Business Moguls Marshal Labor Attack
Worker Representation Is The Key Issue

The same old story—business attacks on worker representation rights—is being told in the nation's press but with a new chapter added. "Union Power" is the new cry and those who are crying are doing so all the way to the bank.

The U.S. Chamber of Commerce (partly supported by workers' tax payments) and the National Association of Manufacturers; the twin voices of big business in the U.S., are sending up smoke signals designed to let the new Administration and the Congress know that Labor is the key target during the next four years.

The American Labor Press is carrying the story to union members as a major informational responsibility. The "Machinist" front-paged the issue, tying in the Nixon victory with the planned attack on so-called "Union Power," saying: "Nearly $1,000,000 in cash and pledges has already been collected to finance a propaganda and pressure campaign to convince Congress that the National Labor Relations Board should be abolished and enforcement of labor laws left to the courts.

Last week, Harry Bernstein, labor editor of the Los Angeles Times, reported that 35 employer associations have pledged their support to the anti-labor campaign. In addition, Bernstein wrote, hundreds of large and small corporations are helping, including the largest firms in America. He named American Telephone & Telegraph, General Motors, Ford Motor Co., Sears Roebuck, General Dynamics and Humble Oil Co.

ATTACKS PREPARED
The nationally-known public relations firm of Hill and Knowlton, one of the largest, has been hired to run the propaganda campaign. That firm already has produced a half-dozen 50-page "working papers" for use in the campaign.

Bernstein's expose in the Los Angeles Times was based on a telephone interview with Peter J. Pestillo, Labor Relations Director, for the U.S. Chamber of Commerce. It was the first public admission that an organized attack on labor is being mounted by the business community.

ALFRED KASNOWSKI DIES SUDDENLY
Business Representative Alfred R. Kasnowski passed away while returning to Sacramento from Walnut Creek, where he had been spending Friday, November 15, conferring with Union officials on matters involving his service jurisdiction.

Death occurred while sitting in his automobile at a service station off Highway 80, near Cordelia Junction. Al had stopped for gas and complained to the attendant of chest pains.

He requested that he be allowed to rest in his car before continuing on to Sacramento. Later, the Highway Patrol Officer found him dead in the car.

Funeral services were held at St. Ignatius Catholic Church in Sacramento on November 20th.

Burial was to be in Red Bluff, California.

Business Manager Ronald T. Weakley and President Roland W. Fields said, in a joint statement, "We are deeply shocked by the sudden passing of Al Kaznowski, close friend and colleague."

"All of us offer our deepest sympathies to his wife, Betty, and his six surviving children.

"This hard-working dedicated man will be sorely missed by the Officers, Staff and members of Local 1245, after 17 years of Staff service and over 21 years of I.B.E.W. membership.

"His passing causes all of us to reflect on how much this good man gave of his life in the service of his fellow man before being taken from us from our midst at the age of 46.

"We shall never forget him and we shall do our best to carry on the tradition of human service in which Brother Kaznowski spent the major portion of his adult life."

Now, the newest campaign for restrictions on unions will be based on economics. "If we can show that inflation is due to the imbalance of strength between labor unions and management, we hope to get changes again next year, but this is not done unless the public is aroused (Pestillo's words)."

Management, according to Pestillo, wants Congress to take one word out of the labor law. The present law declares that it is the policy of the United States to encourage collective bargaining.

That word "encourage" is the basis for much of the Labor Board's policies protecting employees from being fired for union activity and requiring employers to bargain in good faith.

Management wants that word "encourage" deleted from the statement of government policy. The "East Bay Labor Journal" also added to the Labor press coverage.

"The nation got a frightening look last week at big business plans—based on the election of Richard M. Nixon—to drastically slash union's ability to bargain for their members.

Labor's chance to defeat them rested on its ability to gain a hearing for the still-living Senate, where liberals still hold the edge, to offset the expected blitz by the Southern Democratic-Republican House coalition. Even in the Senate, the GOP has gained strength in the election.

On the plea that the National Labor Relations Board is pro-union and there is too much "union power," they want to weaken—if not abolish—the board.

The big business campaigners don't like NLRB rulings controlling management anti-organizing campaigns while unions are signing up workers, or permitting unions to discipline members.

"They don't want the United States to encourage collective bargaining," Meany warned. "They want to give big business a free hand to refuse to bargain, to use corporation treasuries to deny the American Labor Press's orders.

Business Moguls Marshal Labor Attack
Worker Representation Is The Key Issue

Please send any corrections of name, address or zip code to P.O. Box 584
Walnut Creek, Calif. 94597

(Continued on Page 3)
It has come to our attention that incidents which are the basis for grievances under our various contracts have not been reported within the time limits prescribed by the appropriate grievance procedures in particular collective bargaining agreements. In certain of these cases, the results have been the loss of members' rights to use the grievance procedure.

The grievance procedure is intended to provide for the resolution of disputes between the parties. It is one which must be followed in proper sequence, and improper filing or bypassing of certain steps can and often do cause delays and, in some cases, provide forfeiture of the right to proceed to subsequent steps of the procedure and a loss of the claim.

Some of our members have either been unaware of the time limits for presenting a grievance, which are provided in the grievance procedure by the contract under which they are employed, or have felt they have no force and effect.

The collective bargaining agreement is a complicated document because it cannot be written in terms which can cover every conceivable circumstance. It is subject to review for application of any of its provisions to ascertain the facts and the effects of coverage to any situation which might occur. Grievances are a natural characteristic of our enterprise system in the context of a workers' organization and a business enterprise, and the grievance procedure is a part of all agreements to provide a peaceful means of resolving disputes.

However, some of the potential problems which can arise, it is evident that time is of the essence in discerning the facts as well as concluding the dispute. Many of our agreements do provide that failure to file a grievance within a stipulated period of time will cancel any claim for adjustment. This is a common provision of civil law and is demonstrated by the statute of limitations provided under Workmen's Compensation, debt collection, personal injury, and others.

We urge each of you to examine your contract and review the provisions of the grievance procedure to determine your rights and the limits, if any, which are provided for the different types of grievances. Should you need a copy of your agreement, one can be obtained by contacting your Steward, your Business Representative, or writing to our office—P. O. Box 584, Walnut Creek 94597.

In case you have any questions with regard to your particular agreement, you should contact your Steward who will get the answer for you. We suggest this be done before you have need to file a grievance. Further, at any time you feel a grievance exists you should immediately get in touch with your Steward to avoid the possibility of losing a just case because of your failure to act.
Labor Under Attack

(Continued from Page 1)

workers' freedom to organize.

"They don't like the decisions of the board which protect workers from being fired for union activity. They are against the very existence of the board which insists that companies bargain with unions organized by their workers. They don't like the fact that the U.S. Supreme Court has upheld the National Labor Relations Act.

The big business drive, reminiscent of slogans used to push through the Taft-Hartley Act and other anti-union legislation, maintains that unions have more power than employers. That would be news to workers who have marched on picket lines in lengthy strikes—like last year's long copper industry walkout, the recent Northern California theater strike or the still-continuing battle against Hearst scabbing in Los Angeles."

Commenting on the big business move to further shackle responsible and effective collective bargaining, Business Manager Ron Weakley stated: "There's no doubt that the organized employers have succeeded in gaining a recepive ear in Washington regarding new moves to cut the effectiveness of worker representation across the country."

President-elect Nixon will be pressured to implement the employers' pitch if only because his political career has been studied with an eye for the voters and votes.

However, Mr. Nixon will soon become President of all of the American people, not simply a political darling and spokesman for a small minority of "fat cats." Mr. Nixon must reckon with the fact that over half of the voters did not support his election and that the deep wounds on the body politic require healing, not further irritation.

The Wagner Act of over thirty years ago set forth the rights of American workers to organize and to bargain collectively on the value of their labors. Now, after each succeeding decade since the passage of the Wagner Act, major amendments have been pushed through the Congress which were punitive in nature and served to weaken the strength of workers organizing. The Taft-Hartley Act of 1947 and the Landrum-Griffin Act of 1959 were the first two steps toward shifting the balance of power to the employers. The next step is to get legislation passed to further limit the situation to a point where a real hatchet job can be done on the American Labor Movement's wage earning members.

President-elect Nixon and the incoming Congress should be properly wary of joining in the attack on Labor in the interests of national security and the economy.

There is more than enough internal dissatisfaction in this country and the purchasing power of workers' paychecks is the base of our national economy. The more enlightened and responsible employers who can either push or slow the moves of those in their midst who would start another long and bitter fight with Labor, should not only note that there's such a thing as a "surgical" strike in the area of anti-law laws.

Working people in the U.S.A., particularly the younger members of the labor force, are unhappy enough as it is. Further "pushing around" of workers through choppy waters of their unions into ineffective remnants of real instruments for real progress just won't work this time around.

The bad example set by certain "militant groups" in our present-day society they tarnish the "establishment." It is not the "bag" of the organized worker in this country but give him a hard enough time and he too will fight it out the "hard way."

Mr. Nixon said he would "bind up the wounds of our country." As he tries to do so, let him not give aid and comfort to those who would wound that worker and in turn, the whole nation.

Court Upholds Unions, Employee Access Rights

San Francisco (PAI)—Under the National Labor Relations Act, unions are required to represent non-members in the bargaining unit and handle their grievances.

For years unions have argued that the right to organize is at stake if non-members have the responsibility of working on behalf of non-members, then unions have the right of representation to these people so that they can determine their wishes.

The Ninth Circuit Court of Appeals, in the rights of our country. As he tries to do so, let him not give aid and comfort to those who would wound that worker and in turn, the whole nation.

"This court sustained our argument that if the law places on the union the responsibility of working on behalf of non-members, then the union has the right of reasonable access to these people so that it can ascertain the wishes of those people."

"This court ruling, very helpful to organized labor, points up the fact that laws of the land still do not provide workers with labor union rights equivalent with the responsibilities and restrictions placed on unions."

"It has ordered the Standard Oil Company of California to supply Local 1-561, Oil, Chemical and Atomic Workers, with the names and addresses of approximately 700 non-members of the union who, under the law, the union must represent in the company's Richmond, Calif., refinery."

OCAW President A. F. Grospiron hailed the court ruling as "a step toward stripping away the veil of contradiction and hypocrisy in the law and public attitudes affecting the union shop and union responsibilities."

"The court sustained our argument that if the law places on the union the responsibility of working on behalf of non-members, then the union has the right of reasonable access to these people so that it can ascertain the wishes of those people."

"This court ruling, very helpful to organized labor, points up the fact that laws of the land still do not provide workers with labor union rights equivalent with the responsibilities and restrictions placed on unions."

(Continued from Page 1)
John Ward is the Head Meter Reader in the Redwood City Office and a member for many years.

A wide angle view of the October Unit meeting.

A rose amidst three thorns. Left to right, Art Housley, Margaret Greathouse, Harry Welton and Business Representative Orville Owen.

These are some of our members in the Sunnyvale Office: Left to right, Chuck Greathouse, Betty Vera and Stan Meleen.

Front to rear are: Bev. Thomas, Crystal Thorpe, Mary Pisano and Joan Hilliard working in San Jose Office One-Stop.

Hard at it in the San Mateo office are: Seated left to right, Ann Taylor and Lorraine Olsen. Standing left to right, Ann Lambert, Lena Crumb and Vera Labelle.

Utility Reporter—November, 1968—Page Four
Jan O'Connor is the Shop Steward for the Santa Cruz clerical members.

Art Housley Sr., seated, Anita Smith, left, and Betty Bennett, right, are some of the members in the Redwood City Office.

George Howard, Vice Chairman of the San Jose Unit, is hard at work in the Los Gatos Office.

John Daly, seated; standing, left to right, Dennis Tognetti, Maxine Rhodes and Mari Jane Nielsen work in the Bookkeeping section of the San Jose Office. Dennis Tognetti just returned from a Military Leave. Dennis was wounded in action in Viet Nam, so we are very thankful to have him back.

The Cupertino Office (Operating Dept.) is blessed with such fine members as: Seated, Mike Maloney, and standing, left to right, are Jim Wangemen, Myra Shustoff, Art Cutting and Pat LaMora.

Enjoying the refreshments after the Unit meeting are: left to right, Joan Hilliard, Mary Pizano, Pat Fehr, Kathy Arellano, Larry Lampert and George Graham.

Dave Mackley and Jack Hill, San Jose Unit Chairman, have the pleasure of working in the new Mt. View Office.

Art Housley Sr., seated, Anita Smith, left, and Betty Bennett, right, are some of the members in the Redwood City Office.

Jan O'Connor is the Shop Steward for the Santa Cruz clerical members.
High Cost of Cars Getting Higher

By Sidney Margolies

Consumer Editor for Utility Reporter

If yours is a typical family, you probably spent about $1,800 last year, or $1 of every $7, for transportation — mostly for the family car. You can extend that to any car — it takes about $1 of every $8 of family expenses. But the high cost of getting anywhere is becoming even higher as the result of the latest price increases by the auto manufacturers, and the high prices for gasoline, tires and auto insurance.

Actually the latest increase of 2 percent in new-car prices would have been even higher if the Administration had not done some fast talking. The Administration persuaded the car makers to hold the hike to about 2 percent instead of the approximately 4 percent a major manufacturer first had announced.

That means an increase in the 1969 price of about $50-$60 for the new head restraints (required on the new models as a safety measure). This is at least better than the whopping $120 first expected.

The price increases on used cars have been even more drastic. In general you have to pay about 25 per cent more for a used car than you did ten years ago. This hits wage-earners and suburban housewives especially hard. Used cars have become a life-line for both workers and housewives in a time when many families no longer live near the places where they work and shop.

Prostitution by the Press

By Ken Lohre

I am sure that many of our readers may have seen a recent article and picture in the newspapers about the Teamsters and how they allegedly handle dissent. For those of you who did not see the picture, it showed a man kicking another man who was lying on the ground. The caption under the picture read: “How Teamsters Handle Dissent.” The story under the picture said that the man on the ground was supporting an opponent to Jimmy Hoffa in the Local's election and this is what he received for his troubles.

I want to go on record that I do not condone this type of violence and this article is not to defend this man's actions. The purpose of this article is to expose or explain the hidden meaning or intent of this story and how newspapers are guilty of continually misleading the general public and misrepresenting the facts.

The intent of this story was to degrade the millions of members of the Teamsters and more important, all Union members in general, and this includes you and me. You should expect to see much more of this with an anti-Labor Administration in the White House. “Big Business,” which includes most of the owners of large newspapers, will be doing everything they can to derogate the Teamsters and strip them of any powers they have gained over the past years. If you think that this charge has no basis, I invite you to watch very closely what happens in the next four years. In the future, when you read an article about Unions, look very closely to see if it is good balanced reporting or otherwise misleading in some way. If you find it is, let us know.

A young moderate-size car is a better buy than an older big car.

Used cars are cheapest in midwinter — January through March. Prices are highest in early summer — May to early July. (New cars are cheaper from July through September.

— Read the warranty carefully before closing the deal. Only written guarantees count; not verbal assurances.

— Arrange your own financing. You can get car loans from your credit union or bank usually at a $5 to $7 per $100 (true annual interest rates of about 12-14 percent a year). But dealers' finance companies usually charge more to finance used cars than new; $10 per $100 and more depending on the age of the car, state laws and the dealer's integrity. This means you pay true annual interest of about 20 percent or more.

Shop for your own insurance, too. If the dealer insists you finance insurance through him, that's another tip-off to a high-pressure operation.

Drug Advertising Laws

New regulations spelling out the types of information that must be included and advertising practices that must be avoided in prescription drug advertisements have been announced by the Government.

The regulations were issued by the Food and Drug Administration to assure that drug advertising aimed at physicians and other health professionals is truthful, fairly balanced and informative.

"FDA has been concerned about half-truths and inadequate disclosures in drug advertising," said the Food and Drug Administration's Commissioner of Foods and Drugs. "It is not necessary to use drug advertising to mislead the professional. The regulations require drug advertisers to inform the consumer of the special risks in use of a drug among different groups of patients when it does not.

In addition to the 22 prohibited practices, the regulations list 12 other practices which may be held to be in violation. For example, one involves a determination whether an advertisement is adequate to help the consumer understand the special risks in use of a drug in elderly patients when the ad promotes such use.

By providing more precise guidelines than the regulations in effect since 1964, the FDA expects to achieve improved compliance. Since the beginning of 1967, drug firms have had to send 23 "Dear Doctor" letters to the medical profession to correct misleading information in advertising or other promotional matter for 35 prescription drugs.
SAFETY IS IMPORTANT

Local 1245—as the bargaining representative of some 20,000 people in the utility industry throughout the states of California, Oregon, Washington, Idaho, Nevada and Arizona—is vitally concerned over the increasing number of accidents in the areas of our jurisdiction. Your Union has had, for some time, a safety program available for members through which they could make known their needs for providing safety on the job. In many areas this is a workable and proven program. Where procedures have been followed, results have been successful. Under the program each unit is to have a Unit Safety Committee. This Committee is for the purpose of investigation of accidents, or possible safety hazards and to make reports to the Executive Board of its findings together with any recommendations it may have to prevent future accidents or the type investigated or the proposed means of eliminating the hazards it feels to exist. It should also keep itself advised of existing Company safety rules and operating procedures and when they feel that they are inadequate or improper the Unit Safety Committee should refer their suggestions for revision to the Executive Board.

This Committee has been in operation for more than fifteen years and has been involved in all types of activity, among which have been—standards for gas pipe line safety, as well as many minor problems such as the use of treated poles and the coating of gas pipe lines. At present, the Committee would like to call your attention to a specific problem which has been of concern and which is creating a hazardous situation. This is the use of outriggers on boom trucks and other equipment used by our membership. The hazard is created by the lack of an adequate warning system to let workmen and others know when outriggers are being lowered in place; the operator is stationed at controls located where outriggers cannot be watched and visibility is impaired. The result has been that near accidents have occurred and in at least two cases, persons have ended up with mashed feet or broken legs. All persons are cautioned to be particularly alert, and tail board briefings should stress the hazards involved when these devices are to be used.

Recently, the Division of Industrial Safety has developed safety standards for the use of helicopters in the construction industry as an aid in the control of helicopter accidents. Your Committee is reprinting this information to aid you in studying and use as guides until such time as more formal rules are adopted.

With regard to matters affecting Pacific Gas and Electric Company employees, a special committee has been established to implement the provisions of Title 105. This Committee has the authority to meet with the Company, and Union and Company have scheduled, by mutual agreement, two regular meetings per year to discuss safety problems, and to hold special meetings when specific or imperative questions are raised. Serving on this Committee are Local Union Vice-President Leland Thomas Jr., Chairman; I. O. F., Manager John W. Judd; Arthur Barson, Assistant Business Manager; A. Walters; Vernon Franklin; Arthur Barson; Anthony Boker; and Local Union President Roland W. Fields.

The annual toll of occupational injuries and deaths is huge. It has exceeded 2 million more since World War II. This waste of human and material values constitutes a serious National problem. Those killed and permanently injured always include a heavy portion of people with special skills, knowledge and training. Most of these are heads of families and many are young people who have their whole future before them and who have shown valuable promise.

(1) (a) When a hazardous condition or an apparent violation of the collective bargaining agreement relating to safety is reported to a Shop Steward, it should immediately be investigated by him with the immediate supervisor of the member(s) involved in an effort to obtain corrective action. If no satisfactory corrective action is obtained, he should turn the matter over to the Business Representative as its guide in determining whether such operations provide reasonable safety as defined in the State Labor Code. It is probable that operations not complying with these standards will be considered unsafe to the point that Special Safety Orders at the site involved. After issue, such Special Safety Orders have the same status as regularly adopted General Safety Orders at the site involved. After a suitable trial period it is probable that the complaint set forth in a letter, or should be taken up with the proper regulatory agency.

(2) When a hazardous condition or an apparent violation of the collective bargaining agreement relating to safety is reported to the Business Representative, he should avail himself of all the facts he can and discuss the matter with the Division Personnel Supervisor.

(a) If a hazardous condition exists which can be corrected at the local level, the Steward should request a meeting with the operations supervisor in charge and attempt to have the condition corrected.

(b) If a clear-cut violation of the collective bargaining agreement is present, he should report it to the Assistant Business Manager in charge of Staff Operations and submit a full and complete report, together with recommendations, to him.

(c) If the situation involves a Company safety rule or operating procedure, or an apparent violation of State safety codes, or is otherwise a matter of law, a determination will be made as to whether the matter should be discussed with the Employer's general office (if so a meeting should be arranged for an early date), or the complaint set forth in a letter, or should be taken up with the proper regulatory agency.

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(3) Upon receipt of a report of an accident, the Unit Safety Committee should determine whether the procedure or operating procedure, or an apparent violation of State safety codes is involved. The Unit Safety Committee should then contact the Business Manager and request that the Executive Board convene as a 'committee of the whole' to make a determination of policy and program on safety matters.

(4) Upon receipt of a report of an accident, or on the existence of a hazardous condition, a serious injury or fatality, or an apparent violation of a Company safety rule or operating procedure, a State safety code, or is otherwise a matter of law, a determination will be made as to whether the matter should be discussed with the Employer's general office (if so a meeting should be arranged for an early date), or the complaint set forth in a letter, or should be taken up with the proper regulatory agency.

SAFETY STANDARDS FOR USE OF HELICOPTERS IN CONSTRUCTION

The following safety standards have been developed as an aid in the control of helicopter accidents. These standards have not been adopted as General Safety Orders, but the Division considers them basic enough to be used as a guide in determining whether such operations provide reasonable safety as defined in the State Labor Code. It is probable that operations not complying with these standards will be considered unsafe to the point that Special Safety Orders at the site involved. After issue, such Special Safety Orders have the same status as regularly adopted General Safety Orders at the site involved. After a suitable trial period it is probable that the complaint set forth in a letter, or should be taken up with the proper regulatory agency.

1. Survey. Prior to the start of any operation involving the use of a helicopter, a thorough inspection by representatives of the Division and hazards present on the job site shall be made by those responsible in conjunction with the pilot to determine safe procedures necessary to insure that all operations are performed in a safe manner.

2. Load Capacity Chart. All helicopters shall be equipped with a load chart conspicuously posted where it can be readily seen by the pilot. This load chart shall indicate a local area weighted by a horsepower per pound. Capacity gauges are recommended.

Note: Unsupercharged engines lose approximately 10% of their horsepower in each gain of 1000 feet of elevation.

(Continued on Page 8)
SAFETY STANDARDS FOR USE OF HELICOPTERS IN CONSTRUCTION

(Continued from Page 7)

3. Communications. Ground to air radio communications shall be main-
tained at all times. Hand signals may be used in conjunction with but
not as a substitute for radio during emergency radio malfunction in which
case repairs must be made prior to making another lift. The use of
hand signals shall be limited to trained pre-assigned identifiable
signallmen.

4. Indoculation of Ground Crew. All workmen comprising ground crew
shall be thoroughly instructed in their duties, and trained in safe
rigging practices. An adequate number of tag lines shall be provided
and used in handling loads so that crew members will be able to stay
out from under the helicopter as much as possible.

5. Protection of Ground Crew. All reasonable steps shall be taken to
insure the safety of ground crews. Where feasible, portable canopy
guards should be used to protect workmen under the hovering craft
and load. Exposed workers shall be safeguarded by personal protective
equipment for the head and eyes.

6. Hoisting Winches. Hoisting winches of adequate capacity shall be
provided for the loads being handled, and shall meet all recognized
standards for this type of equipment.

7. Slings, Safety Hooks and Rigging. Slings, safety hooks, and all rigging
shall conform to manufacturers' specifications for the loads and service
involved. Throats shall be free from damage affecting strength or utility.
Sling loads shall be so hooked, or placed, as to prevent the load from
spinning during lifting and landing.

8. Counterweights. The use of counterweights shall not be permitted un-
less approved by the Federal Aviation Agency. Where such approval
has been granted, counterweights shall be securely fastened to the
helicopter to prevent them from shifting.

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less approved by the Federal Aviation Agency. Where such approval
has been granted, counterweights shall be securely fastened to the
helicopter to prevent them from shifting.

10. Riding Loads Being Lifted or Pulled. Workmen shall not be permitted
to ride in or on equipment being pulled or lifted by helicopter.

11. Transporting Workmen. Pilots shall not permit workmen to enter or
leave the helicopter until it is securely parked on a firm landing surface,
except under circumstances judged by the pilot to present an extreme
emergency.

12. Refueling Operations. The engine shall be stopped during and prior to
the start of refueling operations.

13. Maintenance. Helicopters shall be maintained in good mechanical con-
dition at all times. The equipment shall not be used if there is any evi-
dence or knowledge that it has uncorrected mechanical problems.

14. Fuel Supply. An adequate amount of fuel shall be carried at all times.
The supply of fuel shall not be limited to provide for greater lifting
capacity.

15. Accident Prevention Program. Every employer shall initiate and main-
tain an active accident prevention program on all job sites. This shall
provide close supervision by experienced personnel in regard to proce-
dures and practices being used throughout the work day. Supervision
shall also conduct weekly safety meetings with all workmen, and indoc-
trinate them in safe work practices.