

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.

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 from the still Democratic 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

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ALFRED KASNOWSKI DIES SUDDENLY

Business Representative Alfred R. Kaznowski 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 veteran union leader.

"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 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."

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

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YOUR
Business Manager's
COLUMN

Pension Negotiations

By Ronald T. Weakley

A major order of business involves our current negotiations concerning the Local 1245-PG&E Union Benefit Contract. Our original proposals were printed in the September issue of the Utility Reporter and a number of meetings between the parties have been held since September 10th.

This bargaining subject is somewhat different than the usual wage and working conditions matters in that we are talking about a pension fund of over a quarter billion dollars and the long-term future security of past, present and future employees and their families.

In view of the tremendous scope of the responsibility held by the Union and Company bargaining committees, progress toward a tentative settlement has been necessarily slow.

A massive job of research and study is involved here. Experience of the Plans must be carefully reviewed. Master contracts with insurance carriers must be studied. Assistance from legal counsel and actuaries is necessary to our function.

The entire history of progressive changes in the Plans must be carefully reviewed before any further changes can be properly undertaken

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Negotiations Progressing Slowly

By RONALD T. WEAKLEY

by the parties.

Undertaking such a big responsibility carries with it the need to weigh benefit improvements, costs, changing laws, changing trends in investment return and above all, the maintenance of full security for payout for all retirees.

PG&E is presently preparing its written counter-proposal to our Committee and by the time this paper is read, we expect to report the counter-proposal and our comments to our membership.

It should be recognized that this sort of bargaining requires careful reporting and that rumors, misinformation and over-simplification won't get the job done.

Each and every individual involved has a big stake in the outcome of these negotiations. Each individual should review his current and future status under the present Plans and relate it to whatever changes are to be considered in relation to these negotiations.

Union's Committee is working hard and has competent legal and actuarial assistance at its command, as well as the ability to gather and utilize necessary statistical information in connection with this highly complicated bargaining process.

A full report on the current nego-

tiations will be submitted to the Joint Executive Board-Advisory Council at this month's meeting. I urge all interested members to attend their December Unit meetings in order to participate in discussions regarding these important negotiations.

While we desire to conclude our bargaining as soon as possible, we shall not hurry the process simply to get something out for a vote. We must carefully work out every detail before we will be satisfied that a tentative settlement can be submitted for ratification.

If progress reports are not forthcoming as rapidly as some would desire, it is because we cannot report mythical developments merely to satisfy the demands of some who would be wise to consider that what we do on this subject will affect the remainder of many thousands of people's economic lives.

I ask patience and understanding from those we are working hard to properly represent. Your Committee deserves your understanding and support in these difficult negotiations.

In the final analysis, what is negotiated will be submitted to the membership for a secret ballot decision.

Grievance Procedure And Time Limits

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

The grievance procedure is a formal process 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 specific cases, will 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, in terms 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 waste no time but immediately get in touch with your Steward to avoid the possibility of losing a just case because of your failure to act.

Labor Must Always Face Two Collective Bargaining Fronts

By Esther Peterson

Assistant Secretary of Labor

The highly sophisticated collective bargaining process today reflects the highly sophisticated and complex age in which we live. For example, what you gain at the bargaining table is just one part of your battle. There is every chance that what you gain there might well be lost through the political process.

So, in a very real sense, you are faced with two types of collective bargaining: one through the traditional labor-management system and the other, increasingly, through the political system.

It is becoming more and more difficult to separate the two. The benefits of the social security and workmen's

compensation systems, for example, must always be considered along with the welfare and pension plans which you negotiate at the bargaining table.

But though social security and workmen's compensation are products of the political process—they can be every bit as important to you as what is won at the bargaining table.

Even more to the point is the question of union security which some of the more paleolithic elements of the Republican Party are constantly trying to erode through the political process. You know—they would like to make trade unions subject to antitrust laws, outlaw the closed shop and generally make "right-to-work" the law of the land.

You Are The Union

(PAI)—"Be Proud You're a Union Man!"

This is an article, used by the International Brotherhood of Electrical Workers in an organizing drive in London, Ontario.

Here's the way it went:

Sure, you belong to a union, "Certainly," you say and "so what? Some people belong to the Elks, some to the Sons of Erin. Me, I belong to a union. So what?"

Well, it's not quite that simple, Brother. You don't just belong to a union, you are part of the union, you ARE the union. There are lots of other union members, too. There were many before you were born and there will be many more after you are dead and gone. But right now it's you that's getting the breaks a lot of union people sweated for, fought for, went to jail for and sometimes even died for.

So your kids go to school? Maybe to high school or even to college, and you say "So what? All kids go to school."

You are right, but not so many years ago you wouldn't have been right, because kids worked then, 10 or 12 hours a day, six or seven days a week. More hours than horses get worked now. And why don't your kids slave these hours instead of going to school?

Well, Brother, it's just because people, the kind of people who make unions, argued and nagged and voted for what is known as compulsory education. You can thank those people; but you can thank them best by getting back of your union in its fight today to give a better break to the youngsters of the future.

Maybe sometime you had an accident and you got Workmen's Compensation. It wasn't always that way, Brother. Unions had a tough fight to get the idea of Workmen's Compensation across, and they are still fighting today trying to get improvements.

You can say the same thing about unemployment insurance; and all the social laws that affect you and your job.

So unions have helped to make men and women something more than mere clock numbers. Unions have given workers dignity. Take the grievance procedure. If you have a legitimate "beef," there is a way that makes it possible for you to face top management face to face without any worry that you are going to get pushed around just because you want to beef.

And it isn't just union people who have the benefits. Unions have been right in the front line of every fight for progressive social legislation this country has ever had. Unions have been in there year after year, trying to get pensions for older people, more assistance for widows, better allowances for children and a better break for the handicapped. Unions are making headway, sometimes slowly, but they are always in there plugging. Be PROUD you're a union man!



the utility reporter

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LABOR UNDER ATTACK

(Continued from Page 1)

workers their freedom to organize."

"They don't like the decisions of the board which protect workers from being fired for union activity. They don't like the decisions of the board which insist 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 Board, time after time."

The big business drive, reminiscent of slogans used to push through the union-limiting 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 hope to find a receptive 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 studded with anti-labor positions 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 basic rights of American workers to organize and to bargain collectively on the value of their labor. Roughly each succeeding decade since the pas-

sage 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' organizations.

The Taft-Hartley Act of 1947 and the Landrum-Griffith 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 unbalance 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 dissension 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 note that there's such a thing as "overkill" in the area of anti-labor 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 chopping down 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 as they take on the "establishment," 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 the 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 if the law places on the union the responsibility of working on behalf of non-members, then unions have the right of reasonable access to these people so that they can determine their wishes.

The Ninth Circuit Court of Appeals, in a unanimous decision, has agreed with this view.

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 rep-

resent in the company's Richmond, Calif., refinery.

OCAW President A. F. Grospron 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 responsibility."

"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 their wishes.

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

(Los Angeles Citizen 9-6-68)

San Jose Division Clerical 51 Percent and Rising

The San Jose Division Clerical employees have reached the magic 51% Union membership. They were the first A Division or large group in the P.G.&E. clerical system to reach this magic plateau. The task has not been an easy one. San Jose's 233 members represent organization, group effort, individual effort and just plain hard work. In May of 1964, this group had only 70 members out of a possible 381 people in the bargaining unit. A little over four years later, they have 233 members out of a possible 448 people in the bargaining unit.

San Jose Division is very progressive and also one of the fastest growing areas in the P.G.&E. system. The Company uses San Jose Division as a proving ground for many of their experimental programs. The A.C.D.S. Section, better known as One-Stop, was started in the San Jose Office and now the new M.I.S. pilot program will be in the San Mateo Office which is again in the San Jose Division. These programs combined with the growth of the area has created a need for 67 more positions in the bargaining unit. The Union takes pride in knowing that our membership has shared and been a part of this progressive growth and has increased with the same spirit and momentum.

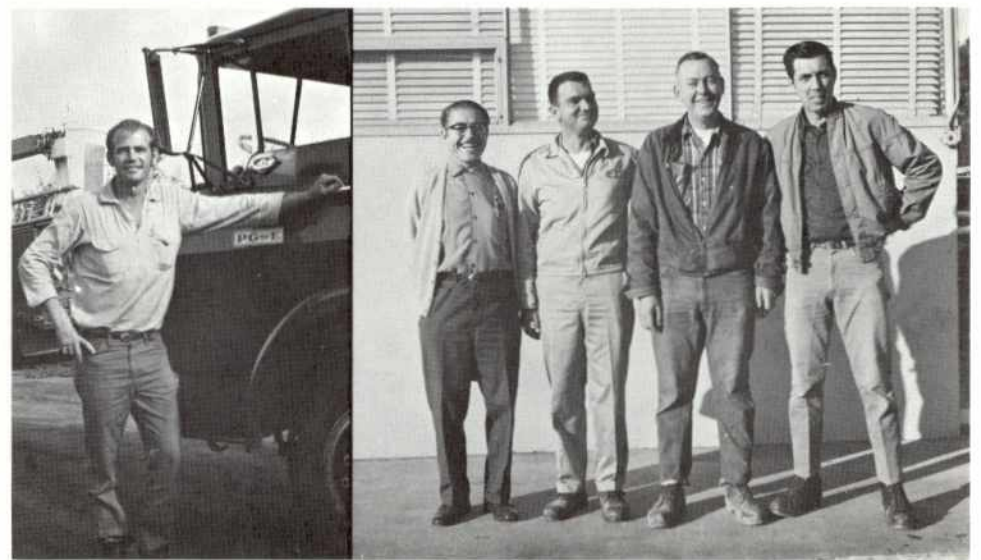
Some of you are probably thinking that they must have many problems in that Division to get so many people to sign up. I assure you that this is not the case. They have the "usual" number of problems but they are able to solve a large percentage of them on the first level of the grievance procedure without filing a formal grievance. The people who are signing up are doing so out of a sense of fairness (paying their own way), and also from a new awareness of the principles of collective bargaining. With enlightened shop stewards and management, this division is an example of the collective bargaining process in action and truly fulfills the intent, spirit and support of the private enterprise system and the principles of collective bargaining and self-organization as prescribed in the preamble of our Agreement.

The San Jose Clerical membership and Stewards support and attend their own unit meetings to keep themselves abreast and informed on their Union's programs and progress. They assist as members of committees and delegates to conferences in the formalization of these programs.

The members of the San Jose Division Clerical Unit wish to issue a challenge to all clerical members of the other large Divisions to match or surpass their accomplishments. The East Bay Division has been running a close race with San Jose, but they don't seem to be able to get ahead and stay ahead of them. I have just been told that East Bay Clerical has just made the 51% mark also, therefore, it is still a close race.

The Utility Reporter would like to congratulate the members of the San Jose Division Clerical Unit and wish them continued success in their fight for the rights of the working man.

(See picture story on Pages 4 and 5)



The above members participated in a pre-negotiations committee, which they formed on their own. On the left is Bud Gray and in the next picture from left to right are: Fred Rode, Bill Jolin, Jack DeVries and Gil Santos.

CREDIT IS DUE

The fellows in the above pictures put a great deal of extra effort into proposals for the Pension Negotiations and we thought they should receive recognition for this.

These fellows formed a committee months before the proposals were due at the Unit meetings and after many meetings and discussions they put together a very good package proposal. In fact, many of the ideas they submitted were included in the Proposal that was submitted to the Company.

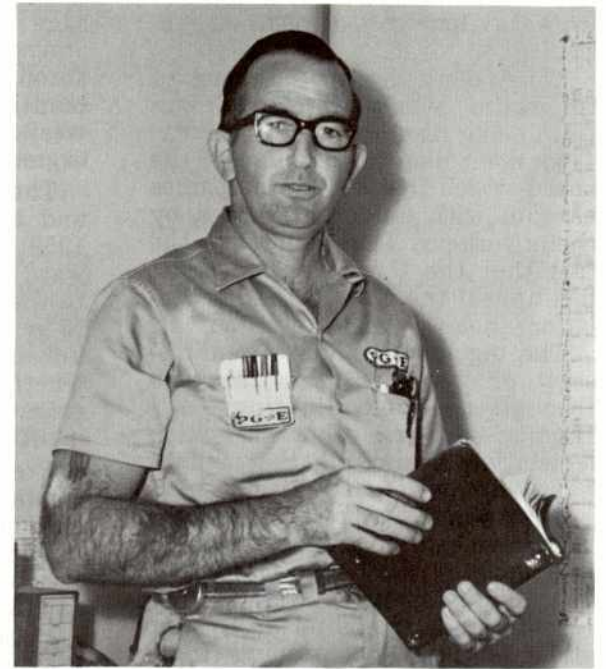
This type of extra effort and activity by our members should be encouraged and developed. If our membership does this for the 1970 negotiations, it will assist the negotiating committee considerably. If we help the committee, we are in effect helping ourselves.

Fellows, thank you again for the extra effort.

San Jose Division Clerical Reach T



A wide angle view of the October Unit meeting.



John Ward is the Head Meter Reader in the Redwood City Office and a member for many years.



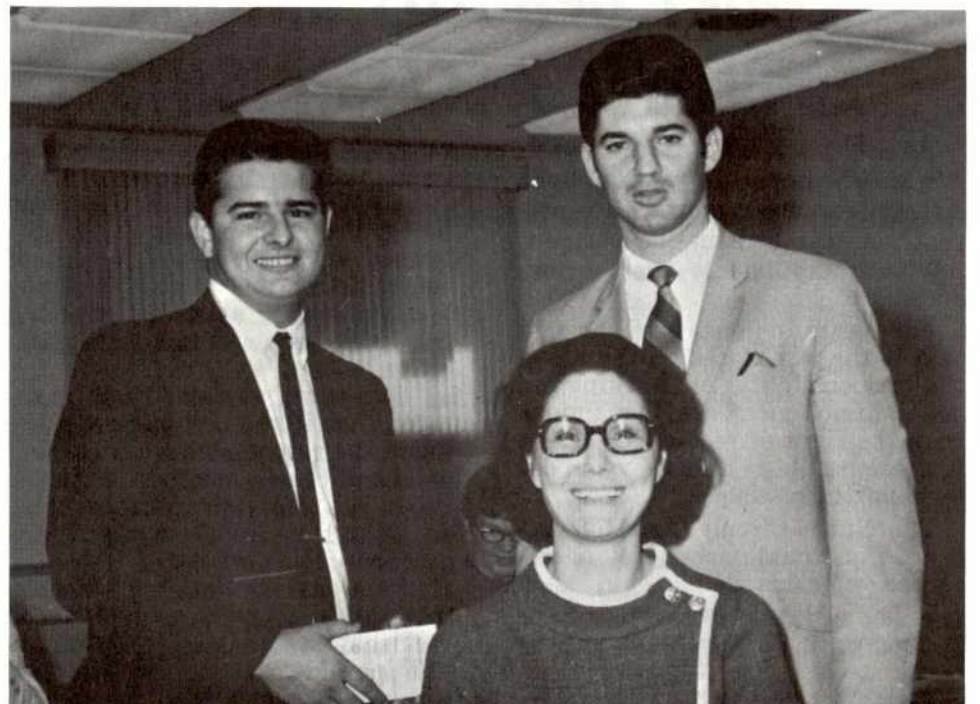
Front to rear are: Bev. Thomas, Crystal Thorpe, Mary Pisano and Joan Hilliard working in San Jose Office One-Stop.



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.



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.

Magic Fifty-One Percent Plateau



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 Pisano, Pat Fehr, Kathy Arrellano, 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 Margolius
Consumer Expert
for Utility Reporter

If yours is a typical family, you probably spend about \$850 a year, or \$1 of every \$7, for transportation—mostly for the family car. You can figure that owning a car now 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 higher charges this year for gasoline, tires and auto insurance.

Actually the latest increase of 2 per cent 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 per cent instead of the approximately 4 per cent a major manufacturer first had announced.

That means an increase in the 1969 cars of about \$50 plus about \$20 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 ten years ago. This hits wage-earners and suburban housewives especially hard. Used cars have become a lifeline for both workers and housewives in a time when many families no longer live near the places where they work and shop.

A good late-model used car is still a relatively good buy. In fact, the standard used in the government's "moderate-cost" budget is a car bought two years old and kept for four years. Not that this way of trying to get high car expenses is really cheap. Based on current purchase and operating costs, you would have to figure your monthly transportation expenses at about \$70 a month including public transportation, or about \$60 just for the car.

But a used car bought at excessive prices for the car and the financing from a high-pressure dealer advertising low or no down payments, can start a whole series of financial problems. First come high repair costs, then, in sequence, repossession, a deficiency judgment for the unpaid balance, and garnishment of wages.

Young people especially tend to get involved in used-car traps. The youngsters are avid used-car buyers. One out of three 18 to 24 year-olds buys a car every year, and 69 per cent of the time it's a used car.

In buying, perhaps the first question to ask yourself is whether this is the kind of used-car dealer you would be willing to vote for for President. Here are other tips:

—Have a good idea of current market prices for different models. There are cases of buyers who have signed installment contracts to pay \$400 for old cars worth \$100, and \$1,100 for cars worth in the neighborhood of \$400-\$500.

You can check current prices at other dealers, and in classified ads

by private sellers. In addition, you can use our handy formula for judging values: take off 30 per cent of the current value each year. Thus a car originally \$3,000 would be worth \$2,100 after one year; about \$1,500 at the end of the second year; about \$1,050 at the end of the third; about \$750 at the end of the fourth, and so on.

—See if the dealer has service facilities to back up his claims of reconditioning the car. Many used-car lots merely do superficial sprucing-up; installing cheap new seat covers, polishing the body, steaming grease and oil off the engine, etc.

—Don't trust the mileage shown on the odometer. These often are set back by dealers and sometimes by private sellers. Everybody in the trade and in charge of law enforcement knows it and blinks at it. Only Massachusetts forbids dealers to change the mileage. In New York, State Attorney General Louis Lefkowitz has asked for a similar law as the result of many complaints of tampering with odometers.

A more dependable gauge of the use of the car has had, is the signs of wear shown in such tell-tale places as the rubber pad on the brake, the upholstery around the driver's door latch and window handle, and at the floor boards, and whether the doors are loose.

—If a dealer won't let you take the car for a test drive, don't buy it. A reliable dealer will. When you do take the car out, ask your own me-



chanic to check the engine and chassis.

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

Used cars are cheapest in mid-winter—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 a bank usually at \$6 to \$7 per \$100 (true annual interest rates of about 12-14 per cent 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 per cent 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.

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. We 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 degrade Unions 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 comprehensive reporting of news and facts. Make sure that all the facts are represented and that these facts are not all stacked on one side.

You might find it interesting to know that the article in question happened to leave out the fact that this was the Local's election and not a National election and that this particular Local was Jimmy Hoffa's home Local and that many of its members were are lifelong friends of Mr. Hoffa. They also failed to find out whether or not this assault was a result of a heated "political" discussion in which certain things were said that may or may not have been true. I don't know that this was the case in this incident, but I do know that if this story warranted front page, center column exposure, then it warranted a more detailed report on the facts if the intent of the article was to report one man kicking another man because he opposed Jimmy Hoffa in the election.

The caption under the picture is the key to the real intent of the story. You will notice it didn't say "How A Teamster Handles Dissent," or "How Some Teamsters Handle Dissent," it said "How Teamsters Handle Dissent";

so immediately, millions of Teamsters and all Union members in general all handle dissent in this manner or so they would have their readers believe.

Any editor or owner that allows or promotes this type of article in his newspaper is guilty of selling the body and soul of the newspaper business and this is what I call "Prostitution by the Press."

I want our membership to be aware that this goes on almost daily and that we must communicate with our friends and members and expose these things for what they are.

Drug Advertising Laws

New regulations spelling out the kinds 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 prescription drug advertising because these ads provide a significant source of information for the medical profession," said James L. Goddard, former Commissioner of Food and Drugs. "Compliance with these new, more specific regulations can help assure that the physician gets accurate, balanced drug information."

In addition to requiring a balanced summary of information related to a prescription drug's side effects, contraindications and effectiveness, the regulations list 22 specific practices which have been encountered by the FDA over the last four years, which would make an ad "false, lacking in

fair balance, or otherwise misleading" in violation of federal law.

One of the "don'ts," for example, is any suggestion in an ad that a drug is better, safer, more effective, or has fewer or less serious side effects than clinical experience or other evidence has demonstrated. Another is the use of favorable animal research to imply that it has clinical significance for 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 gives adequate emphasis to 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.



These are the members of the safety advisory committee, as mentioned in the article below. Seated, left to right are: Vernon Franklin and Lee Thomas Jr. Standing, left to right: Glen Larson, Mert Walters, Art Barson, Anthony Boker, L. L. Mitchell and Thomas L. Williams.

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 obtained.

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 avoid future accidents of 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 where they felt they are inadequate or improper the Unit Safety Committee should refer their suggestions for revision to the Executive Board.

A Unit may, by its own action, also make suggestions for revision of rules or make recommendations for elimination of what it considers to be a hazard by adopting a proposal under Unit operating procedures and submit them to the Executive Board for action.

The Executive Board has established a System Safety Advisory Committee on the premise that a system coordinating committee could screen Unit or Safety Committee proposals by special review and examination in greater detail than would be possible by the Executive Board at its regularly scheduled meetings. This System Committee operates in an advisory capacity only and does not legislate. It acts as a fact-finding board, and reviews the validity of the complaint made, and studies the merits of the proposed solution or recommendation. This Committee meets once a month at the same time as the Executive Board and makes its report of its activities to the Executive Board at the conclusion of its meeting. The Committee, if it has special recommendations to make, puts them in writing and they are placed on the agenda of the regular monthly Executive Board meeting. The Board convenes as a "committee of the whole" as a Safety Committee and makes their determination of policy and program on safety matters.

The Safety Advisory Committee is composed of Vernon L. Franklin, Gas Serviceman, Chairman; Glenn Larson, Technician, Secretary; and four members—Arthur Barson, Subforeman; Leland Thomas Jr., Subforeman; Henry Corralles, Welder; Thomas L. Williams, Machinist; and M. A. Walters, Assistant Business Manager.

Members of this Committee, through direction by the Executive Board, may become involved in actions relating to promulgation of rules by appearing as interested parties before the State Legislature, Public Utilities Commission, Division of Industrial Safety, Atomic Energy Commission, Division of Industrial Welfare, or any other public body where actions would or could affect the safety or health of our members.

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 underground installations, standards for vertical overhead construction, 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 for you to study 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; Business Manager Ronald T. Weakley; Assistant Business Manager M. 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 the 2 million mark 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, hard-won knowledge, good training, and valuable experience. Most are heads of families and many are young people who have their whole future before them and who have shown valuable promise.

ATTACHMENT #1

- (1) (a) When a hazardous condition or an apparent violation of the collective bargaining agreement relating to safety is reported to a Shop Steward, he should immediately discuss it 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 assigned in the area.
 - (b) If the Shop Steward is unsure as to how to proceed, he should contact the Business Representative for advice and guidance; that is particularly true if a Company safety rule or operating procedure or if a matter of State safety codes is involved.
 - (c) In the event an accident occurs, the Shop Steward should obtain all the facts immediately available and turn them over to the Unit Safety Committee. If a fatality or a serious injury is involved, the Business Representative assigned in the area should be notified immediately and if he cannot be contacted the Local Union office in Walnut Creek should be notified.
- (2) When a hazardous condition or an apparent violation of the collective bargaining agreement relating to safety is reported to a 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, he 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 proceed through the grievance procedure.
 - (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, he should notify the Assistant Business Manager in charge of Staff Operations and submit a full and complete report, together with recommendations, to him.
 - (d) When an accident involving serious injury or a fatality is reported to a Business Representative, he should obtain all the facts immediately available and notify the Assistant Business Manager in charge of Staff Operations.
- (3) Upon the Business Office being advised of 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 question 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.
- (4) Upon receipt of a report of an accident, the Unit Safety Committee should make a full investigation and report its findings to the Executive Board, together with any recommendations it may have to avoid future accidents of the type involved. The Unit Safety Committee should also keep itself advised as to existing Company safety rules and operating procedures and if they are felt to be improper or inadequate, the Unit Safety Committee should make suggestions for revisions to the Executive Board.

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 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 extent that Special Safety Orders applicable to the operation at hand will be issued as necessary by the Division. 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 some or all of the standards, together with any amendments deemed worthwhile, may be proposed for formal adoption as Construction Safety Orders. These safety standards are not considered to cover this subject by the Federal Aviation Agency.

completely and do not supersede or cancel any regulations administered

1. **Survey.** Prior to the start of any operation involving the use of a helicopter, a thorough survey of the conditions 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 phases of the operation can be 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 be figured on a ratio of horsepower per pound. Capacity gauges are recommended.

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

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The Outdoor Scene

by Fred Goetz

The elk is one of North America's most magnificent big-game animals, and many consider it the No. 1 trophy, even surpassing the moose.

In the early days, the elk ranged from the east to the west coast of North America, and was as much at home on the plains as in the mountains. But today, it has sought refuge in the mountains and except for fair numbers that exist in Manitoba and Saskatchewan, they are confined to the west with the bulk of the population in Oregon, Idaho, Colorado, Montana, Wyoming and Washington.

In line with the foregoing, here's a rundown on "How To Dress an Elk."

The first operation is to stick the animal by inserting the knife at the point of the brisket and cutting toward the backbone, severing those blood vessels leading to the neck. Sticking may be unnecessary in chest shots where internal bleeding has been excessive. After sticking and draining the carcass of blood, roll the animal on its back by applying leverage to the legs. Wedge rocks or limbs along the back to keep the carcass in an upright position. Cut the skin along the mid-line of the neck, chest and belly, cutting from the underside and not through the hair as this rapidly dulls the knife. Open the abdomen, protecting the knife point with the fingertips to prevent puncturing the intestines. Cut around anal vent and pull lower bowel and urinary organs from the inside.

Open the chest cavity by severing the ribs with a hatchet or meat saw. Cut the gullet and windpipe below the chin and separate from the neck. Roll animal on its side; remove entrails, cutting attachments



when necessary. This completes the dressing process.

It's a good idea to skin immediately after dressing since the hide is thick and insulates against cooling. A delay in skinning may result in sour meat.

Hanging an elk for skinning often can be accomplished without too much difficulty. If the hunter is carrying a light block and tackle, and a tree is handy, the task is simple. Cut a gambrel from a stout stick and insert through the hind legs above the hocks. Attach one block to the tree and the second to the gambrel and commence hoisting, skinning from the hind legs

toward the neck as the animal is raised.

An elk can be hung without a block and tackle if some poles are near. Since many animals are killed in pole patches, materials are often handy. Select and cut three long poles, 60 to 8 inches in diameter. Tie them together at one end and spread the tripod over the carcass. Insert a gambrel above the hocks and attach its center securely to the top of the tripod. Working in a circle, move the free end of each pole inward a few inches at a time. As the carcass is raised, proceed with skinning until the animal is clear of the ground, and the hide is re-

moved. Hanging by the block and tackle or pole method eases the skinning task and results in a clean carcass which will cool rapidly.

A satisfactory skinning job can be done on the ground if it's impossible to raise the carcass. With animal wedged on its back, commence at belly opening. Work the hide loose from the legs and slide 'til spine is reached. Repeat process on other side, using hide as shield against dirt. Quarter and hang meat if possible. Otherwise, raise backbone away from hide to prevent free circulation of air. Allow meat to cool thoroughly before moving.

SAFETY STANDARDS FOR USE OF HELICOPTERS IN CONSTRUCTION

(Continued from Page 7)

3. **Communications.** Ground to air radio communications shall be maintained at all times. Hand signals may be used in conjunction with but not as a substitute for radio except during 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 signalmen.
4. **Indoctrination 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. They 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. **Control of Static Electricity.** When using a helicopter to pull conductive rope cable, steel cable or wire, there shall be at least 500 feet of non-conductive material or rope between the helicopter and the conductive material being pulled.
 - (a) Conductive material such as cables shall not be pulled by helicopter during inclement weather likely to produce electrical storms.
 - (b) A cable shall be provided to discharge static electricity generated by the air-borne copter, unless it is landed before the cargo is hooked or loaded.
9. **Counterweights.** The use of counterweights shall not be permitted unless 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 condition at all times. The equipment shall not be used if there is any evidence 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 maintain an active accident prevention program on all job sites. This shall provide close supervision by experienced personnel in regard to procedures and practices being used throughout the work day. Supervision shall also conduct weekly safety meetings with all workmen, and indoctrinate them in safe work practices.