



# Leadership Conference Successful

Local Union President Ron Fields called the Unit Officer's Conference to order at 9:00 a.m. on October 2, 1971. The two day program was held at the historical Claremont Hotel in Berkeley, California, the sight of several Local 1245 conferences throughout the years.

The Executive Board, the Business Manager and his Staff, the members of the Advisory Council and the newly elected Unit Chairmen and Unit Recorders were in attendance at the meeting.

The meeting was a multi-purpose affair with a central theme of leadership training. Emphasis was placed on running a Unit meeting and understanding the forms and their purposes.

It was also set up to provide an opportunity for Unit Officers to meet with the elected leadership of the Union and the various functions or duties of the Officers and the Executive Board were explained at the Conference.

The Conference was designed to provide a forum whereby the people in attendance had the chance to question any policy or action of the Local Union and to offer some new ideas, attitudes and directions which the Board and the Business

Manager can consider as they make future decisions in their respective areas of responsibility.

Many of the Unit Officers had just recently become active in the affairs of Local 1245 and expressed the view that they had learned a great deal from the meeting.

The Conference was a review of material for some people, but there were so many newly elected officers this term that they had plenty to do in acquainting themselves with the new policy makers of Local 1245.

The function of the Unit Meeting is basic to the success or failure of Local 1245 as an ongoing, democratic, progressive Labor organization whose main purpose is to serve the needs of the members and to act as their voice. The day-to-day, month-to-month and year-to-year policies and expenditures of Local 1245 are voted upon and ratified at the Unit meetings held each month.

Knowing the importance and function of the Unit Meeting, the membership can see why Local 1245 spends the time, effort and money necessary to hold leadership training conferences such as the one in Berkeley.



The floor was open for questions during the entire conference and this man is shown asking one of many questions.

## YOUR *Business Manager's* COLUMN MORE COMMENTS ON PHASE 2

L. L. MITCHELL

The structure of Phase 2 of the New Economic Policy has been announced but little, if any, has been done to clarify what will happen once the various control bodies begin to function. At this writing no limits or guidelines have been set. Industry and Labor must still sweat out the freeze, the appointments to the controlling bodies and the emerging policies which would appear to be rather slow in developing.

The Pay Board and Price Com-

mission will, if tentative plans are followed, require preapproval for any changes in wages or prices in large industries which would be termed of critical importance in effecting the control of inflation. Those industries of lesser impact on the national economy and not so important in effecting inflation are in a second group which can make change without prior notice but must report any increases made. These changes could be

(Continued on Page Two)



This photo shows some of the people in attendance at the Leadership Conference in Berkeley this month.

## Business Manager Mitchell Elected Vice President of California, AFL-CIO

The Executive Council of the California Labor Federation, at its October meeting, elected L. L. Mitchell, Business Manager of Local 1245, as a vice president of the Federation. This new office will not affect his position as Business Manager of Local 1245; it merely adds to the many duties and responsibilities that Brother Mitchell has as Business Manager.

While this new office is an additional load, there is great value and importance to the membership of Local 1245 in having Mitch in a position to make known the feelings and attitudes of our members.

We have not always been in agreement with both the California AFL-CIO and the national AFL-CIO and now we will be in a better position to at least express our views and possibly have some influence on others. This will also give us a chance to get better acquainted with our brothers and

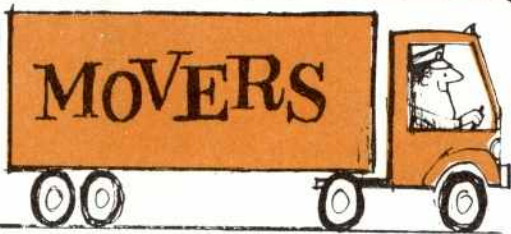


L. L. Mitchell

sisters in the Labor movement and to understand their problems and needs.

Brother Mitchell considers his election to this Board an honor and will serve in a manner consistent with the ideals and needs of Local 1245's membership.

**... HAVE YOU MOVED?**



MY NEW ADDRESS IS:

NAME \_\_\_\_\_

STREET \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

RETURN TO:

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# I.B.E.W. Founders' Scholarship

The International Brotherhood of Electrical Workers offers to its members a maximum of twelve Founders' Scholarships annually for university study leading to bachelor's degrees in specified fields. The number of scholarships awarded each year is determined by the number of qualified applicants. One scholarship is awarded for each 25 qualified applicants or major fraction thereof. They will be granted each year on a competitive basis to qualified candidates from all branches of the IBEW.

The IBEW Founders' Scholarships honors a small group of skilled and dedicated wiremen and linemen who in November 1891 organized the International Brotherhood of Electrical Workers.

The scholarships are worth \$2,500 per year for up to four years of study each or until a bachelor's degree is attained, whichever time comes first. They may be used in any accredited college or university which offers a curriculum leading to a Bachelor's Degree in the following fields of study:

## Engineering courses

B.S.AERO-Sp.E.	Bachelor of Science in Aero-Space Engineering
B.C.E.	Bachelor of Civil Engineering
B.S.C.E.	Bachelor of Science in Civil Engineering
B.Chem.E.	Bachelor of Chemical Engineering
B.S.Ch.E.	Bachelor of Science in Chemical Engineering
B.E.	Bachelor of Engineering
B.S.E.	Bachelor of Science in Engineering
B.E.E.	Bachelor of Electrical Engineering
B.S.E.E.	Bachelor of Science in Electrical Engineering
B.E.S.	Bachelor of Engineering Science
B.S.E.S.	Bachelor of Science in Engineering Science
B.M.E.	Bachelor of Mechanical Engineering
B.S.M.E.	Bachelor of Science in Mechanical Engineering
B.S.I.E.	Bachelor of Science in Industrial Engineering

## Other courses

B.S.Acc.	Bachelor of Science in Accounting
B.Arch.	Bachelor of Architecture
B.B.A.	Bachelor of Business Administration
B.S.B.	Bachelor of Science in Business
B.S.B.A.	Bachelor of Science in Business Administration
B.S.Ec.	Bachelor of Science in Economics
B.I.D.	Bachelor of Industrial Design
B.S.I.M.	Bachelor of Science in Industrial Management
B.S.I.R.	Bachelor of Science in Industrial Relations
B.S.Met.	Bachelor of Science in Metallurgy

The Founders' Scholarship Program is an adult program for qualified members. It is not open to sons and daughters of members unless the sons and daughters are themselves qualified.

## Eligibility

The IBEW Founders' Scholarships are open to IBEW members who have been in continuous good standing for at least four (4) years by the time they begin college study or an original member of a local union chartered less than four (4) years. It is further required that apprentices shall have completed a full, formal apprenticeship as established in their trade and area.

## Qualifications

Applications must be submitted to the IBEW Founders' Scholarship Committee at 1125 - 15th Street, N.W., Washington, D.C. 20005 on official Application Forms available from Local Unions or on request from the International Office. To be considered as qualified candidates in the scholarship competition, candidates must have taken the Scholastic Aptitude tests (SAT) administered by the College Entrance Examination Board and are responsible for registering to take their SAT tests and for paying all fees for the test. The test dates for 1971 and 1972 are as follows:

December 4, 1971  
January 8, 1972

Candidates must register to take the SAT test four to six weeks in advance of the examination dates. Further information about the SAT tests and

registration forms are available at leading High Schools and at many Colleges. If unobtainable in your area, registration forms may be obtained by writing the College Entrance Examination Board at either Box 592, Princeton, New Jersey 08540, or Box 1025, Berkeley, California 94701.

On all registration forms for the SAT, prospective candidates must use the IBEW code number "0485" and in Item 9, line 1 of the form write "IBEW Founders' Scholarship." This will insure that the candidate's test results will be reported to the IBEW Scholarship Committee for consideration.

Applicants should submit records of their high school and college level work (if any) along with application and other forms. (High school records are not mandatory, but would be helpful to the Selection Committee.) All high school records and college transcripts must be accompanied by an explanation of the marking system in use at the school, unless such explanatory notes are clearly printed on the face of the records. If the candidate has completed a formal apprenticeship training program as a member, records of apprenticeship classes and recommendations from his instructor would be helpful.

Applicants are required to submit a complete personal resume of their notable activities to date.

Applicants are required to submit an essay of between 250 and 500 words explaining, "How the Founders' Scholarship will benefit the Brotherhood and the Electrical Industry." Essay must be double spaced and typewritten.

**Editor's note:** Those members who are interested in applying for the scholarship must move quickly. Please contact Jack McNally for official entry blanks.

## YOUR Business Manager's COLUMN

### MORE COMMENTS ON PHASE 2

L. L. MITCHELL

#### (Continued from Page One)

rolled back or decreased by the governing board. The third group would presumably be any business not covered under group 1 or 2 and could make adjustments without notice but are subject to spot check and must maintain financial records for investigators if called upon to do so. Group 3, according to those who are speculating on placement of industries within the groups, will comprise the bulk of U.S. business.

What categories Employers of Local 1245 members would fall into can only be guessed at but it would seem most would fall into group 3. A possible exception might be Pacific Gas & Electric Co. However, with utilities being regulated by state bodies for rate purposes, it would seem unlikely that these would be put into either of the other groups. They will, nevertheless, be subject to control by both the Price Commission and the Pay Board.

Government offices now snowed under with problems of the freeze are being bombed by questions on Phase 2. The answers to these questions will probably be the basis for the guidelines of Phase 2. Viewing the confusion of Phase 1 and the still unanswered questions does not lend much to the confidence of the working man in such a system.

Admittedly there is to be no permanent continuation of the freeze. Wage and price increases will be allowed, but, as we understand the NEP, if standards have not been set by either the Board or the Commission the Cost of Living Council will set interim standards. Should there be no standards set for a particular area the freeze will remain until the standards are set. This has naturally upset many in the labor movement.

An area of major concern and

not too easily recognized is the impact which controls will have on the fringe and benefit programs now in effect or which may be bargained. The hue and cry over productivity (a word which will see much use from here on) as a base for labor cost will make the analysis of fringe and benefit costs much more important than in the past. Wage increases are clearly understood by most but the residual costs of hospitalization, life insurance, stock purchase plans, holidays, vacations, etc., as a part of labor cost has not been recognized by all in the past.

These items are covered by the freeze and will be a consideration under Phase 2 guidelines. Rulings on them which have been made during the freeze are not encouraging. It is almost a certainty that new and better measures of evaluating the cost factors will have to be developed.

Looking at the time element between now and Nov. 14, the date of the lifting of the freeze, it appears we will be operating under the Cost of Living Council rulings for a period beyond the freeze. It could be some time before the Price Commission and particularly the Pay Board are able to work out the differences which can produce guidelines or rules for future increases.


## OOPS

In the July issue of the Utility Reporter we reported in the "In Memorium" column the death of Orville Stovall.

We are happy to announce that Orville Stovall is alive and well and living in Sonoma.


We apologize to Brother Stovall for our mistake and hope that it has not inconvenienced him too much.

We have not been able to determine how this error was made, but we have taken measures to prevent this from happening again.



### the utility reporter

Telephone (415) 933-6060



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# Buying Clubs seek to reduce prices

By Sidney Margolius, Consumer Expert for Utility Reporter

In times of severely high prices as now, there is renewed interest among families in trying to beat high living costs by getting together in buying clubs. In the last two years, such clubs and co-ops have been springing up all over the country. Some are successful. Others do not fare as well.

Young people especially are showing a noticeable interest in co-ops, reports Philip Dodge, an official of the Cooperative League of the U.S.A. He tells about the Oakland Co-op near the University of Pittsburgh—virtually a general store staffed mostly by young volunteers but saving its members money on food, basic clothing items, school materials, and other student needs.

Some student co-ops own their own student residences, as well as their own food stores. Students at the University of California in Berkeley operate an apartment house and also own several stores. In fact, most of the large universities now have student co-ops of one kind or another, performing a great variety of self-supporting services from operating clothing and book stores to leasing refrigerators for dorm rooms and running their own boarding houses.

But older people too are using the cooperative idea in some useful ways to cushion the impact of inflation on their meager resources, as in the taxi-type transportation co-op established by senior citizens in mid-Missouri to provide trans-

portation to stores, doctors and friends.

Another group of cost-concerned citizens who often operate their own buying clubs, with or without stores, is large families. For example, the Family Buying Co-operative Assn. of Flushing, N.Y., has a food store and also arranges discounts for shoes, car needs and other goods. In Lynbrook, N.Y., *Newsday* food editor Barbara Rader reported, the Borromeo Family Buying Assn. has its own store where quantity lots of food are sold at cost three nights a week.

Perhaps the bravest and most hopeful buying clubs are those organized in recent years by low-income families, sometimes with the help of anti-poverty programs, but sometimes on their own. Like many buying clubs, these have varying success. If the actual work depends on the enthusiasm of one or two members the buying clubs sometimes discontinue when these activists lose steam. But even if only temporarily, they do help save members some money.

If more capital, broader organization, experienced guidance, support of established community groups and/or assistance from government programs is available, the buying clubs are more likely to become established on a more permanent basis. In fact, the recently opened Bronx River co-op store in New York City began as a small buying club just a few years ago.

In the Boston area, William H.

Horvath, an experienced co-op educator, helped a group of Head Start mothers organize the Columbia Point Buying Assn. The association opened a "store" in a three room apartment provided by the Boston Housing Authority. The women shopped for their joint needs at wholesale meat and egg houses and at the New England wholesale co-op in Framingham.

Other buying clubs have been started by both low and moderate-income families without a store. The members used a basement or back room of a church or sent a member to a nearby wholesale market and immediately parceled out the purchases.

Sometimes small buying clubs get discouraged when members see that the hoped-for lower prices are not much lower than in nearby competitive supermarkets, especially if they judge by the supermarket specials. An important key to the success of a buying club is its selectivity. It does not pay a small group with its lower buying power to try to save further on the low-margin supermarket leaders such as canned goods. More important savings may be available in pre-packaged meats, selected produce and nonfood items.

Sometimes too, buying clubs try to save their members money on high-priced brands or low-value items such as canned soda when bigger savings would be available in private brands and better food values.

buyers'

bailiwick

The newest trend in co-ops is the "direct charge" depot which started in Ottawa and spread to other Canadian and U.S. cities. Instead of paying retail prices and getting a rebate at the end of the year, members of direct charge co-ops pay a weekly fee to operate the depot or store and pay the wholesale price for their purchases.

So far this type of co-op has demonstrated success in a number of cities, but there have been failures, too. The difficulties are that a large family may be able to save more than a small one or a single person who pays the same membership fee.

Too, opening a regular store with large overhead but small membership makes it impossible to sell at wholesale prices. A short-lived direct charge co-op in Peabody, Mass., found this out the hard way, Beverly Byrnes wrote in the *Co-op Report* magazine.

But where selectivity is used and expenses are kept low, direct charge co-ops have been more successful. In fact, in Peabody the members of the unsuccessful direct-charge big store now have organized a low-overhead depot specializing in items on which worthwhile savings are really possible.

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## A cup of coffee may keep you from boring your mate

By Sidney Margolius, Consumer Expert for Utility Reporter

While some medical authorities for a long time have questioned the claims and even effectiveness of many household remedies sold without prescriptions, government authorities at long last are getting braver about challenging such products.

Recently Dr. Charles Edwards, head of the Food and Drug Administration, told a Congressional committee that the FDA had sought to seize Excedrin P.M., Asper Sleep and Ornex because manufacturers had indicated in ads that these were something "new." But when charged with failure to comply with "new drug" requirements the manufacturers then contended that the products were not new but consisted only of well-known ingredients.

One of the most revealing incidents, showing how manufacturers reformulate, repackage and rename old ingredients, is the case of Vivarin. This product is being promoted as making you "a more exciting woman" if you have come to realize that you may be "boring your husband to death."

But it turned out that the main active ingredient in Vivarin, as in many similar stimulants, is caffeine, at three times the cost of a cup of coffee which even an exciting wife could easily prepare.

Sometimes doctors themselves seem to become captivated by a particular over-the-counter medicine when it is simply a brand-name version of standard ingredients. Such is the case with Maalox, a widely-used combination of aluminum hydroxide, magnesium oxide and sodium, which outsells many similar products that cost less.

While antacids for indigestion and laxatives are probably the most widely-promoted over-the-counter medicines, another heavily advertised group is nonprescription sleeping pills. Most of these merely have a mild antihistamine as the chief active ingredient and are "essentially ineffective in the dosages used," Commissioner Edwards has said.

Whether they make you sleep or not, the public certainly is buying a lot of them. There now is a huge assortment on the market, including such widely-advertised brands as Sominex, Nytol, Compoz, Mr. Sleep, Nervine, Sta Kalm, Quiet World, Dormin and Sleep-Eze. Actually people could fool themselves at less cost by buying the private-brand antihistamine "sleep" products for as little as \$1 instead of paying \$2 for the advertised brands.

However, there may be other dangers than inflated prices in over-medicating yourself with nonprescription drugs. Dr. Edwards has warned that the overuse of "mood drugs" is becoming increasingly acute. He attributes the heavy use to "the tremendous wave of advertising, especially on TV, creating an environment in which the consumer feels that reaching for a pill, tablet or capsule is a panacea for all his ills." He believes that the antihistamine in many of the nonprescription sleep products could create psychological dependency.

W. James Bicket, a representative of the American Pharmaceutical Association, the national organization of pharmacists, also has testified that much advertising for nonprescription drugs exaggerates and "even attempts to convince people they have nonexistent diseases."

Yet none of the government agencies, including the Federal Trade Commission which has the major responsibility over advertising, have stepped in to tone down the misleading commercials. The fooling that takes place nowadays more often is in the omission of relevant facts than in the actual commission of a deception. Thus, manufacturers of pain-relieving products advertise over and over that they have more of "the most effective ingredient" or "the ingredient that doctors recommend" without saying that this much-boasted "ingredient" is merely aspirin.

The first step in cleaning up some of the misleading medicine advertising would be to require that if the manufacturer claims highly-effective ingredients in ads, he must name them. Presently, he is required to name the active ingredients on the labels but not in his ads or TV commercials.

Many retailers now offer an increasing number of household medicines packaged under their own brand names at sharply lower prices. If you are dealing with a reliable store, all you really need do to assure yourself that you are getting an equivalent product is to read the list of ingredients on the bottle or box.

If you do, you may observe that many of these advertised products are simply old-time remedies, like the bicarbonate of soda (baking soda) found in many brand-name digestive products, sometimes in combination with our old friend, that famous "most effective ingredient"—aspirin.

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# Claremont Conference Provides Educati



This photo gives the best overall view of those in attendance at the Claremont Conference.



L. L. Mitchell, Business Man addressing the group and bringing on his activities on behalf of



Wives, female members and others are seen in this photo.



Advisory Council member Royce Herrier is shown asking a question of someone at the head of



This photo was taken from the opposite side of the room from the photo at the top of the page and gives another view of conference participants.



President Ron Fields was kept very busy chairing the entire conference and he is shown here replying to a question from the floor.



# Recreational Opportunities for Unit Officers



Shell, Business Manager, is shown addressing the group and bringing them up to date on activities on behalf of the Local.



This photo gives you a good opportunity to see if you can pick out someone you know.



one at the head table.



Andy Clayton, former Recording Secretary of Local 1245 who is now retired, stopped by to say hello.



This San Francisco delegation, from left to right, consists of: Jay Burton, Advisory Council member, Ray Xuereb, Thomas Xuereb and Business Representative Frank Quadros. Ray was the winner of the Local's scholarship contest.



s kept very busy as he presence and he is shown on from the floor.



See if you can find your Unit officers in this photo. If you don't know what they look like, please attend your next Unit Meeting.





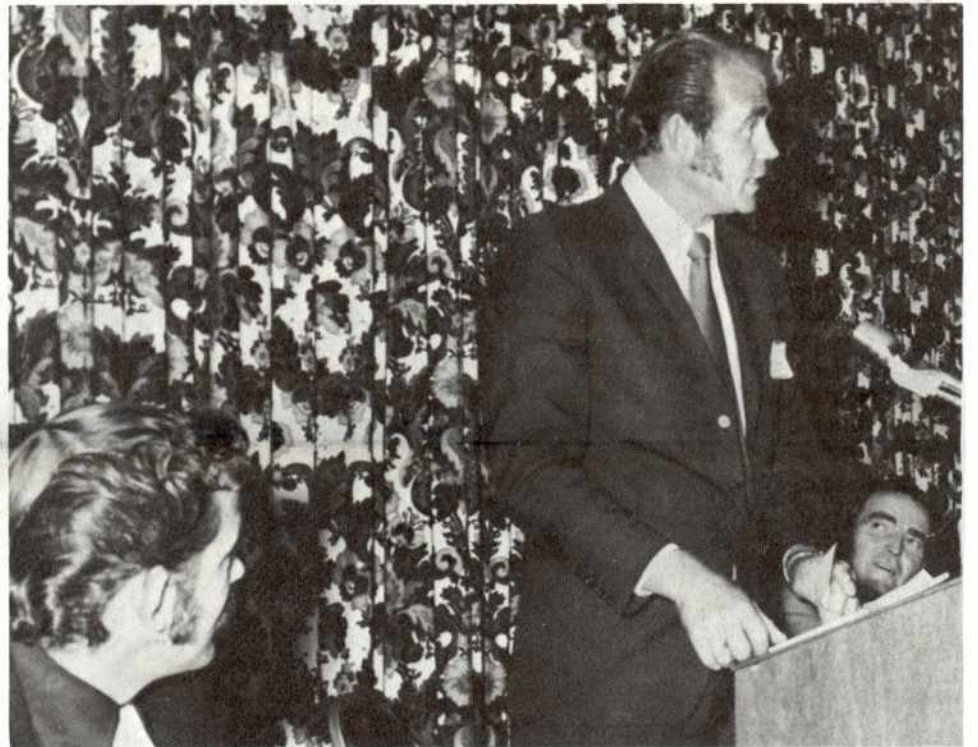
Frank Brass, Attorney for the Law Firm—Neyhart, Grodin, Beeson and Jewell, is shown explaining the legal benefits available to Local 1245 members.



Willie Stewart, Executive Board Member-at-Large, is shown standing between President Fields, left, and Bus. Mgr. Mitchell giving a sub-committee report.



Stewart Boxer, left, and Frank Brass are shown fielding legal questions on workmen's compensation, etc. L. L. Mitchell, Lee Thomas and Jack Graves are shown looking on.



Bud Gray, Treasurer, is shown giving his report on the finances of the Local and his activities in that area since he took office.



Another pictorial example of the active participation from those in the audience at the Leadership Conference.



Stan Justis, standing at the mike, is giving a report on the Advisory Council and its various responsibilities.





Joan Bynum, Trustee, is explaining how she and the other two members of the Trustee Committee come in every other Thursday and go through all the vouchers presented for payment. They scrutinize all checks to see that they are in accord with the policies and by-laws of Local 1245.



Ray Xuereb, left, winner of Local 1245's 3rd Annual Scholarship Contest, is being congratulated by President Ron Fields.



Assistant Business Manager Mert Walters is shown reporting on the Occupational Health and Safety Act and on the actions of the Legislature as it pertains to workers.



Lee Thomas, Vice President, had the responsibility of covering the "chairs of Unit meetings" and he covered all of the problem areas and made many suggestions as to how to run a successful meeting.



Standing at the mike is C. P. "Red" Henneberry, Executive Board Member-Central Area. Red is giving another sub-committee report.



Mark Burns is shown giving a report on the function of the Safety Advisory Committee.



# The Safety Scene



**Editor's Note:** The following poem was written and given by Joe Herrmann who is shown above. Joe is the Unit Chairman in Santa Maria.

## WHO AM I?—I AM YOUR ENEMY

I am more powerful than the combined armies of the world.  
 I have destroyed more than all the wars of the nations.  
 I am more deadly than bullets or missiles, and I have wrecked more homes and jobs than the mightiest siege of guns.  
 I steal more than five billion each year in the United States alone.  
 I spare no one. I find my victims among the rich and poor alike, among the young and old, the strong and weak, the high-level and low-level workers.

Widows and orphans know me well.  
 I rise to such proportions that I cast my shadow over every field of labor, professional as well as non-professional, from the humblest laborer, to the Nuclear Scientist.

I kill thousands of employees every year.  
 I lurk in unseen places and do my best work silently.  
 I am relentless.  
 I am everywhere on the land and sea and in the air, in the home, on the job, on the streets and highways.  
 I breed sickness, degradation, and death.—Yet, few people make a real effort to avoid me, or even take me seriously.  
 I destroy, crush, maim, I give nothing, I take all.  
 I am your worst enemy.  
 I AM CARELESSNESS.  
 I AM THE UNSAFE PERSON.  
 (Now that you know who I am watch out for me.) . . .



Business Manager Mitchell, left, is shown presenting Bill Peitz and Jack Patterson, right, with the I.B.E.W.'s highest award—the Life Saving Award and Plaque. Bill and Jack were returning home from Steward's meeting when they saved the lives of a young woman and her two nephews. They have rightfully received many honors for their heroic deeds.



This photo shows some people watching a safety film during the coffee break at the Claremont Leadership Conference. This was our "Safety Corner" where we displayed brochures and posters on the subject of safety.



Business Manager Mitchell is shown presenting I.B.E.W. Life Saving Award to Brother Ron Tempalski, a Lineman for PG&E in Santa Maria. Ron performed a single handed rescue of a co-worker from atop a utility pole following an electrical accident, and gave yet another employee first aid for injuries received when he fell while attempting the rescue.