

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 NEWS-WEEK 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

Nation's output of goods and services in real or inflated terms should not turn back in the next quarter.

FORTUNE magazine of July, 1970, forecasts, "the real annual rate of economic growth in the next six months will accelerate to an annual rate of about 3% and better than 4% in 1971. The rate of productivity rose a full percent in the last quarter alone."

Sylvia Porter places particular emphasis on the bright side, claiming that growing demands of the new crop of marriageable youth for housing, appliances and other durable goods will bolster the economy and, of course, this will be a direct boost to PG&E and other utilities.

NATIONAL OBSERVER, July 20th, reports housing starts up 10.9
(Continued on Page Four)



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. L. 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 these 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)

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 1700 professional and related 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.

Please send any corrections of name, address or zip code to P.O. Box 4790 Walnut Creek, Calif. 94596

(Name)

(Street Address)

(City)

(State and Zip Code)



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.

We Get Letters

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

July 4, 1970

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 own 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 resented 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 on 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

July 10, 1970

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 term of the last four-year 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 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



This photo shows Lance Karber, Helper in the Substation Dept. at Bakersfield, climbing out of the water after a successful dive.

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 #1112 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.



the utility reporter

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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 garnishment 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 exceeds 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, the amount is \$208, and for those paid semi-monthly, it is \$104.)

Example:

(b) An employee's gross earnings in a particular week are \$70; 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.

(1) $\$60.00 \times 25 \text{ percent} = \15.00

(2) $\$1.60 \times 30 = \48.00

$\$60.00 - \$48.00 = \$12.00$

In this week only \$12.00 may

be garnished, since this is the lesser amount. (\$48 would be paid to the employee.)

Example:

(c) An employee's gross earnings in a particular workweek are \$115; after deductions required by law, his disposable earnings are \$100. The lesser figure would be determined as follows:

(1) $\$100 \times 25 \text{ percent} = \25.00

(2) $\$1.60 \times 30 = \48.00

$\$100.00 - \$48.00 = \$52.00$

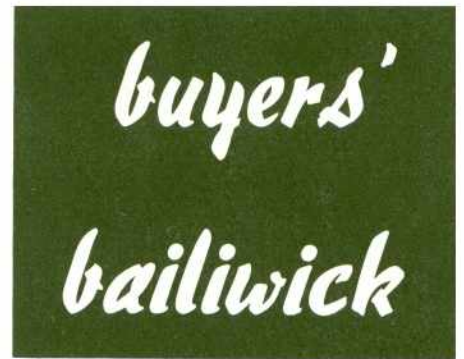
In this week only \$25.00 may be garnished, since this is the lesser amount. (\$75 would be paid to the employee.)

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 levies made or creditors seeking satisfaction by means of the proceeding.



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 in 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

By Sidney Margolius

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 an increasing number of teachers aware of the need for consumer education, more high school and college students are learning how to compare values and check on claims before they buy.

Some revealing investigations have been made as part of their course work by 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 broadloom "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 \$10.95.

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, Oros warns.

Another revealing example cited by Oros was a sale of sweaters advertised at \$7 to \$18. There was not one sweater for \$7, he reports. The lowest-priced was \$10. There were sweaters at \$6.90 kept in a drawer beneath the sale counter. But there were to be used for later sales.

Another practice you have to beware in sales is that stores will mix merchandise of varying prices on the same counter. You could run to the cashier with what you thought was a \$10 sweater and find it marked \$20.

One of the most prevalent problems for shoppers drawn by sales is the lack of merchandise at the advertised price. This also often happens in supermarkets to an extent that some market officials in some cities are asking stores to give customer rainchecks when they run out of advertised specials. Some stores are doing this voluntarily.

They should. Oros found that one large store with five branches advertised a half-price special on, for example, racing sleds, and listed 100 as available. But of the 100, some branches had as few as two. In a sale of

sets of tables and chairs with 90 listed as available, one branch had just one.

Sometimes stores (or the manufacturers) may offer identical items with different model numbers at different prices. Oros found two clocks from the same manufacturer, identical except for the model numbers, in the same store. One was priced \$24.95, the other \$29.95.

On the other hand, Oros found some genuine bargains; for example, \$4.80 shirts on sale for \$2.98. The values were so good that customers were unnecessarily suspicious.

Supermarket Practices

Another revealing investigation, by student Thomas Jurkiewicz, sought to determine if supermarkets actually passed on to consumers the "cents off" or other cash discounts offered by manufacturers from time to time.

Often the stores did not pass on the discounts. Of the five stores Jurkiewicz studied, the supermarkets advertising lower prices and "greater savings for your dollar" were those least likely to give the discount.

One frequent practice was to raise the price to offset the discount, and then reduce the item back down to its regular price. One store would even put a new sticker over the old sticker but with the same price.

Sometimes stores would give only part-discounts. For example, on "10-cents off" offers on detergents, the regular price was reduced only 7 cents in several instances.

Store practices varied. Two of the five stores, one a leading low-price chain and the other a higher-priced small store, did try to pass on the discounts.

One wholesaler's salesman told Jurkiewicz that he spends "over half his time" going back to stores and marking prices down to where they should be. It seems that after he leaves the store, the prices seem to get raised a little, as indicated by letters sent in by angry consumers.

Without any serious government intervention, Jurkiewicz's experience has led him to feel that only the consumer can put a stop to this deceit. First and foremost, he advises, call the "mismarked" item to the attention of the store management.

He found that when he pointed out the discrepancies, managers did tend to reduce the prices.

You also can write to the president of the large chains, and to the manufacturers to put pressure on the managers to reduce prices, he advises.

Local 1245 Submits Counter-Offe

percent in June over the May figure.

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 increase demands for utility services. The Company's massive capital investments previously made which have tied up money and have been non-revenue producing, are becoming sources of increased revenues as they become fully productive. Full use and peak capacities should be realized if Government figures can be used as reliable guidelines. PG&E has assured its customers that it can meet these demands and that additional construction is programmed as projects now under construction are completed. Increased employee utilization is being effected through greater utilization of equipment and use of composite work groups reduce manpower needs and increase production.

Looking at the economic prospects of our members, we see indicators which cannot help but increase consumer costs. New tariff schedules in freight rates, warehouse storage, and utility services, along with price increases in steel and other basic material costs as shown by wholesale price indexes will all be built into new prices of consumer goods which make up a major portion of our members' family budgets.

New and additional direct consumer taxes, increased interest rates, which most agree will not decline to previous levels, and other factors have and will continue to erode purchasing values of our members' wage dollar.

Annual earnings figures, when reduced by C.P.I. index figures and increased tax costs, show, in terms of purchasing capability, that negotiated increases between 1966 and 1969 have been eroded to the point that standards of living are no higher now than those enjoyed in 1966.

Our original wage proposal is being reduced in light of other labor cost items contained in the package. It is not excessive considering the squeeze on pocketbooks of our members as indicated by C.P.I. figures or current settlements both within our geographic area and the Nation.

2. Term: With an uncertain political and economic picture at home, the unpredictability of world problems and their effect on our well-being, and no definite guarantees of stability in the present employment picture, Union is proposing a two-year term with the same percent wage raise in 1970 as proposed for 1971.

3. Benefits: There is no doubt that a ninth holiday is clearly a minimum standard in the Utility Industry. However, we find no real trend for floating holidays, and where they do exist, they are at the employee's choice. In light of recent legislation, both Federal and State, which will provide certain Monday holidays, we believe Company comments regarding the present lack of observance of Veterans' Day will be reversed as Monday holidays become a standard in industry as well as Government.

We believe this application is desired by our membership due to complaints currently existing over the employees' lack of selectivity of "in-lieu" days for holidays which are now either bought or end up as "tack-on" days to vacations. Adding fuel to this problem would not improve harmony, efficiency or morale. Fixed holidays, known in advance, with definitely established rights to their use, are preferable to our members. Although Company has indicated the bargaining price of a ninth holiday is the elimination of Veterans' Day as an established holiday, our members indicate the price is not acceptable as a substitute for a fixed holiday.

Union agrees with the principle of a Uniform Vacation System for the Physical and Clerical bargaining units with the understanding that changes in the Vacation Title language accomplish the following objectives:

- Convert Division and Clerical employees' vacation system to a calendar-year basis.
- Provide for an exception accounting approach to vacation entitlement for General Construction employees.
- Establish one common procedure to provide for a uniform vacation system in the Physical and Clerical bargaining units.
- Establish a pro rata vacation earned in the calendar year the employee is first employed to put each employee on a calendar-year basis.
- Provide for a vacation rate of two (2) weeks per year for the first year of service.

The trend for lower service requirements to gain longer vacations is increasing with more and more settlements throughout the United States as well as the Utility Industry. The fifth week vacation benefit is found in a majority of utility agreements, nation-wide. The five-year and fifteen-year service periods are increasing as a basis for longer vacations.

The movement on the "Usual and Customary and Reasonable Fee Schedule" with the elimination of the salary limitation, has been overdue to update the Blue Shield Plan. It will make it comparable to other plans of this same type and provide a more balanced choice in the three type combination offered under the present Health Plan program.

Dental care as part of Health Care Programs is rapidly increasing. This is particularly true in the State of California. A dental care plan is of utmost concern to our members because it is available in some form to many organized and unorganized employees in our labor market area. The need for dental care is absolute. The least costly and best method of providing dental care is through prepaid group programs. It can be made available through separate or combined programs and we cannot over-emphasize the feelings of the membership on this matter.

4. Union Security: Company has stated it does not believe an employee should be forced to join or pay for a union if he is not convinced of the benefit of union membership. Under law we are required to provide the services of collective bargaining for all employees covered in the units regardless of membership. The real issue is one of the Company's recognition of the needs of the Union to meet this obligation financially and to give recognition

to the service functions which are of benefit to both the member and the Company.

The fact that Local 1245 is available and can be dealt with honestly and fairly through representatives of its employees rather than on an individual employee or piece-meal basis is a benefit which the Company must realize. We are convinced the Union Shop provides the ultimate in harmony and efficiency on the job because the frictions between members and non-members are removed. The selection of Local 1245 was made by majority decision of the eligible employees of PG&E in a democratic election conducted under auspices of an agency of the Federal Government.

Union, in an effort to avoid the philosophical argument of forced membership, proposed an agency shop based on an American tradition that you pay when you receive. The "principle" of joining or paying dues once an employer gives its recognition of the Union, ceases to be a "principle" when it is no longer condoned by the employer. Few have ever carried the "principle" so far as to sever their relationship rather than join or pay dues once it becomes a condition of employment.

Many of those who withdrew from our ranks did so because Union has accepted responsibility and given recognition to certain needs of the Company which these persons rejected. They did so in frustration because the Union was the only available symbol at which they could strike back with immunity. They are not saying they wish to eliminate the Union.

Our members have been subsidizing the non-members for years in the operation of a costly and complex organization which has proved its honesty, integrity and value, year after year. They are tired of this unfair burden of paying more than their pro rata share of costs. We have again proposed the requirement that those who work under conditions jointly determined by the parties pay their fair share of the costs of the organization which is their bargaining agent.

Company has never hesitated to use compulsion and the threat of job loss to gain compliance with the rules established as conditions of employment. Neither have they felt it unfair to require participation in certain Company-wide benefits in order to be able to participate in other Company benefits or those of its subsidiary, P.S.E.A. We see no distinction between an agency shop provision and any other provisions which require compliance with whatever conditions imposed, even though distasteful to some who now abide by them purely because they were part of a package which was agreed to as a whole and is a contractual provision.

5. Classification Wage Adjustments: The rapidity with which change can and does occur as a result of research and development of new materials and supplies, new technologies and work methods developed and introduced almost daily, research in space and related projects producing advanced control and computer sciences readily adaptable to most of industry and particularly so in the utility field, make it apparent that a three-year term would have to provide improvements well beyond those Company indicated to be attainable. Our proposal, as previously noted, provides for a two-year term. Even under that term, the money indicated in Company's offer would be inadequate to meet any change in a sizable segment of the work force. Once the fixed dollar amount was exhausted regardless of need, justification, or merit, we would be precluded from making a move on a classification adjustment which may have had greater validity than the first. We are cognizant of the need to limit these issues to those of provable merit but we believe the use of fixed dollar amounts for such a purpose with the scope of classifications involved and the potential for change would be unsound, unworkable and unreasonable.

We believe a permanent committee should be established to review these issues as they arise and hopefully dispose of them on merit without worrying over dollar limits. We would suggest this committee be given the power to consummate agreements when justified and the committee membership would be supplemented by any needed specialist from the field as required by the need for detail and expert advice.

6. G. C. Expenses: This item is of concern and our proposal outlines a reduction of the mileage radius, as proposed by Company, to encourage the maintaining of an employee at or near his home area. The concept is to provide stability and the capability of maintaining a family life comparable to others in the employ of PG&E.

7. 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 practicable. The historic function can be performed and the identity of the two types of work forces maintained, while still giving additional rights to General Construction employees more in line with those of Division personnel. Our proposal does not embody all those considerations we believe could or should be made, but movement in line with our proposal would provide improvement in this area and we believe stimulate morale in G. C.

8. Miscellaneous: Union agrees with the general intent of the Company view on this item but feels that certain specific disagreements over principle would have to be resolved now and disposed of by clearly spelling out the guidelines, limits and intent, before a committee could function and would be necessary to remove objections by the membership to the idea of bargaining on unknown objectives and limits or those with which they might disagree.

It is our belief that rewriting the Agreement to simplify, clarify and include all understandings is a must to bring it up to date. However, we feel once it was accomplished, Union should have the opportunity to spend the time needed to review it at Union meetings before any change would actually be effected. We believe understanding through such an educational process could accomplish the objective of acceptance of this idea.

Letter 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." New problems are arising daily on the methods and practices in working the 500 KV hot. We expect problems more complex than those presently faced, with an expanding underground system and joint trenching programs increasing. We believe this is a Union right as well as a duty and it is our intent to carry it to a satisfactory conclusion within all legal rights available to us.

CLERICAL

It is an established fact that job descriptions are needed for clerical people to know and understand their jobs and it is the greatest problem faced by the bargaining committee in terms of the Clerical unit this year. This is a major issue with those in our membership and has been magnified by the failure to meet the commitment of four years' standing, to provide at least the duties which clearly fall within a pay range of the several pay grades.

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.

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.

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 be reasonably certain of its passage.

Very truly yours,
Ronald T. Weakley
Business Manager

RTW:do
Encls.

COUNTER-OFFER

The following is a brief summary of the Union's proposed offer of settlement for 1970 submitted to the Company on July 24th.

- 1) **GENERAL WAGE INCREASE:**
 - a) 8% across the board, effective July 1, 1970.
 - b) 8% across the board, effective July 1, 1971.
- 2) **TERM:** A two year term—to expire June 30, 1972.
- 3) **MEDICAL BENEFITS:**
 - a) A dental plan with coverage based on the Dentist's usual, customary and reasonable fee. The proposal specifies a co-payment of 80/20 (the employee pays 20% of the fee, the plan pays 80% of the fee) for basic dental services and prosthodontics, no deductible, and a \$1,000 maximum per patient per calendar year. Company to pay 75% of the premium.
 - b) Improve the California Blue Shield hospital plan to provide for the plan to pay the Doctor's usual, customary and reasonable fees instead of the fee schedule now provided. The \$7,500 income test will be removed.
- 4) **UNION SECURITY:** An Agency Shop; employees who are in the bargaining unit and who are not members of the Union will pay to the Union agency fees equivalent to union dues.
- 5) **VACATIONS:**

Amend the language of the vacation titles to accomplish the following objectives:

 - a) Provide for a vacation rate of:
 1. 2 weeks per year starting in the first year of service.
 2. 3 weeks per year starting in the fifth year of service.
 3. 4 weeks per year starting with the fifteenth year of service.
 4. 5 weeks per year starting with the twentieth year of service.
 - b) Incorporate the language of the Division, GC, and Clerical vacation titles into one common procedure to provide for a uniform vacation system in the Physical and Clerical bargaining units.
 - c) Provide a pro rata vacation earned in the calendar year

the employee is first employed to put each employee on a calendar year basis for vacations.

- 6) **HOLIDAYS:**
 - a) Add Columbus Day—the second Monday in October—as a ninth holiday.
 - b) Amend the holiday title to change the day of observance of Washington's Birthday, Memorial Day and Veterans' Day to Monday.
- 7) **OVERTIME:**
 - a) Amend the overtime title to provide for two (2) times the straight rate of pay for overtime worked on Sundays, Holidays and between 12 midnight and 8 a.m.
 - b) Amend the Clerical overtime title to include the applicable Physical Agreement overtime provisions.
- 8) **CLASSIFICATION WAGE ADJUSTMENTS:**
 - a) Specific classifications proposed for wage adjustments prior to the general wage increase:

Operators with an AEC License	Serviceman
Rigger (Electric maintenance department)	Technicians (all departments)
Distribution Operator (all except Santa Cruz)	
 - b) Specific jobs to be reclassified to another classification:
 1. Clerks working in a Gas & Electric Department Foreman's office—reclassify to Foreman's Clerk (Example: a Clerk C working in the office of a Substation Foreman's office.)
 2. "Counter clerks," "one-stop clerks," and "SCASPI clerks"—reclassify to Customer Service Clerk.
 3. Equipment Operators who operate backhoes—reclassify to Heavy Equipment Operator.
 4. Clerk Mail Driver—reclassify to Light Truck Driver.
- 9) **MOVING EXPENSES:** Provide an employee will be reimbursed up to \$500 of his moving expenses when he is required to move due to a lack of work at his headquarters.
- 10) **TOOLS:**
 - a) Company pay employees in the Garage Department who are required to furnish their own tools \$50 a year as a tool allowance.
 - b) Company replace tools furnished by other employees and worn out in Company service.
- 11) **MATERNITY LEAVE OF ABSENCE:** Provides that a woman is entitled to a six-month leave of absence (if qualified—by pregnancy) with the right to return to her own job and headquarters.
- 12) **SUNDAY PREMIUM:** Provide a 50% premium pay for regular scheduled work on Sunday.
- 13) **D CLERK:** Shorten the "D" Clerk wage range to 3 years from 5 years.
- 14) **UNDERGROUNDING:** Submit Company's proposal to change the work assignments related to the undergrounding of electric transmission and distribution system to a committee for the purpose of continuing negotiations on this subject.
- 15) **MEALS:**
 - a) Increase the in-lieu meal payment for the shift worker to \$4.00.
 - b) Amend the Clerical Agreement meal title to include the meal provisions of the Physical Agreement.
- 16) **CLERICAL JOB DEFINITIONS:** Company and Union shall negotiate job definitions for all classifications in the Clerical Bargaining Unit—to be completed by December 31, 1970.
- 17) **SAFETY:** Provide for a Joint Safety Committee to consider problems related to safety and proposed changes in the safety rules. Changes in the safety rules agreed to by the Committee shall be added to the Safety Rule Book.
- 18) **GENERAL CONSTRUCTION EXPENSES:**
 - a) Provide a Class "A" Residence for single employees who own real property and reside at that property, providing they do not rent or lease the property to others.
 - b) Clarify the language of 301.1(c) by defining a move or series of moves from one point in an unincorporated area to another point in the same unincorporated area five miles or more distant as a transfer.
 - c) Provide a per diem allowance of \$7.00 for Class "B" Residence employees.
 - d) Add a zone, for Class "A" Residence employees, of 50 radial or 65 road miles from the center of the residence area, which provides a per diem payment of \$10.00. After one year in the same location, the per diem allowance would drop to \$7.00.
 - e) Provide a transfer mileage allowance of 10¢ per mile and one hour at the straight rate for each 40 miles or portion thereof traveled. Exclude Company transportation on transfer.
 - f) Provide an in-lieu special assignment allowance of two times the journeyman hourly rate per day at the employee's option.
 - g) Retain the fourteen-day limit on special assignment.
- 19) **GENERAL CONSTRUCTION PROMOTION AND DEMOTION:**
 - a) Reduce the three-year Company service requirement for

(Continued on Page Six)

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. Weakley, Business Manager, gave a report on his views regarding negotiations and the problems that exist. Ron outlined the problems we are faced 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.



From left to right are: Ron Fields, President of Local 1245, Sylvester Cruz, San Francisco, Royce Herrier, Salinas, Guy "Ed" Marley, Salinas (G.C.), Bobby Robinson, Bus. Rep., and Carl Cook, U.S.B.R., Region 12-Fresno. Ron is presenting them with their 20 year pins.

COUNTER OFFER

(Continued from page five)

- promotion and demotion rights to two years.
- b) Define the promotion and demotion areas as:
 1. Shasta, Colgate, Drum, Stockton, Sacramento, and De Sabla Divisions, inclusive, or
 2. Humboldt and North Bay Divisions, inclusive, or
 3. San Francisco, San Jose, and Coast Valleys Divisions, inclusive, or
 4. East Bay and San Joaquin Divisions, inclusive.
- 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) Add a preferential rehire clause with consideration given first by former department worked, then system-wide in General Construction.
- 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 by the members are:

CONTRACTING OUT: The Union rejected the Company proposal to change the language of the Agreement to provide the Company with the right to demote or displace employees who are engaged in maintenance or operating work and to let such work to an outside contractor.

HOURS: The Union rejected the Company proposal to amend the agreement to allow the Company to change the regular work hours of day employees without agreement by the Union.

INCLEMENT WEATHER: The Union rejected the Company proposal to amend the Inclement Weather language to state the supervisor in charge will decide if the employee will work in inclement weather.



This picture shows our scholarship winner and her proud parents. From left to right are: Charles E. Renfro, his wife Bonnie, and Becky, the winner of the contest.



This photo gives a partial view of those in attendance at the Ad Council meeting.



This photo shows the balance of the people at the meeting.

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 1588, Sacramento, California 95807.

Register Now!

A startling and frightening figure has been revealed regarding voter registration amongst Union members in California. A recent survey showed that only 43% of the eligible Union members are registered to vote in the coming elections.

These survey results, if true, have two alarming aspects:

1. The worker who is not registered is allowing someone else (possibly his management opponents) to elect people who are not interested in the conditions and problems of the working man and woman.
2. The person who is not registered gives up a heritage that has been fought for by many. The right to vote for those who run our government is to many people the most important provision in our Constitution. If you aren't registered, you forfeit this right, or privilege.

There are those who rationalize their lack of registration by saying that their vote doesn't make any difference. This argument is so phony that it really doesn't deserve consideration.

Many elections, including two recent Presidential races, have been decided by less than 1% of the majority. There are quite a number of important State and local elections which have been won or lost by only a few votes. When we say important, we use it in the context that it is important to have someone in office who is interested in the problems of the workingman as opposed to someone who would be protecting the interests of big business.

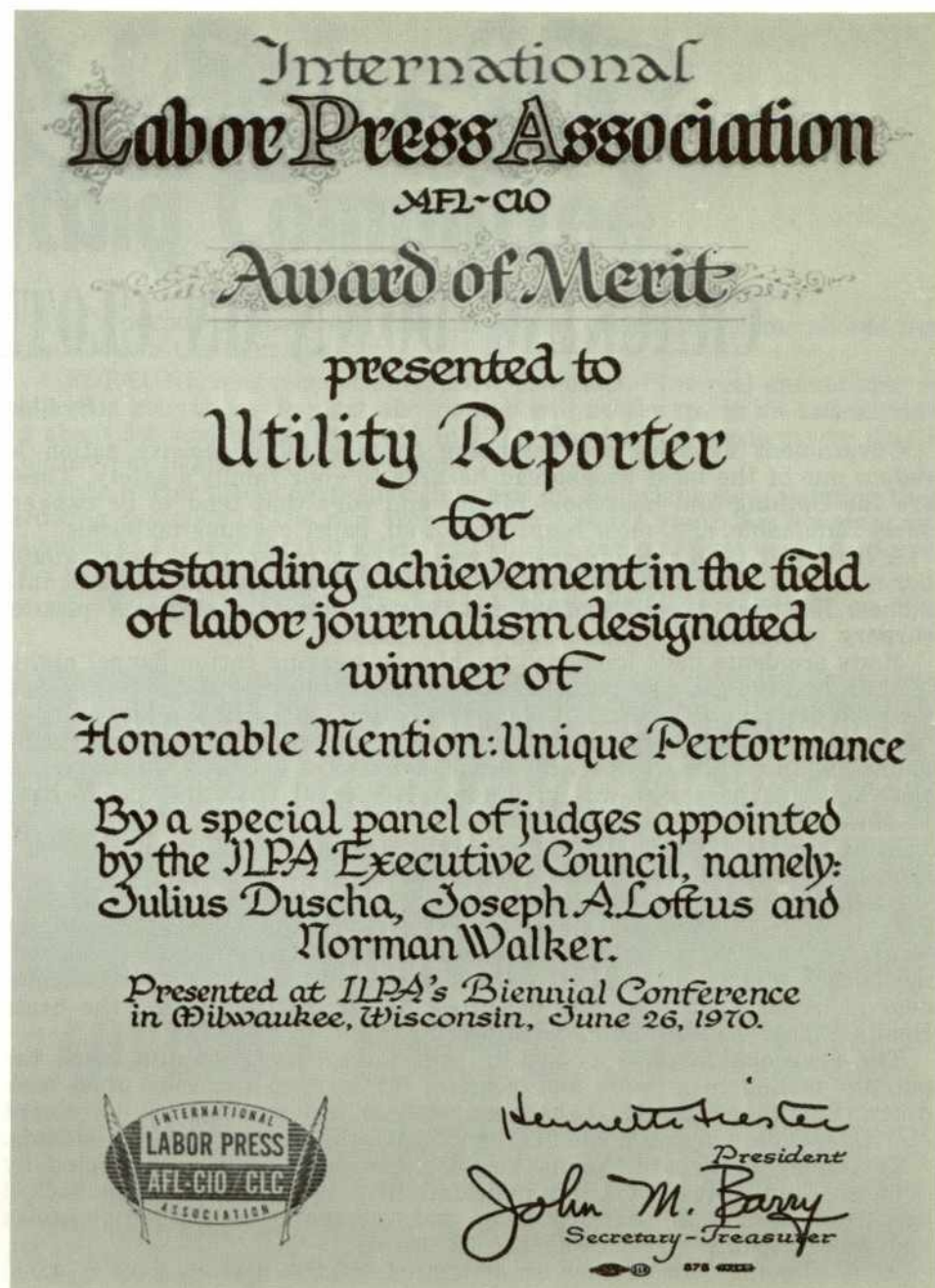
Labor, consequently the members of Local 1245, are facing one of the most critical elections in our history. The "Conservatives" have the potential of gaining control of the House and Senate on the national level and when they do, it is very possible that much of the anti-union legislation, which is already written, could be passed.

Those members who have not registered to vote will be giving aid and comfort to the employers we bargain against. In fact, we stand a chance of losing many of the working conditions we have fought long and hard for.

The only way this will happen is if some Union members continue to allow someone else to decide their future at the polls.

We urge you to register with the party of your choice. The final day for registration is September 10, 1970. If you did not vote in the last general election or if you have moved out of the county, you must re-register. If you have moved, but still live in the same county, all you have to do is fill out a special change of address form. You can register or obtain this change of address form at your County Registrar's office. There is also a good chance that someone in the yard or office where you work will be a qualified registrar.

Make an effort; take part in one of the freedoms that so many men and women have died for. The people in Czechoslovakia and many other countries would love to have the opportunity to vote for the government of their choice. You have this opportunity; take advantage of it and REGISTER NOW.



This is a picture of the award which the Utility Reporter received at the I.L.P.A. Conference in Milwaukee, Wisconsin. The award was given for an article entitled "California's Air Pollution Problem Reaching Critical Stage." Perhaps some of you remember it. We were happy to receive this recognition for our efforts.

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 sure 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?

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:

"At 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 an urban American family of four needed at least \$4.05 per person per day to meet its needs.

"Using the lower, official poverty definition, we find that: about one-half of all poor families live in the South; two-fifths of the poor are children under 18; two-thirds are white; one-fifth are over age 65; and perhaps most striking of all, over one-third of the poor live in families in which the family head works throughout the year. Among the 'working poor' the average gap between family income and the poverty line exceeds, \$1,000.

"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 their day-to-day deprivation are compelling."

This Commission of distinguished Americans was chaired by Ben W. Heineman, President, Northwest Industries. The other members were: Clifford L. Alexander, Jr., James W. Ashton, Sherwood O. Berg, Edmund G. Brown, D. C. Burnham, John M. Dalton, Otto Eckstein, Margaret S. Gordon, Anna Rosenberg Hoffman, Barbara Jordan, Geri Joseph, Maxwell Rabb, A. Philip Randolph, Henry S. Rowen, Julian Samora, J. Henry Smith, Robert M. Solow, Asa T. Spaulding, David Sullivan and Thomas J. Watson, Jr.

PARENTS SHOULD BE INFORMED

Legislation assuring that parents of high school students in driver training classes know their civil liability in case of accidents was approved yesterday by the Assembly Education Committee.

The bill, which was suggested by a San Leandro parent, was then sent to the full Assembly.

The measure by Senator Nicholas (D-Oakland) requires that school districts offering driver training inform parents of their potential financial liability for damage or injury caused by their children in training cars. The measure also requires schools to tell parents that school district insurance for driver training covers only the district's liability.

The Legislative Counsel has reported that parents could be held liable for as much as \$35,000 if their children caused injury and damage in driver training.

The Counsel's opinion was sought by Senator Petris after Lester Adams of San Leandro reported he had checked the problem with the San Leandro City Attorney. Adams said he had received no notice from the school that he could be held liable for any auto accident caused by his child in driver training.

The Safety Scene

CRACKING DOWN ON CLOTHES THAT BURST INTO FLAME

By Sidney Margolius

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 clothing 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 flames. 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 was burned over 51 per cent of her body. All the burns 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 Commission on Product Safety, a five-year old child died 36 hours after sustaining 54 per cent third-degree burns and 23 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 heaping 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.

Testimony at Senate Commerce Subcommittee hearings conducted by Senator Frank Moss of Utah indicated that the urethane-foam backed carpeting used in the nursing home was the source of the lethal smoke and gases causing virtually all the 32 deaths.

In all, flaming fabrics burn an estimated 150,000 persons a year, 4,000 of them fatally, the Public Health Service reports. The shameful part of the story is that these tragedies have been going on for many years. As far back as 1946, I reported the case of a woman who received serious burns when she was wearing a brushed rayon robe and leaned over her gas range. Investigation revealed many similar incidents, culminating in the notorious "torch sweater" fires in the 1950's. These were sweaters of brushed rayon, often cheap imports.

The torch-sweater scandal brought about the Flammable Fabrics Act of 1953. But opposition of cotton textile manufacturers weakened this law. Any but the most explosive fabrics still could be sold. After additional tragedies, a stronger law was passed in 1967.

But it's one thing to get a consumer law passed and another to have it enforced effectively. By the end of May 1970 no new standard had been issued under the new law, although one is expected soon for children's nightwear, followed by carpeting and mattresses.

White, who also is national chairman of the voluntary Information Council on Fabric Flammability, is especially critical of the ineffective test for flammability permitted under the old standard.

"I know of no children who always wear their clothing at a 45-degree angle and are exposed to a source of ignition for one-tenth of a second," White says. "The test should stimulate what actually happens when a child backs up to an open flame and her dress or nightgown catches fire."

Many accidents have occurred when a child stands near a gas heater, an unscreened fireplace, a candle or trash fire, White points out.

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.

But we have a long way to go to reduce this long-standing horror. White points out that the government itself buys millions of yards of dangerously flammable textiles each year for its offices, hospitals, nursing homes and military dependents' housing despite a recommendation four years ago by the Public Health Service urging new specifications. Household textiles also are a concern, especially drapes other than fiber glass which does not support flame.

The Federal Trade Commission recently has turned up many instances of dangerous fabrics. Especially noticeable are instances of imported clothing items ranging from cheap scarves to expensive fabrics from other countries.

Be especially wary of sheer rayon and even silk scarves made in Japan, which are very flammable. The FTC is making a real effort to get importers to stop bringing them in and stores not to sell those already on hand. The FTC recently even intercepted a shipment of such scarves in Honolulu before they could reach the public.

Children's party dresses using a sheer cotton organdy fabric imported from Switzerland also have been removed from the market, as far as possible, at the FTC's request.

The particular problem with imported garments is that manufacturers have not been required to certify that fabrics meet flammability standards.

Most American manufacturers have certified voluntarily but at least some importers have been less diligent. The FTC wants Congress to require tighter enforcement for imported products.

Not only cheap items but even dresses by Dior selling for several hundred dollars have been found to have a dangerously flammable ruche of cotton organdy.

Especially dangerous are the "Hawaiian" and "St. Patrick" paper leis. The manufacturer has tried to take them off the market but some stores and families may still have them. Also hazardous are Hawaiian leis made of wood fiber chips, and paper hula skirts. What with paper tablecloths and candles, birthday parties can be dangerous.

Sheer fabrics in general are tricky in this respect. Among those cited recently by the FTC are baby Christening sets of cotton organdy; certain bridal illusion materials imported from England, and sheer mesh silk marquisette fabrics used in bodices. Even sweatshirts imported from Romania have been found to be dangerously flammable.

Will You Be Next?

May 18, 1970

A tree crew was in the process of trimming a tree that was in an energized 4 KV line. One of the workmen in the tree accidentally dropped his pruners and asked the employee on the ground to send them back up. 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.

Prior to the arrival of the ambulance, the injured passed out again, but came to shortly thereafter.

As a result of this contact, the injured received burns in the area of the temple and lip, and had to spend three days in the hospital.

May 29, 1970

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.

While one of the workmen was in the process of attaching the last jumper to the main line with the use of a Safety Live Line tool, he accidentally contacted the top of the now energized cut-out with the back of his right hand.

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.

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

June 22, 1970

This accident occurred when a workman fell against the bushing on a 23,000 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 make the contact.

You can understand the magnitude of this accident when you realize that as a result of this contact, two overhead jumpers were burnt off, one phase of the 23 KV line outside the Substation burned down, and two Substations were tripped out.

The injured has been hospitalized since the accident and is currently undergoing skin grafts.

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.