

Advisory Council Members Sworn in

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-
 (Continued on Page Six)



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.

YOUR *Business Manager's* COLUMN

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)

... HAVE YOU MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

RETURN TO:

P.O. BOX 4790, WALNUT CREEK, CALIF. 94596

The High Cost of Dying and How to Avoid It

EDITOR'S NOTE: In the event you interpreted the headline to mean that we had 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 costs of funeral directors who are members of the 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 the Society in your area and compare the benefits 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 saved many families hundreds of dollars and we thought you should be aware of its existence and those of you who wish to can 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 business of the Society is governed by an unpaid Board of Directors elected by the members at an annual meeting held in November of each year.

Recent surveys made of California's major metropolitan areas disclose average funeral and burial costs of approximately \$1,000. For persons who are not only critical of these costs but of conventions that act as a distraction to the commemoration of the deceased, the BAY AREA FUNERAL SOCIETY provides an option.

As a Society, we do not believe that elaborate rites compensate for the loss of a loved one. We believe that in most instances these elaborate rites simply impose additional hardship and cost on the survivors.

We further believe that it is a primary function of our Society to acquaint people not only with the problems surrounding death, but also with relevant information prior to such a crisis so that decisions can be made in an atmosphere free of emotional stress and vulnerability.

What Is Provided

THE BASIC FUNERAL provides a simple casket, transportation of the body to the cemetery or crematory, and necessary legal papers. Not included are cremation, embalming, burial costs or use of the mortuary chapel.

The costs

The Society in your area will have a list of the funeral directors who are members of the Society and it will also list their basic cost. The prices may vary, but they are still considerably lower than you will find most anywhere else. The basic costs in the Bay Area run from \$100 to \$185.

Most funeral directors serve their immediate community without extra transportation charges. When distances are beyond their normal range of operation such transportation charges are at a rate of approximately 35c per mile.

CREMATION COSTS are \$75 in the Bay Area. This does not include disposition of ashes. Some cemeteries allow the scattering of ashes at minimal costs. The BAY AREA FUNERAL SOCIETY provides for the legal

disposition of ashes at sea for \$25. Ashes may be shipped anywhere in the U.S. at simple parcel post rates.

BURIAL COSTS vary in the Bay Area with the cemetery selected. Minimum costs are approximately \$345.

Members must make their own choice of cemetery or crematory. The funeral director will assist.

MEMORIAL SERVICES may be held in a church or in the home without the body present. If services are desired with the body present in a designated church, the simplest closed casket will be used. Members are free to choose any service they desire in addition to those mentioned here, but it is well to keep in mind that each addition increases cost.

SOCIAL SECURITY wage earners are entitled to a death benefit up to \$255.

WAR-TIME VETERANS are entitled to a burial allowance of \$250 plus use of a national cemetery, if available. Contact the appropriate government agency for details.

How the Plan Works

Selection of the funeral director is made immediately after application for membership from our list of participating morticians. Instruction sheets are issued when application fee is received. One set is retained by the Society; one by the funeral director; the others by the applicant.

At the time of the death of a member, the funeral director designated by the deceased is contacted directly and he assumes responsibility for carrying out the arrangements as specified on the instruction sheets in his files. When services have been rendered an itemized bill will be submitted to the family or estate of the deceased to be paid directly to the funeral director.

Why Membership Fees Are Necessary

Because of the size of its membership, the BAY AREA FUNERAL SOCIETY is required to maintain an office with extensive files and part-time paid personnel. In addition to necessary clerical operations, limited answering and consultative services are provided. Major expenses also include printing and postage. A single mailing to membership now costs in excess of \$600.

How to Join

Fill out the attached application and return to us with membership fee (non-refundable). See Society in your area for price of membership. Five copies of the instruction sheet will be sent to you for your completion. Two are to be returned to us: one will be forwarded to the designated funeral director; one will be retained for our files. 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 twelve in California. We have reciprocal arrangements for transfer with the following—and with many societies in other states.

- BAY AREA FUNERAL SOCIETY
P.O. Box 264, Berkeley, Ca. 94701 \$15.00
- WALTER VOSKIL
2173 Vale, Reno, Nev. 89502 \$10.00
- CENTRAL COAST MEMORIAL SOCIETY, INC.
P.O. Box 679, San Luis Obispo, Ca. 93401 \$10.00
- CHANNEL CITIES MEMORIAL SOCIETY
P.O. Box 424, Santa Barbara, Ca. 93102 \$15.00
- HUMBOLDT FUNERAL SOCIETY
666 Eleventh St., Arcata, Ca. 95521 \$10.00
- KERN MEMORIAL SOCIETY
Box 5674, China Lake, Ca. 93555 \$10.00
- LOS ANGELES FUNERAL SOCIETY
2224 W. 14th St., Los Angeles, Ca. 90006 \$10.00

- OREGON MEMORIAL ASSN., INC. \$10.00
3494 Raleigh, Portland, Ore. 97210
- PEOPLE'S MEMORIAL ASSN. \$10.00
2366 Eastlake Ave., Seattle, Wash. 98102
- PENINSULA FUNERAL SOCIETY \$15.00
168 S. California Ave., Palo Alto, Ca. 94306
- SACRAMENTO VALLEY MEMORIAL ASSN., INC. \$10.00
P.O. Box 502, Sacramento, Ca. 95803
- SAN DIEGO MEMORIAL SOCIETY \$20.00
3656 Eugene Place, San Diego, Ca. 92116
- SPOKANE MEMORIAL ASSN. \$10.00
2214 Sinto Ave., Spokane, Wash. 99201
- STANISLAUS MEMORIAL SOCIETY \$10.00
1034 Princeton, Modesto, Ca. 95353
- TRI-COUNTY MEMORIAL-FUNERAL SOCIETY \$20.00
P.O. Box 114, Midway City, Ca. 92655
- VALLEY MEMORIAL SOCIETY \$10.00
Box 1823, Fresno, Ca. 93717

GUEST COLUMN

(Continued from Page One)

right and wrong change. Aspirations, too, are altered.

But, as the French have it, "The more things change, the more they are the same."

External signs vary, but inside people are pretty much what they always were—they have the same fears, the same insecurity, the same hopes. They are just as hungry as they've ever been—for much the same things.

We may be living in an affluent society—many of us are eating higher on the hog, but just about all of us live only one pay check away from disaster. And there's nothing new about that.

It may appear to some inexperienced eyes that this column is a lament for the vanishing mini-skirt. That's not the case at all. I am lamenting not the receding hemline but the non-receding border line. My complaint is about the precarious edge of economic privation that haunts so many people, and in the last year has become a real threat to working people to whom unemployment—if they had ever heard of it—was nothing but a bad memory, never expected to come back.

The Labor Movement has fought against poverty for so long and so successfully, it gave birth to a new middle class. Most of our people won their way to higher standards of living, in comfortable homes, with the most efficient labor-saving appliances in their kitchens and utility rooms, never doubting the security of their futures.

Far too many people are yet denied the opportunity to share in the good things higher wages and full employment can buy, but it has been an unshakable article of faith that with a lot of effort and good will and financial assistance from the government, the disadvantaged would be brought into the economic mainstream and the last vestiges of poverty stamped out.

This is a good article of faith and we must never let up in the struggle to make it come true. However, certain conditions must exist for this to happen. The economy must be expanded. The job market must grow. There must be enough production so that purchasing power in dollars can be readily translated into consumption of goods.

In short, our economy will have to be reformed into exactly the opposite of what we have today.

In the last generation, our economy has indeed changed and most of us have prospered, but now with all the change, unemployment has come back.

To give the phrase a little reverse English, the more things are the same, the more they change.

So we are in danger of having at the same time the highest level of unemployment in a quarter of a century and with it the highest price level's in history.

I ran across a few paragraphs that could have been written last week. Then I saw that the author was George Bernard Shaw, dead these many years—the words were addressed to the last generation.


He declared:

"Such poverty as we have today in our cities degrades the poor, and infects with its degradation the whole neighborhood in which they live. And whatever can degrade a neighborhood can degrade a country and a continent and finally, the whole civilized world, which is only a large neighborhood.

"Its bad effects cannot be escaped by the rich. When poverty produces outbreaks of virulent infectious disease, as it always does sooner or later, the rich catch the disease and see their children die of it. When it produces crime and violence, the rich go in fear of both. When it produces bad manners and bad language, the children of the rich pick them up, no matter how carefully they are secluded. The saying that we are members one of another is not a mere pious formula to be repeated in church without any meaning; it is a literal truth; for though the rich end of town can avoid living with the poor, it cannot avoid dying with the poor.


"People will be able to keep themselves to themselves as much as they please when they have made an end of poverty; but until then, they will not be able to shut out the sights and sounds and smells of poverty from their daily worlds nor to feel sure from day to day that its most violent and fatal evils will not reach them through the strongest police guards."

This is what Shaw wrote for our parents and their parents. Things have changed so much since then yet, without so much as a word revised, he is talking to our children and to us.



the utility reporter

Telephone (415) 933-6060



| | |
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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 a number of the most important necessities, because of the real possibility of hidden but legal price increases.

The fact is, there are a number of loopholes in the price freeze that 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 imported goods here but reduce prices abroad of U.S. exports.

Revealingly, the freeze does not include profits and interest rates, but only wages and, 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 depreciation 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 mid-November, so you can try to guard yourself as best you can.

—Renters are better protected than 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 items in the cost of owning and operating a house.

—Food prices are really only partly frozen. Unprocessed agriculture products 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, livestock and other producers can raise prices for beef cattle, hogs and poultry. This potential squeeze virtually insures the disappearance of 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 these items.

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 primal cuts like chuck to make special cuts like "minute steaks," "fillet steaks" and "London broil" at higher prices than the chuck itself would sell for.

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 more attractive than ever because of the pending removal of the 7 per cent excise tax if Congress agrees. This would save \$200 on a typical car in addition to the usual September price cuts of \$100 to \$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 leftover supply of 1971 models. Also,

buyers'
bailiwick

for the first time, the new small U.S. cars will cost no more, or even less than, the imported small cars.

—There will be no policing of the price freeze except by local markets' departments if they are aware of the increased potential for quality adulteration and short-weighting, and can use additional inspectors to control it.

The only other potential control is by consumers. If we watch quality, weights and price juggling especially carefully during this period, we can report any infractions to the local markets' department.

The underlying problem is that overall gimmicks such as high interest rates which the Administration previously tried to use to stem inflation do not really work. There is no direct attack on the four main inflation problems: scarcity and high costs of housing; high food prices, and rising transportation and medical costs.

What you also want to watch out for is what credit fees installment stores and dealers charge if you deal with this kind of store. There is a freeze on prices of these goods but no freeze on finance charges on cars, appliances, furniture and other goods bought on time.

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How They Kid the Kids in Clothes

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 for practical, rather than dressy clothes. The attitude of many schools has changed to allow the wearing of jeans and even shorts and you name it.

While parents and teachers may not be altogether happy about the extremely casual way some kids now dress, parents at least can feel that the present style saves some expenses and also some of the work of ironing the more-detailed clothing. If selected knowledgeably, the recent developments in permanent-press garments save a great deal of work and help children look neat even in casual dress.

But revealingly, manufacturers and stores are managing to hike the price of even simple garments like teen-ager's jeans and work shirts. We found that you can pay \$6 for a chambray shirt of 50 per cent polyester and 50 per cent cotton if you buy in the sportswear or teen-age department of a store but as little as \$4 in a work-clothes store or department. You pay \$7-\$8 for flared denim trousers in sportswear departments but \$5-\$6 for even better-quality trousers in work-clothes stores. You pay \$1 extra for "cutoffs" already cut off than for ordinary shorts. What started as a moneysaver turned out to be a fad, and manufacturers are exploiting it accordingly.

This fall more teen-age dresses are available in polyester knits (such as Dacron and Kodol) already widely used in women's wear. These cost more but are machine-washable if drip or tumble dried. Dresses and jumpers in woven fabrics (rather than knit) are less expensive and still machine washable if made of a polyester-cotton blend.

Also less expensive than the polyester knits are knits made of acrylic fiber (such as Orlon) bonded to nylon. Least expensive permanent-press dresses are made of rayon and cotton but may not be as dependable as the polyester blends.

There is still a tendency of some manufacturers and stores to promote faddish styles that imitate adults' fashions but that a child will refuse to wear as soon as they look dated. Parents may be under pressure to buy such styles as ruffled bodices; gathered waistlines; extreme tunics

and pants suits; knee-length vests, and knickers. Such outfits are being promoted at high prices, such as \$18-\$20 or as much as women's clothing.

If you have to buy these, it would be wise to avoid a large investment. Actually little girls may be uncomfortable in some of the more highly-styled garments. A little girl doesn't have a waistline. Her dress can hang relatively straight and be loose for freedom. Fortunately, the A line dress style that also is "fashionable" currently is comfortable for children.

Especially helpful this fall is the wide availability of denim jeans and corduroys in permanent-press blends of polyester and cotton. But not all denim fabrics even of the same fiber blends are the same quality. The quality of denims basically is determined by the weight, which may range from 10½-ounce heavyweight polyester-cotton denim to 8½-ounce medium-weight and even lighter weights. Thus, you may see denims of the same style and fiber composition at varying prices because of the difference in weight. Normally the price difference between heavy and medium weights is about \$1.

In all-cotton denim, the heavyweight grade is 14 ounces and the medium, 11¼ ounces. But you can buy permanent-press polyester-cotton jeans in the same Western style at about the same price as all-cotton and get longer wear for the same weight plus easier washability and less shrinkage. The permanent-press blends are more likely to be Sanforized with maximum shrinkage only 1 per cent. For all-cotton Western-style jeans you may have to allow for 3 per cent shrinkage even if labeled pre-shrunk, and more if not.

CAR CLEARANCES: You can expect additional price cuts on 1971 models as dealers try to clear them before the new models arrive. There are well over a million 1971 models left over. The annual September price cuts are of additional interest this year because car manufacturers have said they expect to increase prices on 1972 models an average of \$200. That's a 5 per cent hike in spite of this year's high profits.

Biggest percentage increases are expected on the smallest cars, Ford's

(Continued on Page Seven)

Local 1245 and U.S.B.R - Regio



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 ever will 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 Maintenceman | \$2.60 |
| 2. C & I Mec. Electrical Instrument Repairman (105% of Electrician) | 3.60 |
| 3. Drill Operator, Helper (Core or Diamond) | 2.84 |
| 4. Foreman III, Canal Maintenance (other locations) (116% of \$2.60) | 3.02 |
| 5. Foreman I, Duplicating Plant (105% of \$2.37) | 2.49 |
| 6. Apprentice, Electrician (Maintenance) (1st 6 mos. (67.5%)) | 2.32 |
| 7. Foreman III, Electrician (Maintenance) (114% of \$3.43) | 3.91 |
| 8. Janitor | 2.13 |
| 9. Lineman (Electric Power) (Maintenance) | 3.43 |
| 10. Maintenceman | 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 Maintenceman | \$4.36 |
| 2. Communications and Instrumentation Mechanic (112% of \$5.91) | 6.62 |
| 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 (108% of \$4.67) | 5.04 |
| 6. Apprentice, Electrician (8th 6 mos. 90.0%) | 5.32 |
| 7. Foreman III, Electrician (Power System) (120% of \$5.91) | 7.09 |
| 8. Janitor | 3.82 |
| 9. Lineman, Electric Power | 5.91 |
| 10. Maintenceman | 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) (117% 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 |



Shown above are Bob Hammond, left, Chief of Operations for U.S.B.R.-Region 2, and Hank Lucas, Business Representative, signing the agreement at the conclusion of negotiations. Photo compliments of USBR.



2 Mark 10th Year of Bargaining

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.



Local 1245 Lineman Begin Work On Intertie Project In Nevada

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 Constructors 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.

Ceremony participants included officials of the Sierra Power Company, the Harker and Harker Construction Company, and the Mt. Wheeler Power Company, together with representatives of the State of Nevada, White Pine County and City of Ely officials, area representatives of the U.S. Bureau of Land Management and the U.S. Forest Service, representatives of Local 1245 of the I.B.E.W., and guests.

Advisory Council Meeting

(Continued from Page One)

ported on the many activities and functions of his office. He also reported on the wage-price freeze and, as well as could be determined at the time, how it will affect the membership.

Until such time as we get all the facts and rulings on the wage-price freeze, we are not going to take the time or space to report how it affects our members on the job, when by the time you read it, it might have changed.

It was mentioned, however, that the workingman again seems to be bearing the brunt of the economic policies of the present administration and that we would encourage them to reconsider their apparent favor of big business and include profits, interest rates and dividends in the freeze.

More information on the freeze, as it affects our many members, will appear in the next issue of the Utility Reporter.

A question was raised at the Advisory Council meeting relative to the Local's monthly contribution to the United Farm Workers Organ-



Ely Daily Times

izing Committee—Milk Fund, and the Executive Board and the Advisory Council members will review this donation and seek membership attitudes on the subject and then discuss it at the next Advisory Council Meeting.

WHERE TO LOOK FOR THE UNION LABEL

- Shoes—in insole, in front of heel on outer sole, or inside upper on lining.
- Neckties—small end.
- Gloves—inside upper edge.
- Suits—inside right breast pocket.
- Overcoats and topcoats—lining of inside pocket.
- Trousers—inside right back pocket.
- Shirts—bottom of front tail.
- Pajamas—front hem of coat.
- Work shirts—bottom of front tail.
- Work Pants—inside right front pocket.
- Overalls—right hip pocket.
- Heavy Outerwear, Rainwear, Sportswear—lower pocket.

Union Wife Speaks Out

(Editor's Note: The following letter from the wife of a union member was written to the editor of the *Portland Oregonian* which is known for its anti-union positions. The letter was first reproduced in the *Union Leader*, the publication of Retail Clerks International Association Local 400 in Washington, D.C. It was reprinted in *The Advocate*, RCIA's monthly magazine.)

"I read your editorial in regard to labor unions and must say I agree wholeheartedly with you.

"Ever since my husband took a job that made him join a union we have led an awful life. He made me quit work and stay home to take care of the kids and house. He said his wages had gone up enough to support us alone now.

"Every year his boss insists he take a paid vacation instead of letting me have the fun of trying to set back enough to make up for a lost week of wages. As for holidays, it's really hard on him to stay home with pay. He used to enjoy working those days or making them up on Saturdays.

"When we dropped our private insurance policy it really hurt. That terrible union contract calls on his boss to provide a group policy.

"We've had the misfortune to be able to afford to buy our own home and my husband can occasionally disagree with his boss without being fired. (That's how we managed to get into this mess in the first place.)

"Yes sir, thank you, *Oregonian*. I wouldn't want anyone else to get mixed up in such an awful way of life."

The needs of our younger members

When a man or a woman enters the work forces 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 wage 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 "bypassed" 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 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 in 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 examinations 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 man or woman who does his or her job 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 our people make their living.

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 50c 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 our 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 future 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 work force in our industries.

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)

on the shop bulletin board might increase awareness, among your workers, of the dangers that lurk in the home.

Home Machinery (125,000)—electric drill, sander, joiner, planer, various power saws.

Heating Devices (125,000) — floor furnace grates, space heaters, and full-size furnaces.

Clothes Wringers (100,000) — most victims are children, usually boys under five.

Power Mowers (1,000,000) — thrown objects injure both operator and nearby children.

Cooking Stoves (1,000,000) — minor and serious burns, mostly to women and children.

Skillets (80,000)—burns from hot handles, and from poured and

spattering grease.

Incinerators (50,000) — burns when flammable liquids are used for fire-starting.

Glass Doors (40,000)—most victims—children—run into doors, thinking the doorway is open.

Appliance Cords (35,000)—children pull cords, and are struck by appliance and contents.

Sockets, Extensions (30,000)—toddlers stick bobby pins into sockets, or chew on cords.

Pilots, Burners (10,000)—most accidents are from paint and solvent vapors near fire.

Sun Lamps (10,000)—over-time or close exposure to skin; no eye protection.

—The Supervisor
Fertilizer Section Newsletter
November, 1970

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 supplies are 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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The Safety Scene

What to do in case of a bomb threat

Reprinted here is a resume of a presentation given by the Los Angeles Police Department at the Governor's Industrial Safety Conference on February 18, 1971 in Los Angeles.

It was part of the program developed by the Governmental Agencies Section of the Governor's Industrial Safety Conference.

As stated in the April issue of the Utility Reporter, there were eight Sections participating in this 21st annual event. They were:

Agriculture
Construction
Governmental Agencies
Manufacturing
Mineral Industries
Research and Education
Trades and Services
Transportation, Communications and Utilities

This was only one of the scheduled thirty-nine separate programs offered by the eight Sections over the two day conference.

PG&E's policy regarding bomb threats is in accordance with recommendations set forth at the Industrial Safety Conference.

THURSDAY, FEBRUARY 18, 1971

First Session

Grant Kingon, Consultant

Fred Hull, Consultant

William Lee, Sergeant, Crime Laboratory

Los Angeles Police Department

J. Sillings, Fire Arms and Explosives, Los Angeles Police Department

Grant Kingon, Consultant, Division of Safety, Southern Area, opened the session and introduced Carl Summe, Safety Consultant, State Compensation Insurance Fund and John Bear, Safety Office, Los Angeles County Mechanical Department, who are co-chairmen for this meeting.

Announcement was made that Friday's meeting had been cancelled because of a meeting on the subject of Earthquakes.

Mr. Summe introduced the first speaker Captain Robert Sillings, Los Angeles Police Department, Commander of the Central Division, Property Section.

Captain Sillings spoke on the bomb scares of the downtown area. He stated that we have a problem, but to every problem there is a solution. There are solutions to some of them but others have not even been touched.

He stated that if the police are told of a likelihood of an attack they will be there if it happens. Examples of incidents such as the bombs at the Hall of Justice and the Federal Building recently were cited.

The chairman of the United States Senate Permanent Subcommittee on safety is Senator McClellon who recently held meetings on the subject of riots, civil and criminal. A copy of this report shows the rather shocking news that attacks, bombs, the threat of bombs, death and injury are climbing at an alarming rate. The committee looked into three aspects:

1. Bombs and explosives and incendiaries
2. Reported thefts of explosives
3. Terroristic attack on law enforcement officials, facilities and personnel.

Testimony showed that in the United States from January 1969 to April 1970 there were 40,000 bomb threats, 43 killed by bombs, 400 injured, \$25,000,000 in property damage. During the period January 1969 to April 1970 there were 4,430 actual bombs, 1,475 attempted bombings and 35,000 threats of bombings. In the first 6 months of 1970 the attacks, threats and bombings were greater than the entire previous year.

Thefts of explosives

Authorities have not kept track of nor in many cases are aware of the theft of explosives and these loop holes in the law will be closed effective February 16, 1971. Thefts of 16 tons of dynamite, 100,000 explosive caps, etc., mostly from military facilities have been reported.

Terrorist attacks on law enforcement and personnel: In the 2½ years there were 23 deaths and 226 injuries directly attributable to terrorist attacks. The largest number of such attacks was in California with 70, followed by 60 in Illinois and 22 in Florida and New York.

The publication Sabotage has been distributed through the college campuses. This publication shows how to make explosives, how to avoid apprehension, etc. After the publication of this book, there was a wave of attacks.

WHAT TO DO IN CASE OF A BOMB THREAT

If there is a bombing scare, it will be received by the central telephone operator. Need to have conferences with those who might receive phone calls of a bomb threat. The person calling will usually be terse and brief and you will only have a very few moments. These are the questions you should ask:

1. Where is the bomb?
2. What time is it to go off?

Encourage the person to talk and notify the central operator, who perhaps can trace the call.

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 set up so that in case the person is not there the next in command will take charge.

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 person who called is located you should have someone to greet the police at 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 old or under, 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)