Local 1245's new home in Walnut Creek on Boulevard Way near the interchange of State Highway 24 and Interstate 680. See the Business Manager's Column for more details.

Vertical construction
Rules made safer

The California Public Utilities Commission, acting on an application by PG&E, has amended its General Order No. 95 in order to establish standards for the use of horizontal post-type insulators in vertical and triangular configuration for all voltages above 750 volts.

Business Manager Ronald T. Weakley, upon learning of PG&E’s application, and recognizing the effects it could have on Local 1245 members engaged in work on overhead lines, assigned Assistant Business Manager M. A. Walters to represent the Local Union at the public hearings held by the Commission. Walters’ appearance was to call to the Commission’s attention the workers’ areas of concern involving safety, and to offer, wherever possible, the means to overcome the resulting problems. Appearing as a witness for Local 1245 was Leland Thomas Jr., PG&E Line Subforeman, who at the time was the Local Union President.

The Union’s contention at the hearings was that crossarmless construction, as proposed by PG&E, was inherently more hazardous than crossarm construction. This is because:

1. The crossarm itself provides a safety factor.
2. In crossarm construction, conductors are normally farther from the centerline of the pole than they would be under PG&E’s proposal, and
3. It would be more difficult to work from below conductors.

In addition, Union expressed deep concern over that fact that bond wires and hardware which could become energized would be in the climbing space. In order to increase the safety factor, Local 1245 proposed that provisions be made to:

1. Move conductors farther from the surface of the pole.
2. Increase the vertical separation between conductors, and
3. Move the centerline of the pole than they would be under PG&E’s proposal, and
4. It would be more difficult to work from below conductors.

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2. Increase the vertical separation between conductors, and
3. Move the centerline of the pole than they would be under PG&E’s proposal, and
4. It would be more difficult to work from below conductors.

The increase brings the Journeyman Linemen rate on the Sacramento Municipal Utility District to $4.88 an hour.

Serving on the Union’s Negotiating Committee with spokesman Al Kaznowski of the Business Manager’s Staff were Glenn Larson, Vic Mitchell, Buford Bergin and Ron Vierra.

Wage, fringe gains on CVP

SACRAMENTO

Central Valley Project employees represented by Local 1245 have voted to accept the results of negotiations concluded with Region II of the U.S. Bureau of Reclamation.

Wage increases range from 15 to 31 cents an hour while shift premiums will go from 10 and 15 cents an hour to 13 and 18 cents, depending upon the shift.

Other improvements provided time and one half plus regular pay (instead of straight time plus regular pay) for work on a Holiday, an eight hour rest period following at least eight hours of overtime before another work day, and an improved grievance process.

PGT wage boost

Members employed by the Pacific Gas Transmission Company between the Oregon and the Canadian borders have voted to accept the re-
NO APATHY HERE!

Who's in the middle?

Editorial
People who travel the middle road might yet find some comfort from the recent violence in Berkeley.

From a political rally dying from boredom until police moved in with tear gas and billy clubs, through seemingly endless nights of curfew, long hours of city council meetings, to the peaceful Independence Day celebration on Telegraph Avenue—many citizens of Berkeley came to a new appreciation of the legitimacy of (if you'll pardon the expression) being in the middle of the road.

It is never easy where the Puritan ethic dictates every problem has only two alternatives—good or bad, left or right, capitalism or communism—to stand your ground and not rush to one extreme or the other. Many were torn between the leaders on that middle ground with whom to identify—the position itself remained tenable.

Whatever the emotional and physical upssets of the days preceding the city council meetings, its eminent good sense in finally reversing itself and granting a rally permit resulted in a victory for due process, no matter who else claimed it. Council meetings, its eminent good sense in finally reversing itself and granting a rally permit resulted in a victory for due process, no matter who else claimed it.

The increase brings the top Technician rate to $205.85 a week, retroactive to July 1st.

Executive Board, Advisory Council election results

Number of Votes Received—
LINE OFFICERS
President
Roland W. Fields ............................................. 3,997
Vice President
Gerald F. Duffy ............................................. 1,386
Leland Thomas Jr. ........................................... 2,911
Treasurer
C. F. Henneberry ........................................... 2,108
John Zaplan .................................................. 2,126
Recording Secretary
Albert G. Callahan ....................................... 2,025
Andrew A. Clayton ......................................... 2,237
Business Manager—
Financial Secretary
Ronald T. Weakley ......................................... 3,665
Number of Votes Received—
EXECUTIVE BOARD
Northern Area
Mark G. Burns, Jr. ........................................... 526
James H. Fountain .......................................... 638
Southern Area
Bill Allen ..................................................... 291
Arthur Barson ............................................... 239
Herbert E. Dickenson ....................................... 372
Farriss Owen Watkins .................................... 245
Central Area
Walter LeRoy Algeo ....................................... 340
James M. Lydon ............................................. 902
At-Large
Anthony J. Boker .......................................... 184
William E. Goins ........................................... 92
Michael Dawn Harrington ................................ 206
Number of Votes Received—
ADVISORY COUNCIL
San Joaquin Division
Thomas H. Brashbear ..................................... 96
Russell Foxx .................................................. 96
Russell Messick ............................................ 47
John K. McNally ........................................... 160
Donald Warnock ........................................... 66
Ahmeda-Contra Costa Transit
District & East Bay Municipalities
Donald D. Phillips ........................................ 25
East Bay Division & Central Stores
Phillip A. Pia ............................................... 233
Charles M. Wilcox ......................................... 374
Coast Valleys Division
Eddie D. Haynes ............................................ 43
Royce R. Herrier .......................................... 147
Alexander J. Rouch ....................................... 68
Dept. of Pipe Line Operations
John M. Burnett .......................................... 39
Robert N. Rose ............................................. 37
San Jose Division & City of
Santa Clara
Donnie D. Ellis ............................................. 90
James W. Gray .............................................. 85
William R. Mckee ......................................... 74
Percy R. Rome ............................................. 168
Humboldt Division
Howard J. Darington IV .................................. 109
San Francisco Division & General
Office Department
Sylvester S. Cruz, Sr. ...................................... 237
Rocco W. Fera ............................................... 105
Stockton Division & City of Lodi
James A. Coe ................................................ 110
Donald R. Custer ......................................... 79
Newt T. Hewett ........................................... 55
Melvin J. Phelan ........................................... 44

Number of Votes Received—
ADVISORY COUNCIL (cont'd)
Transit Authority of the City of
Sacramento
R. Calabasoa ................................................. 1
Wilfred Nunez .............................................. 4
E. R. Stoddard ............................................... 5
Pacific Gas Transmission Company
Paul E. Felkins ............................................. 15
Frank R. Locatii ............................................ 11
Shasta Division
Terrance L. Scott .......................................... 92
Sierra Pacific Power Company
James C. Bessey .......................................... 41
Jerry G. Norlen ............................................ 42
De Saba Division
Orphie Pierson ............................................. 153
Drum Division
Stanley P. Justis ........................................... 81
Colgate Division
Joe Albert Farmer ......................................... 47
Ronald James Livengood ................................ 55
North Bay Division
Raymond J. Smith ......................................... 221
Sacramento Division
Jeane T. Tackett, Jr. ...................................... 178
Sacramento M.U.D.
Roland M. Vierra .......................................... 36
United States Bureau of
Reclamation, Region 2
Carl H. Cook ................................................ 26
Julian B. Watkins ......................................... 20
Citizens Utilities Company of
California
J. E. Isaac ...................................................... 23
PG&E General Construction
Dale H. Bassett ............................................. 274
Glen R. Harradine ......................................... 155
Tree Trimmers
Irving Gene Bingham ..................................... 24
PG&E Clerical At-Large
Enid E. Bidou ................................................. 66
Thomas R. Fleming ....................................... 115
Harry Reich .................................................. 64
Lawrence Thompson ...................................... 85
R. E. Stoddard .............................................. 88
San Francisco E.D.P. Center
Charles L. Eldred .......................................... 38
Irrigation Districts
Leland B. Kline ............................................ 33
A number of write-in votes were received for various offices. The highest number of write-ins received by any one person for any one office was 24.

PGT wage boost
(Continued from page 1)

aulks of recent wage negotiations. Serving on Union's Negotiating Committee were: Basil Drake; Frank Locati; Senior Assistant Business Manager L. L. Mitchell, spokesman, and Business Representative Wayne Weaver.

The increase brings the top Technician rate to $205.85 a week, retroactive to July 1st.
Unions search for health plan alternatives

An aggressive push to find new ways of cutting costs of health care and improving its quality was outlined to a two-day trade union conference on rising medical costs that attended June 20th by Business Manager Weakley in Los Angeles.

Major elements in the big push, as outlined by the California Council for Health Plan Alternatives, sponsor of the conference, included these:

- New meetings with statewide organizations of doctors, hospitals and insurance companies to explore ways of cutting costs and alternative methods of providing service.
- A rating system for measuring the quantity and quality of health care provided by each of the hundreds of negotiated health plans now covering close to two million California trade unionists and their families.
- Exploring the possibility of a union-employer institute which would support joint research activities and pilot projects aimed at lower costs and better quality health care.
- Continuing and accelerating the search for alternative ways of organizing and financing health care.

The Council's call attracted some 150 delegates from 60 union—a unique cross-section of the state's trade unions. They came from AFL-CIO unions, regional councils and central labor bodies, the International Longshoremen's & Warehousemen's Union, the Teamsters, and United Auto Workers, as well as Local 1245, IBEW.

Elinor Mohn, director of the Western Conference of Teamsters and chairman of the Council, keynoted the session with a reminder that California trade unionists spend more than three-quarters of a billion dollars yearly on health care. The rest comes out of the workers' pockets. "We're not getting our money's worth," he said.

But the Council's concern cannot be limited to union members and their families alone.

"Our organization is interested in what happens to every child, every adult, old and young, in the way of health care. That has to be our philosophy."

What's behind rising costs?

Medical costs have risen in recent years at a rate two-and-a-half times faster than overall consumer prices. In one year—1966—physicians' fees climbed 7.8 percent, hospital charges 10.5 percent.

The accelerated rate, Dr. Lester Breslow, said at the conference, continued in 1967 and into 1968. Dr. Breslow, former state director of public health, is professor of public health at the UCLA School of Medicine.

Back on this rise, on the one hand, Dr. Breslow pointed out, is rising demand.

"People recognize that medical care now is truly effective. It can save lives, prevent much physical disability, and they want more of it."

And there is money available to pay for it.

On the other hand, Dr. Breslow pointed to the inadequate production of physicians. "We've done such a poor job in producing physicians that we've had to import them to keep many hospitals running."

He estimated that the country would need a dozen additional medical schools simply to replace the imported doctors.

Other factors in increasing costs, Dr. Breslow said, are fees-for-service, uncontrolled and haphazard construction of health facilities, and fragmentation of laboratory services.

Talking with suppliers

Reports were given on the conference on the initial confrontation of CCHPA delegations with directors of the California Hospital Association and with top executives of the major insurance companies writing health insurance in California.

The unionists, Louis Goldblatt, ILWU secretary-treasurer reported, put six major questions to the hospital directors:

1. How is the sharp rise in charges since the introduction of Medicare explained?
2. What are the hospitals' long-term plans for controlling costs?
3. What are the hospitals' plans for expanding facilities?
4. Will the association make available to CCHPA the cost and revenue data necessary to proper analysis of hospital charges?
5. Will the association sit down with the Council to discuss hospital charges?

Goldblatt said the meeting was "cordial and constructive." The CHA response to the union questions is expected at a future meeting.

Insurance companies asked

Harry Polland, San Francisco economist, reported that the insurance executives were asked to re-examine a number of critical areas:

1. The need for far more comprehensive statistical information on the operations of existing health plans: what the program pays for; what it doesn't pay for; what the members pay out of pocket.
2. The insurance companies must abandon their traditional hands-off attitude toward doctors and hospitals and align themselves with the consumer.
3. Cooperation of insurance companies in exploring alternative ways of providing health care.
4. The possibility of a medical "ombudsman" to aid individual union members in meeting problems of obtaining appropriate care.
5. A detailed investigation of "fat" in negotiated plans: a re-examination of brokers' commissions as an appropriate way of paying consultants; the possibility of eliminating duplicate administrative facilities; elimination of expenses for entertainment, promotion, and good will.
6. A joint analysis of company retentions—the gross margin on health insurance from which the companies derive their overhead costs and profits.

"We can't get along without hospitals, we can't get along without doctors," Chairman Mohn reported, telling the insurance executives, "but we have the strength and the know-how to get along with insurance companies if they insist on lining up every time with the side other than consumers."

A rating system

As a major step toward a sharper focus on the effectiveness of present health care plans, CCHPA has initiated a research project at UCLA to develop a rating system. Dr. Breslow is directing the project.

The project, as outlined by Bruce Poyer, research coordinator in the University of California Center for Labor Research and Education, Berkeley, will set up a point system for grading plans on the health care they provide, their administrative and economic soundness.

The project will develop its rating system from a study of a half dozen or more major funds, then test it against still others. It is aimed in the end to provide a yardstick for evaluating the more than five hundred plans covering more than a thousand union members each.

The rating system is intended to measure each plan against an "ideal" program on the basis of its organization and structure, its administration, the scope, coverage and adequacy of its benefits.

Poyer said the results of the research project are expected to be available before the end of the year.

Utilizing nurses

Miss Allison Leake told the conference of the California Nurses Association's efforts to achieve a more efficient utilization of nurses' skills as a step toward better patient care.
The new Executive Board a

Business Manager-Financial Secretary Ron Weakley, shown here addressing a General Construction Shop Steward's Conference, is the only full time, elected officer of Local 1245. He and the Treasurer, have voice but no vote, when they meet with the Executive Board, the Union's policy making body.

Jim Fountain, Northern Area Executive Board Member, is seen outside the San Rafael Office where he is a Clerk A in the Gas Department.

Central Area Executive Board Member Jimmy Lydon, third from left, holds a tail board session with his crew in Oakland. With Light Crew Foreman Lydon are Ed Mathews, left, Tony Oliveira and Timothy Watson, a Utility Aide employed in the cooperative summer program between PGE and Local 1245.

Southern Area Executive Board Member Herb Dickenson is a Light Crew Foreman in the Gas Department, San Joaquin Division; he is headquartered in Fresno.
nd Officers seen on the job

John Zapian, a Field Clerk in the San Francisco Gas Department, is the new Treasurer of Local 1245.

Vice President Lee Thomas is also a Line Subforeman in San Jose Division.

The new Executive Board Member-at-large is Mickey Harrington, a Trencher Operator in General Construction, shown here on a job in Fairfield.

Recording Secretary Andy Clayton is a Line Mechanic on the Standard Pacific gas line, headquartered in Concord.
How to save San Francisco Bay—"the single most valuable natural asset of the entire Bay region" and "a magnificent body of water that helps sustain the economy of all northern California . . ."

This is the basic question the Bay Conservation and Development Commission has attempted to answer in its preliminary report to the California legislature. The report complies with the McAteer-Petris Act's direction to prepare "a comprehensive and enforceable plan for the conservation of the water of San Francisco Bay and the development of its shoreline."

The Act was originally passed because of rising concern with the piece-meal diking and filling which, the BCDC claims, has shrunk the Bay from 700 square miles to a little more than 400. Beyond that, BCDC feels the legislature. The report complies with the McAteer-Petris Act's direction to prepare "a comprehensive and enforceable plan for the conservation of the water of San Francisco Bay and the development of its shoreline."

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Why she would not buy
Those unfair table grapes

Something caught her eye as she passed the produce man taking grapes out of the lug box. It did not have a Di Giorgio "Blue Flag" or "Hi Color" label on it. Taking out her shopping list, she crossed off "table grapes" took a deep breath, and walked away.

A balmy homemaker? What went through her mind?

Well, first of all, there was the protection of her family's health. One of the grape grower's objections in her mind? She remembered a grower's association resolution to investigate the Industrial Welfare Commission because it set a $1.65 an hour minimum wage for women and minors—too high, the association cried.

Other resolutions made her blood boil even more. For instance, the one calling for legislation to prohibit the boycott "now being carried on by the Agricultural Workers Organizing Committee against various Delano, California, grape growers." She would make up her own mind what she bought or didn't buy, she thought to herself.

The boycott against Giumarra Vineyards Corporation had not been hasn't been called, she knew. Holting signed pledge cards from 95 per cent of Giumarra's workers, the United Farm Workers Organizing Committee had requested recognition. Giumarra did not give it because he did not have to; farm workers are not protected by the National Labor Relations Act. That was another resolution that made her mad. The Associated Farmers of California had also opposed any legislation designed to guarantee collective bargaining rights for farm workers.

August 4th of last year, 950 of Giumarra's 10,000 workers walked out of the dusty fields. Four days later, Giumarra asked for, and got, an injunction which crippled effective picketing. Then he recruited Mexican green carders (many of whom did not know there was a strike on up north) to scab in the vineyards. The Justice Department ruled, in accordance with the law, that these people could not be used like that, but the Immigration Service and other policing agencies, seemed unable or unwilling to enforce the ruling.

The union then was forced to use its ultimate weapon—the boycott. But Giumarra borrowed more than 150 labels from other growers, and shipped his product undercover, also a violation of law and order. Thus the boycott had to be against all California table grapes, except the union-picked Di Giorgio brands.

And, thus, she had to be for it.

Dear Mr. Giumarra,

My family and I do not approve of your tactics in denying the workers of your industry their legitimate rights. Until such time as we see recognition you treat your employees in the same manner in which you would want to be (and, no doubt, have been) treated yourself—we shall not buy any of your products.

My family and I do not approve of your tactics in denying the workers of your industry their legitimate rights. Until such time as we see recognition you treat your employees in the same manner in which you would want to be (and, no doubt, have been) treated yourself—we shall not buy any of your products.

Mr. Joseph Giumarra
Giumarra Vineyards Corporation
Edison, California

Wayland Bonbright, right, has succeeded Vern Thompson, left, as PG&E's Manager of Industrial Relations. Bonbright—a native of Englewood, New Jersey; graduate in Economics from Princeton; and Sloan fellow from the Graduate School of Business at Stanford—has been a Senior Industrial Relations Representative for the last seven years. He, his wife, Shirley, and their three children, David, Christopher and Elizabeth, make their home in Ross where Wayland is active in coaching junior hockey and little league baseball. He is president both the Northern California Junior Hockey Association and the Marin Junior Ice Hockey Club.
Scene of the rude awakening was a cabin at Campfire Lodge on the banks of the Madison River, 15 miles from the entrance to Yellowstone National Park in Montana. We arrived at sundown, having pulled stakes at Cody, Wyoming that morning. The “tail” belonged to a 45 pound German brown which Steve duped with worms, a stone’s throw from our cabin. Feasting of the Madison River, 15 miles from our cabin at Campfire Lodge on the banks of the Shoshone River above Cedar Creek for chunky, chrome-bright cutthroat, some over three pounds. The Shoshone of Wyoming is a lovely winding mountain stream that comes rushing out of Yellowstone Park near the east entrance.)

We eased a few more brownies from the Madison, then hastened back to cabin before check-out time. Ted Whiteman, lodge owner, advised that the rainbows were hitting downriver. Whiteman, lodge owner, advised that peepers on that lunker, all was for-stone’s throw from our cabin. Feasting of the Madison, 15 miles from the east entrance.)

The vastness of Yellowstone Lake, largest lake in the world at such high elevation, is brought home by the following note from Robert H. Corbin of 2402 Carter Avenue, Cody, Wyoming.

“‘Our home is only a little more than a two-hour drive from Yellowstone and we spend several days fishing the lake each year. Although over two million visitors visit this lake each year, we can take the boat and spend several hours on the lake without seeing anyone.’

Water conditions determine the best way to work a streamer or bucktail fly. If the water is discolored or deep, work the fly slow and deep to give the fish plenty of time to see the lure. When fishing lakes or small ponds in shallow water, a light breeze which ruffles the water permits you to approach the fish without alarming them, as often happens when the water is calm and flat.

Oak Knoll, NAS, NARF
Organizing steps up

By Dick Barrus

Representatives of the IBEW are stepping up activity at the Oak Knoll Naval Hospital in Oakland.

With the recent determination by the installation that an election must be held to decide the Exclusive Recognition of employees of the Food Service division, representatives of the IBEW and the challenging union are scheduled to meet soon and lay down ground rules.

Accordingly, it is expected that a pre-election campaign will commence immediately by Local 1245 members. Employees are already talking it up at Oak Knoll and the spirit of our organization appears to be high. Mr. James Crayton, a cook in Food Services division, reports that new members are joining IBEW daily. According to Crayton, the majority of employees seem to prefer representation by IBEW. An election will tell the story.

With the winning of the two arbitration cases on unit determination at the Alameda Air Station, Local 1245 is encouraging its members there to sign up fellow workers. As soon as the Local is granted Exclusive Recognition, plans will get under way for setting up ground rules prior to contract negotiations.

This will keep both management at the Air Station and IBEW members very busy. All will actually be forced to duplicate some efforts in the months to come. This is unfortunate but it all stems, unfortunately, from the policy and practice of officials at the Alameda Air Station and Naval Air Bewerk Facility to make it as difficult as possible for labor unions to organize employees of that installation.

If the present unique labor-management policy at Alameda were abolished or considerably modified, it is a certainty that Presidential Executive Order 10988 would come to have some real meaning at NAS and NARF. At present, the Executive Order appears to be quite a novelty to many supervisors.

It is the plan of IBEW Local 1245 to educate both the supervisors and the employees as to the real meaning of the Navy’s Employee-Management Cooperation program and the Executive Order.