



# utility reporter

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Resigning Treasurer Ermano Paganini, right, welcomes his successor, "Red" Henneberry at the last Advisory Council Meeting in Oakland. "Pag" has been promoted into management and so has resigned his positions on the Board, the Hayward Unit and the East Bay Joint Grievance Committee. "Red" is an Electrician from Oakport Road, East Bay Division, who is a Steward and former Chairman of the Oakland Unit.

## Utility must bargain on safety

### New Orleans

Safety is not a management prerogative, but is a bargainable matter, according to a recent Federal Court ruling here.

The case began when Gulf Power Company unilaterally revised the safety rule book and placed its provisions in effect. The IBEW Local on the Florida property protested the action and was told that

the Company, and the Company alone, had the legal responsibility for safety. The Union filed an unfair labor practice complaint with the NLRB, which the Union withdrew before including safety proposals in its 1964 bargaining program.

After six bargaining sessions, the Company still steadfastly refused to negotiate about safe work rules. The IBEW then filed another unfair labor practice over Gulf Power's refusal to bargain.

The National Labor Relations Board heard the matter and concluded management was in violation of the parties' mutual obligation "to meet at reasonable times and confer in good faith with respect to wages, hours and other terms and conditions of employment" (emphasis added by the U.S. Fifth Circuit Court of Appeals).

The Court agreed with the NLRB order and enforced it, saying:

"It is inescapable that in a public utility electric generating and transmission company, the workers, through their chosen representative, should have the right to

# Wage and Pension Conference Planned

### Oakland

Plans for a Wage and Pension conference tentatively scheduled for May 25-26 were discussed at the last Advisory Council meeting.

Delegates to the conference in Oakland will be selected to represent their membership on a one man, one vote basis.

The purpose of the meeting is to provide background information

and two-way communication on this year's bargaining subjects: Wages, Pensions, Stock Savings and Group Life Insurance.

Details of the selection of delegates are still being worked out by the Executive Board. It is suggested you watch your Union bulletin board, attend your Unit Meeting, and watch your home mail for further information.

## YOUR Business Manager's COLUMN

### Unity—key to 1968 wage gains

By RONALD T. WEAKLEY

One of my duties as Business Manager-Financial Secretary is to keep abreast of political and economic developments.

An aid in this, is the flow of information from the large number and variety of publications received daily at Union headquarters.

These publications range all the way from mimeographed newsletters to professional journals; they help develop the perspective and scope needed to represent our 12,000 members properly.

This material also forms the

basis for a research capability appropriate to the complex subjects with which we deal every day. From various, often conflicting, sources—a better appreciation of the whole truth can be had.

Our members are also better equipped to know what is going on in the economic and political world these days. Their upward mobility into middle class life finds them more knowledgeable and interested in meeting the problems that new style of living brings.

An example of this competence in economic and political affairs came across my desk last month from a member who — like me, many other members and a large number of businessmen — reads **U.S. News and World Report**.

The member sent along an item titled, "So you get a pay boost—What will be left?" which he had

(continued on page two)

bargain with the Company in reference to safe work practices."

The Judges held, as the Board did, that: "other terms and conditions of employment" included safety rules and practices which are a condition of employment, and that the Company had an obligation under the Taft Hartley Act to bargain in good faith on these matters."

"The duty to bargain in good faith requires the parties to confer and negotiate in a genuine effort to reach an agreement if it is possible to do so. . . ." However, "The Act does not compel agreement," the Court added.

Gulf Power Company's contention that in all matters pertaining to safety it was immune from bargaining since safety was a prerogative of management was without merit, the Court ruled. "Thus," the Federal Judges concluded, "Company had engaged in unfair labor practices within the meaning of the Act."

(from the Court Order as reprinted in The Electrical Workers' Journal, January, 1968)



Glenn Gardner of the Social Security Administration explained the 1967 amendments at the weekend Council session. Every ninth person receives old age, survivor's or disability insurance benefits, he pointed out. One half of these people rely solely on the \$98 average benefit for their income. He urged Local 1245 members to write to the Social Security Administration for a statement of their contributions.

Please send any corrections of name, address or zip code to 1918 Grove Street, Oakland, Calif. 94612

(Name)

(Street Address)

(City)

(State and Zip Code)

Unity—key to 1968 wage gains

By RONALD T. WEAKLEY

(continued from page one)

clipped from the mass circulation magazine.

Without falling for the title's implication that wage increases are futile, and that if Unions don't demand them, somehow prices will magically come down—the member passed along some interesting figures.

They related the circumstances of three categories of families in terms of \$5,000, \$8,000 and \$15,000 annual incomes, with four members in each of the families, and projected the effects of a 6% pay raise in 1968.

To simplify the figures, the article took an \$8000 per year breadwinner and related the effects of the 6% raise (\$480 per year) and then added up some deductions for the purpose of relating the problem.

These deductions included the current Federal income tax payment, a proposed increase in Federal income tax, higher 1968 Social Security taxes, and a higher cost of living offset, so that the net spendable amount remaining from \$480 raise turned out to be only \$30.00.

A footnote to the chart was included. It said, "State and local taxes, on the rise all over the U.S., will eat even deeper into any pay raises for millions of wage earners. Many workers, as a result, will find that wage boosts lag behind the increases in living costs and taxes."

The member went on to relate some figures of his own. He makes a bit over \$9000 per year in straight time earnings, but he is concerned over what is happening to him and his family these days and what will happen during 1968.

He wrote, "I have finished filing my 1967 income tax report, so I would like to state a few facts in my case." His figures follow:

1966-1967 County property tax \$248.00.

1967-1968 County property tax \$348.00.

1966 California State income tax \$98.00.

1967 California State income tax \$238.00.

1966 F.I.C.A. (Social Security) tax \$174.00.

1967 F.I.C.A. (Social Security) tax \$290.40.

("This will jump again in 1968 for we will pay on \$7600 annual earnings.")

This member's personal circumstances vary from that of many others but only to the degree to which he must apply income to outgo in 1968. His example is indicative of a very serious problem to all working people represented by Local 1245.

The foregoing statements and figures are not set forth as pure examples of the problem nor are they even typical of the whole problem but they do provide food for thought. All members should be analyzing the current and future need for substantial wage increases in 1968.

One other matter deserves comment because it involves a growing question regarding what Local 1245 may, or can, do to meet the economic problem all our people face this year.

I speak of Government controls. Competent and respected sources of information indicate that Government controls are a very real possibility as our National Economy flounders in the inflationary mess and as Administration and Congressional leaders seek to halt the devaluation of the U. S. dollar.

One of our many top-flight economic sources comments on the problem. It points out that materials controls are now a fact. It suggests that wage-price controls are being readied in Washington. Experience gained in the Korean situation is expected to provide ground-rules for any such drastic economic measures in 1968.

Speculations include emergency moves to freeze wages and prices, allowing certain regulatory leeway for wage earners and price setters, and taking into account some of the more imbalanced situations now pressing certain wage-seeking and price-seeking groups.

My own evaluation is that we must be prepared to push our case as hard as we can in 1968, whether through free collective bargaining or before a Government wage board.

"Look — They're Coordinated!"



Our competence in terms of both possibilities has been proven. Our wage history can come under close scrutiny which will indicate we won't be "out to lunch," when it comes to doing a respectable job for those we are privileged to represent.

As I said recently to a large group of Stewards representing the members of Local 1245 on the properties of the Sierra Pacific Power Company, the consumers of our members' services, the employers, the general public and the politicians are not going to get overly excited regarding the economic plight of our members and their families.

Only Local 1245 has a genuine and fundamental concern for the needs and aspirations of its members and their families. We are determined to make 1968 a year of substantial improvement for all our members.

This is the year for unity in our house. It is the year for all who belong to and support Local 1245, to gather together as much numerical strength as possible in order

to do the job at hand.

Those who have not yet joined our ranks represent a weakening factor so far as our legitimate and needed force is concerned. I urge all members of Local 1245 to seek out those non-members and to sell them on the worth of our endeavors in terms of self-interest, if for no other reason. Sign them up. We need them and they need us.

Unit meeting attendance in February picked up and it would be well if March showed another sharp increase so that our communication process can be further improved.

Generally, our Local Union is in good shape. Membership rolls are at an all-time high and our financial position is healthy.

We have a big job to do in 1968. We also know that when our people unite behind a program they understand and support, we get more mileage at the bargaining tables.

The program this year includes a drive for substantial wage increases for all of the members of Local 1245.



the utility reporter

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**Business Representative Scott Wadsworth has resigned after 15 years' service to become a NECA Chapter Manager in Southern California. Frank Anderson has been named by Business Manager Weakley to replace Scott. At the last Advisory Council meeting, Weakley expressed his concern over the loss of such experienced men as Wadsworth and Lee Thomas who had 20 years' Company service at stake. Lee is still an active committeeman, but we shall miss Scott and his beautiful wife, Betty, very much. All the members of Local 1245 are indebted to them for their many years of devoted service.**

# Medicare "B" goes to \$4

By Sidney Margolius

The doctors who raised fees with the advent of Medicare have got in their licks. As a result of the hikes, the cost of Part B of Medicare is expected to rise to \$4 a month from the present \$3.

Part B is the voluntary section of Medicare which pays most of an older person's doctor bills (80 per cent after the first \$50 of total annual bills). Unlike Part A of Medicare, which automatically provides hospital insurance for people 65 or older with no extra fee, those who also want Part B to pay doctor bills must pay a monthly charge deducted from their social security checks.

It has been expected that the Part B fee would be increased to \$3.50. About 27 cents of the \$1 rise finally found necessary, is due to increased doctor fees.

When doctors started to raise fees in 1966 for older people especially, many claimed that they were merely eliminating a special cut rate they previously gave moderate-income older patients. They felt the raises now were justified with Medicare helping to pay the bill.

The doctors' increases, however, wiped out some of the anticipated benefits of the Part B medical insurance. This has been especially true in the case of doctors who refuse to take an "assignment,"

which means that they collect from the government and accept what is considered to be a "fair and reasonable" charge.

But only about 50 per cent of doctors accept such assignments. (The choice is up to the doctor.) The others insist that the patient himself collect from the government. Thus, many elderly patients have found that they must pay the difference between the charge the insurance carrier representing the government considers reasonable, and what the doctor actually charges. Too, the patient gets back just 80 per cent of the "reasonable" charge in any case.

For example, for an operation with a "fair and reasonable" price tag of \$300, for which the doctor charged \$400, the patient would have to pay the "deductible" of 20 per cent of the \$300, plus the extra \$100, or a total of \$160.

Even for an office visit, if the doctor charged \$15, as specialists often do, but the insurance carrier considered the charge should be \$12, the patient would have to pay \$5.40 of the \$15 bill.

Recent rises in medical fees have hit younger families as well as the oldsters. In general, doctor fees have risen 13 per cent in a little less than two years.

These hikes, together with increased charges by hospital and other health services, have caused

# Local 1245 nominates All Officers this April

Nominations for all Local 1245 Officers will be open at the April Unit Meetings in accordance with the Local's Bylaws. Article III of the Bylaws provides for the April nomination of Local Union President, Vice President, Recording Secretary, Treasurer, Business Manager-Financial Secretary, Southern Area Executive Board Member, Central Area Executive Board Member, Northern Area Executive Board Member, and the At Large Executive Board Member from General Construction and the tree trimming members. Advisory Council members will also be nominated at the same meetings as provided by the Bylaws.

Article III sets up the procedure for nominating candidates. (The following excerpt is from Article III; its specific language is controlling.)

## ARTICLE III

**Section 6** provides that nominations shall be made under a special order of business at 8:30 p.m. at your April Unit Meeting.

**Section 11** provides that nominees shall have been members in good standing for two years prior to April 1, 1968. A nominee should not have his name recorded in the minutes as a candidate if he knows he does not qualify.

**Section 12** provides that a member, in order to qualify as a candidate, must be in attendance at the Unit Meeting at which he is nominated. The only exception to this is if the member notifies the Local Union's Recording Secretary in writing, on or before April 1st, 1968, that he will run for a specific office if nominated.

**Section 13** provides that a member shall not accept nomination for more than one Local Union Office, unless it is a combined office under the Bylaws.

You have a duty to encourage able members to be candidates for office, keeping in mind the Officers you elect will guide Local 1245 for the next three years.

Attend your April Unit Meeting at the locations listed on page 4 and 5 and participate in this important function of your Union.

a growing crisis in health-care expenses. On the average, you now have to pay about 15 per cent more than two years ago for such care.

Actually, Medicare has aided younger families to some extent. Several Blue Cross plans have reported that the fact they no longer need to insure older people, who require most hospital care, has kept rates from rising even more.

Even at the new \$4 rate Part B is still a good value and safeguard, especially for any older person who expects to have over \$98 of medical bills a year. Besides paying for most of an elderly patient's doctor bills, Part B also pays for additional home nursing visits, diagnostic tests, prosthetic devices and a number of other medical expenses.

### Other Social Security Changes

Besides the increases in payments of at least 13 per cent in all social security checks beginning March 2, a number of changes in the regulations enlarge protection for younger as well as older workers. Here are points you should know about:

**Working Mothers:** Children of a working mother who dies or becomes disabled now will have a better chance to get benefits from their mother's account even though their father is still living and working. Heretofore children could get benefits from a mother's account

only if she had been working close to time of death. Now they can get benefits if she had been fully covered from previous employment or was currently covered. About 175,000 children become eligible immediately if they know about this.

**Disabled Workers:** To qualify for disability payments a worker disabled before age 31 now will need social security credit for only one-half the time since his 21st birthday with at least a year and a half of coverage for those disabled before 24. As an alternative, a disabled worker may qualify if he has social security credit for at least a year and a half of work in the three-year period preceding his disability.

Workers previously denied disability payments because of insufficient coverage now should get in touch with the social security office.

**Disabled Widows:** Disabled widows and dependent widowers 50 or older now can get benefits, provided the disability did not occur later than seven years after the spouse's death.

**Higher Earnings Limits:** Beneficiaries now will be able to earn up to \$1680 a year in employment with no loss of benefits. Over \$1680 and up to \$2880, they lose \$1 for each \$2 of earnings, and over \$2880, \$1 for each \$1 earned.

## Trend in "Cost of Living" shows Whether PG&E Wages reopen in 1968

	Consumer Price Index (U.S. City Average 1957-59 = 100)	CPI Point Increase since June, 1966
<b>1966</b>		
June	112.9	—
July	113.3	0.4
August	113.8	0.9
September	114.1	1.2
October	114.5	1.6
November	114.6	1.7
December	114.7	1.8
<b>1967</b>		
January	114.7	1.8
February	114.8	1.9
March	115.0	2.1
April	115.3	2.4
May	115.6	2.7
June	116.0	3.1
July	116.5	3.6
August	116.9	4.0
September	117.1	4.2
October	117.5	4.6
November	117.8	4.9
December	118.2	5.3

January '68 C.P.I. not available until after February press deadline

Point Increase necessary to invoke 1968 wage reopener  
4.5 index point change from 6-66 to 3-68, 4-68 & 5-68

# Attend your Local 1245

## Please Post

## 1968 — LOCAL 1245, I.B.E.W. UNIT MEETINGS — 1968

San Joaquin			Mar.	Apr.	May	June
1111	FRESNO Progressive Home Club 2630 E. Weldon	Wednesday 7:30 p.m.	Chairman: W. Beam	13	10	6* 12
1102	BAKERSFIELD CLERICAL King Arthur's Banquet Rm.	Thursday 7:30 p.m.	Chairman: Lawrence Thompson	14	11	16 13
1112	BAKERSFIELD Plasterers' Local 26 Bernard Street	Thursday 7:30 p.m.	Chairman: L. Humphrey	7	4	9 6
1113	MADERA Lee's Motel 17126 Hwy. 99	Thursday 7:30 p.m.	Chairman: J. O'Meara	7	4	9 6
1114	TAFT Power Club	Wednesday 7:30 p.m.	Chairman: R. Skinner	6	3	8 5
1115	DINUBA Memorial Building	Tuesday 7:30 p.m.	Chairman: J. Gordon	12	9	14 11
1116	CORCORAN—Club Room 901 Chittonden	Thursday 7:30 p.m.	Chairman: A. Williams	14	11	16 13
1117	WASCO Power Club	Tuesday 7:00 p.m.	Chairman: T. Caterlin	5	2	7 4
1118	CRANE VALLEY Power House #2 Office	Tuesday 7:30 p.m.	Chairman: E. Prindiville	19	16	21 18
1121	COALINGA Cambridge Inn 100 Cambridge Ave.	Tuesday 7:30 p.m.	Chairman: Bill Cain	19	16	21 18
1123	MERCED—Pine Tree 2000 E. Childs Ave.	Tuesday 7:30 p.m.	Chairman: E. Benson	5	2	7 4
1124	LOS BANOS Firemen's Hall	Wednesday 7:30 p.m.	Chairman: Dan Iacopi	6	3	8 5

\*Rescheduled to Monday

Coast Valleys			Mar.	Apr.	May	June
1211	SALINAS American Legion Hall 14 W. Laurel Dr. Salinas	Tuesday 8:00 p.m.	Chairman: W. Mitchell	5	2	7 4
1212	MONTEREY Carpenter's Hall 738 Hawthorne St. Pacific Grove	Wednesday 8:00 p.m.	Chairman: F. Augusta	6	3	8 5
1214	WATSONVILLE-MOSS LANDING American Legion Hall Center Street Watsonville	Thursday 8:00 p.m.	Chairman: C. J. Keehn	7	4	9 6
1217	PASO ROBLES Paso Robles Inn 1103 Spring Paso Robles	Tuesday 8:00 p.m.	Chairman: G. Greer	12	9	14 11
1215	SAN LUIS OBISPO Veterans' Memorial Grand Avenue San Luis Obispo	Wednesday 8:00 p.m.	Chairman: W. Graves	13	10	15 12
1216	SANTA MARIA Vandenberg Inn 1316 South Broadway Santa Maria	Thursday 8:00 p.m.	Chairman: R. McNeese	14	11	16 13

Pipe Line			Mar.	Apr.	May	June
1312	NEEDLES Needles Lions Club River and Front Streets	Tuesday 7:30 p.m.	Chairman: J. Soden	12	9	14 11
1311	BARSTOW Conference Room Barstow Fire Hall 209 N. First Street	Wednesday 7:30 p.m.	Chairman: J. Burnett	13	10	15 12
1121	COALINGA Cambridge Inn 100 Cambridge Ave.	Tuesday 7:30 p.m.	Chairman: Bill Cain	19	16	21 18

San Jose			Mar.	Apr.	May	June
1501	SAN JOSE CLERICAL Santa Clara County Blind Center 101 N. Bascom	Thursday 8:00 p.m.	Chairman: S. Romera	7	4	2 6
1511	SAN JOSE Santa Clara County Blind Center 101 N. Bascom	Wednesday 8:00 p.m.	Chairman: William Schroeder	6	3	1 5
1512	BELMONT Good Shepherd Hall 1336 - 5th Avenue	Wednesday 8:00 p.m.	Chairman: William Harrigan	13	10	8 12
1513	SANTA CRUZ Laborer's Temple 2960 Soquel Avenue	Tuesday 7:30 p.m.	Chairman: G. Santos	19	16	21 18

East Bay			Mar.	Apr.	May	June
2301	EAST BAY AREA CLERICAL Hotel Claremont Oakland Rm. (Mezz.) Ashby Ave. (Hwy. 24) Off Claremont Ave. Berkeley	Tuesday 7:30 p.m.	Chairman: L. Butler	12	9	14 11
2311	OAKLAND Porter Hall 1918 Grove Street	Tuesday 8:00 p.m.	Chairman: J. Lydon	5	2	7 4
2314	HAYWARD Southern Alameda Co. Labor Temple 1050 Mattox Road	Tuesday 8:00 p.m.	Chairman: Tex Lawson	12	9	14 11
2316	CONCORD I.B.E.W. Hall Pacheco	Wednesday 8:00 p.m.	Chairman: Herman Halbach, Jr.	6	3	1 5

San Francisco			Mar.	Apr.	May	June
2401	SAN FRANCISCO CLERICAL Sheraton-Palace Hotel Market & New Montgomery	Chairman: Mike Escobosa Wednesday 5:30 p.m.	13	10	8	12
2412	SAN FRANCISCO War Memorial Center 6655 Mission St. Daly City	Tuesday 8:00 p.m.	Chairman: A. Zammit	5	2	7 4

Stockton			Mar.	Apr.	May	June
2513	JACKSON Carpenters' Hall Sutter Creek 1/2 Mi. So. Hwy. 49	Tuesday 7:00 p.m.	Chairman: M. Grijalva	5	2	7 4
2512	ANGELS CAMP Veterans' Bldg. Main Street	Wednesday 7:30 p.m.	Chairman: J. Miller	6	3	8 5
2511	STOCKTON Labor Center—Hall B 2626 N. Calif. St.	Thursday 8:00 p.m.	Chairman: V. Cogorno	7	4	9 6
2517	SONORA I.O.O.F. Hall	Tuesday 7:30 p.m.	Chairman: M. Phelan	12	9	14 11
2515	MODESTO Labor Temple 604 - 10th Street	Wednesday 7:30 p.m.	Chairman: Don Houx	13	10	15 12
2516	LODI Labor Temple 351 S. Central	Thursday 7:30 p.m.	Chairman: Louis Thomson	14	11	16 13
2514	TRACY Eagles' Hall East Hwy. 50	Tuesday 7:30 p.m.	Chairman: W. Peitz	19	16	21 18

# IBEW Unit Meetings!

## Public Agencies

			Mar.	Apr.	May	June
3011 SACRAMENTO TRANSIT AUTHORITY	Labor Temple	Tuesday	Chairman:			
	2525 Stockton Blvd.	7:00 p.m.	V. Flanary	5	2	7 4
3911 SACRAMENTO MUNICIPAL UTILITY DISTRICT	Dante Club	Wednesday	Chairman:			
	2330 Fair Oaks Blvd.	8:00 p.m.	R. Bellato	6	3	1 5
2211 OAKLAND GENERAL	Porter Hall	Thursday	Chairman:			
	1918 Grove Street	8:00 p.m.	R. Murphy	14	11	9 13

## Outside Line

				Mar.	Apr.	May	June
4911 OUTSIDE LINE CONSTRUCTION	Local 340 I.B.E.W. Hall	Wednesday	Chairman:				
	5841 Newman Ct. Sacramento	8:00 p.m.	K. Jones	13	10	8 12	

## Pacific Gas Transmission

				Mar.	Apr.	May	June
3021 SANDPOINT	Travelers Motel	Wednesday	Chairman:				
		7:30 p.m.	W. Miller	6	3	8 5	
3022 ROSALIA	Longhorn Cafe	Thursday	Chairman:				
		7:00 p.m.	D. Noland	7	4	9 6	
3023 TOUCHET	Fire Station	Wednesday	Chairman:				
		7:00 p.m.	J. C. Hein	6	3	8 5	
3024 REDMOND	L—Rancho Motel	Tuesday	Chairman:				
		7:00 p.m.	O. Walters	5	2	7 4	
3025 KLAMATH FALLS	Labor Temple—Hall A	Monday	Chairman:				
	220 Main Street	7:00 p.m.	F. Decker	4	1	6 3	

## Humboldt

				Mar.	Apr.	May	June
3111 EUREKA	Veterans' Memorial Bldg.	Wednesday	Chairman:				
	10th & "H" Street	7:30 p.m.	E. R. Yates	6	3	8 5	
3112 GARBERVILLE-WEOTT	Fire Hall	Tuesday	Chairman:				
		7:30 p.m.	A. Lindsley	5	2	7 4	

## Shasta

				Mar.	Apr.	May	June
3212 REDDING	Teamsters Hall	Tuesday	Chairman:				
	1036 Yuba Street	7:30 p.m.	J. Watkins	5	2	7 4	
3216 TRINITY	The Gables	Tuesday	Chairman:				
	Weaverville	7:30 p.m.	A. Wells	12	9	14 11	
3211 RED BLUFF	Veterans' Memorial Hall	Wednesday	Chairman:				
	Oak & Monroe Streets	7:30 p.m.	J. Shelnut	13	10	15 12	
3213 BURNEY	Veterans' Memorial Hall	Thursday	Chairman:				
	Highway 299	7:30 p.m.	J. Means	14	11	16 13	

## Sierra Pacific

				Mar.	Apr.	May	June
3311 RENO	Reno Musicians' Hall	Wednesday	Chairman:				
	Reno, Nevada	7:30 p.m.	R. Mellilo	13	17	15 12	
3312 LAKE TAHOE	Topper's Steak House	Thursday	Chairman:				
	Hwy. 50 at Winnemucca Ave. Tahoe Valley, Calif.	7:30 p.m.	E. Buell	14	18	16 13	

## De Saba

				Mar.	Apr.	May	June
3413 FEATHER RIVER	Injun Jim School	Tuesday	Chairman:				
		7:00 p.m.	M. Burns, Jr.	5	2	7 4	
3411 CHICO	Veterans' Memorial Bldg.	Wednesday	Chairman:				
	Washington & Esplanade	7:30 p.m.	P. Hanson	6	3	8 5	
3417 PARADISE	Veterans' Memorial Bldg.	Thursday	Chairman:				
	Skyway	7:30 p.m.	E. Harte	7	4	9 6	
3412 QUINCY	Quincy High School	Wednesday	Chairman:				
	Cafeteria Hwy. 70	7:00 p.m.	O. Pierson	20	17	22 19	

## 1968 — LOCAL 1245, I.B.E.W. UNIT MEETINGS — 1968

### Drum

				Mar.	Apr.	May	June
3511 AUBURN	Foothills Motel	Tuesday	Chairman:				
	Fern Room	7:30 p.m.	O. Bohannon	5	9	7 4	
3513 GRASS VALLEY	Labor Temple	Wednesday	Chairman:				
	Neil & Church St.	7:30 p.m.	R. Butler	6	10	8 5	

### Colgate

				Mar.	Apr.	May	June
3611 MARYSVILLE	Sheriff Dept. Bldg.	Wednesday	Chairman:				
	End of Second Street at Yuba City Airport	7:30 p.m.	D. Johnson	13	10	15 12	
3613 OROVILLE	Eagles' Hall	Thursday	Chairman:				
	Meyers & Montgomery Sts.	7:30 p.m.	G. Andoe	14	11	16 13	

### North Bay

				Mar.	Apr.	May	June
3712 SANTA ROSA	IBEW Local 551 Bldg.	Tuesday	Chairman:				
	1429 Santa Rosa Ave. Rear of Roller Rink	8:00 p.m.	O. Stovall	19	16	21 18	
3711 SAN RAFAEL	Painters' Hall	Wednesday	Chairman:				
	701 Mission Avenue	8:00 p.m.	W. Mazzini	20	17	15 19	
3716 NAPA	Labor Temple	Wednesday	Chairman:				
	1606 Main Street	8:00 p.m.	F. Iloff	13	10	1 12	
3717 FORT BRAGG	Eagles's Hall	Tuesday	Chairman:				
	Corry & Alder Streets	7:30 p.m.	G. Richards	12	9	14 11	
3714 UKIAH	Ukiah Labor Temple	Thursday	Chairman:				
	K.U.K.I. Rd. Ukiah	8:00 p.m.	G. Sullivan	7	4	2 6	

### Sacramento

				Mar.	Apr.	May	June
3811 SACRAMENTO	Labor Temple	Tuesday	Chairman:				
	2525 Stockton Blvd.	8:00 p.m.	M. Golich	5	2	7 4	
3813 PLACERVILLE	Grange Hall	Thursday	Chairman:				
		7:30 p.m.	R. Minor	7	4	2 6	
3815 DAVIS	East Davis Park Bldg.	Tuesday	Chairman:				
	1000 Chestnut Street	8:00 p.m.	Glen Harradine	12	9	14 11	
3812 VACAVILLE	Eagles' Hall	Tuesday	Chairman:				
		7:30 p.m.	J. Lopez	12	9	14 11	
3814 WOODLAND	Director's Hall	Thursday	Chairman:				
	Yolo Co. Fair Grounds	7:30 p.m.	A. D. Schneider	14	11	9 13	

### Citizens Utilities

				Mar.	Apr.	May	June
4012 SUSANVILLE	Mt. Lassen Hotel	Wednesday	Chairman:				
	Lassen Street	7:30 p.m.	G. Hunt	6	3	8 5	
4013 ALTURAS	Hacienda Motel	Thursday	Chairman:				
	Highway 299	7:30 pm.	B. Tucker	7	4	9 6	
3212 REDDING	Teamsters' Hall	Tuesday	Chairman:				
	1036 Yuba Street	7:30 p.m.	J. Watkins	5	2	7 4	
3213 BURNEY	Veterans' Memorial Hall	Thursday	Chairman:				
	Highway 299	7:30 p.m.	J. Means	14	11	16 13	
3811 SACRAMENTO	Labor Temple	Tuesday	Chairman:				
		8:00 p.m.	M. Golich	5	2	7 4	



(Continued from 12-67)

**COLGATE**

- Albert W. Aubrey
- Charles N. Larsen, Jr.
- Donald Ohleyer
- David R. Patterson
- Dewey S. Travis

**NORTH BAY**

- James A. Abeel
- Marguerite K. Bottini
- James R. Bricker
- Michele Carotenuto
- Phillip D. Flowers
- Imogene L. Hogue
- Arthur O. Hunkins, Jr.
- Felix Kemp
- Grover H. Mixer
- Steve V. Ostrom
- Thomas W. Thompson, Jr.
- Theodore G. Weber
- Brenda J. Wilson
- Kenneth L. Wonacott

**SACRAMENTO**

- Clifford G. Claar
- Hal Ploqhoff
- Anthony C. Staniewicz
- Don L. Warner

**U.S.B.R.**

- William A. George

**CITIZENS UTILITIES**

- G. L. Freeman
- Gary Haley
- Pat Stephens

**GEN. CONSTRUCTION**

- John C. Alberta
- Douglas R. Allen
- Carl A. Anastas
- David H. Bontadelli
- Francis E. Brennan
- William A. Briggs
- Keith L. Burdick
- William L. Buxton
- Samuel E. Cooper
- Richard D. Eaton
- Mike W. Fain
- Robert L. Farber
- Marvin D. Flint
- George A. Good
- Stanley Gregg
- Henry H. Halkyer
- John F. Hardy, III
- LeRoy H. Harkema
- Vernon D. Harkema
- Richard R. Hess
- Thomas J. Kozkowski
- Richard Lanum
- James B. Madden
- Robert L. McCracken
- Grover H. McRae
- Larry H. Neff
- Richard Nunes
- Alan R. Ockey
- Gary C. Powell
- Donald T. Reilly
- Francis T. Sanders
- James X. Sawyer
- Victor H. Soden
- James W. Souza
- Albert L. Spears



Dick Daugherty, a former SMUD member, is shown in Vietnam with some small friends. He is working as a Line Foreman for RMK-BRG at Phu Cat, leading international crew members who don't speak English.

**UTILITY TREE**

- Arlington E. Ammons
- Homer W. Baker
- Roy E. Slate
- Edward Springer
- Michael W. Stirts
- Charles Swingrover, Jr.
- David E. Wicke

**DAVEY TREE**

- Darrell D. Davis
- Donald H. Ethier
- Charles R. Forester
- Jobie A. Gaskins
- Toddy I. Gaskins
- Ernest L. Grove
- Gerald H. Head
- Lawrence A. King
- Thomas D. Shaddox
- Lewis P. Slosser
- Patrick D. Slosser
- Charles E. Townsley

**FARRENS TREE**

- Ted E. LuKaskie
- Dennis H. Fisk
- Billy W. McCollum
- David R. Pacheco
- David L. Shank
- Paul W. Tidwell

**PACIFIC TREE**

- Benny B. Adams
- Thomas G. Adams
- Roy A. Curran
- Norvel E. Elder
- Robert P. Hall
- Myron K. Johnson
- Charles E. Newman
- John M. Nicholas
- Edward F. Porter
- James E. Sackett

**NEW "A" APPLICATION**

**GENERAL CONSTRUCTION**

- John F. Souza
- Charles R. Thatcher
- Dick Wrobel

**OUTSIDE LINE**

- Bernard J. Kelly

**TRAVELING CARDS ACCEPTED**

- Raymond Gudmestad, U.S.B.R., from L.U. 2159
- Clayton Ronshaugen, U.S.B.R., from L.U. 1959
- Vernon Woods, Citizens Utilities, from L.U. 401
- Lawton Bryant, Outside Line from L.U. 511
- Kenneth Flemming, Outside Line from L.U. 357
- W. H. Metzger, Outside Line from L.U. 77
- N. L. Miller, Outside Line from L.U. 551
- M. F. Salley, Outside Line from L.U. 77

(continued next month)

# Voters carry heavy responsibility in 1968

Besides helping to elect a President of the United States this year, voters will also:

	U.S. Congress	State Legislature	Registration Deadlines	Primary Date
<b>California voters:</b>	Elect 1 U.S. Senator and 38 Members to the House of Representatives	Elect 20 State Senators and 80 Assemblymen	For the Primary: April 11th  For the General Election: Sept. 12th	Primary Election Voting: June 4th
<b>Nevada voters:</b>	Elect 1 U.S. Senator and 1 Member to the House of Representatives	Elect 10 State Senators and 40 Members to the Lower House	For the Primary: July 20th  For the General Election: Sept. 28th	Primary Election Voting: Sept. 3rd

## Workmen's Compensation:

# When am I covered? What do I get?

Following is the fourth in a series of articles on Workmen's Compensation Law by Michael C. Tobriner, a member of the State Bar of California and one of the attorneys for the Local Union. These articles are intended to be general in nature; members are cautioned to consult an attorney if they have specific problems.

Understanding workmen's compensation is like understanding any other kind of insurance—one has to ask, first, when am I covered, and, then, if I am covered, what do I get? Previous articles in our series have discussed coverage; the next several will consider what benefits are available if coverage exists. Of the three kinds of workmen's compensation benefits—temporary disability indemnity, permanent disability indemnity, and medical care—this article will devote itself to the first, temporary disability.

As its name implies, temporary disability indemnity is money paid to an employee to compensate him for his loss of wages while he is off work recovering from an industrial injury. Technically, three conditions must be met before temporary disability can be paid. The first requirement is disability—impairment of bodily function brought on by work conditions. Second, the disability must be temporary—that is, it must be an injury or disease which reasonably can be expected to be cured with proper medical attention. Finally, the disability must result in a reduction of earning power. Where these conditions exist, an injured employee will receive indemnity to tide him over the whole of his convalescence. His convalescence is called his "healing period"; easing the financial burden during that period is the central purpose of temporary disability indemnity.

Since the purpose of indemnity is to compensate for wage loss, when there is no wage loss there is no indemnity, even though there may be injury and the injury may be serious. Thus, for example, payment of wages or sick leave during convalescence will negate the right to temporary disability indemnity. And, where an employee is injured but still works and earns his regular wage, temporary disability is of course not available.

In most cases where indemnity is paid, disability is total—that is, the employee cannot work at all—and the resulting wage loss is likewise total. Sometimes, however, an injured employee, while he is recovering, decides to take up some lighter, less remunerative work until he can return to his regular job. In this case his disability is partial, and his wage loss

from injury is also partial. Assuming, however, that he makes less at this substitute job than he does at his regular work, he still has sustained a wage loss as a result of an injury on the job, and he is still entitled to a certain amount of temporary disability indemnity. Exactly how much we will discuss in a moment.

Payment of temporary disability indemnity begins on the eighth



Jack and Inez Rice, left, Mary Bay, Joan Marquis, Lola Case, Tom Campton, Ruth Bentley (partially hidden) and Mark Bear, on the right, were some of the Clerical members in attendance at a Special Marysville meeting last month.

day after the employee leaves work as a result of the injury. For the first seven days,\* no compensation is payable unless the injured employee is hospitalized or unless the disability continues for forty-nine days. The purpose of the seven-day "waiting period" is to encourage employees to return to work where the injury is not serious and to discourage false claims. Payment of indemnity must be made at least twice a month.

Once begun, temporary disability indemnity will continue until one of two events occurs: either the injured employee is physically ready to return to work, or, even if he is not ready, his condition reaches what is called a "stationary and rateable" position. The question of when a man is ready to return to work is a medical question; usually, it is not a matter on which doctors significantly disagree. Typically, when an injured employee has recovered, his treat-

ing physician releases him to work, the employee reports to the job, the employer notifies the compensation insurance carrier that the employee is working, and the carrier notifies the employee that indemnity payments will cease. Sometimes, however, even when a physician has released him, an employee finds that he cannot properly perform his duties. Then, with the support of independent medical opinion, he must seek an order from the Workmen's Compensation Appeals Board compelling the further payment of indemnity.

In a very serious case, an em-

ployee may be prevented by his injuries from ever returning to his former occupation. In such a situation, temporary disability ends when the employee's condition reaches a point at which it can no longer improve. His condition then is permanent, or stationary, and his case is ready for permanent disability rating. Determining when an employee becomes "stationary and rateable" is, of course, a medical question; as a rule of thumb, however, that position usually is not reached until at least a year after injury. In no event, however, can temporary disability indemnity continue for more than 240 consecutive weeks or after five years from the date of injury.

The amount of temporary disability indemnity to which an injured employee is entitled is determined by his earnings. Specifically, since indemnity for temporary disability is paid on a weekly basis, the amount payable is based on the employee's average weekly earnings. Average weekly earnings, however, are not the same as actual weekly earnings; the former is considered as 95 per cent of the

latter. The actual amount of weekly temporary disability indemnity payable to an employee is 65 per cent of his average weekly earnings. Thus, if an employee's actual weekly earnings are \$110.00, his average weekly earnings are 95 per cent of \$110.00, or \$104.50, and his weekly indemnity payments are 65 per cent of \$104.50, or \$67.93. As a rough figure, since 65 per cent of 95 per cent is 61 per cent, 61 per cent of actual weekly earnings will represent the weekly compensation rate.

The story, unfortunately, does not end there. The law puts a maximum on the amount of weekly temporary disability indemnity available, and the maximum is not very high. According to the system set out above, a worker whose actual weekly wages are, say, \$200.00, ought to draw 61 per cent of \$200.00, or \$122.00, in weekly compensation; in fact, the maximum he or anybody else can draw, no matter how high his actual earnings, is \$70.00 a week.\* What the law does is say that for compensation purposes the maximum actual weekly earnings that an employee can earn shall be considered to be \$113.36. Since 61 per cent of \$113.36 is \$70.00, that is the maximum compensation rate. Thus, as soon as an employee's earnings reach or exceed \$113.36 per week, the most he can collect in weekly compensation is \$70.00. The great majority of employees fall into this category; in compensation parlance, their earnings are described simply as "maximum."

The compensation rate described above is for temporary total disability—the situation where the injured employee is unable to earn anything at all during his convalescence. Sometimes, however, while an employee is still recuperating, he will take lighter work. If his earnings at this work are less than what he normally earns, he is entitled to partial disability indemnity—65 per cent of the difference between what he normally would earn and what his substitute job brings. On occasion, an employee will not seek lighter work pending recovery, but his employer offers it to him anyway. If he is actually able to perform it, an employee must accept such light work when it is offered.

This article has discussed compensation for the "healing period;" the next subject will be compensation for permanent injury — so called "permanent disability indemnity."

\*PG&E employees covered by Local 1245 contract receive Supplemental Industrial Injury Benefits from the first day of injury; these supplement to 85 per cent of their basic weekly wage.

# The Outdoor Scene

by Fred Goetz

Although the Dolly Varden trout is not a complete stranger to the west, it has never received much acclaim until just recent years. Perhaps the lack of interest is due to the Dolly's wariness, causing anglers to turn to the more easily caught rainbow, brook, Mackinaw or brown.

Almost overnight this colorful trout has suddenly blossomed into a worthy prize, sought by anglers who look for and accept a challenge. In all probability the long-warranted recognition came about when anglers learned that the Dolly could be taken on artificial lures and flies. Its large size and tough fighting qualities have long been recognized.

I was standing, hip-deep in waders, in the Deschutes River of Oregon off the mouth of the White River when I tied into my first Dolly, a 16-inch specimen that hit my bottom-drifting night crawler as hard, and fought capture as violently (for its size) as any trout I've encountered. I've had a great deal of respect for the Dolly ever since. And my family considers the Dolly as pan-worthy as other members of the trout clan.

In addition to bait, I've caught Dolly Varden on all sorts of artificial lures—spinners and wobblers—plus minnow-simulating plugs, like flatfish, hotshots, grizzlys, etc. It will also take a streamer or bucktail fly, gaudy patterns in sizes not too large.

Traditionally, the Dolly Varden is not a surface-feeder, nor will it hardly ever rise to a dry fly. Another thing that has contributed to its comparative lack of popularity is that it is not primarily, when hooked, a surface fighter; rather it's a bottom-huggin, snag-lovin' infighter. It seems to prefer deep holes in rivers and deep, snag-lined shore-side pockets along lake banks.

Because of its brilliant spotting



and general coloration, the fish was named after the colorful Dolly Varden hat worn by fashionable ladies during frontier days.

In the limited areas where this big trout abounds in lake waters, it grows to exceptional size, especially where small forage fish are plentiful.

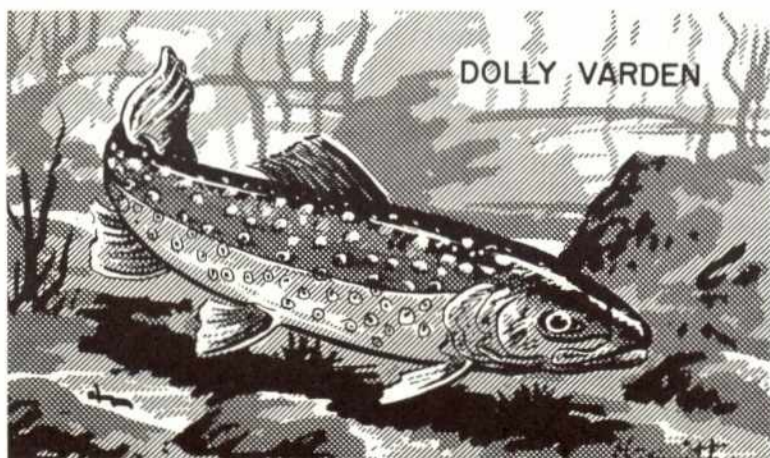
Actually there appears to be an aura of ill-repute surrounding the Dolly which is also known as the bull trout or western char and most anglers peg it as a mortal enemy of other trout, particularly small rainbow. This is true but it must be noted that all trout are predators—a big rainbow, brown or lake trout will snap up a Dolly fingerling just as readily. The Dolly Varden is more closely related to the brook and Mackinaw (lake) trout, all of which are chars, close cousins to the true trout clan—the rainbow, brown and cutthroat.

Most readers, I'm sure, are aware of the lunker Dollys in Lake Pend

Oreille near Sandpoint, Idaho. Vast Pend Oreille is loaded with kokanee, so much so that a limited commercial-take is allowed. This is the main reason that Dollys in Pend Oreille grow rapidly; a 15 pounder is no rare catch. As a matter of fact, the world record Dolly Varden, a 32 pounder, was taken at Lake Pend Oreille by N. L. Higgins on October 27th, 1949.

It measured 40½ inches from nose to tail and 29¾ inches around the middle.

Dollys are greenish to brownish on the back and sides, cream colored on the belly. Cream to yellow spots appear on the back and sides. Some spots along the sides may be deep orange to reddish. The leading edges of the lower fins are edged in white.



You're invited to:

## The 4th Annual Santa Cruz Dinner-Dance

Saturday, March 23rd

At The Riverside, Riverside and Barson  
Santa Cruz, California

Cocktails at 7:00, Dinner at 8:00

Dancing to "The Harbor Lites" 9:30 to 1:30

For tickets, contact any Santa Cruz Shop Steward  
or Business Rep. Orville Owen at (408) 244-4816