Local 1245 Submits Counter-Offer To PG&E Negotiating Committee

The negotiations between Local 1245 and PG&E are moving along; slowly, but they are moving. The Business Manager's Column in this issue of the Utility Reporter gives a brief outline of where we are in negotiations with PG&E.

Printed below is a cover-letter and a summary of Local 1245's counter-offer which was submitted to PG&E's negotiating committee on July 24, 1970.

July 24, 1970

Pacific Gas & Electric Company
245 Market Street
San Francisco, California

Attention Mr. I. W. Bonbright, Manager of Industrial Relations

Gentlemen:

Union's offer of settlement for negotiations is prefaced by this statement because of the areas of concern expressed by our members and your employees.

We, too, have reviewed and assessed all data you had mentioned. It is our belief that there are additional areas of major concern not mentioned in your letter of July 2, 1970, which must be resolved before we can satisfactorily meet our membership needs.

Following your format and listing of issues, we submit the following preface to our specific proposals:

1. Wages: We are witnessing a conflicting situation in which a general recession is accompanied by the highest rate of inflation in our history. This has been a source of national debate and the economists do differ. This debate is not limited to the duration of the decline, but to many other issues. The factors you have mentioned are mainly results of other economic influences and these are the factors over which we feel concern.

Looking at the economic decline we find more optimism. Economic indicators show promise of an upturn in business. The June issue of NEWSWEEK states, "Government says the upturn would be delayed, but not for long, and no serious recession would result. Most private economists agree." They then quote from eminent economists saying "the American economy has reached the bottom of the decline," and predict business to pick up through the rest of the year at about the rate at which it went down. Further quotes state, "there is no objective economic reason" why the

YOUR Business Manager's Column

STATUS OF PG&E NEGOTIATIONS

By RONALD T. WEAKLEY

At press time, Local 1245's General Negotiating Committee is busily engaged in trying to reach a satisfactory settlement with PG&E as soon as reasonably possible.

PG&E's first offer of settlement was accepted by the ESC-MEBA, which presently holds bargaining rights for some 17,000 Professional and Clerical employees.

A generally comparable Company offer of settlement was submitted to Local 1245's Committee, which rejected it as unworthy of submission to the PG&E membership of Local 1245, which presently holds bargaining rights for some 17,000 Physical and Clerical employees.

Our Committee has submitted a counter-offer of settlement to PG&E as a basis for continuing negotiations and the parties are presently engaged in an effort to try to reduce the areas of dispute down to a practical situation where in we might find a means to settle our difficult 1970 negotiations.

It is obvious that the total package and total cost of our original proposals to PG&E will not be gained within the shorter contract term presently under consideration between the parties.

We must find an area of proper compromise between our original proposals and the Company's first offer of settlement in order to get a tentative agreement out to our membership for a vote.

An outline of Local 1245's counter-offer of settlement is printed elsewhere in this issue.

Information bulletins will continue to be sent out as we move along in negotiations. Keeping up with what is going on, attending Union meetings as they occur, and talking Union on the job will help your Committee to gain the best possible result at a time which has already proved to be a rough one at the bargaining table.

Advisory Council Discusses Counter-Offer to PG&E

The members of Local 1245's Advisory Council or their appointed alternates, met in Concord on July 25th and 26th. They gave their appropriate reports and also discussed the issues which concern the members of Local 1245.

The main topic of discussion was the current negotiations between Local 1245 and PG&E. I. L. Mitchell, Senior Assistant Business Manager, gave a report on the counter-offer which was submitted to the Company and he also made comments of the cover-letter which accompanied the proposal.

During the discussion, the Ad Council members reported the strong feelings of the members from their respective areas regarding the issue of agency shop. Agency shop is where a person does not have to join the Union, but they must pay a fee for services. This fee would be the identical amount that the Union member pays depending on their classification and wage rate.

The law requires the Union to negotiate for and service all employees in the bargaining unit and by asking for agency shop we are only requesting that the people pay for the services. We do not believe that this is an unreasonable request and we know how PG&E would feel if the law required them to give gas and electricity to the consumer with the option of payment.

(Continued on Page Six)

The above photo shows Becky Renfro, Local 1245's scholarship winner, reading her essay to the members of the Advisory Council. Becky received a standing ovation for her presentation.

ADVISORY COUNCIL DISCUSSI
We Get Letters

The Utility Reporter
P.O. Box 584
Walnut Creek, Ca. 94597

Dear Editor:

This letter is written as my personal opinion of how I would have liked the Executive Board to reconsider and change its Vietnam Policy, dated September 2, 1965.

My opinion is that the statement should reflect our strong desire for peace, an immediate withdrawal from Vietnam and a rejection of the theory that war brings peace. War begets war not peace.

As a union member I strongly presented the statement our national union leaders made when Cambodia was invaded. All union members do not support this administration’s policies. One man or committee cannot speak for all union members.

We are faced with the same problem when our Executive Board tries to implement or reconsider a policy on such a controversial subject. There is always the possibility of dividing our house.

I believe that all free organizations or nations can have freely expressed differences and still have the ability to work together in harmony.

This local union has that freedom and we must continue to respect all opinions, to communicate and learn from each other, and to be involved with all of the issues which affect mankind.

We may be divided on some issues, but one I believe that Local 1245 has and will continue to be a brotherhood of humans, with different ideas and backgrounds, banded together to freely seek the continuing improvement of all human existence.

T. R. Fleming

Ronald T. Weakley
Executive Editor
Utility Reporter
P.O. Box 4790
Walnut Creek, Ca. 94596

Dear Ron,

During the recent pre-negotiating Unit meetings, a total of 459 proposals were submitted from 26 Units. Out of this total, 66 were submitted from Concord Unit #2316. In addition to the proposals submitted, the Local Union #1245 sent out extensive questionnaires to all members. This was done to assure the negotiating committee that they had a true sample of the feelings, so they could honestly represent the membership at large.

During the last three of the year-long agreement, many problems came to the surface. Few of the problems were settled at the grievance level. Most of them were said to be “legal,” and we were told to wait until the problems were settled at the grievance level. Few of the problems were settled at the grievance level. Most of them were said to be “legal,” and we were told to wait until the agreement expires and then try to amend the working agreement to take care of these problems.

As the result of these little discrepancies, many of our co-workers have left to find “BETTER WORKING CONDITIONS” on the outside.

We are lucky to have a very good negotiating committee representing us at the bargaining table, but the time is here for all members of 1245 to attend the local Unit meetings and take a VERY ACTIVE PART of these proceedings. I know of the actions of the past, and I urge you and your fellow workers to GET TOGETHER, read the latest news and TAKE ANY ACTION THAT YOU THINK WILL SUPPORT THE MOVEMENT.

A single vote, or a stone left unturned might well shape the final OUTCOME OF THESE 1970 “NEGOTIATIONS.”

Leland S. Wilson

Diving Can Be Fun

Many of the members of Local 1245 have interesting hobbies to occupy their spare time and one of them in particular is Lance Karber, a helper in the Substation Department in Bakersfield and Unit Recorder for Unit #112 in Bakersfield.

Lance is married and has two little girls. Outside of his family, Lance’s main interest is scuba diving. He has been involved in this activity for the last four and one-half years.

Lance is Vice President of the San Joaquin Sports Divers Club. Part of the Club’s function is community service, wherein they do search and rescue work in all bodies of water in the area, but mainly in the Kern River. This river is considered a “killer river” because of the rough currents and terrain. The Kern River has one of the fastest drops in elevation in the State, which makes the current extremely fast.

This group is called on constantly to perform rescue work and they are also involved in the gruesome task of retrieving dead bodies from the river. It is an unpleasant job but a necessary one and this river usually claims 5 or 6 lives a year.

On the bright side, the club is also involved in pleasure diving. The club owns a boat which is designed especially for diving and this boat is docked in Oxnard on the Pacific Ocean. They dive for abalone, lobster, and all types of game fish.

Lance described scuba diving as one of the strangest and most exciting things he has ever done in his life. The beauty found under the water is difficult to describe. The investment in equipment is great, but very much worthwhile.

The buddy-system is always used in all club activities. They promote and practice safety in their hobby.

Sign of the Times

General Construction has recently determined a new way of reducing the overtime problem in the Station Department.

An employee of the American Patrol Service, hired for security patrol at one of the PG&E substations, was utilized as an observer while a Station Department employee worked alone in a hot yard pulling vacuum on a transformer at night.

It has been an established policy in the Station Department that employees do not work in hot yards without a qualified observer present due to the inherent hazards.

To sacrifice safety for a few bucks in overtime pay is certainly a “Sign of the Times.”

NEWS FLASH

Just at press time, we received word that the City of Lompoc has announced recognition of Local 1245 as the exclusive bargaining agent for its employees who work in the Operations and Maintenance departments.

This recognition was granted on the basis of a sign up of well over 50% of the employees in the above mentioned departments, rather than a formal election.

Local 1245 will begin preparations immediately for negotiations with the City of Lompoc.
Federal Law Restricts Wage Garnishments

Effective July 1, 1970, Federal law will limit the amount of an employee's disposable earnings which may be made subject to garnishment, and will prohibit the discharge of an employee because of garnishments for any one indebtedness.

This law (Title III of the Consumer Credit Protection Act, Public Law 90-231) covers all places of employment.

What is Garnishment?

Garnishment means any legal or equitable procedure through which “earnings” of any individual are required to be withheld for the payment of any debt.

Restrictions on Garnishment

The law limits the amount of an employee's “earnings” which may be made subject to garnishment. The term “earnings” means compensation paid or payable for personal services, whether called wages, salary, commission, bonus, or otherwise, and includes periodic payments pursuant to a pension or retirement program.

Amount of Restriction on Garnishment

The maximum part of the total "disposable earnings" of an individual which is subject to garnishment in any workweek may not exceed the lesser of (a) 25 percent of the disposable earnings for that week; or (b) the amount by which his disposable earnings for that week exceed 30 times the Federal minimum hourly wage prescribed by Section 6(a)(1) of the Fair Labor Standards Act in effect at the time earnings are payable (currently this is $1.60 an hour or $48 a week).

Disposable Earnings Defined

An employee's "disposable earnings" means that part of his earnings remaining after the deduction from those earnings of any amount required by law to be withheld. Examples of such deductions are: Federal income tax withholding deductions, Federal social security tax deductions, and State and city tax withholding deductions.

Determining Amount Subject to Garnishment

The following examples illustrate the statutory tests for determining the amounts subject to garnishment:

(a) An employee's earnings may not be garnished in any amount where his disposable earnings in a particular week are $48 or less. (For those paid on a monthly basis, $100 is the amount $208, and for those paid semi-monthly, it is $154.)

Example:

(b) An employee's gross earnings in a particular week, after deductions required by law, his disposable earnings are $60. Both tests must be figured to determine which is the lesser amount for garnishment purposes.

In this week only $12.00 may be garnisheed, since this is the lesser amount. ($75 would be paid to the employee.)

Courts Must Enforce Restrictions

No court of the United States, or any State, may make, execute, or enforce any order or process in violation of these restrictions. However, the restrictions are not applicable to court orders for the support of any person, bankruptcy court orders under Chapter XIII of the Bankruptcy Act, and debts due for State or Federal taxes.

Protection Against Discharge from Employment

The law prohibits an employer from discharging any employee because his earnings have been subjected to garnishment for any one indebtedness. The term "one indebtedness" refers to a single garnishment proceeding, regardless of the number of items made or creditors seeking satisfaction by means of the proceeding.

Example:

(c) An employee's gross earnings in a particular workweek are $700 after deductions required by law, his disposable earnings are $100. The lesser figure would be determined as follows:

<table>
<thead>
<tr>
<th>Calculation</th>
<th>Amount</th>
</tr>
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<tbody>
<tr>
<td>(1) $100 x 25%</td>
<td>$25.00</td>
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Criminal Penalties for Violations

Whoever willfully violates the discharge provisions of this law may be prosecuted criminally and fined up to $1,000, or imprisoned for not more than one year, or both.

Effect on State Laws

The law does not annul, alter, or affect, or exempt any person from complying with State laws: (1) which prohibit garnishments or provide for more limited garnishments than are allowed under the Federal law, or (2) which prohibit the discharge of any employee because his earnings have been subject to garnishment for more than one indebtedness.

The Secretary of Labor may by regulation exempt from the garnishment provisions of this Act garnishments under the laws of the State if he determines that the laws of that State provide restrictions on garnishments which are substantially similar to those provided in this Act.

Enforcement

The law is enforced by the Secretary of Labor, acting through the Wage and Hour Division of the Department of Labor.

Students Sleuths Catch Stores in Price Hoax

There's hope for the future—at least hope that the coming generation of families is not going to be as manipulated into as much money waste and credit trickery as many of this generation have been. Due to the efforts of a group of teachers, students of Professor Stewart Lee of Geneva College in Pennsylvania. One investigation, by student Bob Oros, especially shows you still can't trust stores' claims of former values when they run sales. Oros also was able to show from his own experience as a salesclerk, the little tricks stores use.

There are bargains available in sales. But you have to select carefully and you can't take claims for granted. Oros reports that one large Eastern department store offered broadband “on sale” at $10.58 a square yard with the claim that it had been marked down from $12.95. But when he looked at the tag underneath the sale tag, he saw that the regular price was $10.56. In buying carpeting you have to be especially careful to find out if the price quoted includes cost of installation and padding, and if not, how much more this will be. There is no standard practice in quoting carpeting prices, the terms “earnings” means compensation paid or payable for personal services, whether called wages, salary, commission, bonus, or otherwise, and includes periodic payments pursuant to a pension or retirement program. The amount of restriction on garnishment may not exceed the lesser of (a) 25 percent of the disposable earnings for that week; or (b) the amount by which his disposable earnings for that week exceed 30 times the Federal minimum hourly wage prescribed by Section 6(a)(1) of the Fair Labor Standards Act in effect at the time earnings are payable (currently this is $1.60 an hour or $48 a week).

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The PG&E's economic picture should be much better if these predictors
and factors hold up as housing starts and developments of new markets
continue to increase, while operating efficiencies and productivity improve.

The movement on the "Usual and Customary and Reasonable Fee
Schedules" with the elimination of the salary limitation, has been overdue
and is particularly true in the State of California. A dental care plan is of utmost
importance in the health and welfare program. The PG&E's economic
day meets the challenge of making any change in a sizable segment of the
workforce. It will be important to maintain the concept of the potential for change to
be sound, workable and reasonable.

The concept is to provide stability and the capability of maintaining a family life comparable
to others in the employ of PG&E.

G. C. In General: Union recognizes that there are two types of work
forces and certain distinctions in working conditions because of this. Union,
however, does not agree that all conditions are presently as equal as is practical.
The historic function can be performed and the identity of the two work forces maintained with the result that this provision applies only to
General Construction employees more in line with those of Division
personnel. The PG&E's economic picture should be much better if these predictors
and factors hold up as housing starts and developments of new markets
continue to increase, while operating efficiencies and productivity improve.

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to others in the employ of PG&E.
To PG&E Negotiating Committee

9. Safety (added): Union is still of the opinion that safety rules must be jointly approved and jointly policed if we are to have a meaningful safety program. We see too often the laxity of enforcement and the substitution of production standards for "safety first." Now problems are arising daily on the methods and practices in working the 500 KV hot. We expect proof that this was purely due to the use of the new rating plan, but we are relatively certain that the plan can be manipulated to produce this effect if so desired because of its subjective nature. We do not now, nor have we ever agreed to this method of job grading. It is our belief that some agreement must be reached on principles clearly spelling out the means of resolving this issue and must be contained in any package submitted to the membership for approval.

We believe the largest gas and electric utility company in the world should lead the way and not follow. We have not kept pace over the last four years and there are a number of benefits which are standard in the industry which we do not enjoy. We are the only utility on the Pacific Slope without some form of double time. We do not have Sunday premiums which are also prevalent throughout the industry. We believe our proposal to be within the realm of the capability of the Company to pay, and we would reasonably expect it to be paid.

We dislike the idea of any further delay but feel that with an agreement on basic principles of the means by which we can provide in written form the basic ingredients of each job or job group which would provide clearly spelled out guidelines understood by our membership, with a definite calendar of dates and a deadline for conclusion, that this item could be held over to interim negotiations.

During this period, Company has unilaterally put into effect the "Cross Hatch" system despite the Union's objections and the wage level of the weighted average for the Clerical unit has not increased in its historical relationship to that of the Physical group. We cannot say with positive proof that this was purely due to the use of the new rating plan, but we are relatively certain that the plan can be manipulated to produce this effect if so desired because of its subjective nature. We do not now, nor have we ever agreed to this method of job grading. It is our belief that some agreement must be reached on principles clearly spelling out the means of resolving this issue and must be contained in any package submitted to the membership for approval.

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Advisory Council Meets

(Continued from Page One)

based on the Company's ability to sell the customer on the idea that their service and product was good and worthy of payment. According to the reports, this subject is becoming more and more of an issue amongst the members. Ironically, the reports indicated that many non-members are in support of agency shop, which is hypocritical to say the least, but it is going on.

The members of the Advisory Council commended the negotiating committee for rejecting the Company's first offer and they indicated their full support and agreement on the counter-offer which the committee prepared.

The winner of Local 1245's Annual Competitive Scholarship Contest, Becky Renfro, was introduced to the members of the Council. Becky is the daughter of Charles E. Renfro and his wife Bonnie. Charles Renfro has been a member of our Local for over 12 years and he is employed by California-Pacific Utilities Company, Needles Division, as a gas serviceman.

Ronald T. Weasley, Business Manager, gave a report on his views regarding negotiations and the problems that exist. Ron outlined the problems we are facing with and he also discussed the solutions and alternatives we have if the Company continues its present position at the bargaining table.

Ron Fields, President of Local 1245, indicated that the leadership of our Local was encouraged by the support and attitude of the members in the field as reported by the Advisory Council members and they ask your continued support.

(Continued from page five)

COUNTER OFFER

a) Define the promotion and demotion rights to two years.
b) Define the promotion and demotion rights to two years.
c) Provide that the basis for promotions and demotions be length of service with the Company, rather than classification seniority.
d) Reduce the five-year Company service requirement for inter-department demotions to four years.
e) Reduce the five-year Company service requirement for inter-department demotions to four years.
f) Provide a list of all changes in payroll status, to be posted once a month.

20) GENERAL CONSTRUCTION INCLEMENT WEATHER: Provides that an employee with five years or more of Company service will receive eight hours' pay for the day if he is not required to perform work in the field due to inclement weather.

21) CLASSIFICATION WAGE ADJUSTMENT COMMITTEE: Establish a standing committee to consider all classification wage adjustments submitted.

The Union's proposal also includes specific rejection of certain items in the Company's proposal of July 2, 1970. Items that have held high interest are:

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Senior Citizens Miss Out on Benefits

Assemblyman Robert W. Crown (D), Alameda, Vice Chairman of the Assembly Ways and Means Committee, today observed that many senior citizens are apparently failing to take advantage of the property tax assistance which is available to those who qualify. Crown said that he had been informed that only 36,000 claims have been filed so far, and that at this same time last year, more than 45,000 had been received in Sacramento.

"This is the third year of the California Senior Citizens Property Tax Assistance Program," he said. "The program was adopted by the Legislature in 1967 to aid senior Californians in paying their property taxes. The program provides for a refund of the claimant's property taxes ranging from one percent to 95 percent, depending upon the claimant's household income."

Crown also said that he has been informed that many senior citizens, in reporting their social security income, are using the present payment schedule instead of that in effect during the 1969 calendar year.

"This is unfortunate," said Crown, "because if they are reporting increased income, they will receive proportionally diminished property tax relief."

To be eligible for Senior Citizens Property Tax Assistance claimants must be over 65 years of age as of January 1, 1970; must own and occupy their home; must have paid the property taxes on the home; and must have a total household income of less than $3,350. Qualified individuals can obtain forms from any office of the Franchise Tax Board or by writing to Senior Citizens Property Tax Assistance, P.O. Box 1688, Sacramento, California 95807.
Health Hazard?

Dr. Louis F. Saylor, Director of Public Health, and G. Ray Arnett, Director of the Department of Fish and Game, have been called upon to spearhead an interagency committee to determine the extent of mercury contamination in fish in the Sacramento-San Joaquin Delta.

The two agencies were asked to join with the Department of Agriculture, the State Water Resources Control Board, the U.S. Food and Drug Administration, and the Federal Water Quality Control Administration in the action program.

Samplings of striped bass taken in the western delta have indicated the presence of mercury in the fish, but laboratory analysis has not yet determined the extent of the contamination.

The Department of Fish and Game has already initiated monitoring procedures of live striped bass, white catfish, and sturgeon in the Antioch area and in a second area near Rio Vista. Enough sample material is being collected for analysis in quadruplicate.

"We are not aware of the public health hazard from eating fish such as those already sampled," Dr. Saylor said, "but mercury contamination does have serious public health implications at certain levels, and this is what we are trying to determine."

Who are the poor? A recent report of the President's Commission on Income Maintenance Programs, Poverty Amid Plenty, The American Paradox, in calling for sweeping welfare reforms described them as follows:

"The end of 1968 there were 25 million poor Americans as measured by the Federal Government's poverty index. This index allows a non-farm family of four $3,553 per year, or $2.43 per person per day, to meet all living expenses. In contrast to the poverty index, a recent Department of Labor study found that the urban American family of four needed at least $4.05 per person per day to meet its needs."

"The barren life styles of the poor are not primarily the result of ignorance or indifference but rather the result of insufficient money with which to purchase proper food, housing, medical attention, and other basic amenities of contemporary life. The urgency of the problems of low-income persons and the lasting effects of two or three-day deprivation are compelling."

This Commission of distinguished Americans was chaired by Ben W. Heineman, President, Northwest Industries. The other members were: Clifford T. Alexander, Jr., James W. Ash ton, Sherwood O. Berg, Edmund G. Brown, Jr., C. Burnham, David E. Cameron, Margaret S. Connell, Anna Rosenberg Hoffman, Barbara Jordan, Geri Joseph, Maxwell Rabb, A. Philip Randolph, Henry S. Rowen, Julian Samora, J. Henry Smith, Robert M. Solow, Asia T. Spaulding, David Sullivan and Thomas J. Watson, Jr.
Government agencies are beginning to take more decisive action to reduce one of the most widespread hazards to your family's safety. These are the children's and household fabrics and rugs that tend to be dangerously flammable, and, most hazardous of all, paper costume materials.

A little girl in our neighborhood was given a paper lei to wear around her neck at a church party. She leaned over a candle and the lei burst into flame. Her face is still scarred and twisted despite a series of plastic-surgery operations.

Many accidents have happened to children wearing cotton flannel nightclothes. In a typical case, reported by the U.S. Public Health Service, a two-year-old girl climbed on top of the gas stove. Apparently she hit a burner knob while climbing and ignited her cotton quilted housecoat and cotton flannel pajamas. She received burns on 41 per cent of her body. All the beds were full thickness. She was in the hospital for 97 days and had to have 11 skin grafts.

In another case in Ohio early this year, reported by William V. White, Executive Director, National Committee on Product Safety, a five-year-old child died 36 hours after sustaining 54 per cent third-degree burns and 25 per cent second-degree burns over her body. Her nightgown had become ignited. In Oregon, a 27-month-old boy received body burns, including 50 per cent of his face, when his sleeping garment burst into flames near a fireplace, in what was described by Dr. Edward Press, the State Health Officer, as literally a "flash fire."

The emotional effects of such tragedies are equally painful, with the parents feeling deep guilt and hooping bitter recriminations upon each other. But the tragedies have been endless, culminating in the recent Marietta, Ohio, nursing home fire, and the deaths of 32 of the 46 residents.

Many accidents have occurred when a child stands near a gas heater, an unscreened fireplace, a candle or trash fire, White points out. "The test should stimulate what actually happens when a child backs up to an open flame and her dress or nightgown catches fire."

Statements by Dr. Larry Kushner of the National Bureau of Standards indicate that the expected new standard will require that children's nightwear fabrics must pass a vertical test under forced ignition. "A line crew had just completed installing a line recloser, and related equipment, with the exception of the jumpers from the top of the cut-outs to the main line."

A line crew had just completed installing a line recloser, and related equipment, with the exception of the jumpers from the top of the cut-outs to the main line. As the employee bent down to pick up the pruners, his face brushed against a branch of the low hanging, damp tree, and he received a severe electrical shock. By the time the two others were able to get out of the tree and to his aid, the injured had regained consciousness.

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The injured was released from the hospital a few days later following the accident, but he will spend many painful months undergoing skin grafts.

This accident occurred when a workman fell against the bushing on a 25,000 volt transformer. The transformer is located in a Substation, and the problem arose when an Underground Electrician was attempting to paint a stanchion for a recently installed underground riser buss. He was working on a ladder adjacent to the transformer when the ladder slipped sideways, causing him to fall. The electrical path flowed through his right hand, exited at the bottom of his left foot, which was touching the grounded recloser case. The injured was unconscious throughout the entire rescue effort except that as he was being lowered to the ground, his pant leg caught on a pole step which turned him upside down, at which time he regained consciousness.

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This brings you up-to-date on all REPORTED ACCIDENTS. We have emphasized the words "reported accidents" as we have heard rumors of numerous other accidents but nothing has been received in this office. In not reporting accidents, you're harming your Brothers in the Union. Someone may learn how to prevent an accident by reading and thinking about yours. Also, you're harming yourself when you don't report an accident. As a member of Local 1245, you are entitled to the use and aid of legal counsel in the event of an industrial injury. If you are unaware of the procedure for obtaining legal counsel, contact your Business Representative for information, and take advantage of this benefit.