



PG&E Pension Proposal Dilemma

LU 1245 and PG&E Pension Benefit Negotiating Committees met on December 2nd to clarify the Company's written counter-proposal of November 27th and were scheduled at presstime to resume negotiations on December 17th.

Top union officials were in close touch with the situation and suggested a "dry run" regarding the Company proposal.

Local 1245's Committee called for a "breather" in talks with PG&E because of the magnitude and complexity of the Company's package proposal of November 27th, which is printed in this issue of the Utility Reporter.

The Unit meetings held during the first two weeks of December provided a forum for discussion and review and gave the Union's Committee a "cross-section sampling" of membership attitudes on the current pension bargaining picture.

Local 1245's Committee intends to relate the consensus of the "dry run" to the Company and seek a method of moving the negotiations toward a tentative settlement as soon as reasonably possible.

The Union's Committee offered the following comment on this important subject matter on Monday, December 16th, the day before the resumption of bargaining sessions:

Much progress has been made since we started bargaining on this complex and extremely important personal and family question.

We concede that progress has been slow but to rush the matter, could result in long-term dissatisfaction rather than long-term satisfaction, if we are not extremely careful in how we settle the matter of the next 5-year benefit agreement which will set the stage for the long-term future. Our initial proposals are still on the table. The Company has made a major move which includes a number of very attractive features in the "package proposal" of November 27th.

Substantial moves toward im-

proving the needs of present pensioners have been offered in response to Union's initial proposals.

Major moves in terms of long-term disability protection and toward a progressive reduction in employee contribution to the eventual end that we could have a fully-paid pension plan, have been offered by PG&E.

Other proposed improvements, added to the major ones, come a long way toward meeting the bulk of the points set forth in our original "Policy Statement" on the benefit picture. The "reading" gained through two weeks of Unit Meetings during the first half of December revealed an almost universal rejection concerning any 'Social Security offset' in any proposed benefit formula.

Retirement at age 62, with adequate pension payments, is still a major desire among those who attended our meetings and expressed their views.

Trying to weigh the comparative end-point worth of pension payments under the present 1/24th formula and the proposed highest 60 consecutive months' wage formula is most difficult. Each individual has a different experience record of years and wage earnings which defy the use of a general formula to determine an individual employee's pension benefits without an individual audit.

Thus, it is very hard to specifically answer any employee as to how he or she would fare under the proposed pension plan as against the provisions of the present plan.

Until we find a way to answer such questions, we cannot properly accept a tentative settlement and put it out for a vote.

There are serious questions in the minds of the Union's Committeemen as to the financing of the proposed Company plan. The ratio of contributions as stated by the Company when the plan was explained in 1954 was "for every \$1.00 you put in, the Company puts in more than \$2.00." This ratio according to the Company's latest figure is \$1.77 by the Company for every \$1.00 by the employee. This reduction occurred due to a change from a "Purchase Annuity Plan" to a "Deposit Administration Plan." A better investment return on pension money has provided an improved contributions rate for PG&E as against a fixed contributions rate for the employee.

Company's proposed change to an "Immediate Participation Guarantee" plan could further reduce the Company contribution rate as a ratio of payrolls as it provides more leeway for the Company to increase its rate of return on the investment portfolio which forms the funding capability of the present plan.

A "fully paid plan" as proposed by PG&E, would eventually negate

the present legal restrictions regarding the "risk investments" attributed to employee contributions. It would provide a "conversions program" which would eventually make PG&E wholly responsible for total funding with an optimum investment return program. As we see it, this change in the financing could reduce the previous cost commitment of payrolls to less than that of the present plan which was based on the 2 for 1 ratio. The weighing of the two plans by comparisons of resultant benefits as opposed to resultant wage savings is of major concern to our members and to the Committee.

The foregoing evaluation of the present situation is somewhat oversimplified but it points up the complexities and the yet undetermined answers which are raised by the total question facing Local's Committee. Until these questions can be answered, your committee will not be ready to put out a tentative settlement for a secret ballot vote.

In accordance with the terms of the PG&E's present offer, settling sooner would have provided a "take-home" wage raise for PG&E employees as of the first of January. We assume the responsibility for not having sent the present PG&E offer out for a vote because we feel that there are too many unanswered questions at this time regarding the end-point value of the present plan versus that of the proposed plan for each and every individual union member we represent.

Pressures will rise from some in

the field to get something out for a vote. We stand with the charge of representing the great majority of PG&E employees who form the Local 1245 bargaining units and our reading indicates the present program is not totally acceptable.

We shall resume our negotiations tomorrow—the 17th of December. We shall seek an accord with the Company as soon as the answered questions herein referred to have been properly resolved. After each future negotiating session, we shall send out bulletins with all possible information of a positive and understandable nature when any progress becomes worthy of publication.

We thank all of those who attended our Unit Meetings during the first half of December. They provided information to help us determine the will and desires of those we are privileged to represent in these most important negotiations. We shall make all possible efforts to move the negotiations along and we shall find a point where we feel that a vote of our people will be based on proper knowledge of the alternatives of the total question as applied to each and every voting member of Local 1245.

The answer to the problem will ultimately rest with the membership of 1245. There will be no final agreement to changes in the benefit formula unless and until the affected membership of Local 1245 vote for a change under the provisions of our contract and the provisions of law."

YOUR Business Manager's COLUMN

Local 1245's Various Responsibilities

By RONALD T. WEAKLEY

The many services provided by Local 1245 for its members go well beyond the negotiation of annual wage increases. Working conditions and benefits are improved each time we go to the bargaining tables. Many special wage adjustments and other improvements are gained through interim agreements during contract terms.

A large number of grievances are settled at the job level. Those which are formalized require and get expert attention from our Business Representatives, who are trained in the art of working out problems.

Grievances which go on to Review Committees are usually pretty tough ones. Our Union's Committeemen are experts who do everything possible to find an equitable solution to these special problems before referring them to an outside arbitrator.

When arbitration is used, we employ a top labor law firm to act in behalf of the grievant and Local 1245. No necessary expense is ever too much to pay when the stakes include the personal rights or welfare of one or more of our members.

Most members don't get hurt on the job. Some do and when they do, Local 1245's services again become important. Our Business Representatives and our Union's lawyers are on deck to serve the member who is injured on the job, if he requests our assistance.

Local 1245 is continually working on training and safety problems and programs at considerable Union expense but these areas of activity are very important to the individuals who make up our Local Union membership.

Our legislative program includes lobbying for or against bills which may help or harm the interests of our members and their families. We spend a good deal of time and money in this effort because we know that no matter what we may gain at the bargaining tables, our gains can be wiped out by the actions of lawmakers.

Local 1245 performs general counseling services for its members. Many questions which are "outside" of the employee-employer relationship are handled by Field Representatives or by my office. When a member has a problem, it is our problem and within the limits of reason, we do all we can to help solve that problem when called upon to do so.

Our Union is involved in community affairs on behalf of its membership. We are part of the community and we must do our part as a respected and effective human service institution. We do so. It costs some money and some time but it is worth it.

The service activities herein related are only a part of the whole range of Union programs designed to give the individual member the quality services to which he or she is entitled as a dues-paying member of Local 1245.

Many members don't find need to utilize some of the special services available to them but they are covered by a good "insurance policy" which is paid-up and in force under the banner of Local 1245 at all times.

(Continued on Page 2)

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

Union Responsibilities

By Ronald T. Weakley

Most of the services provided by Local 1245 are in the realm of money matters but there are some other areas of importance to human dignity.

Protection against discriminatory, arbitrary capricious abuse of authority by management representatives is one area of importance.

Before we were organized, the bosses had no reason to modify their attitudes or their actions except when their own bosses ordered them to do so.

We now live in an industrial society where the right to modify any totalitarian "management prerogatives" through collective bargaining and contracts of employment is ours, so long as we remain organized and don't become so apathetic that we blow the whole works.

The best bargain available these days in terms of a favorable ratio of monetary return for monetary

investment is found in being a member of Local 1245.

Those who suggest that all of these benefits would have been gained without organization and/or without financial support for organized action are not very conversant with the facts of life.

Those who continue to support their Union and to reject its detractors and enemies are bright—very bright.

The human aspects of our Union's services are more important than the material aspects but get little attention most of the time. Christmas time should be an exception.

All of us are human beings. We are reminded once each year that our blessings are many as we celebrate the birth of Christ—the top humanist of all.

Keeping our Union strong, clean, democratic, effective and progressive is in the tradition of the human spirit and the Christmas spirit which commands our present attention.

May all of our members, including those who are retired, enjoy a Happy Holiday Season.

Let us seek peace and prosperity during the year 1969. Let us organize the force known as Local 1245 toward a more perfect union of people dedicated to a better and more rewarding life as well as a better world, where the dignity of man becomes the true objective of our civilization.

Al (Kaz) Kaznowski

In our last issue we reported the untimely death of Al Kaznowski. Due to a printing deadline on the paper, we were unable to give our readers a proper history or insight as to what kind of man he was.

Alfred R. Kaznowski, Business Representative of Local Union 1245, died suddenly on November 16, 1968, of a heart attack. He was 46 years old.

He had never had symptoms of a weak heart or ever received even mild warnings of heart trouble.

Al Kaznowski was born in Detroit, Michigan, December 7, 1921, and attended school in the Michigan area. He assisted in his father's dry cleaning plant while attending junior college until his voluntary enlistment in the Army in 1940. He served in the 3rd Division, 15th Infantry Service Company, rising to the rank of Staff Sergeant before his separation from the service in August, 1945. During the period of World War II, he served in the campaigns in Northern Africa, Italy, and France. He was awarded the Presidential Unit Citation, Good Conduct Medal, American Defense Medal, European-African Eastern Service medal and a Silver Star and three Bronze Stars.

While in the service, he met and married Betty Jean Perry on September 5, 1942. The size of their family grew during the years to the present six surviving children.

Upon his return from service he worked for Dow Chemical Company in Midland, Michigan, until 1946 when he and his family moved to California where he started for Pacific Gas and Electric Company as a beginning Clerk and advanced to "B" Clerk in payroll accounting.

Kaz was initiated into Local 1245, I.B.E.W., on February 1, 1947. He was an active member of the Red Bluff Unit serving as steward and grievance committeeman as well as holding Unit officer positions. He served on the Executive Board for one term until his selection as a Business Representative in August, 1951. His first assignment was organizing. He became a field service Representative in Stockton Division and later accepted a transfer to the Sacramento Division where he serviced Sacramento, Colgate and Drum Divisions. Changes in organizational structure resulted in his final assignment which included Sacramento Division, PG&E; Sacramento Transit Authority; Sacramento Municipal Utility District; and the co-ordination of field representatives for Region II of the U.S. Bureau of Reclamation.

Kaz, as he was affectionately known, dedicated his life to the betterment of his fellow man and gave of his services without regard to personal reward. Those who have known him throughout his many years of service to the members of Local 1245 know that the services he performed will be carried out and we will continue to advance as we have in the past, but the warmth of the individual, his personality and his competence will leave a void which no one but Kaz could fill. Each person in his own way establishes his position of stature as a man. Kaz stood as tall as any man could.

We will miss him as a friend and as a Representative. He is no longer with us but his deeds and actions to advance the welfare of his fellow workers will always remain as a tribute to his loyalty and dedication.



Charles H. Pillard, left, President of the I.B.E.W., is shown talking to Ron Weakley, Business Manager of Local 1245.

I.B.E.W. President Visits Bay Area

On December 7, 1968, Charles H. Pillard, new President of the I.B.E.W., met with the Business Managers of the 9th District at the Edgewater Inn in Oakland, California. Luncheon was hosted by Local 595 of the I.B.E.W. and it was considered by all to be a very successful meeting.

The purpose of the luncheon was to give the Business Managers and their assistants an opportunity to meet Mr. Pillard and hear his plans about the future of the International Office.

While addressing the group, Mr. Pillard made it clear that the function of the I.O. was to give service and he intends to see that this is done. He also made it clear that it is important not to get involved in jurisdictional disputes within our own house.

He believes that "we have to stop playing politics and develop strong Local Unions." He issued a challenge to the Locals to educate their members as to the function of the I.O. and of the history of our Union.

Mr. Pillard believes that all of Labor must attempt to communicate with President-elect Nixon in the next four years.

Mr. Pillard is visiting the many Districts of the I.O. for the purpose of "getting the sentiment of the people" and will use this information to guide him during his term of office.

Local 1245 would like to congratulate him again on his appointment to this important position and we pledge our support to him and his office.

Company's Counter Proposal

General

Company proposes to include in the Pension Contract the following Plans:

- A. Savings Fund Plan
- B. Retirement Plan
- C. Group Life Insurance Plan
- D. Long Term Disability Plan

Company is attempting to work out a procedure whereby employees who are off work due to industrial disability and are receiving temporary compensation under the provisions of the Workmen's Compensation and Insurance Chapters of the State Labor Code may elect to have deductions made from their checks in order to continue their contributions to various benefit plans during the period of disability.

Savings Fund Plan

Except as provided above, Company proposes to make no changes in the Savings Fund Plan.

Retirement Plan

Company proposes to revise the present Plan, the most important features of which are as follows:

Effective January 1, 1970


1. Normal retirement date is the first of the month following the employee's 65th birthday.

Effective January 1, 1969

2. Basic benefit will be 50% of the highest 5 consecutive year average earnings for 30 years of credited service including 1/2 of the basic primary Social Security benefit. The percentage as applied to such 5-year earnings will be reduced by 1% for each year of credited service less than 30 and increased by 1/2% for each full year of credited service over 30 (5 consecutive years means 60 consecutive months).
3. The discount for early retirement will be 3% per year, or 0.25% per month.
4. Women hired before 1954 will have their pensions increased to an age 65 basis.
5. The widow's Pension will be changed to a Surviving Spouse's pension.
6. Pension rights will vest after 10 years of credited service (10 years after employment date, assuming employee joins the Plan as soon as he is eligible). If an employee terminates his service with a vested pension and withdraws his own contributions to the retirement plan, his pension at age 65 will be reduced by one-third.
7. A variable annuity option will be made available to retiring employees in 10% increments up to 1/2 of their benefits.
8. The Survivor's Option will be made available up to 31 days before retirement (this is presently 1 year).
9. Employee contributions to the Plan will be reduced by 50% effective

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Merry Christmas and a Happy New Year!



The Officers, Business Manager, Staff and Clerical Staff of I.B.E.W., Local 1245, wish you the best during the Holiday Season.

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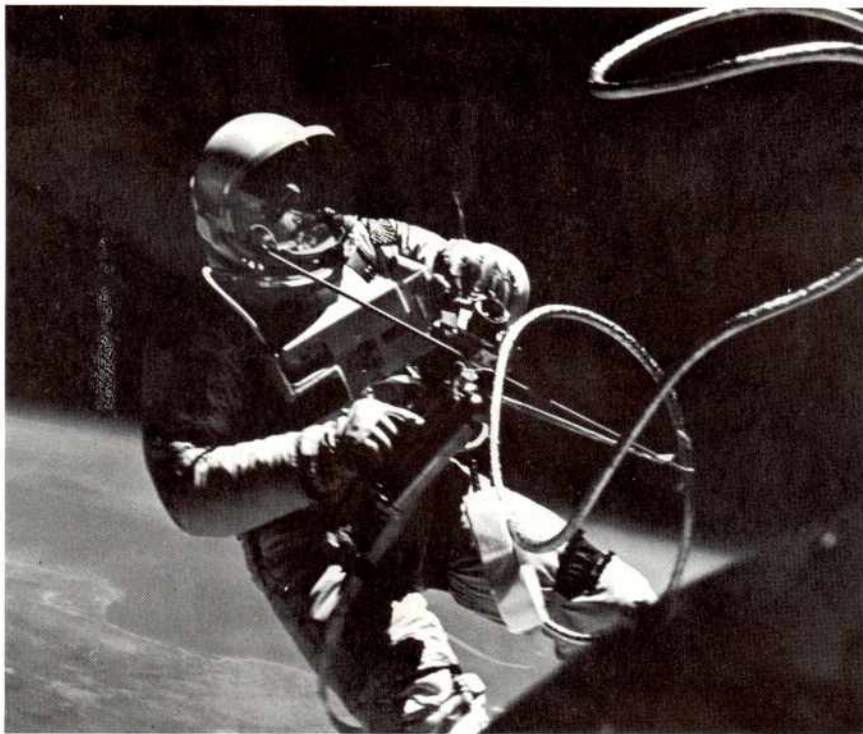
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MAN IN SPACE PROGRAM

by Richard F. Haines, Ph.D.
Research Scientist

NASA, Ames Research Center
Moffett Field, California

American research and technology associated with the man in space program also benefits many people on earth. In understanding space, man also increases his knowledge of himself and how he can effectively use his capabilities to better mankind. According to James E. Webb, former NASA Administrator, the discovery about man himself "is one of the most profound contributions our space programs are making to mankind. To understand man may provide the key to his fate."



Ed White is seen hanging in space during the extravehicular portion of his GT-4 flight. The coastline of Southern California can be seen beneath him.

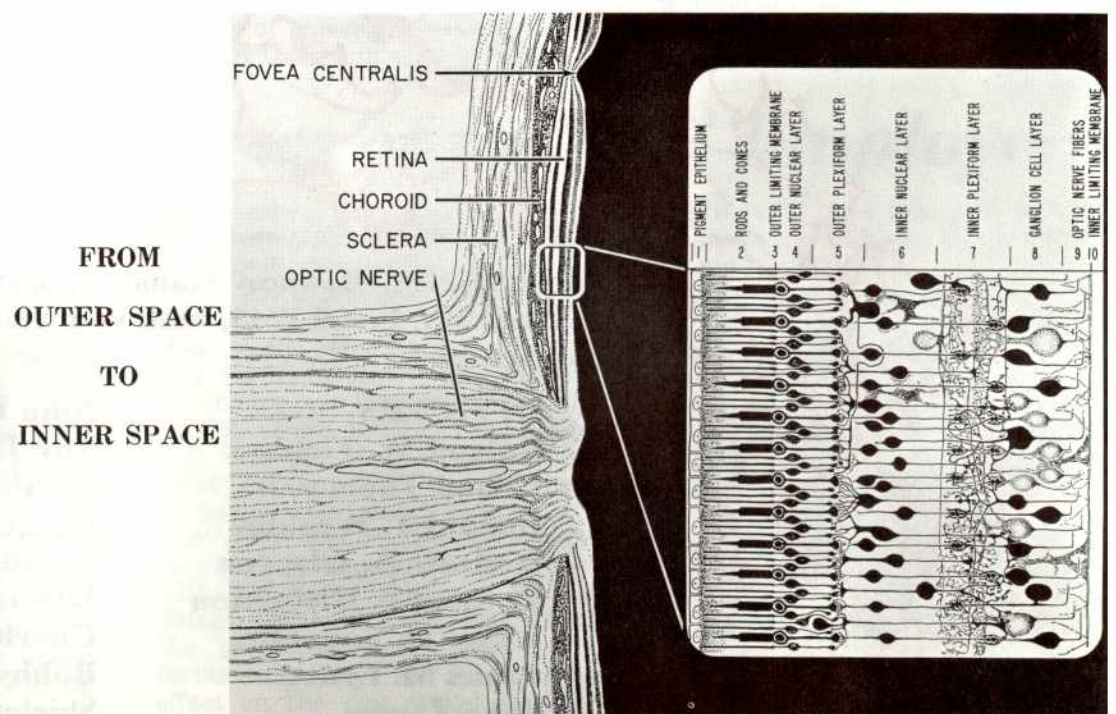
Dr. Edward C. Welsh, executive secretary of the National Aeronautics and Space Council, sees the country's space program as "... a seedbed of invention, a spur to our productivity, a source of insurance for our national security, a stimulus to learning, and a world-wide ambassador for space. Because of it (space research), our chances of improving medical research and finding a cure for cancer or heart disease are greater, not less." Space research contributes to advances in practically all other lines of endeavor and stimulates the national economy at the same time. "We are wealthier, not poorer, because of the space effort," he said.

We are beginning to see significant results from the application of space research and technology to practical, everyday kinds of problems. All of these applications are in their infancy. When these applications are extended even further they may bring social and economic rewards limited only by our imagination.

Using a device already developed and tested for space research, scientists at NASA's Ames Research Center, near Mountain View, California, made a breathing sensor for use in hospitals. A four-month-old girl is shown in Figure 3 recovering from an operation on her throat to restore normal



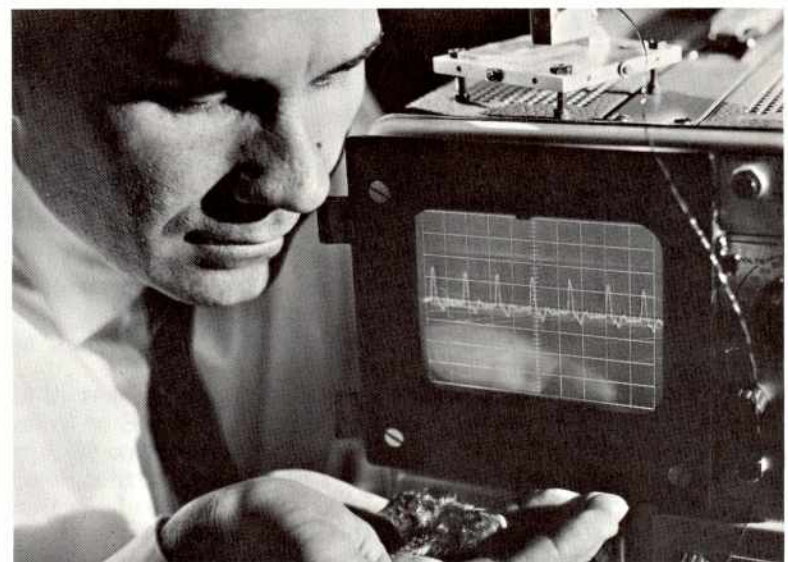
The infant is wearing a sensitive breathing sensor and radio transmitter on a strap around her neck. It is used to alert attendants if she experiences breathing difficulty after certain throat operations.



Cellular structure of the human eye magnified about 500 times.

breathing. The tiny sensor and radio transmitter, which weighs less than an ounce and is less than one cubic inch, can be seen on the strap around her neck. It operates by registering a difference in inhaled versus exhaled air temperature. A buzzer is turned on automatically if regular breathing ceases for 10 seconds. Preliminary tests of the device at Children's Hospital Medical Center of Northern California, Oakland, have shown that it can save many hours of watching patients continuously.

As part of the NASA program to gain as much knowledge as possible about the space environment a device had to be built to measure hits of micrometeoroids (space dust) on spacecraft. Dr. Vernon Rogallo of Ames Research Center designed a device sensitive enough to measure one-thousandth of the impact of a grain of table salt falling only $\frac{3}{8}$ inch. He is shown in Figure 4; the sensor is located above the display screen. His sensor was



This impact sensor (shown above the display screen) is so sensitive that it can record the heart beat of an unhatched chick embryo inside the egg.

modified to record the heart beat of an unhatched chick. A trace of the heart beat of a 3-day-old chick embryo (inside the egg) can be seen on the screen. Using this device it is no longer necessary to inject electrodes into the egg or break a hole in the shell to observe the heart beat directly. This sensor is on loan to the Food and Drug Administration (FDA) for testing on many kinds of insects, birds, and small animals used in their research on the adverse effects of certain drugs, food additives, and insecticides.

BENEFITS MEN ON EARTH

A further medical application for this remarkable device is to record the tiny muscle tremors associated with the onset of Parkinson's disease. It is hoped that the device will facilitate early diagnosis, thereby making more prompt treatment possible.

In order to measure the blood pressure inside the heart and arteries a pressure monitor has been developed which is so small it can be inserted through a hypodermic needle. Figure 5 shows the tiny sensor's tip next to the head of a pin (inset) and associated electronic equipment. Preliminary tests show that the patient's heart function is in no way impeded by the sensor's presence.



An extremely small blood pressure sensor is shown here (inset) next to the head of a pin. It can be inserted into blood vessels through a standard hypodermic needle.

It has been shown that breathing pure oxygen for prolonged periods of time may produce serious consequences. Animals developed symptoms much like emphysema when placed in a pure oxygen atmosphere for several weeks. This was the first time this pulmonary difficulty had been induced in the laboratory. It is also known that some premature babies raised in an incubator having a high oxygen content develop a tissue growth on the inside of their eyes (retolental fibroplasia). Research is under way to find out why these conditions occur and how they can be cured.

NASA investigators also have studied the effects of many different kinds of stress on man in order to predict his responses correctly. Laboratory studies at Ames Research Center suggest that a body hormone called "aldosterone" is normally produced in increasing amounts from the adrenal cortex when a man is under stress. In order to test these findings under more realistic conditions 14 men traveled to Alaska to live and work in temperatures as low as 40° below zero. For a week the apparently healthy men endured the difficult conditions. On the seventh day, two of the men collapsed. After many analyses it was found that the two men who had collapsed showed a low production of aldosterone. The others showed increases in the amount of the hormone produced during stress. It is possible that some day this knowledge may be used to predict who can tolerate stress and who cannot.

Another medical application came from techniques developed to process pictures of the moon's surface. An electronic computer was used to reprocess lunar surface pictures into sharp clear scenes. Similar techniques have been used to reprocess X-rays of human tissue. Cancer cells, for instance, can be recognized by their density; successive X-ray photographs that were originally blurred by patient or camera movement were reprocessed by the computer. The results were high contrast pictures of the various tissue areas. This improved image quality may help doctors detect the cancerous tissue earlier and thus improve the chances of recovery.

Using a beam of invisible infrared light bounced off the front surface of the eye, space researchers have constructed a "sight switch." This device is worn on a pair of eyeglass frames. The device was originally designed for astronauts who may have needed to reach for emergency buttons but were unable to do so during the high G-loads experienced during lift-off. However, the sensor could also be adapted for use by bedridden patients who would only have to look at a special light switch to call an attendant or to operate a number of other devices.

Investigators at General Dynamics Corporation have developed a "floating bed" made out of a flexible sheet supported by water. Originally built to simulate weightlessness, the bed may have use in general medicine to help reduce suffering caused by pressure on bedridden patients. The water underneath the sheet can be circulated and its temperature can be changed.

A radio controlled electric vehicle was originally designed to carry equipment on the moon's surface. It has been adapted to carry crippled children. The eight-legged "wheelless wheelchair," as it has been called, is being

tested at a public rehabilitation center in Southern California. It can "walk" across sandy ground, climb stairs, and clear curbs. The children enjoy learning to control its direction by using a single stick control.

Some other medical areas which have benefited from space technology include many kinds of behavior monitors: devices to transmit the electrocardiogram from a patient in an ambulance to a doctor at the hospital; a helmet which picks up, amplifies, and transmits the brain waves of a patient for analysis; and many other measurement and recording instruments.

Some of the general areas which have benefited from space research and technology include: new and improved ceramics; better welding techniques; miniaturization of radio, TV, and other electronic components; and improved vacuum, refrigeration, and sterilization techniques.

The National Aeronautics and Space Administration has also developed new takeoff and landing aids which may help reduce aircraft accidents. Flight simulators, such as the one shown in Figure 7, are being used to



A simulated airport runway is seen here by pilots practicing landings in a NASA flight simulator. The sights and sounds of a DC-8 jet aircraft can be duplicated accurately in this test facility.

gain a better understanding of how pilots respond to a variety of situations requiring continuous vigilance, fast reflexes, and excellent judgment. Good correspondence has been shown between ground simulators and actual flight tests using a DC-8 jet aircraft. Studies at Ames Research Center have shown that Federal Aviation Agency (FAA) performance requirements, which must be met to certify supersonic transport aircraft for the critical takeoff phase, can be derived from such ground-based simulators.

Another technological development from the space program which is related to aircraft takeoffs and landings uses radioactive sources buried under the runway at various intervals. These sources activate a radiation counter in the aircraft. The pilot receives precise information about the plane's position over the runway regardless of weather conditions.

Accurate navigational instruments such as the one developed for use in space (see Figure 8) can also be used by navigators on ocean-going ships.



A research scientist is seen here using a "Space Sextant." It is used to measure the angles between two objects in navigation. He is seen sitting in a laboratory model of the Apollo space vehicle and looking at a simulated moon.

The space sextant (device used to measure angles accurately) shown in the figure provides greatly improved measurement accuracy over older types of sextants.

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P. G. & E. OFFERS COUNTER PROPOSAL

Continued from Page 2

January 1, 1969 (that is, a contribution of 1½% of the first \$3600 per year and 2½% thereafter), and discontinued entirely on January 1, 1974.

10. Pensions for presently retired employees will be increased by 2% for each year an employee has been retired, starting with 1968 (2% for employees who retired in 1968, 4% for employees who retired in 1967, etc.) The minimum monthly increase will be \$10.
11. An employee will receive the highest monthly pension provided by either the formula outlined in Paragraph 2 above or by 1/24th of his contributions (including his 1937-1953 adjustment, military service and ladies adjustment) plus past service pension plus pension from merged companies.

Group Life Insurance Plan

1. Eliminate the bracket insurance coverage now in effect and substitute therefor insurance of twice the employee's basic annual wage at the time of his death (rounded to the next \$100). Employees would have the option of keeping their present amounts of insurance if they are greater than the amount proposed.
2. Provide a 60 day open period for all employees not now covered to enter the plan.
3. Eliminate the installment payment for the first \$19,000 of insurance for total and permanent disability and substitute a waiver of premium benefit.
4. Increase the paid-up life insurance upon retirement from \$1,000 to \$2,000. The foregoing is applicable to retired employees.

Long Term Disability Plan

In place of the permanent and total disability feature of the Group Life Insurance Plan, Company proposes to establish a new Plan at no additional cost to the employees. This Plan will provide benefits for employees disabled for longer than 6 months and shall be equal to 50% of the basic monthly rate of the employee's regular classification in effect on the date an employee becomes disabled. This benefit shall be offset in part by ½ of the Social Security disability benefit if applicable, benefits payable under the Voluntary Wage Benefit Plan, Workmen's Compensation benefits, if applicable, and any other disability benefits payable by the Company, the PSEA, or under Federal or State laws providing disability benefits. Such benefits will be paid until the earliest date of the following:

1. The date the employee's disability ends.
2. The date of the employee's death.
3. If the employee has 1 year but less than 6 years of service, 5 years after the date his disability began.
4. If the employee has 5 years and less than 16 years of credited service, a period equal to his service from the date his disability began.
5. If the employee has more than 15 years of credited service, the date of his normal retirement. (When the employee reaches his normal retirement date, regular retirement benefits will be paid.)

To be eligible for coverage under the Plan, the employee must be a member of both the Group Life Insurance and Retirement Plans.

BENEFITS FROM SPACE PROGRAM

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Dr. Robert C. Seamans, Jr., former NASA Deputy Administrator, has suggested that instead of looking outward from earth to space we should look earthward from space. From an earth orbit, for instance, it is now possible to locate mineral and petroleum reserves, detect diseased crops and forests, assess flood damage, make maps of land and ocean areas more accurate, detect forest fires, assist in guiding the ever-increasing speed and number of aircraft flying within the atmosphere, and even help reduce traffic congestion on our highways (through better highway route planning and traffic density sensing).

The amount of clouds covering the earth's surface at any given hour and their distribution can be mapped from orbit. Such information can be used in long-term weather prediction, estimating rainfall, helping in agricultural planning, mapping sea temperature (used to study the behavior of fish), plotting the course of hurricanes, and in many other ways.

Global communications are made possible by unmanned orbiting satellites. Continuous global communications would make it possible to provide news, entertainment, and educational broadcasting to isolated peoples and could aid the development of a world language, the absence of which is considered a barrier to mutual understanding.

Even though it is difficult to determine the importance of these benefits from the space program, it is even more difficult to assess the total impact of the program. A wide range of the nation's economy is involved in the space program. Large and small businesses are contributing to the important developments described here.

Through our combined support we can extend these developments for the benefit of mankind even further to make our world a better place in which to live; to help reduce suffering and hunger, to enhance our educational programs, to raise the standard of living, and to bring about a lasting peace. Space science and technology can provide an unprecedented aid to all mankind.

(Editor's Note: I would like to thank Richard Haines, Ph.D., and Ames Research Center, Moffett Field, for writing this article for our readers. I think it is important that we be aware that our tax dollars in the space program bring us untold benefits here on earth.)

The determination of disability will be made by the Company. Injuries suffered while working for another Employer are not covered.

During the time the employee is disabled, he will continue to accrue service credits under the Retirement Plan.

COMMENTS

If a member of the retirement plan suspends his contributions to the plan before Jan. 1, 1974, his membership in the plan shall be frozen with no re-entry for the duration of his employment. His membership in the Savings Fund plan shall be suspended as to further contributions. His membership in LTD shall be cancelled. He may continue GLIP.

For purposes of the Plans, the general rule with respect to absence from the payroll will be that adjustments in service dates will only be made when an employee is laid off for less than one year. If the layoff extends beyond one year, the employee's service is broken. If an employee is granted a leave of absence for any reason, or is absent due to industrial disability, no adjustments in service dates will be made.

News of Federal Employees

A contract proposals committee has been established for our two exclusively recognized units at the Naval Air Station, Alameda. Members should present their proposal ideas to the committee.

In the Naval Air Rework Facility committee members are Bros. Fred Jensen, Grant Brown, Vern Holly, Bob Orr, and Tommy Thompson. From Public Works are Brothers Al Garcia and Gene Hicks.

A dues withholding agreement was recently negotiated and signed with conditions generally to our liking. Local 1245 has submitted the completed dues withholding forms and they will likely take effect on the pay period starting 1 December.

Public Works now has two recognized Stewards to represent the employees in that unit. They are Bros. Bill Jennings and Al Garcia.

Unfortunately we are not receiving the same cooperation from NARF that we had in Public Works. According to an official of their Industrial Relations Department, top management in NARF apparently wishes to deny fair representation to their many employees by not permitting more than one single steward for the

entire unit. And this unit is more than twice the size of the P.W. group.

Although we have not yet received official word from the command regarding the Steward situation, the IRD official said there would be a letter coming "soon." This activity at Alameda seems to delight in taking their time about things of importance in the field of labor-management relations.

The Food Service Division employees held their first Contract Proposals Committee meeting on November 25, 1968. These Hospital workers are drafting proposals to draw up a contract with the Naval Hospital.

Chairman for the Contract Proposals Committee is Mr. Jimmy Crayton (a cook in Food Service) who is also a union Steward. Mr. Crayton is long overdue for honorable mention for his outstanding work during the long campaign to organize the Food Service Division. Other members of the committee include Mrs. Minnie Galloway, Mrs. Verdia Johnson, Mrs. Viola Smith, Mr. Charles Rhymes, and Mr. Jerry Lewis, Jr.

DICK BARRUS

I.B.E.W.-CITIZENS REACH TENTATIVE SETTLEMENT

On December 5, 1968, the Union's negotiating committee, composed of Jim Isaac, C.O.E. Maintenance Man, Susanville; Bernie Cook, Microwave Technician, Alturas; Joe Winfree, C.O.E. Maintenance Man, Elk Grove; Carole Phelps, Commercial Clerk, Susanville; and Gerald Watson, Business Representative, reported a settlement on Citizens Utilities Company of California, subject to ratification by our members on that property.

Items under negotiation ranged from increased Union Security to Pensions.

Wage increases ranged from 14 cents an hour to 29 cents an hour in 1968, retroactive to September 1, 1968, and from 9 cents an hour to 15 cents an hour in 1969 and 1970.

The new contract would establish re-hire rights for employees who have been laid off; broader rights in bidding for jobs, and it clarifies demotion rights. It provides bonus sick leave benefits for extended illness and increased expenses for traveling crews. This contract would also provide a premium for split shifts, an item which has been a long-standing dispute between the parties.

For those in intermediate steps in the wage ranges, other than the Plant Department, this contract would provide an advancement in their wage progression by 16 months, which not only provides an immediate increase over the general increase but will also put them to the top of the wage progression earlier.

There were major changes in the Pension Plan, including greater terminal benefits as well as earlier vesting.

The Company has agreed to bargain, on an interim basis, on Job Definitions for certain classifications.

The term of the Agreement, if ratified, would run from September 1, 1968, to August 31, 1970.

CHRISTMAS EVERY DAY

'Tis the season to be jolly and a season that brings happiness and smiles into the lives of children and adults all over the world. This "season" lasts 365 days a year at Children's Hospital Medical Center of Northern California in Oakland, California. When you visit this hospital, you see that there is a sense of concern, compassion, love and sincere kindness that permeates the building.

We thought that we would try a little different slant with our Christmas story this year. All of you have heard the saying, "Christmas is for kids." With this thought in mind, we will tell you about a remarkable institution for children.

Children's Hospital is the only medical center north of Los Angeles, south of Seattle, west of the Rockies and east of Hawaii devoted exclusively to children, and it serves a great number of them—7,000 inpatient and 40,000 outpatient services annually. It is a teaching hospital for residents, medical students, nursing programs and many allied health personnel. They also have a research center where they are running experiments to solve problems of the present and the future.

The history of Children's Hospital is unique and interesting. It started as an idea of Miss Bertha Wright in January of 1912. She was a visiting nurse and her visits throughout the community made her aware of an immediate need for an institution offering specialized care for children.

Miss Wright led a committee of women to the founding of what was known originally as the Baby Hospital. The first hospital building was dedicated in September, 1914. This was over 2½ years after the first committee meeting and quite a number of benefits and fund-raising drives later. They set up the groups of women who donated time and money as Branches and these Branches have been the life-blood of the hospital. This institution is often called the "Hospital That Women Built" and it should also be added that they also helped to maintain it to the tune of over 3 million dollars a year in the last few years.

The Children's Hospital Medical Center is approved by all national and state hospital accrediting agencies. It is supported by United Crusade, Branch earnings, gifts, donations and patients' fees.

Some patients are able to pay the full cost for services rendered, and some are covered completely by welfare; but there is a large number of people that fall in the middle of these two categories. Some of the people who are poor, but can't qualify for welfare, would normally be unable to get decent medical care. Thanks to the part-pay program at Children's Hospital Medical Center, these children can and do get the best care available anywhere.

The part-pay program is just what the name implies: the families pay what they can in accordance with their wages. This means that the money must come from another source and it has for the last 54 years. The fact that this hospital has been able to grow into what it is today and still continues this type of part-pay program demonstrates an unbelievable faith in God and our fellow man.

The Children's Hospital Medical Center now has a total of 32 specialty clinics, ranging from Speech Defects to a Birth Defects Center. The amount of sophisticated machinery and equipment that it takes to run a hospital such as this is fantastic. The equipment is made for use on children and



Occupational Therapy is very important to the children and they seem to enjoy it. From front to rear are: Michele Ingels, age 7, Linda Ditmars, age 12, Miss Diane Luby, Occupational Therapist, and Theron Goodridge, age 6.

this is one of the reasons that adults are not admitted to this hospital.

There are other hospitals in the Bay Area with the name "Children's Hospital" but it is in name only. Most of these hospitals have more adult patients than they do children. Consequently, their equipment is not as "specialized" as that in Children's Hospital.

The C.H.M.C. has a regular staff but they also have many volunteer workers who do a tremendous job. There are over 100 doctors who donate their days off to the hospital and work with the children. Some of the volunteer workers are women who come in just to play with the kids and keep them occupied. This means an awful lot to these kids who are not only sick but lonely. The hospital has to screen these volunteers because not everyone is emotionally or psychologically equipped to deal with children. They also have an extensive orientation program that must be completed before they can be with the children.

I want to tell you that I was very moved by my visit to the Children's Hospital Medical Center and I only wish that I could put into words the message this hospital has to tell. The world today is torn with racial violence and problems and yet at this hospital the racial barriers have been torn down and people are treated as individuals. The staff sees a need and they satisfy that need without regard to race, creed, color or financial position. It seems to me that the leaders and people of our States and the Nation could take a lesson from this organization.

The purpose of this article is to make you aware that this hospital exists and that it is providing a great service to the community. I was not aware of its existence before my tour and I am sure that many of you will be reading about it here for the first time.

I also feel that I should tell you that this hospital and medical center is in financial trouble. I know that many organizations have their hands out at this time of year and most of them are worthwhile. Therefore, the only thing that I can recommend is that you consider Children's Hospital Medical Center for future gifts.

If you are interested in becoming a volunteer worker and helping out in this manner, you should contact the hospital by telephone or in person. They are located at 51st and Grove Streets, Oakland, California, and their telephone number is 654-5600, Area Code 415.

Mr. Murray Morgan has written a book about this hospital entitled, "The Hospital Women Built for Children," and in this book is a poem by Romain Rolland, which sums up the philosophy of the hospital:

The key to the world of the future
and to the wise fraternity of all races
lies in the liberation of the child
from the bondage of others' errors and sins;
from disease and debility,
from desertion and want,
from ignorance and passion above all,
that are visited from the helpless
to the third and fourth generation.
The heart of a child is friendly to all;
like the baby of Della Robbia, its limbs
are bound, but its arms go out to its fellows.
Its single claim is to be allowed to love,
its one revenge to die if, for an hour,
we neglect it.

Romain Rolland



Robyn Parker, age 5, is receiving therapy from Marion Hunt, Physical Therapist.



Lisa Ann Schock, age 2, was deliberating whether or not she should smile at me.

Just What is Safety, Anyhow?

Editor's note: Because of the importance of the philosophy expressed, we reprint some excerpts from the speech of George A. Sherman, former chief of The Division of Industrial Safety of the State of California, to an Industry Safety School. This speech appeared in the "California Safety News."

From the cradle to the grave, we face perils of one sort or another.

As an infant, as a young child, as a teenager, as an adult—at work and at play—we face the ever present possibility of accident and injury. It may spring from our own action or lack of action, or the action or lack of action on the part of others.

Falls, fire, flood, tools, machinery, automobiles, planes, street riots, juvenile delinquency, infections — in these and a thousand other things lie the potentials for accident and injury.

The surprising thing is not that so many people are injured, on and off the job, but that so many actually reach the Biblical age of three score and ten.

For the fact is that potentials for injury exist in everything. Even if we were to remain in bed throughout our existence, it would not guarantee us freedom from injury. For as the medical world tells us, older people sometimes injure their bones by the mere action of shifting their position while in bed.

So it is pretty plain that absolute safety simply does not exist. There is just no such thing.

However, there is something that can exist, and in fact does exist for the prudent, and those who are wise enough to learn from the experiences of others. That something, which we should cherish and preserve, is a high regard for reasonable safety.

Reasonable safety is something we can achieve. It can be stimulated, developed and increased by engineering, enforcement, education and discipline. This has been demonstrated in innumerable instances.

In cotton gins, in the use of power actuated tools, in the operation of power punch presses, in elevator operation—to name just a few examples—a greater measure of safety has been achieved.

As far as industry is concerned, the California Legislature wisely recognizes and accepts that a concept of total safety can remain only that — a concept. Therefore, throughout the laws relating to safety standards that the Division of Industrial Safety administers, the word reasonable occurs time and again.

The Labor Code, for instance, gives the following definition of safe and safety.

"Safe and safety as applied to an employment or place of employment mean such freedom from danger to the life or safety of employees as the nature of the employment reasonably permits."

The Code authorizes the Division to "fix reasonable standards"—"enforce reasonable orders for the adoption, installation, use, maintenance, and operation of reasonably uniform safety devices . . ."

It says also that "every employer shall do every other thing reasonably necessary to protect the life and safety of employees."

(The emphasis throughout is mine.)

Two points are clear to the thinking man.

One is that we cannot progress without some risk-taking. Progress and risk are inseparable.

The other is that risks can be reasonably controlled. In any situation where they cannot be completely eliminated, they can be kept to a minimum.

The tremendous space exploits in recent years—far exceeding the wildest imagination of people a century ago—bear witness to this fact.

Safety (or lack of safety), like love or sin, is as old as man himself. And because it is so old, it is a subject flooded with clichés.

Living is too complicated today, however, for us to summarize the

total concept of man's health and safety in just one expression, or appraise it in the light of a single, simple criterion.

In recent years, injury prevention activity in its entirety seems to have entered the garden of paradox, not paradise.

A half a century ago, any freedom man achieved from exposure to risk and danger was accomplished largely by the principle of isolation. Today it is not so simple.

Safety in today's world calls for sophisticated risk control. Without it we cannot successfully resolve the burgeoning problems arising from population explosion, automation, mechanization, and unemployment—and the many and varied stresses they impose on man.

As we become more and more a consumer society, we must become more and more alert to our total environmental exposure, not just one or two fragments of that exposure. I believe that the future is rushing towards us not only from many directions, but with such speed as to thrust upon us many problems most difficult to analyze, understand, and resolve.

However, there are encouraging developments—developments proving that many responsible individuals in our system of free enterprise and democratic way of life are acutely aware of the need to relate man's total exposure to his total life.

That recognition reflects a sane and progressive attitude, one that is of immense and vital importance.

Incidentally—and this is something I am afraid we sometimes lose sight of—it is free enterprise that has brought such enormously improved standards of living in this country.

We should remain vigilant in seeing that free enterprise continues to operate, of course always with proper concern and consideration for our fellow man. That proper concern and consideration includes reasonable safety for all.

It is our attitude towards free enterprise that has created an en-

vironment where the lot of society generally has so vastly improved.

And it is our attitude towards safety that will determine whether, and to what extent, we shall make progress towards greater safety on the job.

As I have said more than once, philosophy and attitude are most important in determining whether any endeavor will succeed or fail.

The philosophy, if sound, gives us the platform on which we can build much of value to us all.

The attitude determines whether we will do our best to live up to the philosophy.

If our attitude is passive, and consists merely of lip-service, we will do little.

But if our attitude is active and constructive, we can accomplish great things.

I am glad to say that management, labor, and government are, on the whole, working well together in striving for greater on-the-job safety. Certainly government is doing all it can.

That cooperation will be intensified if we all realize that not only our legal but our moral responsibilities should be fulfilled.

Some employers still refuse to allow labor any part in a safety program. Which of course is their prerogative, as the legal obligation for work safety is management's. But our American philosophy is based on consent of the governed; and we know that laws are as a whole more honored and respected when they who are affected have a voice in preparing them. I feel that labor could, and would, contribute much more to work safety generally if given greater opportunity.

That opportunity should of course be a real one, a true sharing concept, not just a fictitious one. And any joint management-labor safety committee should be completely divorced from all other aspects of industrial relations . . .

So to the question "Just what is safety, anyhow?", the answer in a nutshell is this: Attitude — the right attitude.

A Life Was Saved

On June 9, 1967, Mr. David J. Wood, Lineman for the Bureau of Reclamation, saved the life of a woman in Tracy, California. The incident occurred around 4 p.m. while Mr. Wood was returning to his duty station. Brother Wood observed a woman sitting on the railroad track and also noticed that a train was approaching from the east. He pulled his truck off the road and ran across the road, climbed through the right-of-way fence, ran up the embankment to the track and pulled the woman from the track just before the train passed by.

It was learned later that this train travels around 60 to 65 miles per hour and an observer stated the train was only 75 feet away when David Wood reached the woman. The woman was obviously under the influence of either a drug or alcohol and was unable to give him any assistance. She also outweighed him by at least 50 pounds; therefore, you can see it was no easy task and there was considerable danger to his own life.

We would like to congratulate Brother Wood for his heroism and also for winning the highest award the I.B.E.W. has to offer, the Life Saving Award plaque. He was also nominated for the Award for Valor by the United States Department of the Interior. We take great pride in having a member like you in our Local.



Mr. David J. Wood, left, Lineman for the Bureau of Reclamation, is shown receiving his Life Saving Award plaque from Ron Fields, President of Local 1245 I.B.E.W.