



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.

YOUR Business Manager's COLUMN

Pension proposals due At August unit meetings

By Ronald T. Weakley

With major negotiations completed, we concentrate on internal operational improvements designed to modernize our offices, improve communications and provide a better atmosphere for our officers and staff to carry on their service work.

The remodeling program at our new office location in Walnut Creek is progressing and we expect to be moved some time early next month. This is a big job and is taking much of the time of the administrative office force.

Meanwhile, our regular work goes on. Completion of our Master Apprenticeship Program with PG&E, handling grievance and arbitration matters, preparing our negotiating program regarding the Union Pension Contract at PG&E and keeping our legislative program going at Sacramento, provide a full work schedule.

I have called for a final round of Unit meetings in August wherein recommendations for improvements in our Union Pension Contract may be gathered for the purpose of getting an early start in the forthcoming negotiations with PG&E.

This, too, is a big job and will require as much time as possible to research the present condition of the plans and to analyze the most practical and productive avenues of approach so we can do a creditable job this year.

I look forward to working with the newly elected and reelected officers of Local 1245 during the ensuing term and I know that all of them will protect and advance the interests of the membership to the best of their abilities.

We have plenty of problems but with a unified membership behind us, we shall continue to find solutions as we strive to keep a clean and democratic organization properly responsive to the legitimate needs of its people.

Kaz concludes

SMUD wages up

Sacramento

SMUD members have ratified wage negotiations providing increases ranging from \$6 to \$12.25 per week, Business Manager Weakley reports. The results of the wage reopener went into effect June 30th.

Journeymen Linemen and above received \$12.25 a week; two year Apprentice Linemen up to but not including Journeymen Linemen, \$10; Groundmen at the one year rate up to but not including Apprentice Linemen at the two year step, \$8; and all rates below the one year rate for Groundmen received wage increases of \$6 per week.

The increase brings the Journeyman Lineman 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.

Union's Negotiating Committee for Region II consisted of William Peitz, Charles Phelps, Les Pingree, Wallace Kaplan, James Sawdey and spokesman Al Kaznowski.

PGT wage boost

Members employed by the Pacific Gas Transmission Company between the Oregon and the Canadian borders have voted to accept the re-

(Continued on page two)



utility reporter

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1245 appears before PUC

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 workmen's 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 crossarm construction, as proposed by PG&E, was inherently more hazardous than cross-arm 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

(Continued on page six)

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

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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 political agitators of the left, desperately grasping for an issue—and the police state methods of the far right, with its curfews and clubbings. But it became clear that neither extreme had an attraction, and although it was difficult to single out the leaders on that middle ground with whom to identify—the position itself remained tenable.

Whatever the emotional and physical upsets 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 victory. The July 4th celebration on Telegraph Avenue (which could be transformed into a pedestrian mall without waging pitched street fighting to do so)—reflected a responsible feeling of freedom.

Berkeley's already well developed political sophistication may benefit even from the frightening excesses of the left and right prior to a new, and meaningful celebration of Independence Day.

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. P. Henneberry	2,108
John Zapian	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
Farris 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. Brashear	36
Russell Foxe	96
Russell Messick	47
John K. McNally	160
Donald Warnock	66
Alameda-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. Darrington 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. Calzascia	1
Wilfred Nunez	4
R. E. Stoddard	3
Pacific Gas Transmission Company	
Paul E. Felkins	15
Frank R. Locati	11
Shasta Division	
Terrance L. Scott	92
Sierra Pacific Power Company	
James C. Bessey	41
Jerry G. Norlen	42
De Sabla 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	
Jesse K. Tackett, Jr.	178
Sacramento M.U.D.	
Ronald M. Vierra	36
United States Bureau of Reclamation, Region 2	
Carl H. Cook	26
Julian L. 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
Harry A. Welton	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)


sults 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.



the utility reporter

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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 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 unions—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.

Elinar Mohn, director of the Western Conference of Teamsters and chairman of the *Council*, keyed the session with a reminder that California trade unionists spend more than three-quarters of a billion dollars yearly on health plan coverage for themselves and their families.

Even that vast sum, Mohn noted, pays no more than two-thirds of the family medical bill. 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 16.5 per cent.

The accelerated rate, Dr. Lester Breslow told 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 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.

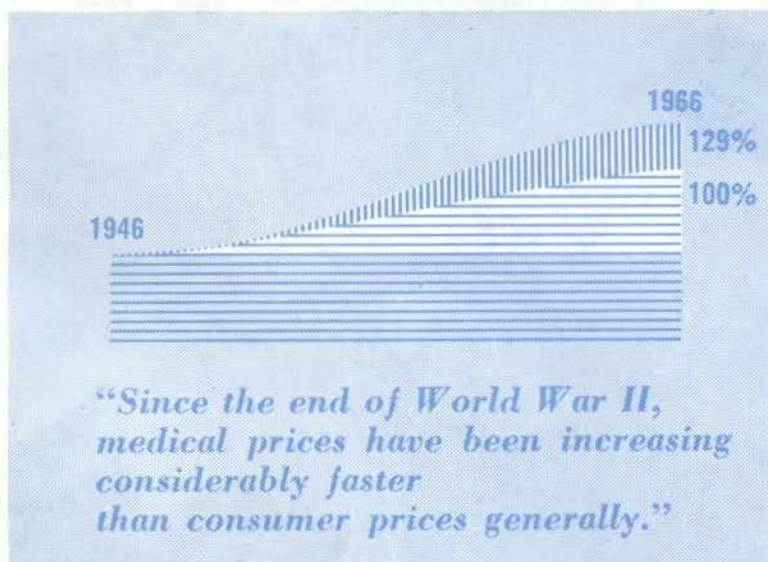
The project will develop its rating system from a study of a half dozen or more major funds, then test it against still others. It is aimed in the end to provide a yardstick for evaluating the more than five hundred plans covering more than a thousand union members each.

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.



In the twenty years since the end of World War II, the price of all services has doubled. But the cost of medical services more than doubled, increasing 129%. In 1966 medical care prices increased 6.6%, the largest annual increase in 18 years.

The new Executive Board a



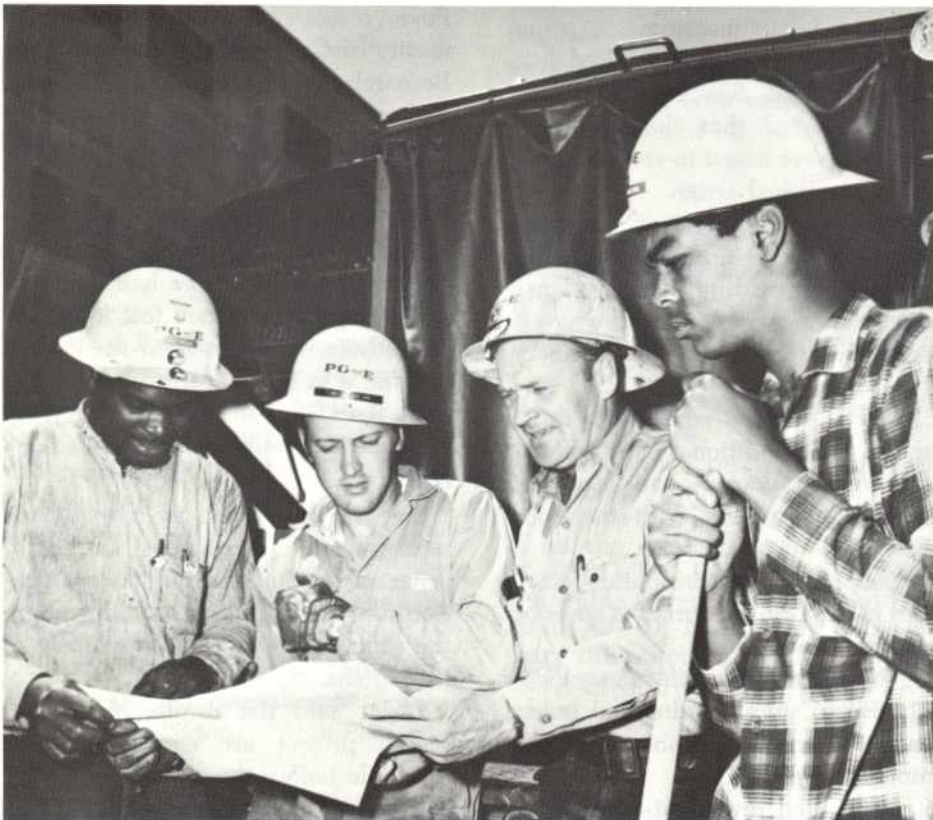
President Ron Fields works as a Line Subforeman in the summer fog of the Half Moon Bay area, San Jose Division.



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 PG&E 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.



On Saving San Francisco Bay

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 piecemeal 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 San Francisco Bay can serve human needs far more than it does today.

The Bay, if this plan is followed, will provide "great opportunities for recreation, help to combat air pollution, nourish fish and wildfowl, afford scenic enjoyment, and in countless other ways help to enrich the lives of residents of the Bay Area."

Major conclusions and policies suggested by BCDC are:

1. Bay and shoreline development should be directly related to using the Bay as a bay.
2. Any Bay fills should be limited

Stan-Pac members Vote wage rise

Concord

Standard Pacific Gas Line members have voted unanimously to accept wage increases similar to those recently ratified on the PG&E properties.

Retroactive to July 1st, a key rate like Line Mechanic becomes \$172.80, or \$10.00 more per week, as a result of bargaining.

The Union's Negotiating Committee was made up of Senior Assistant Business Manager L. L. Mitchell, spokesman—and Recording Secretary Andrew A. Clayton, a Stan-Pac employee.

Ratification voting took place July 3rd in both Concord—attended by Business Representative Peter Dutton with Andy Clayton, and Los Banos—attended by Business Representative Dean Cofer.

The BCDC had no sooner begun its work under mandate from the legislature, when the City of Emeryville started this leg of fill into San Francisco Bay. The unauthorized fill project was finally halted, but not before another intrusion had been made into the Bay.

to: developing adequate port terminals; developing industries that require access to deep water shipping; expanding airports (but only if no feasible sites away from the Bay are found); and providing recreational facilities such as shoreline parks, marinas, beaches and fishing piers. Minor filling may be permitted if it is necessary to make the shoreline more attractive, to provide more public access to the Bay, or to allow additional recreational use—but only if these things cannot be achieved without filling.

Filling the Bay threatens the ecological balance of fish and wildlife, lessens scenic beauty for Bay Area residents, increases the danger of water pollution, and even increases air pollution by reducing the water surface over which cool breezes blow. Filled land is also particularly vulnerable to earthquake shocks and flooding.

The basic problem in protecting the Bay has been the historical loss of its ownership. About 22 per cent of San Francisco Bay is privately owned; another 23 per cent has been granted by

the State to cities and counties. These are precisely the areas which are shallow, close to shore and, therefore, most likely to be proposed for filling.

The BCDC proposes the following plan:

1. Expand ports at San Francisco, Oakland, Richmond, Benicia, and Redwood City.
2. Deepen the shipping channels from the Golden Gate to both the Delta and Redwood City.
3. Retain for industries that need access to deepwater shipping the waterfront land they now use, and reserve another 19,000 acres for water-oriented industry.
4. Provide new shoreline parks, beaches, marinas, fishing piers, scenic drives, hiking trails and bicycle pathways for almost 4 million people who live around the Bay but have little access to it.
5. Limit Bay filling to serve only these purposes.

The Commission recommends that the 1969 Legislature create a Bay agency to carry out the plan. The agency preferably should be a limited regional government able to deal with more than one of the problems which affect all residents of the Bay Area. It should, the BCDC says, consist partly of people elected directly by Bay Area residents, and partly of persons appointed by local Bay Area governments.

This agency would have the power to control Bay filling and dredging by issuing permits, if, after public hearings on major matters, the work was in accord with the standards proposed in the report. The Bay agency would also have limited jurisdiction over shoreline development to insure proper use, provide an attractive appearance and allow adequate public access to this "irreplaceable natural resource."

(Editor's Note:

Business Manager Weakley will discuss the foregoing preliminary report with regard to modifications providing a more comprehensive view of economic development factors which should be considered in the final Bay plan.)

1245 appears before PUC

Vertical construction made safer

(continued from page one)

(3) improve the climbing space provisions.

Space will not permit the printing of all the rules affected. Rules 20.9, 54.4-C(4)(b), 54.4-D(6)(b), 55.3-B and Table 2 were amended and Rules 20.10, 49.5-D, 54.11 (this is the primary rule affecting vertical construction), 54.4(7)(c) and 54.7-A(1) were added to General Order No. 95.

The most important revisions are:

- The amendment of Rule 54.5-D (6) (b) to require that conductors in vertical configuration have a clearance of not less than 15 inches from the surface of the pole for voltages between 750 and 7500 volts and 18 inches from the surface of the pole for voltages in excess of 7500 volts.
- The amendment of Table 2 to require a vertical separation of 24 inches rather than 18 inches between conductors for voltages above 750 volts.
- The adoption of Rule 54.11-F which sets climbing space requirement in connection with vertical construction. This Rule reads:
 - (1) For a single circuit at the top of the pole, the climbing space shall be maintained to the lowest conductor on the climbing side of the pole and workmen shall not go above the lowest conductor level.

EXCEPT: (a) When conductors are moved out from pole by accepted "hotline" techniques, or

(b) When the pole top circuit is de-energized and grounded, the climbing space shall be maintained to the top conductor of the circuit and the climbing space shall not be less than 30 inches square.
 - (2) When two vertical circuits are installed at the top of pole, the climbing space shall be maintained to the lowest conductor level of

(continued on next page)

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 his dispute with the United Farm Workers is over the union's demand to provide toilet facilities in the vineyards.

Then there was her concern for the dignity of the women and children who have to work alongside their men to make a living in California's rich Central Valley. 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

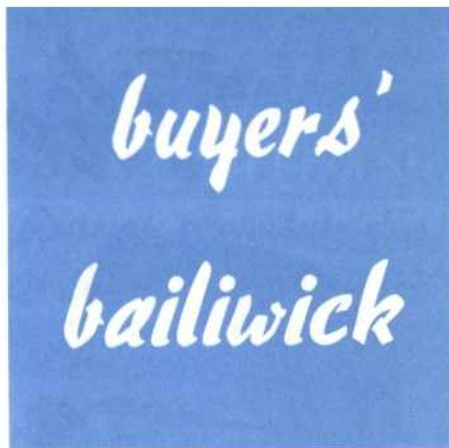
boil even more. For instance, the one calling for legislation to prohibit the boycott "now being carried on by the Agricultural Workers Organizing Committee against various Delano, California, grape growers." She would make up her own mind what she bought or didn't buy, she thought to herself.

The boycott against Giumarra Vineyards Corporation had not been hastily called, she knew. Holding 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 1000 workers walked out of the dusty fields. Four days later, Gi-

marra 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



Guimarra 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.

Mr. Joseph Giumarra
Giumarra Vineyards Corporation
Edison, California

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.

(Continued from page six)

those circuits on the climbing side of the pole and workmen shall not go above such lowest conductor level.

- EXCEPT:** (a) When conductors are moved out from pole by accepted "hotline" techniques, or
- (b) When both circuits are de-energized and grounded the climbing space shall be maintained to the top conductors of the circuits. The space shall not be less than 30 inches square.
- (c) When one circuit is de-energized and grounded, the climbing space shall be maintained on the climbing side between the center line of the pole and the de-energized conductors. The space shall be not less than 36 inches square.

- (3) When vertical circuits are bonded together, regardless of loca-



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 of both the Northern California Junior Hockey Association and the Marin Junior Ice Hockey Club.

tion on the pole, the climbing space shall be maintained to the lowest conductor level of those circuits on the climbing side of the pole and workmen shall not go above such lowest conductor level, unless conductors are moved out from pole by accepted "hotline" techniques, or

- EXCEPT:** (a) Where a single circuit is involved and such circuit is de-energized and the bond and the de-energized circuit is grounded as required in Rule 53.4-A (3) (b), the climbing space shall not be less than 36 inches and shall be maintained for a vertical distance of not less than 4 feet below the lowest conductor and not less than 4 feet above the top conductor when not at the top of pole.

- (b) Where two circuits are involved:
- (1) When both circuits are de-energized and commonly bonded and the bond and the circuits grounded as required in Rule 53.4-A(3)(b), the climbing space shall be maintained to the top conductors of the circuits. The space shall not be less than 36 inches square and shall be maintained for a vertical distance of not less than 4 feet below the lowest conductor and not less than 4 feet above the top conductor when not at the top of pole.
- (2) When one circuit is de-energized and both circuits are commonly bonded and the bond and the de-energized circuit grounded as required in Rule 53.4-A(3)(b), the climbing space shall be maintained on the climbing side between the center line of the pole and the de-energized conductors. The space shall not be less than 36 inches square, and shall be maintained for a vertical distance of not less than 4 feet below the lowest conductor and not less than 4 feet above the top conductor when not at the top of pole.

- (4) For unbonded circuits below the pole top position climbing space shall be maintained through the levels of conductors supported on post insulators for a vertical distance of not less than four feet above the top conductor and not less than four feet below the lowest conductor.

The climbing space shall be a square of horizontal dimensions tabulated below and one side of the climbing space shall pass through the center line of the pole.

Voltage of Conductor	Dimensions of Square
750- 7,500 volts	36"
7,500-46,000 volts	42"
More than 46,000 volts	42" plus 1/2" per kv in excess of 46 kv

The Outdoor Scene



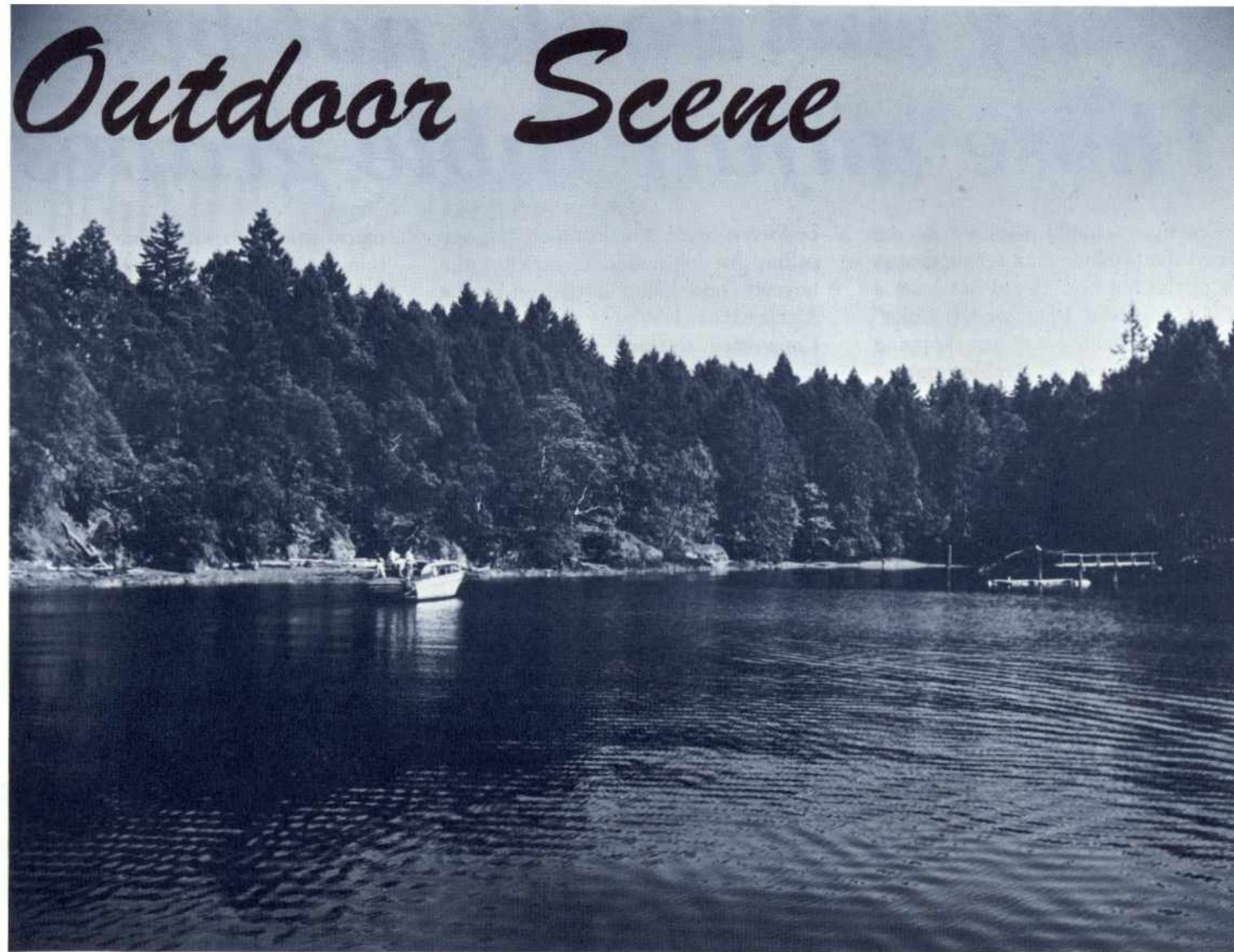
By Fred Goetz

How would you like to be awakened half an hour before dawn by the slap, slap, slapping of a slimy fish tail in your face? I was, and I didn't appreciate it 'til I recovered from the initial shock of what turned out to be my son's idea of a practical joke on the old man.

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 4½ pound German brown which Steve duped with worms, a stone's throw from our cabin. Feasting peepers on that lunger, all was forgiven.

(The previous day we had tapped the Shoshone River above Cedar Creek for chunky, chrome-bright cut-throat, 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. He was right, they were. Fishing off the bank of the Madison, a few miles below Quake Lake, we each hooked a fishing rainbow on the first cast—and the action continued on through



an almost-blinding snowstorm. This weather, we were told, was very unusual for late May. We hooked—and released 30 bows in three hours, some going to 20 inches. Unfortunately we didn't sample the finny merits of Yellowstone streams, or Yellowstone Lake, for we learned to our sorrow that angling was not permitted in the Park 'til the first week in June—said advice being filed for further consideration.



Alaska correspondent Henry Olson of Seward, says he and buddies oft-times have uninvited guests for fishing partners. Like, for instance, a recent junket to Cold Bay when his sidekick was joined by a salmon-fishing bear. He recorded the incident on film and sent us graphic proof of same. Hank says they saw several brownies that day, all intent on getting their share of a heavy run of salmon in the lower stretches of rivers thereabouts. Hank writes:

"That brownie in the pic was just 10 feet away from my buddy when I snapped the pic. Seconds after, they took off in opposite directions. 'Nuff said—"

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

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 mem-

bers 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 Rework 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.