



# New Health Plan Drive Started

An improved national health care program that has the strong support of organized labor was unveiled as the answer to the need for quality medical services for all Americans at a price they can afford.

The proposed Health Security Act of 1971, sponsored by a bi-partisan group of senators and congressmen, embodies the best elements

of bills calling for national health insurance that were introduced in Congress last year.

Besides improving services for all citizens, the National Health Security program is designed to expand the resources of the nation's entire health care system. This would include recruiting and training more doctors, nurses and medical technicians along with sup-

port for innovative health programs and group practice development.

A full range of medical coverage would provide for the prevention and early detection of disease, the care and treatment of illness, and medical rehabilitation. Partial coverage is proposed for dental care, skilled nursing home care, psychiatric treatment and prescribed medicines.

The starting date for benefits would be July 1, 1973, after two years of preparatory financing of the program under a proposed Resources Development Fund.

The legislation calls for general tax revenues of the federal government to provide 50 percent of funds for the program. The other half would come from a health security tax on employers, workers and self-employed individuals.

AFL-CIO Legislative Director Andrew J. Biemiller pointed out that under the proposal there would be no increase in taxes for workers earning less than \$7,800 a year.

Biemiller represented the Feder-

ation at the introduction of the proposed legislation at a news conference on Capitol Hill.

"The AFL-CIO is delighted to endorse the National Health Security Act," Biemiller stressed. "Enactment of this legislation will mean that all Americans, regardless of their bank balance or the neighborhood in which they live, will be guaranteed quality medical care."

Noting that organized labor has for 30 years striven for passage of this kind of health legislation, Biemiller conveyed a pledge by AFL-CIO Pres. George Meany of the federation's complete support.

Also endorsing the legislation were Pres. Leonard Woodcock of the Auto Workers, who is chairman of the Committee for National Health Insurance, Senators Edward M. Kennedy (D-Mass.), John Sherman Cooper (R-Ky.), Rep. James C. Corman (D-Calif.), Dr. Michael DeBakey, noted heart surgeon, and Clarence Mitchell, Jr., Washington representative of the NAACP.

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The above photo shows some of the members of the Material Handling Interim Committee. Pictured from left to right are: Raymond Kmetz, Warehouseman in Material Control, Karl Lund, Warehouseman in North Bay, Douglas Aaron, Warehouseman in San Francisco Division and James Webb, Senior Storekeeper in East Bay Division.

## Interim Committees Meet

The month of January marked the initial meetings of some of the interim committees which were established during bargaining.

The committees have been established to work out some of the problems which time didn't allow to be completed during the general negotiating sessions.

The committees that have met so far this month are: Material Handling, Clerical Lines of Progression, Gas Service Department, Contract Revision and General Construction Lines of Progression. In addition to these committees, another was formed to discuss the job duties in the lineman classification.

Each committee met at least a half day in Walnut Creek before meeting

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## YOUR Business Manager's COLUMN ACTION CALENDAR-1971

By RONALD T. WEAKLEY

Special committees which were set up as a result of our recent PG&E settlement, are already at work in an endeavor to iron out some pressing departmental problems. An item on that activity is found elsewhere in these pages.

Work is also in progress at Sierra Pacific Power, where we are wide open on wages, conditions and benefits this year.

A move to establish a dental plan at Pacific Gas Transmission and Standard Pacific Gas Line, the two operating subsidiaries of PG&E, is also on the front burner.

Our tree contracts are wound up and some good gains were made in this industry for our members.

While we have negotiated some good improvements at California Pacific Utilities, we have some more organizing and negotiating work to do on that property.

Annual negotiations will occur in Region 2, of the United States Bureau of Reclamation.

All of our City Power Systems, the Sacramento Municipal Utility District and a number of Irrigation and other special districts are open for bargaining this year.

On the organizing front, we are looking at some unorganized Tree Trimmers, the California Department of Water Resources, the Bay Area Rapid Transit District, some unorganized City Systems and some water and power districts within our jurisdiction, as well as in those private Gas and Electric Utilities where we still have a good number of unorganized employees working alongside of our organized members.

A membership of 15,000 people is our organizing goal for 1971.

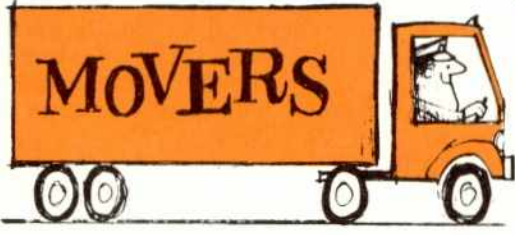
One of our most pressing jobs is to meet the evergrowing threat to job security caused by automation and the use of labor-saving equipment which involves new technologies and new management information and operating systems.

Local 1245 has done a fine job in this respect, despite certain management decisions over which we have no legal control. Our efforts have not received much notice nor have we been given much credit but the record shows that the defensive capability of Local 1245 has been of much value to many affected employees.

Some new and needed improvements in our Local Union's communication and education programs are either on the drawing board or under way. These programs are designed to provide much better internal membership communication and to intensify our educational efforts as they affect Local

(Continued on Page Two)

**... HAVE YOU MOVED?**



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**ACTION CALENDAR—1971**

By **RONALD T. WEAKLEY**

(Continued from Page One)

Union Officers, Advisory Councilmen, Staff employees, Committeemen and Shop Stewards.

The foregoing sketch of 1971 activity is generally within the scope of the Business Manager's Office, subject to policy decisions and budgetary financing, under the authority of the Executive Board.

One other major activity which is directed to my office, involves our legislative program. It is my hope that the necessary man power, time and resources will be made available, in order that we may step up our membership service in this regard.

All that we may gain at the bargaining table can be lost in the political field. Passage of laws which nullify or reduce what we have worked so hard to gain through collective bargaining, is now a real threat.

A hostile administrative branch of government which has the power of appointment, can put in bad rules, regulations, judges and commissioners. It can render anti-labor decisions which must be fought through lobby work and the organization of our citizen-members to mount effective pressures on office-holders, so that at least the voice of our people will be heard.

The fact that the general public has been bombarded with anti-labor propaganda and the fact that a few irresponsible union leaders give unnecessary aid and comfort to the diminishing public image of organized labor, requires that our public relations program be stepped up and properly financed, through Executive Board action.

Regarding some other internal union matters, we are finding that some of the higher-paid people in our house are beginning to suggest that the progressive dues structure of Local 1245 be modified in one manner or another.

It would be my thought that so long as our Executive Board has announced that it is conducting a study designed to consider our dues structure with a view toward seeking a system of dues payment consistent with membership service demands, that the Board be allowed to handle this new problem without facing premature "dues reform" demands which could possibly result in the total destruction of our Union.

A couple of small but important dues "offsets" not heretofore publicized nor recognized, involve the fact that our PG&E people received an additional "wage increase," through a 50 per cent reduction in their contributions, effective January 1, 1971.

Also, the Executive Board has taken a new direction, unlike the direction found in the 1966 PG&E retroactive pay situation. There will be no charge for additional dues payments from our PG&E members' retroactive pay checks.

This "dues forgiveness", will cost Local 1245 thousands of dollars of new income but the Board felt that the affected members have enough troubles these days and that the recent International per capita increase of 50 cents, which must be paid by all members of the IBEW over and above regular Local Union dues, beginning January 1, 1971, should be modified through this action.

The other major Local Union decision which will be made this summer, will involve our Local Union's elections.

It is not too early for all members to pay serious attention to those who may lead this organization from June of 1971 to June of 1974.

Like all economic and social institutions in our country, Local 1245 is made up of many voters. Some of them demand the franchise of freedom but they display an unfortunate lack of personal involvement in protecting and advancing the principles of freedom through failing to cast votes in union elections.

There will be much political activity in the house of Local 1245 between now and June of 1971. This is healthy and no matter how this activity is developed or who is involved in the development, I feel that the result will be good for Local 1245 and its future as a fine organization of working people.

Our people know what they want, understand the limits of their desires, and recognize the fact that what we have achieved, could well be destroyed through apathy, or a poor choice of elected leadership in times of economic peril to the members and families represented by Local 1245.

*In Memorium*

Name	Date of Death
Richard H. Jenkins (Sierra Pacific Power Co.)	8-22-70
Charles Mossman (Drum)	8-27-70
Charley Capps (Sierra Pacific Power Co.)	9-1-70
Card S. Boykin (S.M.U.D.)	9-15-70
Richard F. Strock (General Construction)	9-25-70
Paul T. Harrington (General Construction)	9-25-70
Philip F. Foley (Shasta)	July, 1970
Walter Gordon (North Bay)	10-10-70
George Lalia (East Bay)	10-20-70
Lloyd Olson (East Bay)	10-14-70
Ray Tompkins (East Bay)	10-18-70
Harold A. Johnson (East Bay)	11-2-70
Thomas M. Ray (California Pacific Utilities)	11-9-70
Frank A. Constant (General Construction)	11-22-70
Grover C. Willis (Merced Irrigation District)	11-26-70
Glade W. Mitchell (San Francisco)	12-6-70
Berdina E. Elcock (Retired)	12-11-70
Lewis B. Ruegge (San Joaquin)	12-10-70
Lucas S. Shrum (Outside Line)	12-22-70
Clyde C. Wilson, Sr. (U.S.B.R.)	12-27-70
James J. Beamer (Humboldt)	12-30-70
Ray E. Cooper (Colgate)	1-10-71
J. H. Barham (DeSabra)	1-12-71

**A Reminder**

Beginning January 1, 1971, employee contributions to the PG&E Retirement Plan have been cut in half, as a result of the provisions of Local 1245's Benefit Agreement with PG&E. We quote pertinent language:

**PART III—RETIREMENT PLAN**

Section 3.04 "During 1969 and 1970, (contributions were)—each year, 1½ percent of the first \$3600 of Covered Compensation, and 2½ percent of Covered Compensation in excess of \$3600.

During 1971 and 1972, (are now)—each year, ¾ percent of the first \$3600 of Covered Compensation, and 1¼ percent of Covered Compensation in excess of \$3600.

(This provision also applies to Pacific Gas Transmission and Standard Pacific Gas Line employees.) "Participant contributions are neither required nor permitted on Covered Compensation for any period after December 31, 1972."

**PART VI—TERM**

Section 6.01—"A Union Pension Contract, having taken effect as of January 1, 1954, and having been amended January 1, 1959, January 1, 1964, and last amended on January 1, 1969, and herein referred to as the 'Benefit Agreement,' shall continue in effect as amended for the term January 1, 1969, to January 1, 1974, and shall continue thereafter for terms of one year each unless written notice of termination is given by either Union or an Employer to the other ninety (90) days prior to the end of the then current term."

Section 6.02—"If either an Employer or Union desires to amend this Benefit Agreement, it shall give written notice thereof to the other ninety (90) days prior to the end of the then current term, in which event the parties shall commence negotiations on any proposed amendment as soon as practicable after such notice has been given. Failure of the parties to agree on any such proposed amendment shall not cause termination of this Benefit Agreement unless either party has given notice of termination as provided in Section 6.01 of this Part VI."

Section 6.03—"Notwithstanding the provisions of Section 3.20 of Part III, Company will not change or discontinue the Retirement Plan during the term of this Agreement."

Section 6.05—"Notwithstanding the provisions of Section 6.01 of this Part VI, an Employer may forthwith terminate this Benefit Agreement, as it applies to such Employer, in the event that Union calls upon or authorizes employees of such Employer individually or collectively to cease or abstain from the performance of their duties for Employer, and Union may forthwith terminate this Agreement, as it applies to such Employer, in the event that the Employer causes any lock-out.

In general, the foregoing sections of the Union-Company Benefit Agreement means that while employee contributions have been reduced 50% as of January 1, 1971, they will be totally discontinued as of January 1, 1973. (This is a pure take home raise, effective January 1, 1971.)


Bargaining on the Benefit Agreement will occur during 1973 and an amended Agreement will be effective on January 1, 1974, under the provisions of Part VI—Term.

Union's bargaining program for the 1973 Benefit Agreement opening is of course not yet set, but certain long-term goals will be sought again in 1973, according to Business Manager Ron Weakley.

Some of these are:


1. Return of all employees' contributions to the PG&E Retirement Plan to those who made contributions prior to or up to January 1, 1973.
2. Improved normal retirement benefits.
3. Improved early retirement benefits.
4. Improved survivor benefits.
5. Improved Group Life Insurance, Long-term Disability Plan, Savings Fund Plan, etc.

Copies of the Local 1245—PG&E Benefit Agreement are available on request. See your Steward or Business Representative.



**the utility reporter**

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# February Buying Calendar: Values in Rugs, Squares

By Sidney Margolius  
Consumer Expert for  
Utility Reporter

Working families should give close attention to food shopping and comparison-shopping for other needs if they want to defend themselves against the price-raisers this winter.

You would never know it from the prices you are paying at the stores, but wholesale food prices actually are about 10 per cent below a year ago, according to the Dun & Bradstreet index. The price holdup is especially noticeable on meats. Most beef prices are the same as a year ago. The main price cuts are on pork, although not as deep as the U. S. Agriculture Department believes they should be in view of the recent 30 per cent drop in hog prices.

February is the month of furniture and rug sales. While food and clothing prices are leveling off, furniture and appliance prices will cost more this year.

**CARPET TILES:** One inexpensive way to cover an old floor in a relatively lightly-traveled area such as a bedroom is with carpet tiles or squares. The recent improvement in these has made them increasingly popular. They have a self-adhering foam rubber back and can be cut with scissors so they are easy to put down.

Actually the tiles are not necessarily cheaper than a rug the same size if you do not really need to cover the entire floor. You would pay \$45 to \$80, depending on quality and where you buy, for the 144

12-inch carpet squares needed for a 12-foot by 12-foot room. Or you can buy a similar-size foam-backed nylon rug for \$60, or a blend of polypropylene and nylon for \$75-\$80.

But the squares help solve problems for rooms with recesses and floors you want to cover completely. Too, stained, damaged or worn squares can be removed and new ones installed.

Be careful about quality of squares. Compare depth of surface pile and find out what fiber it is. Some promotional stores are openly breaking the law by advertising carpet squares at such low prices as 29 cents each without identifying the fiber. Nylon squares normally cost more than nylon blended with rayon, and polypropylene more than nylon.

Some of the low-price squares being advertised are seconds. These may be satisfactory if not too many have spots or marks. Unfortunately, you can't always tell until you open the boxes, although you can use the spotted ones under furniture.

Plain colors cost least; patterns, more; shag squares, most. The shag surface hides seams. But seams are not too visible in any case.

This is a reasonably good time to buy carpeting. Prices are the same as last year and in some cases, especially nylon rugs, even below a year ago.

**ROOM-SIZE RUGS:** Continuous-

filament nylon rugs and carpeting are lowest in price but quality varies considerably from thin, loosely-tufted material to heavy, closely-tufted. Polypropylene and polyester fiber (such as Dacron) and acrylic (such as Acrilan) usually cost more for equivalent grades.

In general, polyester ranks high on most of the factors you look for in carpeting. Like nylon and polypropylene, polyester is high in abrasion resistance and has better crush resistance than either, as well as better soil resistance than nylon (but not polypropylene).

Acrylic rugs most resemble wool in "hand" and appearance and have good crush resistance like wool but are not as abrasion-resistant as the other synthetic fibers.

What about polypropylene—the newest rug fiber? As noted, it is high in a number of factors including abrasion and soil resistance and is easy to maintain. But it is not as high, usually, as some of the older fibers in crush resistance and retention of appearance.

The carpeting business has long been notorious for merchandising tricks. One often used by promotional stores is advertising low prices but actually making available only a few rather unattractive colors and patterns when you get to the store. The objective, of course, is to trade you up to higher price goods.

Such claims as "wholesale prices," "industrial quality" or



"three full rooms" for unusually low prices, also often are devices used by sellers aiming to trade you up.

Foam-backed rugs are usually least costly but are questionable for heavy traffic areas because of some tendency of the cheaper foam backings to shred after hard wear or cleaning.

Look for at least an eighth of an inch of foam backing and a minimum weight of the carpeting of 38 ounces per square yard. You may not be able to carry a scale around to weigh carpeting. But if the store can't assure you of the weight, at least you can roughly judge heaviness of carpeting and closeness of tufts as guides to comparative value. Also note that a good-quality foam back won't crumble when rubbed briskly nor crack when bent.

**FOOD BUYING CALENDAR:** Pork offers best values this month with prices of broilers also held down by the heavy supplies of pork—their competitor. Prices of loin roasts are down most sharply with many specials also on hams and calis (shoulder).

The U. S. Agriculture Department also lists peanuts as in heavy supply. So now you know what people mean when they say they are working for peanuts.  
Copyright 1970 by Sidney Margolius

## Winter Risks Shown in New Product Safety Survey

By Sidney Margolius, Consumer Expert for Utility Reporter

The most dangerous object around your home in the winter is probably a heater or furnace, a new survey by the Food & Drug Administration's Product Safety office has found.

The FDA now keeps track of the most hazardous products through a system of recording injuries reported by hospitals throughout the country. The first report is very revealing. It shows both the needlessness of some of these product-associated accidents, and the hazards of some popular new products on the market.

In household products, as well as furnaces and heaters, many accidents involve storm doors, sun lamps and snow blowers. In sports equipment, skis are the leading source of product-associated injuries, followed by ice skates and sleds.

But what's especially significant is that the new snowmobiles already have become a leading source of injuries, surpassing toboggans.

Two kinds of accidents frequently result from heating devices, the new FDA analysis shows. Space heaters and floor heaters account for many burns, while explosions or backflashes occur with both space heaters and central heating systems.

Sometimes people forget about the high temperatures of floor furnace grates and walk on them with bare feet. Children often burn themselves from falling on grates.

In one case reported by the Office of Product Safety, a two-year-old girl suffered severe burns when she tripped and fell on a grate. It was in the middle of an archway between the living and dining rooms, with little space to walk around it. Unfortunately, in many homes such well-traveled locations as an archway or the center of a room are chosen for placement of a floor furnace grate because they also provide the best heat distribution.

Space heaters also can be dangerous and especially to kids. A five-year-old boy who had just been bathed and was standing in front of a space heater backed into it and suffered severe burns.

Another danger from space heaters is that they often have make-shift fuel storage and supply arrangements, resulting in explosions or backflashes, the FDA's product safety experts report. But central heating systems too can have these hazards. Central heating system explosions most often occur with gas-operated furnaces when a home-owner is attempting to relight the pilot light. Often converted furnaces do not have directions prominently posted or they are hard to understand.

Converted furnaces in general do not seem to be as safe as furnaces originally designed for gas operation.

Another widespread hazard is from glass storm doors, an especially needless source of injuries since safety glass can be used at little more cost. In one recent case reported by FDA, a three-year-old boy who had been running in and out of the house with some friends crashed into the lower glass panel of an aluminum storm door. He fell to the ground bleeding from a laceration on his chest and was dead on arrival at the hospital.

Storm doors really should have grilles across the lower panel, especially if you have small children. There have been too many horrible accidents from kids running into storm doors and glass patio doors to take any chances. Grilles are easy to install. Even the decals sometimes recommended to provide a visual warning are not enough.

The danger from sun lamps is in using one too long with resultant burns or eye injuries. One young woman suffered impaired vision for more than two weeks when she neglected to keep her eyes closed while talking on the phone and using the lamp, the FDA reports. A man suffered ultra-violet burns of both eyes while using a sun lamp and watching TV. Another received severe burns when he fell asleep while using a sun lamp only 18 inches away, the FDA reports.

If you live in the North and use a snow blower this winter, the high incidence of injuries is a clear warning that you had better be careful. Most of the snow blower injuries follow a similar pattern. The victims try to clear the chute without turning off the machines completely. In one case an impeller blade caught the glove of a man clearing the chute and pulled his hand into the chute.

One man's glove caught in the chain drive while he was engaging the clutch on a snow blower. Another man removed a protective guard to dislodge snow in the chute. But the impeller blade had not stopped rotating. As in the other snow-blower accidents, he suffered finger amputations and fractures.

Snowmobiles already have become a major hazard. In a case reported by FDA, a man rode one down an incline at 40 to 50 miles an hour and then came to a rise, causing the front end to become airborne. As it came down, one of the skis momentarily dug into the snow. The machine flipped end over end.

Undoubtedly some of the many product-related accidents that abound in  
(Continued on Page Seven)



# Interim Committees Begin Meetings with Company

(Continued from Page One)

with the Company. The first meetings were used to set the ground rules for the balance of the meetings and to exchange some initial ideas and philosophies on the problems we are attempting to solve.

Nothing substantial took place at the first sessions that could be reported on at this time. Bulletins will be issued or reports made which will relate what takes place in the future committee meetings.

Your continued support and patience is needed as we try to work out some of the job-related problems that you face.

Shown on this page and on page five are pictures of some of the members of the committees which met in January.



From left to right are: Wayne Greer, Gas Serviceman-East Bay Division, Ivan Keener, Air Conditioning Serviceman-Stockton Division and Russell Fox, Service Operator-San Joaquin Division and Advisory Council Member.



Line Department job duties are being discussed by this committee. Shown from left to right are: Dave Reese, Bus. Rep., Mark Cook, Bus. Rep., Gary Vanderbunt, Line Dept.-Coast Valleys, Jack McNally, Bus. Rep., and Mike Kissick, Line Dept.-East Bay.



Frank Moran, left, Line Dept.-Colgate Div. and Robert Hansen, San Francisco Div. Line Dept., are also on the committee discussing job duties in the Line Dept.



This photo shows Jess Tackett, left, Gas Serviceman in Sacramento Division and Godfrey Amacher, also a Gas Serviceman in Sacramento Division, during a Gas Service Department Committee meeting.



John Wilder, Assistant Business Manager and Manny Mederos, right, Business Representative, were also on the Gas Service Department Committee.



General Construction Lines of Progression is the topic of discussion in this group. Shown from left to right are: Tony Morgado, Sta. Const. Mech., Dick Pearson, Lineman, Willie Stewart, Electrician, and Mickey Harrington, Bus. Rep.



Bob Storrs, Bus. Rep., was also involved in the General Construction Lines of Progression Committee meeting.



James Webb, left, Sr. Storekeeper-E. Bay Div. and Robert Dodson, Heavy Truck Driver, San Joaquin Div. are members of the Material Handling Committee.



# REACHING THE UNION MEMBER

By KEN LOHRE

Why should we worry about reaching the new member or the new person paying agency fees, as long as we get his money? This attitude exists in the labor movement and this in itself, along with many other reasons is why we should reach the Union member.

The Officers and Executive Board of Local 1245 are concerned with the problem of reaching the new member and consequently Dave Reese and I were appointed as delegates to attend an AFL-CIO conference on "Reaching the Union Member."

One of the many things that we learned at the Conference is that the Labor movement in general is facing some real difficulties within its ranks and from an anti-labor atmosphere in Washington, D.C. Our ability to arm ourselves with the proper knowledge and skills will determine the future of Labor as we know it today.

If we fail, the responsible unions will go down with the irresponsible ones. This means that John Q. Lineman, Sally R. Clerk, Gus Gasman, Joe Tree-trimmer, Stanley Steamcat and so on and so forth, will be temporarily without a voice and at the mercy of his or her employer.

Just what is the problem or the danger that we face? The first problem we face comes from within the house of labor and involves the International Unions and Local Unions who are not listening and responding to the needs of the membership and who are not communicating, either at all or properly, with the rank and file.

Many of you have read where union members are going on wildcat strikes against the advice of their elected leaders. This problem has two sides; the members could be striking because their elected officials are not listening and responding to their needs at the bargaining table. This is a problem that must be solved, but at the same time the member should be aware that he might defeat his own purpose if he continues to ignore the legally supported positions of the contracts they are working under and that if they don't stop striking voluntarily, their right to strike will be taken away by the government.

A classic and current example of this can be made by pointing to what is happening in England today. Wildcat strike after wildcat strike has forced Parliament to consider a law which would eliminate or severely curtail the workingman's right to strike.

Anti-labor forces are ready and waiting for the American workers to make themselves just half as vulnerable as the workers in England have done and they will pounce on us with the quickness of a coiled rattlesnake.

Good effective communication is the name of the game and the answer

to our problems; for in order to educate each other, we must be able to communicate with each other.

There are four major sources of communication in the structure of Local 1245. They are: the Member, Local 1245, the International Office and the AFL-CIO. In order to succeed and answer the aforementioned problems within this four-level structure, the communication must be two way.

The purpose of the conference was to improve and to find new ways of communicating with the members of the various unions represented. It began by placing emphasis on the young worker and his attitudes towards his union. You might find it interesting to know that in some unions you have to complete your apprenticeship before you become a voting member and that can be anywhere from four to six years.

We found that many of our programs were being made as suggestions to other unions as means of improving communications. Our Advisory Council and Stewards training sessions are new ideas to some unions.

These programs must be continued and expanded in order to meet the needs of our members. We must also look to the more modern and effective methods of communication, such as radio, television and certain social and sporting events.

Labor has a history that must be spread to all people as well as Union members and T.V. would be a good method.

Each of us should be reading the textbooks that our children are using in school and find out what they are saying about unions. If it seems to be something other than the truth you should let your Business Representative know about it.

The lives and needs of our members are very complex and each person has to be thought of as an individual. This is one of the traits of the younger generation; they prefer to "do their own thing," not worrying anyone and not being worried by anyone. This concept should have a great deal of appeal to the older worker also. How long have we been saying that the employer should treat us as individuals?

The term "generation gap," is just another way of saying that there is a lack of two-way communication and it exists between the young and old members in our own union as well as in our homes.

Local 1245 is making improvements and trying to respond to the needs of all of our members. We picked up some ideas at the conference which we will be discussing as ways to improve our Local Union.

All levels of Labor should consider a new approach. Our new approach should revolve around the concept of asking ourselves what is wrong with us and our methods of communication, rather than what is wrong with our members that they don't come out to the Union meetings and participate.

## Contract Provisions Explained

(Continued from Page Six)

January. The physical agreement is being worked on but will take longer to prepare. We hope these will be in the hands of the printer by the middle of February. No dates have been set for receipt of printed booklets on any of the PG&E agreements as yet.

Printing of Pacific Tree and Davey Tree agreements are in the process of being duplicated and should be available shortly. Distribution will be made as soon as possible after receipt of the finished product.



These two serious looking Business Representatives, Ken Lohre and Shirley Storey, are meeting with the Clerical Lines of Progression Committee.



Business Representatives Jack McNally, left, and Larry Foss, are shown meeting with the Material Handling Committee.



Shown above are Sally Kelly, Clerk B, East Bay Div. and L. L. Mitchell, Sr. Asst. Bus. Mgr. who are also on the Clerical committee.



Shown above are the members of the Clerical Lines of Progression Committee; from left to right are: Gordon James, Clerk C-San Joaquin Div., Wayne Fletcher, Meter Reader-Sacramento Div., Shirley Storey, Bus. Rep., Gil Houston, Clerk B-San Francisco Div., Ed Vallejo, Clerk C-General Office, and Jack Hill, Clerk B-San Jose Div.



# New Holiday and Vacation Provisions Explained

The new I.B.E.W.-PG&E Collective Bargaining Agreements covering Physical and Clerical Employees provides for a new holiday entitled Employee's Birthday. This Holiday differs from the other eight only in its scheduling.

Inquiries have been received by both Union and Company regarding the possible conflicts between other sections of Title 103 and the provisions of section 103.2. Joint talks have been held with Company and Union clarifying language contained in two sections in the Holiday Title. These sections in the printed agreement will be worded as follows: (The revisions have been printed in bold face type).

103.2 (14.2 Clerical) (a) Except as provided in subsections (b) and (c) hereof, an Employee's Birthday shall be the work day immediately preceding his next scheduled non-work day which next follows his birthday.

103.3 (14.3 Clerical) **Except for an Employee's Birthday Holiday**, when any of the above holidays falls on a Sunday the Monday following shall be observed as the holiday.

Guidelines on application of the provisions pertaining to the Employee's Birthday Holiday have been distributed to supervisors by the Company and this article is for the purpose of informing the membership. It is hoped you will keep it for later use.

In order to explain the several situations effecting the day on which the Employee's Birthday Holiday would be observed, we have used both verbal and graphic illustrations. Our examples are predicated on a Sunday-Saturday work week and a standard Monday through Friday as work days in the basic work week.

In the graphs an Employee's birthdate is shown as ††† and the Employee's Birthday Holiday (the day which is observed as a holiday) as \*\*\*.

In providing the solution to many of the questions raised, the key is understanding that the date of birth is not necessarily the day which will be observed as the Holiday. It does set the day which, connected with the normal non-work days, will become the fixed day for the Employee's Birthday Holiday.

Normally, if an employee's birthdate falls on any day from Saturday through Thursday, his Employee's Birthday Holiday will be on the Friday following the Birth date.

We are listing four examples which explain most common applications of an Employee's Birthday Holiday:

1. Where the employee's date of birth falls on any work day in the work-week, except on another holiday that falls on the last workday of that week, as shown in Item 3 below, the employee will observe the Birthday Holiday on his last work day that week. For example, assuming that his date of birth ††† falls on Tuesday, the Birthday Holiday \*\*\* would be taken on Friday of that week.

Sun.	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.
Non-work Day	Work Day	†††	Work Day	Work Day	***	Non-work Day
(Work Day)						

2. Where the employee's date of birth occurs on a non-work day (other holidays provided in Title 103 are **not** non-work days), the employee will observe the **following** Friday as the Birthday Holiday. Thus, if the employee's date of birth occurs on either Saturday or Sunday and these are his non-work days, then he would work Monday through Thursday of the next week and observe that Friday as his Birthday Holiday.

Sat.	Sun.	Mon.	Tues.	Wed.	Thurs.	Fri.
†††	or	†††	Work Day	Work Day	Work Day	***
(Non-work Day)		(Non-work Day)				

3. An employee's date of birth and the day he would observe his Employee's Birthday Holiday could fall on the same day in only three situations:

(a) The employee and his immediate monthly rate supervisor by written agreement, made thirty days or more in advance of the employee's birthdate, establish the actual birthday as the Employee's Birthday Holiday.

(b) If an employee's date of birth occurred on Friday, then he would observe Friday as his Employee's Birthday Holiday.

Sun.	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.
Non-work Day	Work Day	Work Day	Work Day	Work Day	†††	***
(Non-work Day)						

(c) If the same employee's date of birth occurred on Thursday and the following Friday, the last day of his workweek, fell on one of the other holidays provided for in Title 103, then he would observe his Birthday Holiday on the same day (Thursday) as his date of birth.

Sun.	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.
Non-work Day	Work Day	Work Day	Work Day	†††	***	Fourth of July
(Non-work Day)						

4. When an Employee's Birthday Holiday would normally be observed on Friday, the last work day preceding his normal days off, but that day would also be one of the other Holidays observed as provided in Title 103, the Employee's Birthday Holiday would be observed on the Thursday, the day preceding the other Holiday (103.2 (c)).

Sun.	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.
Non-work Day	Work Day	†††	Work Day	***	Fourth of July	Non-work Day
(Work Day)						

All of the above situations would obviously occur only when an employee and his monthly-rate supervisor have not made an agreement in which the employee would observe some day other than the fixed Employee's Birthday Holidays shown.

Section 103.2 (b) provides that an employee, by written agreement with his immediate monthly-rate supervisor, may elect to take a day other than the above examples as his Birthday Holiday. Such an agreement must be reached at least thirty days in advance of his birthday. As an employee is eligible for his Birthday Holiday on the first of the year, he may with this written agreement, reschedule his Birthday Holiday to any workday during the year, either before or after his actual birthday. If an employee does elect to reschedule his Birthday Holiday, the original computed Birthday Holiday becomes an ordinary workday.

The rules regarding pay (and expenses for General Construction employees) on Birthday Holidays are the same as on other regular holidays and also apply to probationary and regular employees. (Casual in General Construction). For example, if a Birthday Holiday falls during the period when an employee is a casual or probationary, he has the day off without pay. If a casual or probationary is allowed to work on his Birthday Holiday, he receives overtime pay. Such an employee may, of course, reschedule his Birthday Holiday to another date in the calendar year subject to written agreement.

Unused Birthday Holidays are not payable on termination of employment. Once scheduled they are treated as any other regular holiday. They are not "in lieu" or "floating" holidays. For example, an employee terminated on July 9 does not receive pay for a Birthday Holiday scheduled for December 20. On the other hand, if he has rescheduled and taken his Birthday Holiday on June 4, he would not have to repay the holiday when terminated in July even though his actual birthday was in September.

It is very important that the established Birthday Holiday date be noted by each employee for this is a Holiday based on the individual employee's birthdate. If there is a desire on the part of any individual to change his fixed Employee's Birthday Holiday, it is his responsibility to make the request within the time limit and also bear in mind that Company requirements will not accommodate all requests made. We hope there will be mutual cooperation in making agreements to alter fixed Employee's Birthday Holidays. We urge supervisors to bear in mind the intent of both Company and Union to provide a choice of days for the employees where honest effort on the part of a supervisor in developing schedules can make it possible. On the other hand, we urge our members to recognize scheduling problems when they are legitimate or when work demands are such that they create problems for a supervisor.

## VACATIONS:

Vacation earnings credits were changed and became effective January 1, 1971. Retiring members should be conversant with these changes for vacations on or after January 1, 1971, will be based on credits earned in the calendar year and not on hiring anniversary dates. One example should illustrate this point.

Employee "X" was hired September 19, 1927. He was born on January 17, 1906, and reached 65 on that date in 1971. He will retire on February 1, 1971. He used four weeks vacation in 1970, his full allowance. Under the old provisions prior to January 1, 1971, he would have accrued vacation of 4/12 of the normal four weeks for his length of service based on 1/12 for each thirty calendar days, after his anniversary date. This employee would have been entitled to seven days vacation under the prior contract. He had no absence in excess of 22 days during 1970. He also works all required work days in January, 1971. His vacation entitlement is 22 days. Company has established the calendar month for retiring employees vacation credit even though there were actually only 21 work days in January and will be 20 work days in February. This vacation, if not used, would be paid as vacation allowance at retirement and will be counted as part of his sixty months earnings offsetting a lower pay level of five years ago for pension purposes if not used before retirement.

This retiree gains fourteen days' of paid vacation over the previous agreement and also gained a holiday for his birthday.

General Construction Vacation has been on an earned basis so the only change will be that vacations will be based on subtractions of 1/12 from a full vacation for absences of 22 day increments rather than credits of 1/12 for increments of 21 days worked in the calendar year.

## UNDERGROUND:

In providing the elimination of cartmen in the underground section of Electric T&D by placement in the apprentice cable splicer classification, an inequity was created which effects cablemen's helpers in that classification on or before December 18, 1970. These classifications were equivalent for bidding purposes and when the transfer of cartmen occurred, this, in practice, froze the cablemen's helpers out of advancement to cable splicers. It has been agreed by Company and Union that cablemen's helpers in that classification on or before December 18, 1970, will be treated in the same manner as the cartmen by being placed in the apprentice cable splicer classification and trained to become cable splicers with automatic progression in line with the agreed-to training program.

## CONTRACT PRINTING:

Due to the size of the physical agreement, it has become impossible to use the same procedure of saddle stitched booklets. Wage schedules will be printed in a separate booklet and the working conditions in another booklet. New wage booklets for July, 1971, wage rates will be put out when the wage adjustment has been determined by the B.L.S. index. Clerical agreements will be handled as usual. The wage schedules are now at the printers, the clerical agreement is being assembled to conform to the amendments and should be in the hands of the printer before the end of

(Continued on Page Five)



## Apprenticeship Opportunity Opens

California-Nevada Joint Apprenticeship Training Committee has announced that it will accept applications to fill 15 vacancies for training Power Linemen for the Outside Electrical Industry in California and Nevada.

Applicants must be in the age bracket 18 to 24 years inclusive, with a maximum of 4 years adjustment for military service, and must have a High School education.

This is the second set of openings in a training program that was started in July 1970, with Local 1245 as a participant along with two other Locals of the I.B.E.W., and the California-Nevada Chapter of the National Electrical Contractors Association. As of the present

date, the initial group of 20 trainees are employed in the Industry with varying amounts of training, up to six months, already completed.

The new group is scheduled to be indentured commencing approximately July 1, 1971, following completion of interviews, testing, and selection of qualified applicants.

All interested in making application for entry into the training program should send written request for application forms to the following address:

CALIFORNIA-NEVADA JOINT  
APPRENTICESHIP TRAINING  
AND TRUST FUND  
10612 Paramount Blvd.  
Downey, Calif. 90241

## We Get Letters

Dear Ron:

A word of praise for your thought-provoking editorial "The End of a Rough Year" in the December issue.

I agree there is a morale problem and it can be improved by renewed sense of values of both employees and employers.

Keep up the good work.

Sincerely,  
Doris T. Wemmer

## NATIONAL HEALTH PLAN DRIVE

(Continued from Page One)

Other sponsors of the bill include Sen. William Saxbe (R-Ohio), and Representatives Martha W. Griffiths (D-Mich.), Ogden R. Reid (R-N.Y.) and Charles A. Mosher (R-Ohio).

Kennedy said the legislation would be introduced in the Senate early next week and predicted that Congress will be responsive to the proposal. He noted a remarkable change in congressional attitudes toward a national health care program.

"The question," he said, "is no longer whether a national health care program is necessary. The real question is what shape such a program should take."

"Most significant of all," Kennedy stressed, "is the fact that the Administration, which slumbered away two years while our health care crisis deepened, has awakened at last to the need and is on the verge of proposing its own alternative."

He pointed out that three of the nine vetoes imposed by Pres. Nixon last year affected health legislation.

Dr. DeBakey observed that the Health Security Program would not only bring needed services to the nation, but would also provide for expanded medical research, manpower and facilities.

"An important aspect of this program," he stressed, "is that it gives every citizen—no matter what stratum of society he is in, no matter what stratum of economics he is in—equal rights to medical care that can be provided."

Woodcock termed the proposed legislation vital to workers because of the sharply-rising cost of medical care.

He said the nation needs a broad approach to medical care problems by improving the organization and

delivery of care and the supply of professionals.

While the nation has the best medical science and knowledge available in the world, it also has a "rapidly deteriorating health care system," Woodcock declared.

He said the Health Security Program would do the "whole job" of providing expanded services and enlarging the supply of medical professionals.

Biemiller recalled organized labor's long struggle for a comprehensive national health program dating back to the 1930s.

"We have been in that fight ever since. . . . We have met one rebuff after another. But those of us who have been in this fight are well aware of the obstacles ahead, and we are equally aware . . . that if we are to stop inflation in medical costs it can only be done by organizing the delivery of medical care in a systematic intelligent way."

If the health security program had been operative in 1970, it would have delivered \$41 billion in benefits—or 70 percent of the personal health care expenses in the United States.

But none of the \$41 billion in expenditures would be "new" money, the bill's sponsors explained, noting that this amount is already being spent for health care by individuals, employers and federal, state and local governments.

Under the proposed program, the same amount of money would provide more health services for more people by revitalizing the existing health care system and stemming the inflation in medical care costs.

The Health Security Program would be administered by a five-member board in the Dept. of Health, Education & Welfare. Policy, standards and regulations would be established by the board.

AFL-CIO News

## American Workers Struggling With New Style Class Warfare

We live in the most revolutionary society in the world. The pace of technological, social and cultural change is more rapid here than anywhere else—and that pace is accelerating. We confront problems which no one else has ever faced before, and which other societies will not face for decades or generations to come. The answers will come, not from blueprints, but from living and grappling with the problems first hand.

To an extent not commonly supposed, answers to the problems of work come from below. They emerge from the varied experiences and insights of working people themselves, as each one seeks to develop and perfect himself through his daily work.

Yet fewer and fewer of the apostles of words and ideas really know very much about working people today. They should begin to learn before they prescribe.

First, they ought to know what the worker is not.

He is not a cartoon. He is not a reactionary, and he is not a revolutionary. He is not a hard hat, but neither is he a head full of mush. He is nobody's fool and he isn't looking to be anybody's hero.

He didn't start the war in Viet Nam, although he has a better chance of losing his son there. He didn't create the military-industrial complex, although he is accused of depending on it for his job. He didn't make more than \$8,000 last year, although his latest wage increase is said to cause inflation. He wasn't responsible for slavery, he didn't prosper from segregation and he is not a racist, although he may now be told to put his job on the altar of society's atonement.

Then they should discover who the worker is.

**He is the man who is living and grappling with the problems. He is the center of the most profound and far-reaching changes in our society. Not because he is an activist or a social innovator, but because he is on the line, at the point of production, where the heat is. He is bound to a technology that refuses to stand still long enough to allow human beings to adjust to it—and he has no cushion or surplus to shield him from constant instability. He is caught up in all the social, cultural and political consequences of the dynamism of our times.**

So, not only must the worker struggle to make ends meet—no easy thing in this era of the New Hooverism—but he must also struggle to sustain a sense of who he is, a sense of his economic function and social identity, in a society where occupational obsolescence rivals the Detroit variety and where work patterns are about as stable as an ice cube on a radiator. This is, you might say, a continuing struggle against marginality and uselessness. You might even call it a struggle for relevance.

As if he didn't have enough problems, the American worker has lately had to fend off a propaganda blitz aimed at blaming him for everything from Viet Nam to racism. This is a new form of class warfare, but with a curious twist. Twenty years ago, when you tried to organize a union in your plant, the boss denounced you as a Red. Now he and his friends at the country club denounce you as a reactionary pillar of the status quo. And so it has come to pass, in this Alice-in-Wonderland world that the well-to-do elite accuse those who have little of being the mainstay of "the system," while they who have benefitted most from the system, pander to its enemies. This is an old gambit—self protection by the creation of a diversionary target.

Such nonsense does not stem exclusively from the chic Left. Witness, for example, the recent suggestion of an Administration spokesman that workers could hasten the reduction of unemployment by moderating their wage demands. In other words, the unemployed worker should not blame the administration for his plight; he should blame his fellow workers for their greed at the bargaining table. It's the old story—Pit the have-nots against the have-littles, while the have-lots keep getting more.

To those who are now trying to find, dissect and classify the American worker, I offer this advice. Do not look for his identification marks in his hair length, life styles, manner or dress. Look instead for work. Look at the nature of the productive process, of the work performed. Then look at the people engaged in it. Learn something of the problems and struggles which that engagement generates. Then you will have your definition of the American worker. He is what he does. He is what he struggles to do.

AFL-CIO News

## Survey Shows Winter Risks

(Continued from Page Three)

modern life are due to careless use. But many others are due to thoughtless or faulty design. Far-sighted design even could guard against some forms of carelessness.

One of many examples of how manufacturers often fail to adequately protect against foreseeable hazards is the electric food mixer recently cited in **FDA Papers** by Carol Young of that agency. The manufacturer located the on-off switch so it would be immediately under the user's thumb. That's convenient. But injuries have occurred from accidental activation of the beaters.

Senator Warren D. Magnuson of Washington plans to introduce a bill soon to require safety standards for hazardous products. But until the bill becomes law, if it does, and until standards can be established, don't take for granted that because a product is on the market the manufacturer necessarily has tried to make it as safe as it can be.

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# The Safety Scene



The National Safety Council warns against placing fingers or hands at pinch points while moving objects as shown above.

## NEW JOB SAFETY LAW SIGNED

As a result of labor's efforts on behalf of 57 million wage earners in 4.1 million establishments, the Occupational Safety and Health Act of 1970 was signed into law on December 29, 1970.

The effective date of the Act is April 28, 1971.

The Secretary of Labor, whose job it will be of setting the standards, has two years to complete the drafting of the rules.

Although this appears to be a long, drawn-out procedure, we feel most employers will clean up their own "messes" before they are approached by the Labor Department.

Due to opposition from business, and their representatives, the bill that was sent to the President is a compromise between the stronger labor-backed Senate bill, and a weaker management bill, supported by the House of Representatives.

A.F.L.-C.I.O. President George Meany praised the job safety law but warned that unions will continue to press for a stronger law. He explained:

"For the first time, we have the mechanism for setting safety and health standards by the Department of Labor. But mere setting of standards is not enough. There must be close scrutiny, constant policing, and prompt and adequate enforcement to make sure the goal of this legislation is realized."

He continued: "We intend to make sure this is done, and if the enforcement machinery in this bill fails, we will immediately petition Congress to strengthen and improve it."

### BASIC PROVISIONS

The law will set up avenues for union safety committees to call for, and participate in federal inspections of allegedly unsafe plants or work areas. It provides: "Any employees or representatives of employees who believe that a violation of a safety or health standard exists that threatens physical harm, or that an imminent danger exists, may request an inspection by giving notice to the Secretary, or his authorized representatives of the violation or danger."

"Subject to regulations, a representative of the employer and a representative authorized by his employees shall be given an opportunity to accompany the Secretary (of Labor) or his authorized representative during physical inspection of any work-place for the purpose of aiding such inspection."

If a violation is charged by the inspector, the Secretary of Labor may issue a citation specifying the problem. The citation will allow time for the employer to correct the situation. The employer also has 15 days in which to object to the citation.

In objecting to the citation, the employer will file an appeal with a three member commission, the Occupational Safety and Health Review Commission. The members of this body will be appointed by the President. The appointments will be for six years with a new member being named every two years.

A hearing will be held by this panel, to take testimony from company officials, workers, union leaders, and others.

When this Commission has ruled as to whether a violation has occurred, the decision may be appealed to a federal court of appeals by either the employer or the Labor Department.

If found guilty of a violation, the employer can be forced to pay as much as \$1,000 a day for continued infractions of the Safety Standards. Criminal penalties also are possible, but only if it is proven there has been a willful violation of the Safety Standards, resulting in the death of a worker.

The controversial "imminent danger" clause was one of the weaker provisions taken from the management bill. In the labor-backed Williams-Daniels measures, the Labor Department could have ordered an immediate shutdown of a plant or operation deemed hazardous. The compromise requires the Labor Department to obtain a court order before shutting down any operation.

Other features of the Act that are important to employers and workers are:

Small business firms will be able to obtain federal loans to aid them in meeting the safety and health standards of the new law.

Also, one section of the Act will permit the Labor Department to put pressure on other agencies of the Government if it feels their enforcement efforts in the safety field are inadequate.

The bill also sets up a 15 member National Commission on State Workmen's Compensation Laws to study and recommend ways to improve state compensation benefits.

One draw-back to the new law, that the leadership of Local #1245 has concern over, are the provisions in the Act that State governments that want to ENFORCE their own programs in the field of safety and health will be able to do so if their standards meet the requirements of the federal law. The Secretary of Labor is given authority to approve or reject the State proposals.

We have watched the quality of enforcement in other State Agencies; the Division of Industrial Safety, the Workman's Compensation Appeals Board, etc. go steadily down-hill.

The intent of the various State bodies is to protect the workman before he is injured, and in the event of an industrial injury, to grant him fair and reasonable compensation for his disability.

But as a result of various appointments to these Boards and Panels, along with cutbacks of manpower and money to other Departments by the present Administration in Sacramento, Big Business now has the "pat-hand" over the workingman.

Just one of many illustrations that could be pointed out is in the area of unemployment benefits.

In 1966, 14.6% of the claimants out of every hundred who took their cases to the Unemployment Appeals Board came away a winner as opposed to 19.6% of the employers.

In December of 1969 the number of successful claimants had dropped to 3.7%.

As of last September the number of employers winning their appeals before the Governor-appointed Board had increased to 46.5%.



Lifting in an awkward position, or lifting with the back instead of using the leg muscles, such as that shown above, is another unsafe work practice.