All Advisory Council members were given the oath of office by President Ron Fields at the first Advisory Council Meeting since the recent Local Union elections. See photo on right.

The meeting was held in Walnut Creek at the Saranap Inn, which is near the Local Union headquarters, on August 25th and 26th, 1971. President Fields, after administering the oath of office to the Council members, reviewed with the Council their duties and responsibilities as outlined in Article V of the Local Union Bylaws, and welcomed the new members of the Council as well as the seasoned incumbents.

Since a majority of the Officers, Executive Board Members, and Advisory Council members are new, steps were taken to make certain that nothing was misunderstood or overlooked.

Business Manager Mitchell re-

This photo shows some of the Officers and Executive Board Members listening to the reports of an Ad Council member. From left to right are: Pres. Ron Fields, Bus. Mgr. L. L. Mitchell, Vice Pres. Lee Thomas Jr., Executive Board Member-at-large Willie Stewart and Northern Area Executive Board Member Tom Conwell.

Pictured above are the balance of Officers and Board members attending the Advisory Council Meeting. From left to right are: Treasurer Bud Gray, Southern Area Executive Board member Jack Graves, Central Area Executive Board Member Red Henneberry and Recording Secretary Mickey Harrington.

ON VACATION GUEST COLUMN

L. L. MITCHELL

Editor's note: The following ‘guest’ column was written by Sigmund Arywitz, President of the Los Angeles County Federation of Labor. This column is approximately one year old and yet it is still timely. The column first appeared in the Los Angeles Citizen.

We are living in changing times. It is necessary only to look around just a little bit to see how true this is.

Everything changes—at an accelerating rate. Ladies' hemlines are dropping from mini length to below the heels. The well-concealed ankle I remember from my childhood is once more very much in evidence—if you can call something in evidence that is being hidden from view.

Last week I noticed a young lady whose long flowing tresses almost met the bottom of her mini-skirt. I ran across her again the other day—her hair was cropped short and her skirts were sweeping the floor. She seemed to be a little embarrassed over it all. I was downright distressed.

Yes, times change. Patterns of public conduct are different. Concepts of (Continued on Page Two)
The High Cost of Dying and How to Avoid It

EDITOR'S NOTE: In the event you interpreted the headline to mean that we have found a way to avoid dying, I am sorry to disappoint you; however, we have discovered a way to reduce the "high cost of dying." We are reprinting portions of a pamphlet which is distributed by the Bay Area Funeral Society and describes the plan, the benefits and the basic cost-sharing concept of the BAY AREA FUNERAL SOCIETY. We have also printed a list of the other Societies which have similar plans and benefits and which are in the geographic areas of our membership. You should contact these Societies, and compare the advantages and costs before you determine whether or not you want to join.

The Local Union will not guarantee satisfaction nor do we cover the cost of membership. However, the plan does come highly recommended and has many members and families of hundreds of dollars and you thought you should be aware of its existence and those of you who wish to take advantage of it.

In 1955 a group of ministers, lawyers, unionists and social workers organized the BAY AREA FUNERAL SOCIETY with the avowed purpose of achieving simplicity, dignity and economy in arrangements for after death services for members and their families.

Since that small beginning, the Society now has in excess of 11,500 members which provides coverage for over 30,000 persons in the Bay Area.

The Society is a non-profit organization incorporated under California law. Membership is open to all persons without reference to religious faith or race. The members of the Society are governed by a Board of Directors elected by the members at an annual meeting held in November of each year.

Recent surveys of California’s major metropolitan areas disclose average funeral costs on death of a member of $1,000. For persons who are not only critical of these but of conventions that act as a lucrative business for the funeral directors. The BAY AREA FUNERAL SOCIETY provides an alternative.

As a society, we do not believe that the costs should be exorbitant. However, if it is necessary to pay for the cost, it should be kept as low as possible. The Memorial Service fees are necessary. The funeral director will assist.

MEMORIAL SERVICES may be held in the Bay Area with the cemetery selected. Minimum costs are approximately $345.

Members must make their own choice of a casket, transport the body to the cemetery or crematory, and necessary legal papers. Not included are cremation, em-

counter to us with membership fee (non-refund-

able). See Society in your area for price of membership.

The entire set is retained by the Society, one by the funeral director; the other by the applicant.

At the time of the death of a member, the funeral director designated by the deceased is contact and directly responsible. The funeral director is one who has been reserved by the Society, one by the funeral director, the other by the applicant.

Fees Are Necessary

Because of the size of the membership, the BAY AREA FUNERAL SOCIETY is required to maintain an office with extensive files and part-time paid personnel. In addition, the typical in-office paper work, answering and correspondence is service. Major expenses also include printing and distribution of the instruction sheets for the membership now costs in excess of $600.

One set is retained by the family or estate of the deceased to be paid directly to the funeral director.

Fill out the attached application and return it with the membership fee (non-refundable). See Society in your area for price of membership. However, if it is necessary to pay for the cost, it should be kept as low as possible. The Memorial Service fees are necessary. The funeral director will assist.

The cost of maintaining a membership in the BAY AREA FUNERAL SOCIETY is $600. How to join:

Selection of the funeral director is made immediately after the death of a member from our list of participating morticians.

The remaining copies are for your records and your next of kin.

Reflecting the rapid growth of the memorial and funeral society movement, there are now over one hundred societies throughout the United States and Canada. Ours is one of this. We have the BAY AREA FUNERAL SOCIETY for arrangements for transfer with the following—with many in the Bay Area.

The BAY AREA FUNERAL SOCIETY provides for the legal disposition of ashes at minimal costs. The BAY AREA FUNERAL SOCIETY provides for the legal disposition of ashes at minimal costs. The BAY AREA FUNERAL SOCIETY provides for the legal disposition of ashes at minimal costs. The BAY AREA FUNERAL SOCIETY provides for the legal disposition of ashes at minimal costs. The BAY AREA FUNERAL SOCIETY provides for the legal disposition of ashes at minimal costs. The BAY AREA FUNERAL SOCIETY provides for the legal disposition of ashes at minimal costs.

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How 90-Day Wage-Price Freeze Affects Consumers

By Sidney Margolius, Consumer Expert for Utility Reporter

President Nixon's 90-day freeze on wages and prices is likely to freeze your wages more than your living costs. In effect, you won't be able to get a wage increase but you will continue to pay somewhat more for housing, food, and a number of the most important necessities, because of the real possibility of hidden but important loopholes in the price freeze.

In effect, you won't be on wages and prices is likely to keep it from being a real freeze.

One benefit to working families, especially those having employment problems, is the prospective job stimulus due to the devaluation of the dollar and other measures which will raise prices of some important items but reduce prices abroad of U.S. exports.

Revealingly, the freeze does not include profits and interest rates, but only wages or as partially, prices. The wage freeze comes at a time when working people are still behind in the race with ballooning living costs. In 1966 the average worker with three dependents had spendable wages of $102.41 (after taxes and in terms of constant dollars). After allowing for the deprecation of the dollar, by May, 1971 his spendable wages were $101.81.

It's worth your understanding the hidden loopholes in the 90-day freeze which will be effective until November, so you can try to guard yourself as best you can. These loopholes are being expected that homeowners or would-be home buyers.

Rents are frozen, which is a real help in some of the big cities where rents have been steadily rising. But property taxes and mortgage interest rates are not frozen. These are the largest single item of cost of owning and operating a house.

Food prices are really only partly frozen. Unprocessed agricultural items are not frozen at all. Retail prices supposedly are frozen. But stores are permitted to charge the highest prices at which they sold various items during the month before August 15 when the freeze went into effect. Thus, live-stock and other producers can raise prices for beef cattle, hogs and poultry. This potential squeeze virtually precludes the discounting of the many specials on which working families have relied to cushion this year's high food prices.

Fresh foods like meat, poultry and some produce comprise half of a typical family's food bill. They are likely to be the items on which effective prices will be higher than you may have paid before the freeze went into effect.

The effect is likely to be harshest on meat prices, since September normally is a month of rising prices on the high stock. Nor are there any controls on quality and availability. Reducing quality is a method often used by processors and stores to conceal price increases.

On meats, for example, stores can raise the real price simply by the way they trim, or by adding additional fat to hamburger. Especially watch out for fatburgers at this time. Or stores can use more of the same cuts, or make special cuts like "minute steaks," "fillet steaks" and "London broil" higher prices than the old prices and keep it from being a real freeze.

Another device to watch out for is a reduction in the availability of whole broilers. Stores prefer to sell them as parts and cut-up broilers at higher prices.

In turkeys, which normally are more abundant and lower-priced in the fall, widely-used devices for getting higher prices are to process the big birds into so-called self-basting and prestuffed versions.

In general, consumers can expect to see many specials and lower-priced versions of food disappear or be limited in supply during the freeze.

The reductions on 1971 model cars which normally occur in September may be much smaller than ever since because of the pending removal of the 7 per cent excise tax if Congress agrees. This would save $290 on a typical car in addition to the usual September price cuts of $200. The possibility that dealers might pocket some of the excise tax savings by reducing normal discounts or trade-in allowances is diminished by the big left-over supply of 1971 models.

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How They Kid the Kids in Clothes

By Sidney Margolius, Consumer Expert for Utility Reporter

September is a month when parents with several children start worrying about school clothes. While prices are high, specially for shoes, the problem has been eased somewhat by the current preference of children aging about school clothes. While prices are high, specially for shoes, the problem has been eased somewhat by the current preference of children.
The majority of this group were involved in a rescue operation on the way home from this meeting, which resulted in saving the lives of three people.

The year 1971 marks the 10th year of our Union-Employer relationship with the United States Bureau of Reclamation. Bargaining has never been easy; not everyone is satisfied with everything in the agreement, but then nobody will ever be. Generally speaking, great improvements have been made in all areas covered by the agreement.

The most graphic way that we can show the improvements made over the last ten years is to show a comparison of wages paid in 1961 and in 1971 for a few sample and like classifications. As you will see, some of the names are different, but the work performed is similar.

1961 WAGE SCHEDULE
1. Canal Maintenanceman $2.60
2. C & I Mec. Electrical Instrument Repairman (100% of Electrician) 3.60
3. Drill Operator, Helper (Core or Diamond) 2.84
4. Foreman III, Canal Maintenance (other locations) (116% of $2.60) 3.92
5. Foreman I, Duplicating Plant (100% of $2.37) 2.49
6. Apprentice, Electrician (Maintenance) (1st 6 mos. 67.5%) 2.32
7. Foreman III, Electrical (Maintenance) (114% of $3.43) 3.82
8. Janitor 2.13
9. Lineman (Electric Power) (Maintenance) 3.43
10. Maintenanceman 2.78
11. Mechanic (Dam Operations) 3.16
12. Powerplant Operator, Junior (1st 6 mo.) 2.41
13. Powerplant Shift Supervisor II (112% of $3.43) 3.84
14. Pumping Plant and Electric Substation Operator 3.43

1971 WAGE SCALE
1. Canal Maintenanceman $4.36
2. Communications and Instrumentation Mechanic (120% of $5.91) 6.92
3. Drill Operator, Helper, Core or Diamond 4.88
4. Foreman III, Canal Maintenance (120% of $4.78) 5.74
5. Foreman I, Duplicating Plant (168% of $4.67) 5.94
6. Apprentice, Electrician (8th 6 mos. 90.0%) 5.32
7. Foreman III, Electrical (Power System) (120% of $5.91) 7.09
8. Janitor 3.82
9. Lineman, Electric Power 5.91
10. Maintenanceman 4.78
11. Mechanic, Dam Operations 5.41
12. Powerplant Operator, Junior (6th 6 mos. 90.0%) 5.32
13a. Powerplant Shift Supervisor II (Folsom) (177% of $5.91) 6.91
13b. Powerplant Shift Supervisor II (Shasta) (120% of $5.91) 7.09
14. Pumping Plant and Electric Substation Operator 5.91

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There is quite a difference in the wages over a short ten year period. Wages have not been the only area of improvement. Benefits and better working conditions have also increased considerably over the last ten years.

The association between the two parties has been one of mutual respect. This year's negotiations was no exception and another set of successful negotiation, have been completed.

The preparations for bargaining were handled differently this year and appeared to be well received and effective. A pre-negotiation shop steward's conference was held on April 17 in Sacramento. In the afternoon, the Shop Stewards were broken up into four different caucus groups, with each group being instructed to put together their own outline of proposals for negotiations. Unit recommendations, individual contact with the Stewards, and the Stewards' knowledge of the problems and needs of the members was used as a basis for the preparation of an outline of proposals.

The unit recommendations, plus the proposals from the 4 caucus groups were used by the General negotiating committee to formulate the final proposal and to guide them through the bargaining sessions.

Among many improvements obtained this year were the following:
- A comprehensive, updated indentured apprenticeship program
- Improved grievance procedure
- Improved schedule and hours section
- Improved reporting place and travel provisions
- Improved meal section
- Improved safety regulations
- Improved inclement weather section
- Improved shift differentials
- Improved holiday pay for shift workers
- Improved penalty rates for changes in work schedules or tour of duty

The members of the General Negotiating Committee are listed and shown below with the exception of Asst. Bus. Mgr. M. A. Walters.

The other photos on pages four and five are from the Shop Stewards Conference and the caucus sessions at the conference.

This photo shows Local 1245's General Negotiating Committee for bargaining with U.S.B.R.-Region 2. From left to right are: Hank Lucas, Donald Day, Chuck Deaton, Les Pingree, Bill Peitz, John Bradney, and Wally Kaplan. Photo compliments of USBR.
Ceremonies held north of Ely, Nevada, on July 23, 1971, celebrated erection of the first of 792 structures to carry 304 miles of 230,000 volt power transmission line from the Utah State line near Baker, Nevada, through Ely, Eureka, and Austin to Fort Churchill.

Structure erection here pictured is typical of work to be done by line crews in setting the 90-foot structures through valleys and across mountains of the rugged Nevada terrain.

The new power line will provide a source of power for mining and agricultural interests as well as for cities and towns in isolated areas of Nevada, and will give the Sierra Pacific Power Company an intertie line with Utah for reciprocal power exchanges.

I.B.E.W. Line Construction workmen dispatched from Local 1245's Outside Construction Referral Office to employment with Harker and Harker Inc., Line Contractors out of Reno, Nevada, are scheduled to complete the first phase of the line—Utah State Line to Eureka, Nevada—by April 1, 1972. Second phase—Eureka to Fort Churchill—is scheduled to reach the Fort Churchill terminus by 1975.


Advisory Council Meeting

(Continued from Page One)
The needs of our younger members

When a man or a woman enters the work force of our employers, he or she is generally very young in years. The figures vary but it can be said with a good measure of faith, that beginning jobs under the jurisdiction of Local 1245 are generally superior to those in comparable basic Industries, in terms of starting pay.

Within a short time, those who are retained in employment, are provided benefit coverages which are extensive as well as very attractive. All of these benefits are covered by contracts of employment or other Labor-Management arrangements.

Certain of these benefits require some payment on the part of employees through payroll deduction. Others are fully-paid by various employers and a wide range of available personal and family security coverages are either voluntary or compulsory, depending on whether they are required by law or by employment contracts or other arrangements covering employee participation.

While it makes good sense for all new employees to participate in these excellent benefit programs, the result of such participation reduces take home pay, or what is sometimes called “pure spendable income.”

Therefore, we look at pay rates as either gross or net and only net income can be used immediately for purposes of “making a living.”

While payroll deductions for either short-term or long-term personal and family security benefits are well worth the cost, the fact remains that young people must budget their remaining dollars for day-to-day living requirements.

Those young employees who are in classifications which have time-progression with pay increases or those who are in apprenticeship training programs, can set their living budgets accordingly.

Those who are in single-rate classifications must assess the future in terms of the current rate of income, with the hope that promotion into the next higher classification will provide new and better family budget positions.

Despite all of this, it is hard for our younger people to “make it” these days.

One of the answers to this problem is for our young members to spend some personal time and energy designed to use every available opportunity to gain related learning in order to prepare for the day when promotions become available.

Our Union has made great strides in the direction of obtaining employer support for employee training with pay incentives, expenses, and other methods of encouraging self-improvement activity on the part of ambitious young employees.

We have also raised basic wages and provided progressive wage increases within learning classifications, so that our young people will fare much better than our “old timers” fared in the past.

More and more, we shall find that competitive examinations will modify our seniority systems to the extent that he or she who merely depends on advancement through time spent on the job, will be faced with being “by-passed” by those who have taken advantage of every opportunity for self-improvement, through either an employer-subsidized advancement program or an off-the-job personal program of self-help, which can be applied to promotional advancement.

Training opportunities must be made available to all eligible young people on a non-discriminatory try basis. Training programs must be such that a full range of needed on-the-job instruction and related academic instruction will be made available to all who seek involvement in his or her future economic development.

Most young people have competed in school or college grading programs where personal application of time and effort is rewarded by advancement to higher levels of scholastic achievement or to higher degrees of learning, which provide measures of success which are noted and paid for in private or public employment, to one extent or another.

Some of our young people have come from Civil Service occupations where study and promotional examination are the only means toward economic advancement.

Others are graduates of our armed services, where competitive examination are the only way to gain another stripe and a higher pay grade.

What we are suggesting, is that our younger members are more attuned to the premise that the way to get ahead is through study and application of personal talents, designed to meet the competition of other advancement seekers.

Local 1245 of the I.B.E.W. has a basic philosophy which gives a great measure of support and concern for the principles of seniority. This philosophy is not without proper merit, because the merit, change along with change of one or his employer over a period of years, deserves some special consideration in terms of job advancement.

However, the tremendous march of technological advancements found today in our industries, requires new and more relative efforts on the part of our Union and its members to meet the skill needs of our progressive employers in the gas, electric, water, telephone and related industries in which we are engaged.

The necessities of the situation require that our younger people must wait longer than they desire to buy a home, to live like they would like to live, and to enter the ranks of what some people call the “upper-middle class”—the goal of our Union’s movement.

The opportunity to do so is available under the force of our Union, to make life better within the natural limitations of that force, which must be understood by our younger people as a matter of sensible consideration.

In any event, the payment for our Union’s services is presently based on “ability to pay” in our Union house.

For each $50.00 increase in monthly membership income, a nominal charge of an additional 60¢ per month is applied to our dues structure. In terms of return on investment, there is no better bargain around these days, be it in stocks or savings programs or any other investment program.

Above all, the builders of our Union were all young at one time. They faced fewer problems than those younger members face today, but they had a much rougher row to hoe in terms of making spendable dollars stretch over the time between paydays.

Our “standards of living” were much lower in those days and our economic and social goals were more nominal than those expected by our younger members these days.

The fact is, we of elder years never dreamed that our younger members would ever demand such personal and family advantages as those sought today, but we now understand that our younger people are rightfully seeking goals well beyond those we sought in the past.

There will never be any progress of any proper value which is based on past goals or past Union performance because our younger members deserve a better shake than that we had in the past.

Our future top skilled people will come from our youthful ranks as they accommodate their performance on the job to new and changing industrial technology.

Our Union leaders will come from the ranks of our youth and they will change our policies and our direction of progress because they know that only through better organization of individuals with common interests and common goals, will Local 1245 survive and continue to serve the changing needs of a changing world.

We should be inclined to trust our younger members to understand that without their understanding and support Local 1245 will not survive or continue to grow.

Dangers lurk in the home

(Continued from Page Eight)

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How they kid the kids in clothes

(Continued from Page Three)

Pinto which it has been advertising heavily and selling fast at $1,919 is slated to go up $150 to $2,069.

FOOD BUYING CALENDAR: Meat prices are going to be brutal this September; at or near record prices. This is the month red-meat prices will be at their lowest in a year when meat prices have been advancing steadily as producers cut back on pork production.

The only relatively reasonable main-dish item is turkeys, which are in large supply. Eggs are relatively reasonable for this time of year; especially, at this season, the medium sizes. The only policy for a working family to follow is to reduce use of red meats until supplies are more abundant in the winter, and stretch meats with lower-cost alternatives such as poultry, eggs and the less-costly varieties of frozen fish.

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What to do in case of a bomb threat

After the call the operator or one receiving the call, must at that moment have some plan of what to do next. A call should go to the person in charge of the building. There should be a chain of command setup so that in case the person is not there the next in command will take the call.

Call the Police Department and the Fire Department. Unless there is an emergency this will not go on the air.

The police will go to the location, but because they may not know where the bomb is placed, the person should come to the entrance. Police officers are instructed to talk to the person in charge of the building.

The first thing is to search the building. The person in charge of the building must decide this. The police will not make a search, it is up to the person in charge of the building to order the search. This is because the people connected with the building are more familiar with the rooms, and will be able to recognize any objects which are foreign to the location. All of this needs a preconceived plan for the search. Someone should be assigned to each floor to take care of emergencies.

There must be a system of communication in case someone finds a bomb, or what appears to be a bomb, such as a bell, whistle or some other signal. If there is a time stated as to when the bomb will go off, there will be a time factor. The decision to clear the building of employees will have to be made by the person in charge of the building. Especially in case of threats. The reason for the decision to be made by the person in charge of the building is because in many instances bomb threats are made only to cause confusion and to paralyze an office or plant.

In review, the following are the important things:

1. Communication
2. Line of authority or command
3. Security
4. Search

This should be done periodically with drills. Keep instructions simple and direct so that everyone is familiar with them.

The next speaker, Sgt. William Lee, Fire Arms and Explosives, Los Angeles Police Department, was introduced. He stated that we have only reduced the possibility of loss of personnel through program and planning.

There are three types of explosives:

1. Mechanical type (pressure)
2. Chemical (Rapid expansion of gases)
3. Nuclear

DO NOT HANDLE EXPLOSIVES, OR WHAT APPEARS TO BE EXPLOSIVES!

Don’t let anyone else handle it. Explosives come in many shapes and colors and may be many forms such as texture of wet mud, loose powder or made to look like a bar of soap. There are liquid explosives and solid propellants, etc., all made to explode. There are two types of explosives:

1. High explosives—burns very rapidly
2. Low explosives—burns slowly

Low explosives are easy to buy and can be taken apart to make a large bomb. High explosives can be either sensitive or insensitive to friction. TNT type can be hit with a hammer and nothing will happen. There are high and low orders of detonation. High order gives maximum potential from the use. The low order is below the maximum. Detonators are needed to make it explode. Otherwise it will just burn.

Sgt. Lee then showed the displays:

Display No. 1—Cherry bombs, fire crackers, etc.
Display No. 2—various types of fuses
Display No. 3—various electrical devices
Display No. 4—various types of high explosives
Display No. 5—various types of bombs include the pipe bomb loaded with low explosives or with nails.
Display No. 6—various types of grenades.

Dangers lurk in the home

Home is where the harm is, too.

The harm occurs when ordinary household equipment is either taken for granted or misused, and the victims are usually boys of five years or older, who were either trying to be helpful or were just curious.

The U.S. Public Health Service recently made a survey of the 12 household items which are most frequently the cause of accidents.

The results of the survey list a "dangerous dozen," along with accidents which the "dangerous dozen" caused last year in the U.S.

Remember the item itself was rarely at fault; rather, the problems arose from abuse or misuse of the equipment. Posting this list (Continued on Page Seven)