
  - 61
- Voting to reject:
  - 6
- Present but not voting:
  - 0
- Void ballots:
  - 0
Enroll in Atomic Trg Course

The IBEW course in "Industrial Management and Work Schedules" is being offered to Local 1245 members living in the San Francisco Bay Area. Instructor William F. White, a Senior Control Operator at Hunters Point Power Plant, reports.

To be held at Local 1245 headquarters, 1918 Grove St., Oakland, the first class will be Monday, September 21st and each succeeding Monday for 12 weeks. There is an age limit of 30 years which the student is required to pay the $15 tuition fee and must be on his way to purchase books and materials which become the property of the student; $5 of the $15 are payable upon enrollment, the balance to be paid during the course.

(TEAR OFF HERE)

Local Union 1245, I.B.E.W.
1918 Grove Street
Planned by the local Union 1245's course in "Industrial Atomic Energy. Uses, Hazards and Controls."

NAME
STREET
CITY
JOB TITLE
LOCATION

Enclosed is my check for $15.00 for the tuition fee.

Enclosed is my registration fee deposit of $5.00. I will pay the balance during the course.

(Continued from Page One)

4. To provide relief in a regularly scheduled job which has been interrupted by an absence of an incumbent.
5. To provide public safety and the protection of Company facilities underground which may be exposed to possible damage by excavating operations performed by other than Company employees.

In the event such assignment is for five (5) regular work days or less, the employee shall be paid at the rate of one and one-half (1 1/2) times the applicable straight time rate for all such work except that if the schedule continues beyond five (5) regular work days, the employee shall be paid one and one-half (1 1/2) times the applicable straight time rate for the first two (2) days of any such situation, and shall upon the third day, be paid at the straight time rate for the duration of the assignment. Where the provisions of Titles 38(16a), (b), (c) or (d) or the paragraph (e) of the preceding article are applicable, such day shall not be counted as one of the premium days under this Section 6.9.

In the event the employee is required to begin work in a temporary "off schedule" assignment with less than forty-eight (48) hours' notice, the employee shall be paid at the applicable overtime rate for all work performed on the "off schedule" between the time of notice and the expiration of the forty-eight (48) hour period. Wherever possible, assignment to an "off schedule" start shall be made and the return to the regular schedule shall be made in such a manner as to provide the same number of hours off between work periods as is provided by the employee's regular schedule. Where this is not possible and a call-off is required by the employee's regular schedule, the difference between the amount of time off and the required time interval shall require the payment of an additional one and one-half (1 1/2) times the straight time rate or overtime rate which may be applicable.

D. Upon completion of the work which established the temporary "off schedule" status, the employee shall be returned to his regular status and schedule. In all cases an assignment to an "off schedule" status shall not operate to deprive an employee of the opportunity to full-time employment.

E. Except for operating employees who are assigned to supplement maintenance employees as provided in "A" above, and for employees who are assigned to relief as provided in "A" above, the employees' regular schedules of days of work shall not be changed.

F. If any such situation extends beyond four (4) weeks, Company and Union may agree to rotate shift assignments without additional payment of overtime for such change.

G. The application of this Section shall in no way limit the right of the Company to establish schedules which would provide for work hours in excess of eight (8) on a work day, or more than five (5) days in a work-week.

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Safety Roundup by sam casalina

The Tragedy of Inaction

Companies do not always learn from their mistakes. But perhaps, if we in safety do not kill companies—they kill people.

Take for example three separate, fatal electrical contact accidents which occurred recently by the Division of Industrial Safety. The details of these accidents are as follows:

APRIL 21, 1964. A electrician working on a substation structure punching holes for platform braces "had a lapse of memory or something" (according to a State Safety Representative), and contacted a 2400 volt busbar 30 inches from where he was working and died. His working partner was operating a Whitney punch and was not, of course, in a position to render standby workman assistance.

APRIL 27, 1964. A mechanic, carrying a copper busbar, while climbing a bus structure in a substation contacted the 12000 volt lead of a station transformer. He was electrocuted and fell from the structure.

JULY 2, 1964. A General Construction employee, working on a substation structure, accidentally climbed down into the energized side and contacted the energized side and contacted and the subsequent fall, killed him.

WHAT WENT WRONG?

You don't have to be a safety expert to see a pattern to these tragedies. Let us look at them.

These accidents reportedly lacked some or all of the following protective measures:

1. No barricades to physically prevent body contact with energized parts.
2. No PPE of any sort, although warning signs alerting the man to the hazard and canceling the "memory lapse."
3. No barricades to physically prevent body contact with energized parts.
4. The absence of a standby workman or observer to warn of dangerous moves while the workman's mind is occupied with his job.

These are violations of protective requirements mentioned in the Company's rule book and the State Electrical Safety Orders. But beyond these breaches of the rules, what was significantly absent from the local investigations is what accidents occurred, was a genuine safety attitude on the part of supervising personnel. Local management truly wants safety, its attitude permeates all of its efforts. It must start from top management and percolate down to all divisions and subordinate personnel.

GET THE WORD

All of us are responsible with the word "accidentally." Those who appear to be more concerned than the ALCHS than the ACCIDENT are contributing nothing. "Lost...accident" statistics and millions are nothing; accidents invariably drop off. Our System Safety Committee maintains that this does not absolve the worker of his responsibility to work safely and observe the rules. Safety-wise, there are bound to be employers who are "bad actors." But, too often, the stage is set by management.

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By Fred Goetz

The Goetz family picked the wettest July in central British Columbia since 1932 for a summer vacation thereabouts. We were gone close to two weeks and it rained from the morning we left home port 'til the day we crossed back over the border into the United States at Blaine, Washington.

Nevertheless, it shall be recorded as an outstanding page of outdoor fun in the family's vacation memory book. Here's a few off-the-head notes we took on a 2,200 mile round-trip junket that took us as far north as the booming town of Burns Lake—with plenty of side trips over muddy and ribbon-thin back roads in between.

... A non-resident, alien fishing license in B.C. costs $7.00; a like license for a juvenile (all under 18 years of age) costs $1.00.

... Northern, off-the-beaten-track fishing resorts at which we stayed, had no electricity. We found around eight dollars per night the usual fee. Cabins were large and roomy and offered Coleman-type lanterns, wood stoves for heat and cooking, and outside sanitary facilities.

... People went out of their way to be pleasant and friendly: the resort and motel owners; vacationing Canadians from far-flung towns; local B.C. folk; people from all walks of life with whom we chatted in the well-appointed provincial parks and campsites.

In the Burns Lake area, where we spent most of our time, we billeted at the Alamedia Resort on Francois Lake, and at the Allan Blackwell "Fishing and Hunting Ranch" on Ootsa Lake at Streatham. Both offered adequate boat docks with boats and motors for rent. Next trip, though, we're going to take along our boat and an outboard motor.

Daughter Karen points with pride to a 14 inch rainbow, the first trout caught on the trip. She deep-trolled spinner and worms.

Fred Goetz displays lake trout that hit a shallow-trolled flatfish. Jonean is at her father's side.

SIERRA PACIFIC INTERIM AGREEMENT
(Continued from Page Seven)

ent definition shall be performed as Emergency Relief Operator and paid in accordance with Section 4.3a).

At special ratification meetings held at Lake Tahoe on July 28 and at Reno on July 29, Sierra Pacific members voted by an overwhelming majority of those present and voting, to accept the results of the interim negotiations. Following notification to the employer of the results of the ratification vote, the effective date of the changes agreed upon was established as August 1, 1964.

In California:

Are you registered to vote?

The deadline for registration is September 10th.

You will have to register or re-register in order to vote in the November 3rd election if:

1. You are not now registered in your County, but you (a) are able to read the Constitution in the English language and are able to write your name (except if you are prevented by a physical disability). (b) will be 21 years of age on or before November 3rd. (c) * were a citizen of the United States August 5th. * have been resident in California since November 3rd, 1963. * were resident in your County August 5th. * will be resident in your precinct September 10th. (d) have not been convicted of a felony.

2. You have changed your address (except that if you are already registered and have moved within your County, you must either re-register or notify your County Clerk with a Post Office Change of Address form. If you are already registered and have moved from another California County to your County you should fill out an "Affidavit Cancellation of Prior Registration in Another County" and sign it.)

3. You have changed your name lawfully. (You should re-register if you have lawfully changed your name other than by marriage, or if you have changed it by marriage.)


Register by seeing your County Clerk or a Deputy Registrar of Voters.

In other states the deadlines for voter registration are:

- Nevada: September 26th
- Oregon: October 3rd
- Washington: October 3rd
- Idaho: October 31st
- Arizona: September 14th

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