Tenative Accord Reached On PG&E Pension And Benefits

Local 1245 and P.G.&E. negotiators have reached a tentative settlement after four months of bargaining on revisions to the Union Pension Contract.

On January 8th, the parties met in order to make a last-ditch attempt to resolve differences to a point where Union's Committee could take a tentative package settlement to the Union's Executive Board. Some movement was made at this session.

On January 11th, the Negotiating Committee and the Executive Board met. The Committee's report was supplemented with a number of visual aids and was subjected to a day-long discussion between Local Union Officials and Committee men.

At the conclusion of the discussion, members of the Committee and the Board unanimously agreed that any further joint bargaining sessions would not be productive and that the results of the past four months of negotiations were worthy of working out language and putting together the tentative settlement for submission to the affected membership with a recommendation for acceptance. The tentative settlement will be discussed as a major item on the agenda of the next meeting of the Advisory Council to be held on February 1 and 2.

Informational meetings will be held among all P.G. & E. Units within the first two weeks of February, followed by a secret mail ballot vote. It is expected that a ratification decision can be reached by March 1st. If the amended Agreement is accepted, accounting machinery will be put in operation by the Company in order to apply the amended Agreement retroactive to January 1, 1969.

The following outline of the tentative settlement should be read and studied by all P.G. & E. Members and should form part of a base from which to develop questions for discussion at the February Unit meetings:

Proposed Pension Contract

PACIFIC GAS AND ELECTRIC COMPANY
REVISIONS IN UNION PENSION CONTRACT

Effective January 1, 1969:
1. Change the title from Union Pension Contract to Benefit Agreement.
2. Extend the term from January 1, 1969 to January 1, 1974.
3. Change the negotiation and notice periods at the end of the term from sixty days to ninety days.
4. Provide that Pacific Gas Transmission Company and Standard Pacific Gas Line, Inc. may become a party to the Benefit Agreement by letter agreement between Union and either or both of the above-named Companies.
5. Add to the Benefit Agreement the texts of the following Plans:
   a) Group Life Insurance Plan
   b) Retirement Plan

(Continued on Page 2)

President Ron Fields, center, is shown receiving a gavel at the January 9th meeting of Placerville Unit #3813. Bill Covington, left, Shop Steward who made the gavel, presents the gavel to President Fields with Unit Chairman Dick Minor looking on.

YOUR Business Manager's COLUMN

Renewed Dedication Needed For 1969

By RONALD T. WEAKLEY

The PG&E Pension and Benefit negotiations remain the number one item of interest among our PG&E members. Over four months of hard bargaining has resulted in a tentative settlement, the language of which is being worked out between the parties at the present time.

This item is reported elsewhere in this issue and I urge all PG&E members to examine the proposed tentative settlement as a matter of family interest because it involves some very important economic and security advantages to many thousands of our people.

It should be noted that this bargaining program is designed to cover the next five years and to put a variety of benefit provisions into a new Benefit Agreement, which will, if the proposed settlement is ratified, provide our members with a contract booklet for future personal and family reference.

Thousands of Union dues dollars are invested in this important set of negotiations and as usual, the investment will be repaid many-fold to our dues-paying members over the next five-year period and for many years to come.

My office is already making preparations for our wage opener on PG&E as well as on other properties. A continual flow of quality information from a number of respected sources comes over my desk every day and our committees will be well prepared to engage in the next wage “rounds” wherever our contracts are open and wherever we must seek wage increases without benefit of contracts.

Of course, the need to strengthen our position at the bargaining tables is obvious and we must step up our organizing efforts in order to maximize our bargaining power.

The U. S. economy is plagued with inflation and the cost of living

(Continued on Page 2)
Local 1245 And PG&E Reach Tentative Agreement

(Continued from Page 1)

e) Long Term Disability Plan

d) Savings Fund Plan

GROUP LIFE, RETIREMENT AND SAVINGS FUND REVISION

Effective March 1, 1969:

1. Eliminate the "bracket" insurance coverage now in effect and substitute therefor insurance of twice the employee's basic annual wage (rounded to the next $100.00), except that:
   a) An employee who has previously "frozen" his Group Life coverage may maintain his coverage at the level at which he elected to "freeze" it.
   b) An employee who has previously "frozen" his Group Life coverage may maintain his coverage at the level at which he elected to "freeze" it.

2. There will be a sixty-day open period during which a regular employee who is not now a member of the Plan or who has "frozen" his level of coverage may join the Plan or elect full coverage without the requirement of a physical examination.

3. Eliminate the installment payment of the first $19,000 of insurance for total and permanent disability and substitute a waiver of premium benefit. (See also Long Term Disability Plan.)

4. Increase the paid-up life insurance upon retirement from $1,000 to $2,000. The foregoing is also applicable to presently retired employees.

RETIRED REVISIONS

Effective January 1, 1969:

1. Monthly Retirement Income:
   a) "Earnings" as used in this Plan shall be the average of an employee's highest regular compensation received from the Company, including shift premium and temporary upgrades except including overtime, bonuses or other special fees or allowances, during any period of sixty consecutive months.
   b) The employee's monthly Retirement Income shall be modified as follows:
      For an employee who has thirty years of Credited Service on his Normal Retirement Date, the amount of his monthly Retirement Income shall be equal to 40% of his earnings. The 40% referred to above shall be increased 1/4% for each year of Credited Service over thirty and reduced 1/2 for each year of Credited Service less than thirty.
   c) An employee who joins the Plan prior to January 1, 1973 may elect to receive a Company Pension in lieu of the Retirement Income described in subparagraph a) above as follows:
      (i) The 1937-1953 adjustment
      (ii) The adjustment to an age 65 basis for women who joined the Plan prior to 1954:
           A woman who joined the Plan before 1954 will have her pension increased to an age 65 basis, as follows:
           a) A woman who joined the Plan before January 1, 1954 and who is less than 65 on January 1, 1969 will have her contributions as of December 31, 1968 adjusted upward by 45% and will have a normal retirement age of 65. In addition she will receive the added pension earned by continuing to work from her normal retirement date to December 31, 1968.
           b) A woman who joined the Plan before January 1, 1954 and who is 60 years of age or older on January 1, 1969 will have her contributions as of December 31, 1968 adjusted upward by 4% for each full year that she is less than 65 on January 1, 1969 and will have a normal retirement age of 65. In addition she will receive the added pension earned by continuing to work from her normal retirement date to December 31, 1968.

2. Early Retirement:

3. Special Adjustments for Women Who Joined the Plan Prior to 1954:

4. Spouse's Pension

(Continued from Page 6)

YOUR BUSINESS MANAGER'S COLUMN

Renewed Dedication Needed for 1969

By RONALD T. WEAKLEY

(Continued from Page 1)

Our job is to keep the wages, conditions and benefits of utility workers at a level which is proper in terms of adequate return on the investment of the minds and muscles of so many thousands of working people who keep the utilities in the service business.

The utilities are deserving of a proper return on the investment of their stockholders. They negotiate with the Commission as we negotiate with them, with some obvious differences in approach and solution.

We take care of our business and the utilities take care of their business and that's the way we think it should be.

1969 promises to be an exciting year. We must meet it by improving our internal communication and education, our numerical strength and our institutional security.

We will face many problems and we must be ready to handle those forces which care little or nothing about our dedication to honest and needful work. Local 1245 is the only practical instrument available which puts to work the economic welfare of you and your family.

Let us renew our dedication, improve our operations and stick together as a united force for progress in the year 1969.
Status of Negotiations With Five Tree Companies

The results of contract and wage negotiations for 1969 on five Tree Companies having contracts with Local 1245 members during the months of December, 1968, and January, 1969. Four out of the five proposed settlements were accepted and one was rejected.

Local Union 1245 members employed by Pacific Tree Expert Company rejected the offers submitted by the company through a secret mail vote. As a result, Union's Negotiating Committee, composed of Richard L. Huntley, Harry Lowe, and Business Representatives Henry Lucas and Orville Owen, notified the Company of its desire to resume negotiations.

The Union's Negotiating Committee issued a statement that was sent out with ratification ballots, that the Company's offers were not acceptable to the Union.

The results of five proposed settlements were accepted and one was rejected. The Union's Negotiating Committee members were Tony Olivarez and Business Representative Orville Owen.

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The results of five proposed settlements were accepted and one was rejected. The Union's Negotiating Committee members were Tony Olivarez and Business Representative Orville Owen.
The employees of P.G.&E.'s General Construction Department are an important part of the operations of the Company and our members from that group are an important part of your Union.

The function of this group is generally what the name implies; the general construction of large projects throughout the P.G.&E. system. They build electric transmission lines, gas transmission lines and handle many other special services and projects too numerous to mention.

The G.C. crews are also loaned to the Divisions that are experiencing rapid growth or are experiencing "peak" work loads. They work in these areas until the Division crews are able to handle the load brought on by this rapid growth. Needless to say, the G.C. employees play an important role in the "good and continuous service" the P.G.&E. gives to the people of this state.

One of the recent history-making projects built by our G.C. people was the P.G.&E. section of the 500,000 volt transmission system which forms the Northwest-Southwest Intertie.

The people that work in the various G.C. departments have to be mobile due to the nature of their work. When they complete a large project they have to pick up and move on to the next one.

Since our members do move around, they serve an important function in spreading the principles of Unionism by word and example throughout the P.G.&E. System.

Many of our members employed in the Divisions of P.G.&E. and the other companies we represent were unaware of the importance of the G.C. crews and their function and we thought it was time to salute them for a job well done.

Left to right are: Lumen K. Murphy, Kathy Riddle, and Bev Brosie. These girls work at the Data Processing Center in Sunnyvale.

Joe Mayes, left, Working Foreman D in the Davis yard Auto Repair Shop, is watching Paul DuMont, Appr. Equip. Mech., repair a part for one of the line trucks.


Left to right: Lumen K. Murphy, Kathy Riddle, and Bev Brosie. These girls work at the Data Processing Center in Sunnyvale.

Kenneth Wolf, left, Sr. Field Clerk at the Data Processing Center in Sunnyvale, works across the desk from Shop Steward Paul Kessinger.

Del Hatfield, left, Davis Unit Chairman, is working with Guy Ross, Equipment Mechanic, on a special puller for heavy cable on underground work.
Monty Mitchell, Appr. Elect. at Newark Sub, is shown climbing a tower to begin work on insulator replacement.

Left to right, Jim Kuhn, Sub Foreman, John Slater, Appr., and Al Kellar, Appr., are currently assigned to the San Leandro area replacing and installing street lights.

James Freeman, standing, and Nick Kirk work in the Tool Repair Shop at the Davis Yard.

Left to right are: Ken Greathouse, Helper, Loyd Conner, G.C. Cable Splicer, John Darr, Line Sub-Foreman for San Jose Div., and Dale Bassett, Working Foreman B G.C. Gas, and also Unit Chairman for San Jose General Construction.

Doug Bellinger, Apprentice Electrician at the Newark Substation, is testing a relay switch.

Henry Corales, Working Foreman in the Gas Dept., G.C. and Shop Steward, is shown tying up underground cable in a joint-trench in a San Jose subdivision.

Glenn Felsch, left, Warehouseman and Davis Unit Recorder, is working with Senior Warehouseman Del Hanson in the warehouse at the Davis yard.
Proposed Pension Contract

(Continued from Page 2)

Paragraph v, Section 1 of Part II of the Union Pension Contract shall be amended to provide that:

The Widow’s Pension is changed to a Surviving Spouse’s Pension. The reduction factor to be applied to the Spouse’s Pension if the spouse dies before the employee, shall be 1/10th of one percent for each full month in excess of 60 months that the spouse is younger than the employee.

5. “Credit Service”

The first paragraph of Section 6 of Part II of the Union Pension Contract shall be amended to provide that:

Credit Service includes all continued employment with the Company, any of its subsidiaries, or a predecessor Company so long as the employee elected to participate in the Plan when first eligible and who continuously thereafter, until termination of service with the Company during which the employee receives no earnings from the Company as a result of a layoff for a period not exceeding twelve weeks, shall not constitute a break in Credit Service, although such period of interruption shall not be included as Credit Service. Authorized leave of absence and absence on account of industrial accident (during which the employee elects not to contribute to the Plan) shall not constitute a break in Credit Service and the period of such absence shall constitute Credit Service if the employee returns to employment with the Company immediately following expiration of the leave of absence or recovery from industrial accident. In the event an eligible employee elected not to participate in the Plan when first eligible, his Credit Service shall include the period of employment from the most recent date of participation.

6. Vesting:

Paragraph 9 of the Retirement Plan shall be amended to provide that:

Pension rights will vest after ten years of Credit Service. If an employee, with ten or more years of Credit Service and who is not employed by the Company, service and withdraws his contributions, his monthly retirement income from the Plan shall be reduced by 33-1/3%.

7. Equity Annuity Option:

Paragraphs shall be added to the Retirement Plan to provide that:

a) An employee may, within 60 months prior to his normal retirement date or prior to his early retirement date, elect to have 10%, 20%, or 50% of his retirement income from the Plan paid as an Equity Annuity. The election of this option may not be revoked or changed after his retirement date.

b) An Equity Annuity option provides income payments that are expressed as a fixed number of Annuity Units and vary in dollar amount according to the changing market value of an Annuity Unit. An Annuity Unit is the unit of measure which reflects the investment results of the underlying investment fund which is composed primarily of common stocks. The value of an Annuity Unit at any time is affected by the investment fund’s investment income and market value changes and varies periodically.

c) On the first day of each month after the employee’s election becomes effective, the income payable to such employee on a fixed basis will be reduced as of that day of retirement by the amount converted on that date. The Equity Annuity of the employee will be increased on such date by the number of Annuity Units attributable to the conversion.

d) That portion of an employee’s pension which is based on an Equity Annuity will be paid monthly commencing on the date Annuity Units are established for him or his retirement date, whichever is later, and will cease with the last payment due prior to the date of death of the employee. If the employee dies before all of his Equity Annuity has been converted and the Survivor’s Option has become effective, conversion will continue throughout the joint annuitant’s lifetime until the conversion is completed. A survivor who qualifies for the Spouse’s Pension may also elect the Equity Annuity Option.

8. Survivor’s Option:

Paragraph 16 of the Retirement Plan shall be amended to provide that:

The Survivor’s Option will be made available without physical examination to employees who retire from service on or after their 65th birthday.

9. Employee Contributions:

Employee contributions to the Plan will be reduced by 50% effective January 1, 1969 (that is, to a contribution rate of 1 1/2% of the first $3,600 per year and 2% on the balance), by 75% effective January 1, 1970 (that is, to a contribution rate of 1 1/2% of the first $3,600 per year and 2% on the balance), and discontinued entirely on January 1, 1973.

10. Retired Employees:

Paragraph shall be added to the Retirement Plan to provide that:

Pensions for presently retired employees who retired from active service with the Company will be increased by 2% of each year an employee has been retired, starting with 1% for employees who retired in 1968, 4% for employees who retired in 1967, etc.). The minimum increase will be $10.00 per month.

11. Suspended Contributions:

A paragraph shall be added to the Retirement Plan to provide that:

If an employee, other than one who is absent without pay or due to disability, suspends his contributions to the Retirement Plan prior to his retirement date, his retirement income will be determined in accordance with the provisions of paragraph 1 c above and applicable vesting provisions. Such employee will not accrue additional credited service under the Retirement Plan, his membership in the Savings Fund Plan will be suspended (i.e., he will not be permitted to make further contributions to such Plan), and his coverage under the Long Term Disability Plan will be cancelled.

Effective January 1, 1970:

12. Normal Retirement Date:

Paragraph 4 of the Retirement Plan shall be amended to provide that:

The normal retirement date for every employee, including an employee who joined the Plan prior to January 1, 1954 is the first of the month following his 65th birthday.

LONG TERM DISABILITY PLAN

Effective January 1, 1969:

1. To provide for the permanent and total disability feature of the Group Life Insurance Plan, a new Long Term Disability Plan is established at no additional cost to the employees. This Plan provides benefits for the employee disabled for longer than six months equal to 50% of the basic monthly rate of the employee’s regular classification in effect on the date the employee becomes disabled. This benefit shall be offset in part by 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 or policies, or other disability benefits. Such benefits will be paid until the earliest of the following:

a) The date the employee’s disability ends
b) The date of the employee’s death
c) The employee’s normal retirement date at which time his regular Company Pension benefit will be paid

d) If the employee has 5 years or less but than 15 years of credited service, 5 years after the date his disability began

e) If the employee has 15 or more years of credited service, the date of his normal retirement.

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

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

4. The determination of disability will be made by the Company.

SAVINGS FUND PLAN REVISIONS

Effective As Soon As Practicable:

A Section shall be added to Part III of the Union Pension Contract and paragraphs added to the Savings Fund Plan to provide that:

The Savings Fund Plan will be amended to provide that an employee who is a member of such Plan may contribute up to an additional 4% of his straight time earnings to the Plan. Such additional contributions shall be invested by the Company in a diversified Common Stock Fund (which cannot hold P.G. and E. stock) as a separate option under the Savings Fund Plan with no Company matching. After discussion with the PSEA and the Company’s retirement fund officer for changes in employee options and governing withdrawals as necessary to protect the tax advantages of both the present and amended Plans and will provide written investment objectives for the trustee.

Night Time Skiing In California

When the snow flies this winter in the Sierra, Boreal Ridge will be used by skiers during the day and at nighttime too.

W. J. Mensinger, president of Boreal Ridge, said work is under way on a project to illuminate two of the ski area’s 80 ski area slopes completely with modern mercury vapor and quartz iodine lights. The project will cost $40,000 and will be ready for the 1968-69 season opening planned for Thanksgiving — if the weatherman cooperates.

The lighting program was designed by Lighting Engineer Mark Jensen of Pacific Gas and Electric Company. The lamps come in a diverified Common Stock Fund (which cannot hold P.G. and E. stock) as a separate option under the Savings Fund Plan with no Company matching. After discussion with the PSEA and the Company’s retirement fund officer for changes in employee options and governing withdrawals as necessary to protect the tax advantages of both the present and amended Plans and will provide written investment objectives for the trustee.

The Savings Fund Plan will be amended to provide that an employee who is a member of such Plan may contribute up to an additional 4% of his straight time earnings to the Plan. Such additional contributions shall be invested by the Company in a diversified Common Stock Fund (which cannot hold P.G. and E. stock) as a separate option under the Savings Fund Plan with no Company matching. After discussion with the PSEA and the Company’s retirement fund officer for changes in employee options and governing withdrawals as necessary to protect the tax advantages of both the present and amended Plans and will provide written investment objectives for the trustee.

The Savings Fund Plan will be amended to provide that an employee who is a member of such Plan may contribute up to an additional 4% of his straight time earnings to the Plan. Such additional contributions shall be invested by the Company in a diversified Common Stock Fund (which cannot hold P.G. and E. stock) as a separate option under the Savings Fund Plan with no Company matching. After discussion with the PSEA and the Company’s retirement fund officer for changes in employee options and governing withdrawals as necessary to protect the tax advantages of both the present and amended Plans and will provide written investment objectives for the trustee.
The following timetable of general wage and contract negotiations, as in the case of PG&E, is reaching the final stages of agreement. Apprentices off the job from each of the apprentice programs, along with Business Representatives who are knowledgeable in each of the classifications, are meeting with representatives of the Company to iron out the final details of each classification.

The Master Apprentice Agreement represents countless hours of hard work and planning and it, together with the separate standards, is one of the best Apprenticeship programs in the entire Utility Industry. Avery T. Neseth, the International Representative from the I.O. whose assignment is the Apprentice Training Programs, visited our area approximately two months ago, and was very much impressed with our program.

The classifications in the Master Apprentice Agreement are:

**Electric—Divisions Only**
- Apprentice Cable Splicer (Class A)
- Apprentice Cable Splicer (Class B)
- Apprentice Communication Technician
- Apprentice Instrument Control Technician (Steam)
- Apprentice Electrical Mechanic
- Apprentice Electrical Engineer
- Apprentice Instrument Repairman
- Apprentice Lineman
- Apprentice Machinist (Steam)
- Apprentice Motorman
- Apprentice Rigger (Steam)

**General**
- Apprentice Welder
- Gas—Divisions Only
- Apprentice Fitter
- Apprentice Gas Measurementman
- Pipe Line Operations Department
- Apprentice Gas Control Mechanic
- Apprentice Plant Mechanic
- General Services (Including Construction Service Center—Davis)
- Apprentice Equipment Mechanic
- Material Control
- Apprentice Electrician
- Apprentice Machinist

Utility Reporter—January, 1969—Page Seven
Some time ago I fell heir to a stack of old outdoor magazines, some of them dating back to 1884. What caught my eye most of all was the gun and rifle ads. For instance:

The plinker or varmint hunter could acquire a single shot Stevens Rifle, .22 caliber, for only $2.25. A repeater in this line cost $8.00. An issue of American Field, forerunner of Field and Stream Magazine, dated 1884, advertised a Model 73 Winchester, a lever action rifle, the predecessor of the present Model 94, for $20. Moreover, whereas in the future to Winchester was the Model 93, also a lever action, $15.

A Remington rifle, Model 2, in .32 caliber, sold for $7.50, while a mail-order concern offered a .22 caliber rifle, known as the Hamilton, for $1.61—and they threw in 100 cartridges on the deal to seal the bargain! In addition to this the sportsmen, who liked a little liquid cheer after a brisk day in the field, could acquire—by mail—four quarts of Hayner Rye Whiskey dubbed "Summer Girl," mailed out (in jug container, and boxed) for $4.50—just a shade more than thirty cents per quart. For some these must have been THE GOOD OLD DAYS...

We've been asked from time to time, what are our sentiments on doe seasons. Briefly, this is where we stand:

Any given piece of land has a certain carrying capacity and as such can support just so many deer. Sometimes to have deer, we must shoot more deer, for when an overpopulation of deer exists, the range is in danger of ruin, sometimes for all time.

When a farmer's field is ripe, it must be harvested. When the fruit of the orchard has matured, it must be marketed, not stored in a warehouse to rot. Likewise when there is a surplus of deer—bucks or does—they should be harvested, or the surplus will die of starvation, without benefit to anyone.

I talked to a fellow sportsman recently who had just returned from a pheasant-hunting junket to Nebraska. He and two companions came home with a limit of the gaudy cocks—but they—and their dogs really had to work for them; it wasn't as easy as the Nebraska Game Department publicity men promised. Main reason for the scarcity can be blamed on the weather.

When the Portland hunters arrived on the scene, the Nebraska corn was unharvested and still growing and it was explained to them that the hunting is only as great as they say when the corn is harvested and the fields are shorn. Ordinarily, the opening of the pheasant hunting season in Nebraska is timed to begin after the harvest; this year it was late. When the hunters arrived the birds were well hidden in the thick, cornstalk jungles. No small wonder it took three days of arduous hunting to bag a limit. The birds were there all right; trick was to find them.

Typical Winter scene at The Mountain Meadow Ranch, a few minutes from Susanville, California.

Union Safety Committee Member Reports on Governor's Traffic Safety Conference

by Glenn Larson

A newspaper headline such as "$3,000 Dead, 3,000,000 Injured, 12 Billion Dollar Damage at Blank City" would cause great concern by everyone. However, this is the toll of traffic accidents in the United States in each of the last two years. Approximately one-tenth of this expense in lives, injuries and property damage is borne by California residents. These facts and figures were brought out in the Governor's Traffic Safety Conference held in Sacramento on December 12 and 13, 1968. This Conference was attended by President Field, and I and other members of the Governor's Traffic Safety Conference.

In support of the proposed presumptive alcohol limit law, it was brought out that approximately one-half of the drivers involved in fatal accidents had been drinking. This piece of legislation lost in the last session of the State Legislature, as did the proposal that motorcycle operators be required to wear helmets.

A highlight of the Conference was the traffic safety problem, and very possibly may be the group which will be able to come up with some solution to the problem. Their recommendations included stiffer driver training and retraining; stiffer driver license requirements and examinations; training drivers to cope with emergency driving conditions, such as blowouts, stuck accelerator and loss of power steering or brakes; and, of all things, prohibiting the total modification of autos by raising or lowering the front or back ends.

Regardless of all of the reports, recommendations and discussions, is would seem that the key factor in this problem is you, the average driver. Driving while drinking, or when not up to par physically or mentally; neglecting to use safety devices such as seat belts; neglecting to keep the auto in safe condition and driving at an unsafe speed, are all conditions which contribute to accidents and are all controllable by the driver. Until we all accept our part in the cause and prevention of traffic accidents, not much reduction in this problem can be expected. In other words, this is a "do it yourself" project.