utility reporter

VOL. XVI, NO. 8 OAKLAND, CALIFORNIA JANUARY, 1969

Official Publication of I.B.E.W. Local Union 1245, AFL-CIO, P.O. Box 584, Walnut Creek, Calif. 94597

Tenative Accord Reached On PG&E Pension And Benefits

Local 1245 and P.G.&E. negotiators have reached a tentative settlement after over 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 Officers and Committeemen.

At the conclusion of the discussion, members of the Commitee 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:

PACIFIC GAS AND ELECTRIC COMPANY

PG&E 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

I. WAYLAND BONBRIGHT
MANAGER
INDUSTRIAL RELATIONS

January 15, 1969

Local Union No. 1245, International
Brotherhood of Electrical Workers, AFL-CIO
P. O. Box 584
Walnut Creek, California 94597

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

This letter and its attachments outline the Company's understanding of the Bargaining Committees' agreement for the conclusion of this year's negotiations with respect to the establishment of a long term Disability Plan and the revision of the Retirement, the Savings Fund, and the Group Life Insurance Plans as discussed in the negotiating sessions between the Company and the Union this fall and winter.

As was stated during negotiations, Company plans to take over the administration of the Retirement Plan as soon as practicable. In addition, Company will take the necessary steps to improve the investment results of the Plan while maintaining its financial integrity.

It is understood, of course, that the language of the Benefit Agreement itself will be subject to further discussion and, further that the proposed revisions attached are subject to the approval of Company's Board of Directors and the Internal Revenue Service before becoming effective.

The references contained in the attachment are to the Union Pension Contract as amended January 1, 1964 and to the Retirement Plan which is Exhibit "A" to such Contract. The paragraph references in the Retirement Plan are contained in Part 2 of the Retirement Plan booklet as revised January 1, 1959.

It is understood with respect to "credited service" that an employee who became eligible to join the Retirement Plan prior to January 1, 1969 will be considered as having done so when first eligible if he joined the Plan within six months of his eligibility date. If an employee becomes eligible to join such Plan after December 31, 1968 and prior to January 1, 1973 he will be considered as having joined when first eligible provided he does so within 60 days of his eligibility date.

If there is anything in this letter and the attached resume of our understanding which is not in accord with yours, please let me know as soon as possible.

Yours very truly,

I. Wayland Bonbright

I. WAYLAND BONBRIGHT

IWB:MC

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)

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

(Name)

(Street Address)

(City)

(State and Zip Code)

Local 1245 And PG&E Reach Tentative Agreement

(Continued from Page 1)

c) Long Term Disability Plan
d) Savings Fund Plan

GROUP LIFE, RETIREMENT AND SAVINGS FUND REVISION

Effective March 1, 1969:

An employee who is off work due to disability incurred in his employment with the Company and is receiving temporary compensation under the provisions of the Workmen's Compensation Chapters of the State Labor Code may elect to have deductions made from his check in order to continue his contributions to various benefit plans, or other previously authorized payroll deductions during the period of disability.

GROUP LIFE REVISIONS

Effective January 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 will keep his present amount of insurance if it is greater than the amount proposed unless he otherwise notifies the Company
   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.

RETIREMENT REVISIONS

Effective January 1, 1969:

1. Monthly Retirement Income:
   Paragraph 3 of the Retirement Plan shall be amended to provide that:
   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 but excluding 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 ½% for each year of Credited Service over thirty and reduced 1% 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 paragraph b above as follows:
   For an employee on his Normal Retirement Date, the monthly Retirement Income shall be equal to 1/24th of the employee's contributions to the Plan plus any retirement income accrued under the Past Service Plan, the Coast Counties Plan, the Vallejo Light and Power Plan, or the Stanpac Plan. "Contributions" shall include any of the following which are applicable:
   (i) The 1937-1953 adjustment
   (ii) The adjustment to an age 65 basis for women who joined the Plan prior to January 1, 1954, and
   (iii) The military service adjustment.
   Section 6 of Part II of the Union Pension Contract shall be amended to provide that:
   d) The Supplemental Pension Benefit shall be continued and improved as follows:
   An employee who qualifies and who retires under the Plan after December 31, 1968 shall be entitled to receive a Supplemental Pension Benefit determined as set forth below for the rest of his life.
   For an employee who has thirty years of credited service on his Normal Retirement Date, the amount of the monthly Supplemental Pension Benefit shall be equal to 50% of his earnings, minus (1) the monthly Retirement Income, as described above, and minus (2) one-half of the Social Security Primary Insurance Amount to which the employee is or would otherwise be qualified at age 65. The 50% referred to above shall be increased by ½% for each year of credited service greater than thirty and reduced 1% for each year of credited service less than thirty.
2. Early Retirement:
   Paragraph 5 of the Retirement Plan shall be amended to provide that:
   An employee may retire on a reduced amount of retirement income on the first day of any month after his 55th birthday. For employees who retire early, the employee's monthly Retirement Income and Supplemental Pension Benefit, if applicable, shall be calculated as if the employee reached his Normal Retirement Date on the date he retired early. The Monthly Retirement Income and Supplemental Pension Benefit so calculated shall then be reduced by ¼ of one percent for each full month by which the employee's Optional Retirement Date precedes his Normal Retirement Date.
3. Special Adjustments for Women Who Joined the Plan Prior to 1954:
   Paragraph 7 and other paragraphs of the Pension Plan shall be amended to provide that:
   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 60 years of age on January 1, 1969 will have her contributions as of December 31, 1968 adjusted upward by 45% and will have a normal retirement date of the first of the month following her 65th birthday.
   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 9% 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.
4. Spouse's Pension

(Continued on Page 6)

the utility reporter

Telephone (415) 933-6060

RONALD T. WEAKLEY	Executive Editor
KENNETH O. LOHRE	Managing Editor
L. L. MITCHELL	Assistant Editor
M. A. WALTERS	Assistant Editor
JOHN J. WILDER	Assistant Editor

Executive Board: Roland W. (Ron) Fields, Leland Thomas Jr., Andrew A. Clayton, Herbert E. Dickenson, Anthony Boker, James M. Lydon, James H. Fountain.

Published monthly at 1918 Grove Street, Oakland, California, CA 94612. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P. O. Box 584, Walnut Creek, CA 94597. Second Class postage paid at Oakland, California.

POSTMASTER: Please send Form 3579, Change of Address, to P.O. Box 584, Walnut Creek, Calif. 94597.

Subscription price . . . . **$1.20 per year. Single copies, 10 cents**

YOUR *Business Manager's* COLUMN

Renewed Dedication Needed For 1969

By RONALD T. WEAKLEY

(Continued from Page 1)

is rising at a pace which gives real concern to all citizens, including the many thousands represented by Local 1245. We have some "catching up" to do and some economic progress to make in 1969.

One significant barometer of the economy in our service jurisdiction is utility rates. Some major California gas and electric utilities are seeking increases at the present time and more are to be expected because inflation has hit the gas and electric utilities in California, which have maintained generally lower rates than most areas in the country for a good number of years.

We get into a number of Public Utility Commission cases but these cases involve safety, construction standards, or other matters such as protection of our Union's jurisdiction.

We don't get involved in rate cases as a matter of long-standing Union policy for a number of good reasons. We don't intend to do so in the current or upcoming cases unless some new factor causes us to revise our present policy.

This is the business of the utilities and the Commission, which is charged with regulation of services and rates as a public body, responsible to the gas and electric consumers of California.

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 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 desires, hopes and needs.

Local 1245 is the only practical instrument available which puts top priority on the security and 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.

HOW TO COPE WITH 1969

By Sidney Margolius
Consumer Expert for Utility Reporter

What kind of financial situation will your family have to deal with in 1969?

In general you can expect another sizable increase in your living costs—about 3-4 per cent, we estimate. These higher prices looming ahead are especially worrisome because they come on top of the whopping hikes of the past three years. In that period the cost of living has jumped 11½ per cent for the biggest inflation since the Korean war of the early 1950's. In 1968 alone, living costs rose over 4½ per cent.

Like the Red Queen in "Alice in Wonderland," working families this past year found themselves running hard but standing still. Despite pay increases, the average worker with three dependents currently finds himself with $88.49 a week in take-home pay in terms of 1957-1959 dollars, compared to $87.12 a year ago on the same basis. So he is ahead just $1.37 in real purchasing power.

An average worker with no dependents did not fare even as well as that. He is winding up 1968 with the equivalent of $80.84 in terms of the same constant dollars, compared with $80.82 a year ago.

What can you do to defend your family against these higher prices?

Unfortunately, two of the toughest problems are hard to solve by yourself, and really need government and community action. These are the spiraling costs of homeownership (up 7 per cent this past year), and medical care (up 6 per cent this year and 48 per cent in the past ten years).

A main reason for the leaping housing costs is the present high interest rates which simply got away from the government this year. Not only are homebuyers currently being compelled to pay lenders 6 and ¾ to 8 per cent interest for mortgages, but present interest rates are like a rat getting into your cupboard and gnawing at everything you own. High interest rates also are forcing up your property taxes and operating costs, because schools, municipalities and public utilities now must pay more in bond interest, and businessmen more for business loans. This cost, too, you eventually pay in the form of higher prices.

On some purchases, you can defend yourself against the inflation by selective buying, especially of food, and by timing your buying. Even while prices are rising there are many cut-price sales and clearances.

Especially this January, look for big sales, Christmas business has not been as good as manufacturers and merchants had hoped for. Now they are overstocked on apparel and household equipment as well as gift items.

Here are price prospects for 1969 in specific items you have to buy, to help you avoid some of the higher prices:

YOUR FOOD-COST OUTLOOK: Food prices will be a little higher in 1969. But the rise will not be as large as this past year. For one reason, meat is in good supply, with pork cheaper than last year, and beef about the same.

Look for the store specials. Supermarkets have been maintaining relatively low prices on such feature items as chuck, chopped beef, pork shoulders and smoked hams but clouting the public with high prices for steaks, roasts and chops.

Broilers and turkey will not be quite the bargain they have been in recent years.

Eggs too cost more this year but are still an outstanding buy in food value.

HOME FURNISHINGS: Household appliances, furniture and floor coverings all are higher this year except for TV sets which have had lagging sales. Shop the January sales for specials on furniture, bedding, blankets, refrigerators and floor coverings.

CLOTHING: The big problem is shoes. They went up a whopping 6 per cent this past year. You can help soften some of this increase by anticipating your needs at the annual January show sales. These offer standard brands at reduced prices.

This January especially will be a good time to shop for clothing, with stores trying to unload present stocks of coats, men's suits, shirts and hosiery.

CAR EXPENSES: Car prices have been edging up more than is justified by the recently-added safety features. The U. S. Bureau of Labor Statistics has been keeping close track of the value of these

buyers' bailiwick

new features. It is revealing to see how little their real value is compared to the higher car prices this year. The BLS values the improved windshield defrosting and defogging at 70 cents; the new side-marker lights at $6.30; the new safety door latches, hinges and locks at 55 cents, the improved windshield wipers and washers at $1.25.

In comparison, wholesale prices of cars went up 3.7 per cent, almost twice as much as necessary for the safety improvements. Retail prices this fall jumped 4.5 per cent. The rise in retail tags amounts to a husky $135 on a $3000 car. It is due not only to the higher factory prices, but to the discontinuance of special discounts and trade-in over-allowances at the end of the last model season.

But if you are looking for a used car, you will find prices lowest in January and February.

WHITE SALES: January also is the month for sales on sheets and other household linens. This year you will find durable-press sheets (blends of polyester fiber and cotton) only about $1 more than ordinary cotton sheets of similar grade. The durable press sheets not only need no ironing and dry faster, but wear longer and so justify their higher cost.

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 were voted on by the 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 both offers submitted by the Company, by 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 and recommended the membership weigh them carefully before casting their vote. The wage offer in the Committee's analysis of the increased cost of living is inadequate and falls short of other settlements this year with other Tree Companies. The membership will be advised of further developments through special bulletins.

Highlights of the settlements ratified by Local 1245 members of the other four Tree Trimming Companies are as follows:

Utility Tree Service Company

Wage increases ranging from 20 cents an hour to 35 cents an hour, effective January 1, 1969, and 15 cents an hour, effective January 1, 1970.

Improved sick leave provisions.

Inclement weather show-up time increased from $4.00 to three hours' pay.

Improved safety provisions to provide for two Climbers on each climbing crew.

Union's Negotiating Committee members were Daniel Griffith and Business Representative Orville Owen.

Farrens Tree Company, Inc.

Wage increases ranging from 20 cents an hour to 35 cents an hour, effective January 1, 1969, and 15 cents an hour, effective January 1, 1970.

Establishment of sick leave provisions.

Inclement weather show-up time increased from two hours' to three hours' pay.

Meal allowances increased from $2.00 to $3.00.

Improved safety provisions providing for two Climbers on each climbing crew.

Union's Negotiating Committee members were Tony Olivarez and Business Representative Orville Owen.

Sohner Tree Service, Inc.

Wage increases of 20 cents an hour to all bargaining unit employees, effective January 1, 1969, and 20 cents an hour to all bargaining unit employees, effective January 1, 1970.

Improved inclement weather show-up time from $4.00 to two hours' pay.

Meal allowances increased from $2.50 to $3.00.

Subsistence allowance increased from $8.00 a day to $9.00 a day.

Provisions to substitute the day following Thanksgiving Day for Veterans' Day.

Twenty days' vacation after 20 years of service, effective January 1, 1970.

Improved safety provisions providing for two Climbers on each climbing crew.

Company will contribute $4.00 per month to the cost of the employees' group hospital plan for **dependents.** (Company presently pays full cost of **employee** group hospital plan.)

Union's Negotiating Committee members were Thomas Barnhill and Business Representative Orville Owen.

Davey Tree Surgery Company, Ltd.

Establishment of a **Modified Union Shop Agreement.**

Wage increases to the employees in the Working Foreman's classification of 25 cents an hour in 1969 and 25 cents an hour in 1970; Wage increases to employees in the Climber classification of 22 cents an hour in 1969 and 20 cents an hour in 1970.

Improved inclement weather show-up time from $4.00 to $5.00.

Meal allowance increased from $2.00 to $3.00.

Subsistence allowance increased from $8.00 a day to $9.00 a day.

Provisions to substitute the day following Thanksgiving Day for Veterans' Day.

Improved safety provisions providing for two Climbers on each climbing crew.

Company shall improve Hospital and Medical Plan to increase the $12.00 a day to $25.00 daily hospital benefit for room and board, and have agreed to discuss the Pension Plan in 1970.

Union's Negotiating Committee members were LeVoyle Heineman, Patrick Slosser, Business Representatives Wayne Weaver and Orville Owen.

GENERAL CONSTRUCTION MEMBERS, L

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.

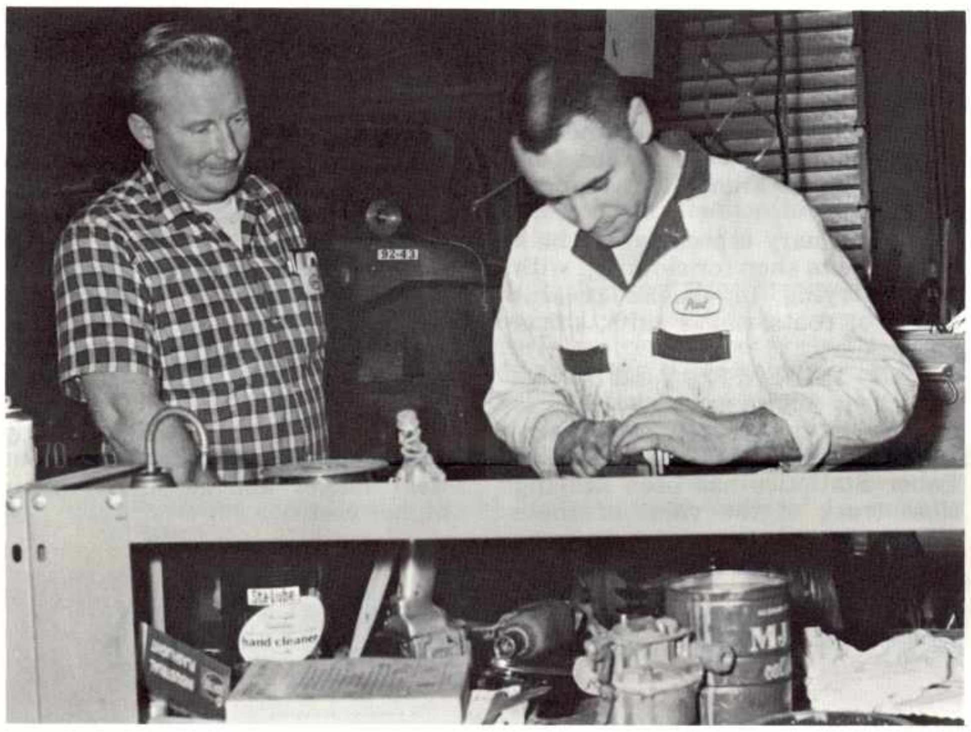
The G.C. crews are also loaned to the Divisions that are experiencing rapid growth or are experiencing "peak" work loads. They work in these areas until the Division crews are able to handle the load brought on by this rapid growth. Needless to say, the G.C. employees play an important role in the "good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

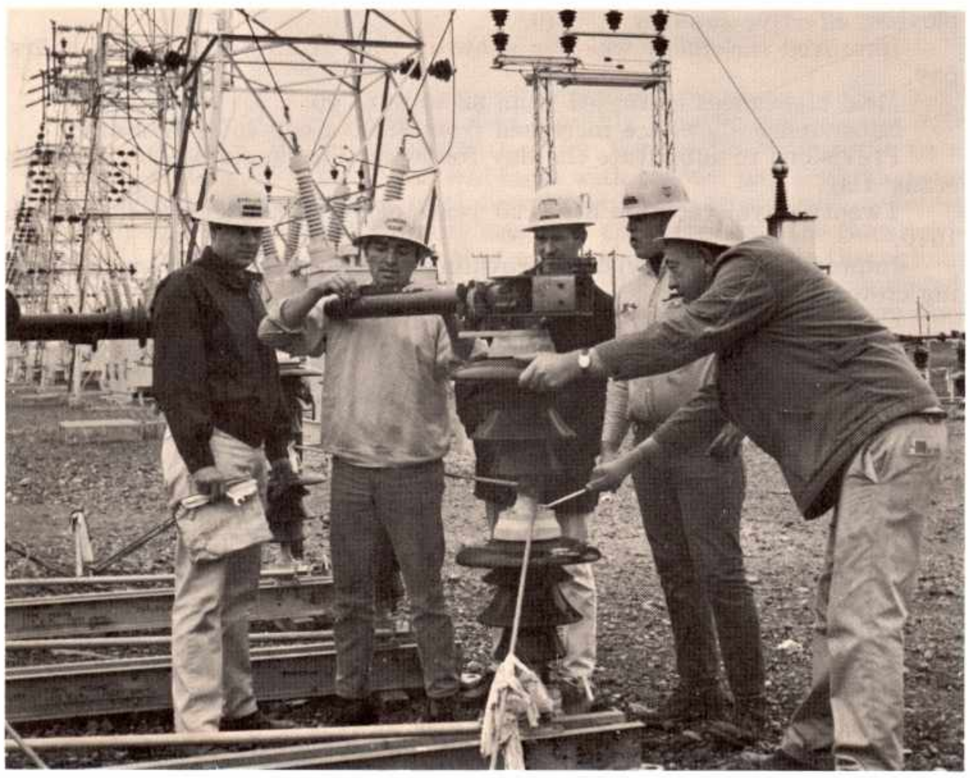
The people that work in the various G.C. departments have to be mobile due to the nature of their work. When they complete a large project they have to pick up and move on to the next one.

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.



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, Ted Huber, Appr. Elect., Jim Urias, Helper, Glen Holg, Working Foreman, Monty Mitchell, Appr. Elect., and Charlie Tilden, Electrician, are shown working on a large switch.

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

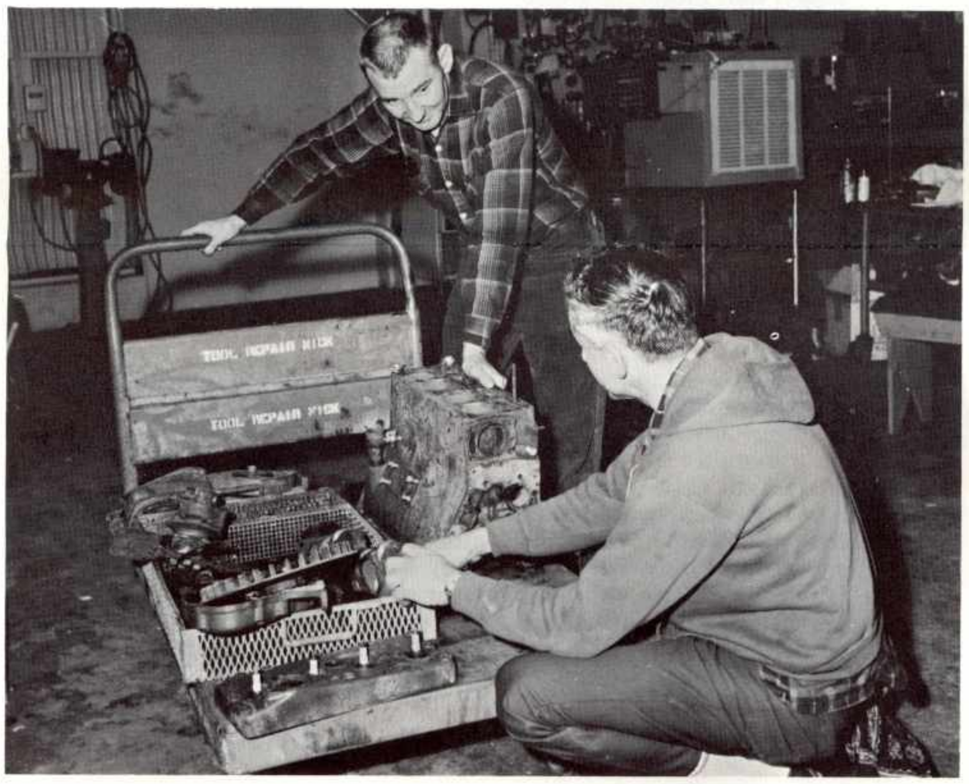
Kenneth Wolf, left, Sr. Field Clerk at the Data Processing Center in Sunnyvale, works across the desk from Shop Steward Paul Kessinger.

Del Hatfield, left, Davis Unit Chairman, is working with Guy Ross, Equipment Mechanic, on a special puller for heavy cable on underground work.

OCAL 1245's TRAVELING AMBASSADORS

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 Dorr, 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 Corrales, 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 is more than 5 years younger than 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. "Credited Service":
The first paragraph of Section 6 of Part II of the Union Pension Contract shall be amended to provide that:
Credited Service includes all continuous 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 did so continuously thereafter. Interruption of active employment 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 months shall not consititute a break in Credited Service, although such period of interruption shall not be included as Credited 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 Credited Service and the period of such absence shall constitute Credited 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 Credited 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 Credited Service. If an employee with ten or more years of Credited Service terminates his 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%, 30%, 40%, or 50% of his income converted to an Equity Annuity. The election of this option may not be revoked or changed after his retirement date.
   b) An Equity Annuity 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 until the conversion is completed, 1/60th of the amount of his Equity Annuity will be converted into Annuity Units. If the conversion is not completed prior to the date the employee retires, the income payable to such employee on a fixed basis will be reduced as of each date of conversion 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 arising from 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 surviving spouse 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 up to 31 days prior to retirement instead of one year prior to retirement and will apply to both the Fixed and Equity Annuity portions of the Pension.
9. Employee Contributions:
Employee contributions to the Plan will be reduced by 50% effective January 1, 1969 (that is, to a contribution rate of 1½% of the first \$3,600 per year and 2½% on the balance), by 75% effective January 1, 1971 (to ¾ of 1% of the first \$3,600 per year and 1¼% on the balance), and discontinued entirely on January 1, 1973.
10. Retired Employees:
A 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 1968 (2% 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 an employee 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 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. In place of 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 an 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 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 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 1 year of Company Service, but less than 5 years of credited service, 5 years after the date his disability began
   e) If the employee has 5 years but less than 15 years of credited service, a period equal to his service from the date his disability began
   f) 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 coverage 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.
5. The Plan does not apply to any employee disabled by an injury or illness arising out of and in the course of his employment with an employer other than 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 a trustee 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 Union, Company will establish or modify rules 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. R. Mensinger, president of Boreal Ridge, said work is under way on a project to illuminate two of the Interstate 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's Auburn office in cooperation with fixture suppliers. The work is being done by Turner Electric Company, Grass Valley.

Installation plans call for 48 mercury vapor lights of 1,000 watt capacity to be installed from the lodge at 7,200 feet elevation to the top of Boreal Ridge at 7,900 feet elevation, over a distance of about 2,500 feet. Ramp and safety areas will be illuminated by six quartz iodine lamps rated at 1,500 watts each.

The lamps, designed for an even, shadowless distribution of light, will be mounted atop 40 feet wooden poles outside the ski area. Some existing trees will also be utilized for the high intensity lights, Mensinger said.

A new method of plowing the underground electrical cable directly into the earth is being used on the project.

The T-bar and the green chairlift will be the focal point of the colorful nighttime operation.

Mensinger said present plans call for nighttime skiing on Thursday, Friday, Saturday and Sunday. On these days the lifts will be open continuously from 9 a.m. to 10 p.m.

Boreal Ridge is located 60 miles east of Auburn on Interstate 80 at Boreal Ridge Road.

The Bargaining Calendar Of Local 1245

The following timetable of general wage and contract bargaining responsibilities presently held by Local 1245, depicts the heavy schedule of representative action in behalf of many thousands of working people. This important service is supported by dues payments and led by full-time union experts and skilled workers off the job, who make up our many bargaining committees.

Of course, we also have special negotiations going on every day of the year somewhere or another in our jurisdiction. Provisions for interim bargaining on many issues are used by the parties to help keep up with changes in the operations of the industry, significant changes in job content, necessary revisions of certain job rates, etc.

Now, a big item called apprenticeship and training is becoming a regular service activity as we bargain on numerous classifications of work for which entrance requirements, progressive work and educational steps and other important phases of training procedures must be set forth in writing, after negotiations between the parties on a large number of classifications of work.

Pension and benefit negotiations are sometimes held separately from general wage and contract negotiations, as in the case of PG&E.

Here's the general wage and contract bargaining schedule through 1970:

Negotiations in 1969

In progress at beginning of year on first agreement:

City of Healdsburg
Concord TV Cable
Naval Air Station, Alameda (being handled by the International Office)
Naval Air Rework Facility, Alameda (being handled by the International Office)
Oak Knoll Naval Hospital (being handled by the International Office)

Signed Agreements

Sierra Pacific Power Company—Current Agreement 5/1/68 - 5/1/71; Wage Opener 5/1/69
California-Pacific Utilities Company—Needles Division—Current Agreement 5/1/68 - 4/30/70; Wage Opener 5/1/69
California-Nevada Line Constructors Chapter, N.E.C.A.—Current Agreement 7/1/66 - 6/30/69; Pre-negotiated wage increase to be applied 1/1/69; Wide open 6/30/69
Plumas-Sierra Rural Electric Cooperative, Inc.—Current Agreement 7/1/68 - 7/1/70; Wage Opener 7/1/69
U.S. Bureau of Reclamation, Region 2—No specific term; May open any subject once a year; Last wage increase 6/30/68; Wide Open.
Pacific Gas & Electric Company (Physical)—Current Agreement 7/1/66 - 6/30/70; Wage Opener 7/1/69
Pacific Gas & Electric Company (Clerical)—Current Agreement 7/1/66 - 6/30/70; Wage Opener 7/1/69
Pacific Gas Transmission Company—Current Agreement 7/1/66 - 6/30/70; Wage Opener 7/1/69
Standard Pacific Gas Line Inc.—Current Agreement 7/1/66 - 6/30/70; Wage Opener 7/1/69
Sacramento Transit Authority—Current Agreement 7/15/66 - 9/16/69; Wide Open 9/16/69
Community Antenna Company—Current Agreement 10/1/67 - 9/30/69; Wide Open 9/30/69
X-Ray Engineering Company—Current Agreement 11/10/68 - 10/31/69; Wide Open 10/31/69
Pacific Tree Expert Company—Current Agreement 1/1/67 - 12/31/69; Wide Open 12/31/69

Pre-Negotiated Increases

Alameda-Contra Costa Transit District - Current Agreement 7/1/67 - 6/30/70; Increase effective 7/1/69
Citizens Utilities Company of California—Current Agreement 9/1/68 - 8/31/71; Increase effective 9/1/69
Utility Tree Service, Inc.—Current Agreement 1/1/69 - 12/31/70; Increase effective 1/1/70
Davey Tree Surgery Company, Ltd.—Current Agreement 1/1/69 - 1/1/71; Increase effective 1/1/70
Farrens Tree Company, Inc.—Current Agreement 1/1/69 - 12/31/70; Increase effective 1/1/70
Sohner Tree Service, Inc.—Current Agreement 1/1/69 - 12/31/70; Increase effective 1/1/70

No Signed Agreements*

Truckee Public Utility District—Wide Open; last increase 5/1/68
Sacramento Municipal Utility District—Wide Open; last increase 6/30/68
Alameda Bureau of Electricity—Wide Open; last increase 7/1/68
City of Lodi—Wide Open; last increase 7/1/68
City of Oakland—Wide Open; last increase 7/1/68
City of Redding—Wide Open; last increase 7/1/68
City of Berkeley—Wide Open; last increase 7/16/68
Oroville-Wyandotte Irrigation District—Wide Open; last increase 9/1/68
Richvale Irrigation District—Wide Open; last increase 10/1/68
Merced Irrigation District—Wide Open; last increase 1/1/69
Nevada Irrigation District—Wide Open; last increase 1/1/69

*Subject to discussions at any time; may be initiated by public agency or Local 1245

Negotiations in 1970

Signed Agreements

General Electric Cablevision Corporation, Merced—Current Agreement 1/17/68 - 1/18/70; Wide Open 1/18/70
California-Pacific Utilities Company—Needles Division—Current Agreement 5/1/68 - 4/30/70; Wide Open 4/30/70
Sierra Pacific Power Company—Current Agreement 5/1/68 - 5/1/71; Wage Opener 5/1/70
Alameda-Contra Costa Transit District—Current Agreement 7/1/67 - 6/30/70; Wide Open 6/30/70
Pacific Gas & Electric Company (Physical)—Current Agreement 7/1/66-6/30/70, Wide Open 6/30/70
Pacific Gas & Electric Company (Clerical)—Current Agreement 7/1/66 - 6/30/70; Wide Open 6/30/70
Pacific Gas Transmission Company—Current Agreement 7/1/66-6/30/70; Wide Open 6/30/70
Standard Pacific Gas Line Inc.—Current Agreement 7/1/66 - 6/30/70; Wide Open 6/30/70
U. S. Bureau of Reclamation, Region 2; No specific term. May open any subject once a year; wide open.
Plumas-Sierra Rural Electric Cooperative, Inc.—Current Agreement 7/1/67-7/1/70; Wide Open 7/1/70
Farrens Tree Company, Inc.—Current Agreement 1/1/69 - 12/31/70; Wide Open 12/31/70
Sohner Tree Service, Inc.—Current Agreement 1/1/69 - 12/31/70; Wide Open 12/31/70
Utility Tree Service, Inc.—Current Agreement 1/1/69 - 12/31/70; Wide Open 12/31/70
Davey Tree Surgery Company, Ltd.—Current Agreement 1/1/69 - 1/1/71; Wide Open 1/1/71

Depending on the results of 1969 negotiations, we could be in negotiations with the below-listed employers in 1970. 1969 negotiations could result in either one year or longer agreements. If agreements are for two or more years, we could have pre-negotiated increases in 1970 or be open on wages:

California-Nevada Line Constructors Chapter, N.E.C.A.
Sacramento Transit Authority
Community Antenna Company
X-Ray Engineering Company
Pacific Tree Expert Company
Concord TV Cable
Naval Air Station, Alameda
Naval Air Rework Facility, Alameda
Oak Knoll Naval Hospital

Pre-Negotiated Increases

Citizens Utilities Company of California—Current Agreement 9/1/68 - 8/31/71; Increase effective 9/1/70

No Signed Agreements*

Truckee Public Utility District
Sacramento Municipal Utility District
Alameda Bureau of Electricity
City of Healdsburg
City of Lodi
City of Oakland
City of Redding
City of Berkeley
Oroville-Wyandotte Irrigation District
Richvale Irrigation District
Merced Irrigation District
Nevada Irrigation District

*Subject to discussions at any time; may be initiated by public agency or Local 1245.

THE MASTER APPRENTICESHIP PROGRAM

The Master Apprenticeship program and the Standards of progressions for the several apprenticeships with P.G.&E. are 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 Apprenticeship Agreement are:

Electric—Divisions Only
Apprentice Cable Splicer
Apprentice Communication Technician
Apprentice Control Technician (Steam)
Apprentice Electrical Machinist (Hydro)
Apprentice Electrical Technician
Apprentice Electrician
Apprentice Instrument Repairman
Apprentice Lineman
Apprentice Machinist (Steam)
Apprentice Meterman
Apprentice Rigger (Steam)
Apprentice Welder

Gas—Divisions Only
Apprentice Fitter
Apprentice Gas Measurementman

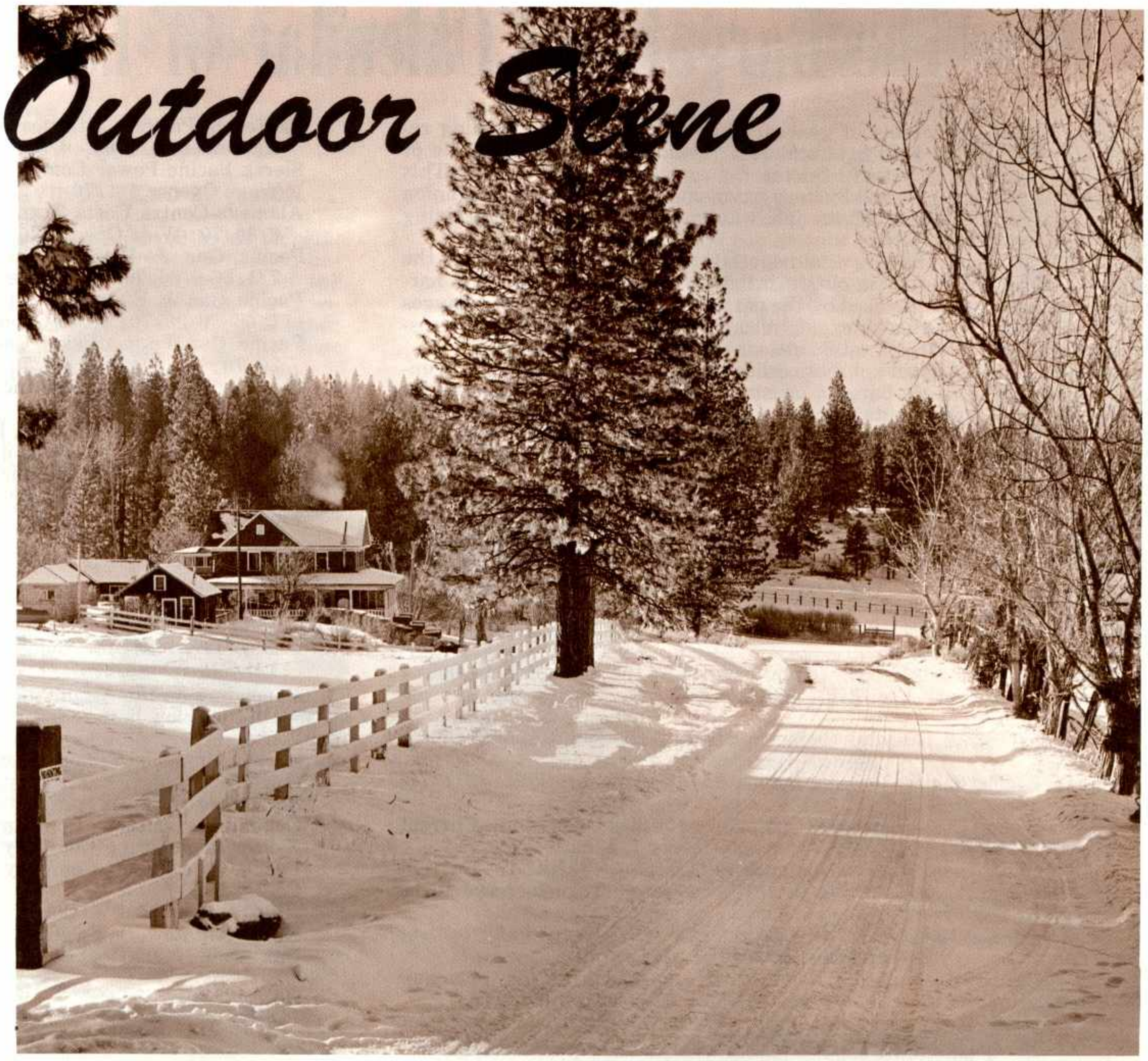
Pipe Line Operations Department
Apprentice Gas Control Mechanic
Apprentice Plant Mechanic

General Services (Including General Construction Service Center—Davis)
Apprentice Equipment Mechanic

Material Control
Apprentice Electrician
Apprentice Machinist

The Outdoor Scene

by Fred Goetz



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

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 $4.25. 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. Marlin's answer to Winchester was the Model 93, also a lever action, $13.

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 for $3.20—mailed express, postpaid. A man with a real thirst could send for three gallons of a four-year old corn 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 his 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.

HELICOPTER ACCIDENT

On Dec. 18, 1968, Manuel Azuar accidentally walked into the rear rotating blade of a helicopter. The accident occurred above the Rock Creek Power House, near Oroville, Calif.

The left side of Manuel's face was badly mutilated in the accident. Manuel is still in critical conditon at the Sutter General Hosptal, in Sacramento, Calif.

Witnesses say that the doctors were impressed by the immediate first-aid administered at the scene of the accident.

The accident is still being investigated; therefore, we don't know exactly what happened, but we do know that this further illustrates the fact that accidents can and do happen. Please work safely.

UNION SAFETY COMMITTEE MEMBER REPORTS ON GOVERNOR'S TRAFFIC SAFETY CONFERENCE

by Glenn Larson

A newspaper headline such as "53,000 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 Ron Fields and SafetyAdvisory Committee member Glenn Larson as delegates from Local 1245.

Granted, some of these accidents are unavoidable, but the greater part of them are driver-caused. With this in mind, the delegates' recommendations to the Governor concerned the driver and his training or retraining. These recommendations included enactment of a presumptive limit law to set the legal drunk driving charge at .10 percent alcohol in the blood; stiffer driver training requirements for the traffic law violators; increased research with the investigators having authority similar to that of the Federal Aviation Authority investigators; and training of motorcycle operators with the use of helmets compulsory while riding a motorcycle.

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 teenage section and their recommendations to the Governor. These young people are deeply concerned with 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 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.