

utility reporter

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Local Union 1245, AFL-CIO,
P.O. Box 4790,
Walnut Creek, Ca. 94596



Local 1245 Hosts State Association Meeting

The State Association of Electrical Workers met at the Del Webb Hotel in San Francisco on February 11th and 12th. Local 1245 was the host Local this year.

The Association is made up of all IBEW Locals in the State of California and Nevada. Two million, nine hundred and five thousand, four hundred and ninety-six. The Business Manager's of the Local's meet on Friday to discuss the needs and problems of their particular jurisdictions and of the industry in general. The Saturday session is the general meeting of the Association and this day is set aside for keynote speakers and business meetings, elections, etc.

A number of excellent speakers addressed the Association. L. L. "Mitch" Mitchell gave a short greeting as Business Manager of the host Local. Mitch introduced the Officers and Executive Board of Local 1245.

Brother Mitchell then introduced the Mayor of San Francisco, Joe Alioto, who greeted the group and made some excellent comments and as he spoke it became clear that very few cities have a mayor who understands the problems and needs of the workingman as well as Joe Alioto.

State Senator George Moscone was the next speaker and he gave an excellent report on the activities of the State Legislature in 1971. Both Moscone and Assemblyman Willie Brown explained the re-apportionment battle. Brown addressed the Association delegates later in the day.

Brown and Moscone were well received and they too made it very clear that they have actively supported the needs of the workingman.



Shown above from left to right are: L. L. Mitchell, Business Manager, Joseph Alioto, Mayor of San Francisco, Albin J. Gruhn, President of the California Labor Federation, AFL-CIO, and State Senator George Moscone.

Strike Averted at Santa Clara

A strike by members of Local 1245, who are employed by the City of Santa Clara, was narrowly avoided this month. The two parties reached an impasse and on January 27, 1972, the members of Unit 1411, Santa Clara, took a vote on the City's offer and voted overwhelmingly to reject the offer and to go on strike.

The Executive Board of Local 1245 reviewed the request for strike action and requested that the Bus. Mgr. seek strike sanction from the International Office of the IBEW and from the Santa Clara County Central Labor Council.

The stage was set for a walkout and the members stuck together and were ready to "put their jobs on the line." The key issue was not wages. The big issue was the scheduling of the work hours for Line Crews and similar personnel.

The City had been changing the hours of work of such employees with 14 hours notice. The Union was asking that the hours be regularly scheduled and that overtime be paid for all work outside of the regular work hours—8:00 a.m. to 4:30 p.m. The Union pointed out that what they were asking for was the prevailing practice in the Electric Utility Industry and did not consider their request unreasonable.

The validity of Union's key issue; the determination and courage shown by the members on the job combined with enlightened leadership shown by the Mayor, the City Manager, and the City Council who did not bow their backs on this issue, brought about a settlement which was agreed to by both parties.

The City Manager agreed that he would not re-schedule work hours for other than shift or service employees for the year 1972.

The other portions of the settlement include:

1. Wages—a four and one half percent general increase effective Jan. 1, 1972, plus a \$5.25 per month increase in the City's contribution to the medical plan.

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YOUR Business Manager's COLUMN

REFLECTIONS

L. L. MITCHELL

Once again the annual sessions of agonizing over income tax returns has started. All of us are experiencing the shock of January pay checks showing a reduction in take-home pay, the gross amount on our W-2 forms, and the relationship of a two figure balance in our bank account and wondering where it all went.

After a bit of contemplation and cursing our foul lot, we can relax a bit and take comfort in the fact that with over 5 million unemployed, at least we have a job and an income to report.

Yet, we still must look to the future and contemplate what may be ahead under the garble of so-called economic controls.

As representatives of our members, we are still struggling, in some instances, with trying to get employers to pay the increases which were denied under Phase I. Bargaining sessions are pretty much geared to Company refusals to recognize the legitimacy of needed increases and speeches on flag, country and Phase II.

On the price front, food prices skyrocket as price controls fall apart. Posting base prices is a farce as a means of price control as few consumers check the lists, and it would be pointless if they did. Some of the most important foods are not even controlled and stores are permitted to pass on to the customer any price increases granted on their wholesale purchases in any event.

The whole area of controls is a rigged system. All five public mem-

bers of the Wage Board have either continuing or close ties to government or business, or both.

Six of the seven Price Commission members have direct corporate ties and there is not one speaking for the consuming public.

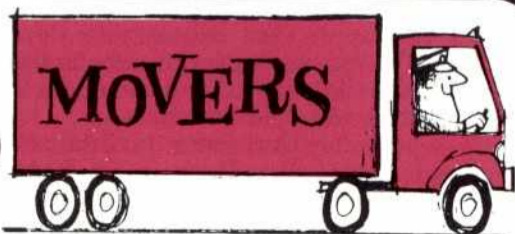
The Cost of Living Council has voted to eliminate price controls on 75% of the nation's retailers and close to 50% of the country's rental units. No dissent has been raised by the Price Commission over the slaughter of price controls, while public and industry Pay Board members are still rankling over Congressional orders to lift the freeze and grant retroactive pay which was already due under legitimate contracts.

Major contributors to rising living costs are food and medical care. No attempt has been made to control farm prices, and insurance companies as the principal health care providers have not been squeezed by real limits on premium rates.

I have a bit of trouble in believing an economic theory which attributes the working man's wages with creating inflation, when I read in the Wall Street Journal that while earnings of most companies are on the decline, profits are going up. It is true genius on the part of a management which can accomplish such a feat in these trying times if prices have not been structured to produce an excess beyond that needed for labor costs, materials and a reasonable profit under normal earnings conditions.

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... HAVE YOU MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

RETURN TO:

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

Survey of Natural Gas Resources sought by Inter-Union Gas Conference

Adoption of a resolution by the Inter-Union Gas Conference calls for immediate investigation of natural gas reserves in North America. The point of the resolution is to have the United States and Canadian governments determine if the supply of natural gas is adequate and to establish national policies to protect the supply if it is not.

The Inter-Union Gas Conference is composed of delegates from IBEW, other international unions and several independent unions representing over a quarter of a million natural gas production, pipeline and service workers. The Las Vegas conference was called to discuss mutual problems faced in bargaining and grievance processing by local unions through the U.S. and Canada, as well as the health of the Industry. The conference, largest in the history of the annual conclave, attracted 159 delegates. Local 1245 delegates in attendance were Business Manager L. L. Mitchell, Central Area Board Member James M. Lydon and Coast Valleys Advisory Councilman Royce Herrier.

The resolution declares that the conference "views with alarm the alleged declining reserves of natural gas in North America."

American Gas Association reports indicate 1970 consumption of natural gas in the U.S. at more than double the new reserves developed and annual consumption has exceeded development of reserves every year since 1967. Accordingly, reserves are running dangerously low, posing the possibility of disruption or elimination of gas service to some consumers within a very few years.

Some delegates questioned the validity of the gas industry figures but most support the resolution. "There is presently no national policy in the United States or Canada to deal with this problem," and "Only fragmentary efforts are being directed at it," the resolution points out. Further statements noted that the industry, the Federal Power Commission and consumer groups address themselves only to areas concerning prices or rate regulation and little "if any, with protecting future supplies consumers will need."

The resolution recommends:

"Therefore be it resolved that the Inter-Union Gas Workers Conference calls for immediate national efforts to define this problem and seek solutions in both the U.S.A. and Canada, with the two countries maintaining coordination on the subject."

"To this end, we recommend (1) that the Congress of the United States and the Parliament of Canada conduct hearings and investigations to ascertain the facts; (2) that the respective governments thereafter establish national policies to assure development of natural gas, with appropriate protection to consumers and the industry; (3) that the American Gas Assn. and its member companies make available to government and other responsible institutions their records on gas reserves and consumption, so that these records may be audited and evaluated for accuracy."

Strike Averted at Santa Clara

(Continued from Page One)

2. The City Manager agreed to work with Local 1245 on establishment of an agreed to apprentice training program.

3. An agreement to review certain classifications such as warehouseman, Util. Elect. Tech. and elect. estimator for potential salary adjustments prior to July 1, 1972.

Union's negotiating committee members, under the direction of L. L. Mitchell, were: John Coker, Richard Murphy, Pasquel Greco, Orv Owen, Bus. Rep. and Asst. Bus. Mgr. Mert Walters.

AGREEMENT REACHED WITH CITY OF LOMPOC

The members of Local 1245, employed by the City of Lompoc, ratified a two year Memorandum of Understanding between Local 1245 and the City of Lompoc on January 3, 1972.

Union's negotiating committee consisted of John McManus, James B. Olivera, Charles Reed, Jimmy J. Romero, Mark Cook, Bus. Rep., and Asst. Bus. Mgr. Mert Walters. As Bus. Mgr., Mitchell directs all negotiations.

The following improvements were made in wages, benefits and working conditions:

1. A 3% general increase effective January 8, 1972, for all Operations and Maintenance employees with the exceptions of groundmen. Linemen will receive an additional 1½% effective Jan. 8, 1972, and the Senior Lineman will get an additional 2½% effective the same day. An additional 3% increase will be effective on June 24, 1972, for all Operations and Maintenance employees. The wage increase for the second year is effective Jan. 1, 1973, and will be equal to the BLS-Consumer Price Index for the Los Angeles-Long Beach reporting area for the twelve month period commencing Dec. 1, 1971, and ending Nov. 30, 1972, but under no circumstances will the increase be less than 4%.

2. A new classification of Apprentice Lineman will be established on Jan. 8, 1972.

3. Effective July 1, 1972, the City agrees to pay 75% of the premium cost for health insurance for the employees and their dependents.

4. An agreement was reached that provided a joint study of a salary continuation program.

5. Effective January 1, 1972, the City will change personnel rules so that unused sick leave can be accumulated to a maximum of 120 work days.

6. Effective Jan. 1, 1973, the Annual Leave (vacation) will be in accordance with the following schedule:

Years	1-5	6	7	8	9	10	11	12	13	14	15 & above
Working Days/											
Year	10	11	12	13	14	15	16	17	18	19	20

7. Other miscellaneous agreements were made regarding personnel procedures, classification studies, salary surveys, employee information and work rule changes.

YOUR Business Manager's COLUMN REFLECTIONS

L. L. MITCHELL

(Continued from Page One)

The wage levels in constant dollar values has not produced improved standards of living in relationship to costs reflected in moderate living needs as shown by updated B.L.S. budget requirements.

The "game plan" of fighting inflation with high interest and unemployment has failed. The new "game plan" of raising the price of gold, investment tax credits for business and wage controls with an over-the-shoulder glance at price control would seem doomed to a similar fate.

It may make the gold in your teeth worth more, but your few dollars will buy less gold. Investment tax credits estimated at 3 to 5 billion for business, will no doubt be used to invest in highly automated plants and machinery which will eliminate more jobs. Price increases will still eat up more than our regulated wage allowances. We are promised a meager tax cut next year, but face the prospect

of a "value added" tax which is, like the rose by any other name, still a Federal sales tax... cleverly hidden, but more deadly as a means of passing on the regressive nature of its application. The already overburdened poor and middle income group will more than pay any savings made by other tax reductions and the tax treadmill will become even more difficult to get away from. Industry, the wealthy and the big property owners will have gained another break and you, the working man, will add another stone to the load you are already carrying.

I have seen dogs chase their own tails and it may be an amusing game for dogs. Such a game does not appeal to me. The new "game plan" seems to be somewhat similar. If the dog doesn't succeed, he merely goes 'round in circles. Should he get a good grip and bite down if he succeeds in catching it, he can only cause himself injury. Neither result seems very rewarding.



the utility reporter

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\$ YOUR DUES DOLLARS by Bud Gray - Treasurer

In 1967 the Executive Board and the membership authorized the funding for the Local 1245 Scholarship Contest and the contest was started in 1969. The purpose of the scholarship was to help further the education of the children of the members of Local 1245 and instill in them an interest in the field of labor.

The scholarship has been maintained and funded per policy P-38 of the Local 1245 Policy Book. I am happy to announce that all three of our winners are still in school and are still receiving the \$250.00 a year for a maximum of four years. Our first winner was Michael Knox and our check for him is mailed to the University of California—Berkeley. Our second winner was Becky Renfro and her check is mailed to Cal. State Poly Tech.—Pomona. Our most recent winner was Ray Albert Xuereb and his fund is mailed to San Francisco State College.

We are getting ready to conduct another contest so watch the Utility Reporter for the Contest rules and application blanks. We have found in the past that there have not been very many entries and I would hope that more of our members would inform their children that this scholarship fund is available. The cost of higher education is rising every year and the \$250.00 a year can be very helpful.

Local 1245 considers its Scholarship Fund as an investment in the future of America and as another of the many benefits of belonging to Local 1245.

Service Awards and Stewards' Meeting

The Shop Stewards and members of the Colgate and DeSabra Division were exposed to a double-hitter on Saturday, February 5, 1972. During the day the shop stewards took a test and went over the material in the test as well as discussing certain sections of the agreement and related problems, and that evening members with 20 years or more were honored.

L. L. Mitchell, Bus. Mgr., Willie Stewart, Executive Board Member-at-large, Tom Conwell, Northern Area Executive Board Member, Dale Turman, Advisory Council Member-DeSabra, and Don Livengood, Advisory Council Member-Colgate, were in attendance at both the Shop Stewards' meeting and the Service Award Dinner.

We have quite a few "old-timers" in that area as 192 of our members were honored with the presentation of service award pins. The combined total of years of service represented by the 192 awards is more than 4,000 years seniority in the Union.

Guest speakers were Business Manager L. L. Mitchell and Past President Jim Gibbs. Mitch reviewed the progress that the Local Union and its membership made during the years that the men being honored had served the Union.

Jim Gibbs, Light Crew Foreman in the PG&E Gas Dept., Orland, Calif., and Past President of Local 1245, spoke of his early retirement plans and indicated that this was possible only because of what Local 1245 has accomplished at the bargaining table.



This photo gives a partial view of those receiving their service award pins.



Shown above are Business Manager L. L. Mitchell, left, and Past President Jim Gibbs. Mitch is presenting Jim with his 20-year service award pin.



The Colgate and DeSabra Division Shop Stewards are shown taking a test during the Shop Stewards meeting.

A HISTORY OF THE I.B.E.W.

(Continued from Page Six)

Another amendment adopted in 1918 by the membership was a most helpful one insofar as the operation of our Brotherhood was concerned. It made actions of IBEW conventions final except when the convention itself decided to refer some matter to the membership for a vote. This action served to curtail union political maneuvers and damaging circular letters and enabled the officers of the Brotherhood to devote more time to the jobs they were elected to do.

If our Brotherhood had not been farsighted enough to adopt such a policy, much of the progress made by our union might never have been accomplished. At least it would have been seriously delayed.

THE LOW DOWN ON HIGH RISE FIRES

(Continued from Page Eight)

doors open. If a fire did strike, smoke from the corridor would fill the open stairway, thereby cutting off your escape route. The Council emphasizes that keeping fire towers closed off and free of clutter is one of the most important steps that high-rise tenants can take.

When it comes to high-rise fires, perhaps the most important thing to realize is that there's no reason for panic. To avoid panic, it will pay you and your family to familiarize yourselves with the following list of simple precautions approved by the National Fire Protection Association, National Safety Council, Chicago Fire Department and other fire safety organizations:

Know Your Building

Learn the location of all exit stairways on your floor. Discuss in advance what you'll do if the closest exit can't be used in a fire emergency.

If you live in a high-rise apartment, make a map or floor plan showing the location of your exits, then count the number of steps to them so you can find them in the dark. (A flashlight can prove valuable in an emergency.) Next, call a family meeting and conduct a fire drill to make sure everyone understands your escape plan. Do **not** rely on elevators.

Fire in Your Building

If fire or smoke occur near your hotel room or apartment, **call the fire department immediately**, giving them the floor location as well as the street address. Don't assume somebody else has already called them.

Before trying to leave your apartment or room, place the palm of your hand on the door. If the door feels warm to the touch within five seconds, do not attempt to open it for this indicates the presence of a dangerous fire condition in the corridor. Use wet towels to seal cracks around the door or anywhere else that smoke can enter.

If some smoke enters your room or apartment, open one window slightly. If you can't open a window, remain close to the floor.

If the door is not warm to the touch, carefully open it a few inches and check for smoke in the corridor.

If you feel the corridor can be used, alert other occupants on your floor and go to the closest exit stairway. Be sure to close your door and the stairway door behind you. **Don't try to use the elevators.**

If you encounter smoke in your descent, use other escape routes. If these are also blocked by smoke, return to your room.

Fire in Your Room or Apartment

Immediately call the fire department. Tell them the number of your floor and apartment or room, as well as the street address. Use a fire extinguisher only if you feel the fire is small enough, and only if you still have an escape route.

Immediately leave your apartment or room. Be sure to close the door behind you, leaving it unlocked. This will prevent the possible spread of smoke and heat into the corridor.

Alert other occupants on your floor. It's vitally important that they receive as early a warning as possible, especially at night.

Use the closest exit stairway. Be sure to close the stairway door behind you. Once in the stairway, you're probably in an area of safe refuge, and can take your time in descending.

Do not attempt to use any of the building's elevators, for they may be out of service, malfunctioning or not readily available. In addition, the fire department will need to use all working elevators to reach the fire.

Mastering these basic precautions should give you and your family peace of mind—and allow you to relax and enjoy the view from that high-rise of yours!

Family Safety

THERE IS AN OSHA AMONG US

by Ed Fortier

What is an "OSHA"? This is a question that has undoubtedly been asked many times since the effective date of April 28, 1971. Contrary to some reports that have been circulating in the field, OSHA is not a new type of "hole digger." Neither is it a new gasoline additive that will propel your vehicle at subsonic speeds while it cleanses the engine from aircleaner to tailpipe. Finally, it is not a mutation from the long extinct Three Toed Brazilian Salamander.

OSHA is an abbreviation for The Occupational Safety and Health Administration that was created as a result of the passage of the Williams-Steiger Occupational Safety and Health Act of 1970. This Federal Agency was created for two basic reasons. At the time of enactment, State laws governing safety were too selective and varied to be effective. Conditions were in existence that contributed to the killing of more than 140,000 workers on the job. During the same period (1960 to 1969) nearly 21 million were injured. It was felt that federalization would equalize safety protection on a national basis. A national organization could be better equipped to cope with new substances, new processes and new sources of energy which are presenting health problems of ever-increasing complexity.

Who is covered by OSHA? Most employees within the jurisdiction of Local 1245 are covered by the act. There are exceptions in the public employment sector that should be included once OSHA negotiates an 18b agreement with the State. OSHA represents a commitment on the part of employers, employees and government to accomplish a long range goal of "providing all employees with a safe place to work."

Time and space do not permit me to go into any great detail on the history, intent and application of the Act. The nature and complexity of this law does not allow for any instant expertise on its content and extent. I would hope to provide the reader with a few basic facts regarding the rights and responsibilities of those who have become either willing or unwilling partners to the Act.

EMPLOYEE RIGHTS: Since it doesn't do too much good to have rights without the ability to enforce them, it might be best to start with the party that you would contact in this regard. Most of our employees would fall within the Ninth Regional District. This district serves Arizona, California, Hawaii and Nevada. The person to contact with regard to complaint or question is:

Donald T. Pickford (Area Director)
Ph. (415) 556-0536
Address:

U. S. Dept. of Labor
Occupational Safety and Health
100 McAllister St.
Room 1706
San Francisco, Calif. 94102

COMPLAINTS: An employee does not have to know the exact section of the law that is violated. He can simply report the existence of a hazard to the Area Director by phone, letter, personal contact or by using OSHA form #7. If a violation is found, it will be necessary for him to sign a formal complaint. Although it is mandatory for the employee to identify himself to OSHA, he may upon request remain anonymous to his employer. Furthermore, the Act provides that if an employee is discharged or disciplined as a result of his complaint, he may file a complaint with the Secretary of Labor within 30 days of such illegal action. The Secretary is authorized to investigate the matter and bring action in the U.S. District Court for appropriate relief, including rehiring or reinstatement to his former job with back pay.

CITATIONS: These should be posted at the site of the hazard for inspection by the employees.

STANDARDS: Employees have the right to propose changes to OSHA.

HEARINGS: If an employer contests a citation, the employee has a right to be present at the hearing.

REPRESENTATION: Employees may designate one from their ranks to act as spokesman and to accompany the Compliance Officer on his inspection of the job site. This could possibly be a Shop Steward, who is a member of the work force, but would not be a Business Rep. for the Union. Neither could this person be a member of management.

HEALTH RECORDS: The employee has the right to see his record of exposure to noise or to hazardous substances. An accident summary must be posted at the job site in January of each year.

EMPLOYEE RESPONSIBILITIES

REDUCE HAZARDS: This would be accomplished through vigilance primarily, but would also include reporting of hazards to the employer or directly to OSHA should the employer fail to correct the situation.

COMPLIANCE WITH SAFETY STANDARDS: It is the responsibility of the employee to obey reasonable safety standards enacted by the employer.

COMPLIANCE WITH OSHA REGULATIONS: While it is the employees' duty to obey OSHA regulations, it is nevertheless the employers' job to educate him in this regard. Contrary to rumors being circulated in the field, a non-exempt supervisor (such as a Sub Foreman) can not be held responsible for violations of OSHA standards if he was unaware of their existence or if the violation was not wilful.

SAFE WORK PRACTICES: Engaging in safe work practices is essential to the health and safety of all employees.

COOPERATION WITH INSPECTORS: It is the duty of all employees to assist and cooperate with OSHA Compliance Inspectors in any possible way.

EMPLOYER RIGHTS

APPEAL TO COURTS: The employer may go to court to appeal any penalty or abatement period that is felt to be unjust.

STANDARD CHANGES: Any proposed changes in OSHA Standards has to be published in The Federal Register 30 days prior to enactment. During this time an employer may apply for changes or variances.

REASONABLENESS: An employer may expect inspections to be at a reasonable time. He may also request to accompany the Inspector and ask for a reasonable amount of time to correct violations.

ASSISTANCE: Funds are available through HEW for education of employees and for establishing safety programs. Guidance and counsel are available through HEW and OSHA. Toxicity reports that are prepared by OSHA connected with applicable industries are available for study and utilization.

PROTECTION OF TRADE SECRETS: The Act guarantees the protection of all trade secrets and confidential material.

EMPLOYER RESPONSIBILITIES

PROVIDE A SAFE ENVIRONMENT: It is the responsibility of the employer to provide a safe place to work.

COMPLY WITH OSHA STANDARDS: He must know and comply with all of the applicable standards.

COMPLY WITH RECORD KEEPING REQUIREMENTS: OSHA has a system of recording accidents and injuries that must be followed by all employers.

POSTING OF CITATIONS AND REPORTS: It is the employer's duty to see that citations are posted on the job site. He must also see to the posting of required accident data.

EMPLOYEE INFORMATION: It is also the responsibility of the employer to inform employees of the OSHA Standards and any changes that occur.

CORRECTION AND ABATEMENT OF HAZARDS: Corrections must not only be made within allotted times, but conditions should be improved as soon as possible.

OSHA'S RIGHTS

INSPECTION: There are generally two types of inspections made. First, there is a routine or regular inspection. This could be once or twice a year depending on the industry. It could occur at any time and would be unannounced to the employer. The second type would be in answer to an employee complaint and like the first would also be unannounced.

SUBPOENAS: OSHA has the right to subpoena anyone in connection with the investigation of an alleged complaint.

ANALYZE: The agency would have access to data collected by its own or private consultants on industrial safety.

ENFORCEMENT: It would have the power to utilize jail sentences and/or fines and penalties in the enforcement of standards.

STANDARDS: OSHA standards may be changed or deleted as needed providing the proper procedures are followed. New standards may also be created as needed.

OSHA'S RESPONSIBILITIES

PROMOTE SAFETY: The primary reason for the creation of the agency was for the purpose of promulgating safety.

PROVIDE COUNCIL AND TRAINING: This is accomplished by providing assistance through HEW in the form of funding and utilization of knowledge and personnel to accomplish its goals.

REDUCE HAZARDS: The function of the organization is to coordinate the activities of those most able to ultimately effect the causes of death and injury in all industry.

The Williams-Steiger Act of 1970 has been heralded as the most progressive piece of safety legislation in over a decade. I have no doubt that this is true, but a light under a bushel is not of any value. As I have indicated earlier, this brief outline of rights and responsibilities has just scratched the surface. No doubt it will suffice as knowledge enough for some. For those of you who would like additional information I will recommend some inexpensive and useful sources of information on the Act.

The following pamphlets may be received by writing to:

Office of Information Services
Occupational Safety and Health Administration
U.S. Dept. of Labor, Washington, D.C. 20210
Ask for any up to date information on OSHA.

Title of Document or Pamphlet	Cost	Stock #
"A Handy Reference Guide to The Williams-Steiger Occupation Safety and Health Act of 1970"	20¢	2915-0001
Superintendent of Documents U.S. Govt. Printing Office Washington, D.C. 20402		
"Federal Register" (Occupational Safety and Health Standards, National Consensus Standards and Established Federal Standards)	20¢	Sat. May 29 1971 Vol. 36 #105
U.S. Dept. of Labor Federal Bldg. 450 Golden Gate Ave. Box 36017 San Francisco, Calif. 94102		

I am sure that there are numerous other documents and education aides available to anyone who will take the time to find out where to get

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BUY AMERICAN

... It's easier said than done, as CBS 60 Minutes discovers in a revealing examination of our well-known "American" brand names, now "Made in Japan"

"WHAT COULD BE MORE AMERICAN than a Spalding fielder's glove, or a MacGregor? But these days you've got to look awfully closely and if you do you might find that both are made in Japan. Sportsmen tend to be patriotic. Well, if you do your morning jogging, and you want to do it in a 100% American sweat suit, you might just choose a good old American brand name like White Stag. Or would you? White Stag these days get their sweat suits made, not in Portland, Oregon, but in Tokyo, Japan.

"And if you were really determined to buy American electronic equipment—in spite of the excellence, of say, a Sony portable television set, you wanted a reliable American model—you might choose (a) portable Magnavox—only to find it, too, is made in Japan. But you'd be very hard pressed to find that because there's nothing on the front or on the top or the sides or the back. If you picked it up, underneath, in very fine print, on a bit of sticky paper easily removed, "Made in Japan."

"Or a good looking RCA digital clock-radio. Remember RCA—Radio Corporation of America? Made in Japan. And if you wanted today to buy a Bell & Howell super-eight millimeter camera made in the United States, you couldn't. And if not the rifle that won the West, then its namesake in typewriters—Remington. Made in Japan. Who knows, maybe their rifles, too.

"And the list goes on and on and on, as long and varied as the index of a Sears catalog. All of them brand names of firms that patriotic Americans say made this country great. And more and more of those brand names are made in Japan."

These are the startling discoveries of CBS News Correspondent Morley Safer, as revealed to the American public on **60 Minutes**, broadcast on the CBS Television Network on Sunday, November 14.

Safer sums up his finding this way: "Buying American isn't easy any more; buying Japanese is. Products are often as good as American ones, and cheaper; and the Japanese have taken over a large piece of the American consumer market. But the strangest part of the situation is that even when you think you're buying American, you're often buying Japanese."

CBS took its television audience on a tour of Japanese factories. And, though the Japanese were very shy on the subject, what was permitted was enough to make any American wonder about the fate of the very foundations of U.S. industry—and American jobs. Thirty-five Japanese companies involved in production for American manufacturers refused CBS permission to film on the grounds "that the publicity would be embarrassing for all those American household names."

CBS cameras visited the Tokyo factory of Hitachi, Japan's biggest electrical manufacturer and one of the biggest in the world. They make and sell their own line of products, but they also make radios for RCA and washing machines and television sets for General Electric. Hitachi makes desk calculators for Singer, and another Japanese firm makes Singer industrial sewing machines.

"The reasons for all this are quite simple," explains Safer, "cheap labor on a labor-intensive production line, and the Japanese passion for settling for nothing short of perfection. And none of those great American corporations are breaking any law by putting a familiar American brand name on these Japanese products. They are of course helping to create full employment—in Japan."

TV viewers were shown a Japanese production line, with girls whose average age is 19, and their average salary about \$35 a week. They do get free medical care, cheap meals and can stay in company dormitories. This is the traditional semi-skilled labor force of Japan, young girls who take these jobs after leaving school, then soon leave the job to get married. The turnover is high and few stay around long enough to get many raises.

"Another factory, in Fukui, Western Japan, makes tape recorders and four separate assembly lines feed four different American companies," **60 Minutes** showed, "all under the same roof." One line turned out Columbia Masterwork cassette recorders, a division of CBS. But across the aisle a young technician was testing eight-track stereos for Ross Electronics. Channel Master, of Ellenville, New York, is the buyer of still another model. And Electroponic yet another.

Safer pointed out that "The biggest customers for Japanese products with American brand names are the big mail order houses, Sears and Montgomery Ward. Sears wouldn't tell us how much they buy, but estimates run to several hundred million dollars a year.

"Besides the Japanese products that are labeled with American names, there is a twilight zone which is even more vast—all the American products which use Japanese components, a valve in a piece of machinery, a printed circuit, a gear assembly. Hundreds of millions of dollars worth of Japanese parts go into American products with American names and no one knows exactly how much," the veteran newsman continued.

"On imported electronic products alone Americans spend more than a billion dollars a year. More than half of these goods are labeled with American brand names. Japanese companies, in effect, are competing with other Japanese companies, all under American labels. In fact, one American company, Westinghouse, doesn't make consumer electronic products at all any more in the United States. You can be sure if it's Westinghouse and electronic, it comes from overseas.

"Japan isn't the only place. American companies found that labor and production costs are even lower in other areas. Taiwan, for example. Ford Philco recently dropped 1300 workers in Philadelphia and switched its TV production to Taiwan and Japan. IBM gets its computer components from this new factory in Taiwan. General Instrument Company shut down a plant in Massachusetts and another in Rhode Island. They hired over 7,000 workers in Taiwan to produce TV tuners, recorders and other components. Admiral, Zenith and RCA also have color sets made in Taiwan. Sylvania makes some of its television sets in Hong Kong, where Motorola buys its television components. Because of this industrial exodus, about a hundred thousand jobs in America have disappeared, one out of every five in consumer electronics," Safer explained.

"There is a curious historical precedent in our relationship with Japan and these other countries, one which many Americans will find difficult to accept. It is the old colonial relationship in reverse. Britain, for example, used to bring in raw materials from the heathen East and turn those raw materials into manufactured goods which those poor benighted heathens would just gobble up. Today the Japanese import their raw materials from the United States, iron ore, coal, timber, and they send them back to us as the colorful baubles we adore so much—television sets, recorders, electric hair brushes, and motor cars.

"Dodge cars. Now really there is no way for Dodge cars to be anything but American. Old Horace Dodge would be spinning in his grave if it were otherwise. Well, it turns out that Dodge cars are indeed as American as baseball gloves and television sets. At least the new compact Dodge Colt is. It's what's up front that counts. Just lift the hood and there it is: Made in Japan by the Mitsubishi Corporation of Nagoya.

"With so many 'American' products made in Japan, it could be that American industry will become a distribution network for the Japanese, leaving us a nation of salesmen, selling made-in-Japan Dodge, made-in-Japan General Electric, made-in-Japan—everything.

"And if, in fact, American flags are one item in the six billion dollars worth of goods the United States bought from Japan last year, most of the American companies we've named still do manufacture mostly in the United States. What is alarming is the trend to produce more and more overseas. The unions say it's a betrayal of the American worker. Manufacturers say there is no other way to hold their markets in the face of Japanese competition.

"In fact, the president of Magnavox recently promised that his company would stop making its TV sets abroad and would manufacture them at home, if the present tariff on foreign sets is raised drastically. And Congress is now considering bills that would control imports and discourage U.S. companies from producing abroad," CBS noted.

The message of Morley Safer bears repeating: "Buying American isn't easy any more; buying Japanese is." And while this trend is providing "full employment in Japan, . . . about a hundred thousand jobs in America have disappeared, one out of every five in consumer electronics."

Technician Engineer

There is an OSHA among us

(Continued from Page Four)

them. However, these few publications will provide the basis for any person that is desirous of attaining "expert" status. The important thing to remember with regard to OSHA is that emphasis is placed on an active participation by the employee. It is up to him to seek out and report violations. Legally, the Business Representative can't do it for him. OSHA inspections will occur too infrequently and will probably not be extensive enough to uncover all violations. In many cases, the employer is not going to be too anxious to provide a safe place to work at the expense of diminishing profits. The burden of success is placed largely on the individual and perhaps rightly so, since he or she is the one that stands the most to gain or lose from this worthy venture.

60 minutes

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A History of the IBEW

PART III

Victory, Growth, and Progress

The Fifth Convention, held in Detroit in 1897 proved that the courage of men to carry on in spite of great odds had not been in vain. Work had picked up and consequently membership had increased and the Brotherhood treasury at last began to show a surplus. Again encouraged, the officers sent an organizer to Canada and a successful campaign was begun there.

The Sixth Convention, meeting in Pittsburgh in 1899, changed the name of our union from National Brotherhood of Electrical Workers to International Brotherhood of Electrical Workers. The first local to be organized in Canada, on December 20, 1899, was L.U. 93 of Ottawa.

In 1899, Thomas Wheeler became Grand President of the new International while Harry W. Sherman continued as Secretary.

In early years of the Brotherhood, although the Constitution as adopted in 1891 vested considerable executive power in the officers, it was rarely exercised. The officers who were charged with enforcing the Constitution were not paid regular salaries, and had to depend for their living on daily work at their trade. Traveling organizers received expense money if the union was able to give it. Despite the remarkable devotion of these men and the personal sacrifices they made to do the work of the Brotherhood, they were unable to give sufficient time to the affairs of the union to see that the provisions of the Constitution were carried out by the locals. National Headquarters, as well as the national officers, changed frequently.

In 1901, when the 7th Convention met in St. Louis, the Grand Secretary-Treasurer reported that unconstitutional strikes had been so numerous during that year—numbering as many as 40 at one time—that he had been unable to keep an accurate record. The International hesitated about suspending a local union for disregarding its obligations when the dues and support of each local were so badly needed, but the lack of discipline was discrediting the organization in the eyes of employers. W. A. Jackson, who was elected President at the 7th Convention, tried to cope with the situation, but it could not be done without a full time salaried officer.

Accordingly, at the 8th Convention, held in 1903 at Salt Lake City, Utah, the members elected F. J. McNulty as International President and voted to pay him a full-time salary in order that he might devote his entire time to the interests of the union. A strong, magnetic leader, Frank McNulty served in this office until 1919.

The change was an important event in the history of the organization. It transformed the International body from a weak association into a coordinated and effective organization. President McNulty was determined that the provisions of the Constitution should be enforced, particularly those which dealt with relations of the union to employers. All infractions were promptly punished. In a short time the organization regained its prestige, when employers were assured that any contracts they might make with local unions would be respected and enforced.

And on the growth of the Brotherhood itself the effect was very favorable. Illegal and unsuccessful strikes had discouraged many members and had forced them to seek employment wherever they could find it. After an unsuccessful strike, many locals found themselves almost entirely disorganized and had to drop out of the Brotherhood. But under President McNulty's constructive policy, many difficulties which formerly would have resulted in strikes were peacefully settled, and the turnover in membership was greatly decreased.

Prior to 1903, the records each year showed that the membership in good standing was composed almost entirely of the new members who had been initiated during that year. In some cases more new members were received during the year than there were members in good standing at the year's end. In 1903, for example, the total membership in good standing in December was 9,922 while 18,341 new members had been initiated during the preceding 12 months.

Just two years after the President had been placed on a full-time salary, in 1905, the total dues-paying membership had increased to 24,000, while 12,247 new members had been initiated during the preceding two years. The Brotherhood was not only getting members, it was holding them.

In 1908, when the Electrical Workers' union may be said to have been in pretty fair condition, with paid officers, a treasury balance and a strong organization, it became involved in a bitter internal struggle. This costly experience which resulted in the secession of a large percentage of the Brotherhood was known as the Reid-Murphy split, named after the two officers elected by the seceding faction. The true officers of our Brotherhood were Frank J. McNulty and Peter W. Collins, as we will explain.

The split was the result of a number of things—first, the long-brewing dissension between wiremen and linemen which was stimulated by disappointed office seekers and by a former Grand Treasurer who had been removed from office in 1907 because of irregularities. In addition, there seems to be every reason to believe that there were employer forces outside our organization who wanted to see this fast-growing union wrecked. They aided and abetted the struggle which divided our Brotherhood for six long years.

At a special convention called by the dissenting forces in 1908, a large number of local union representatives attended. They refused to recognize President Frank McNulty and International Secretary Peter Collins and elected J. J. Reid as President and J. W. Murphy as International Secretary. The Reid faction secured an injunction to prevent disbursement of union funds. The McNulty group secured another to forestall seizure of the International Office and operated on loans from local unions and individuals.

AFL President Samuel Gompers attempted, without success, to reconcile the groups. The AFL subsequently recognized the McNulty-Collins faction as the "legitimate" Brotherhood.

Two conventions were held in 1911. Photos in the International Office Archives show that the Reid-Murphy Convention was much larger than the McNulty-Collins group. No reliable figures can be obtained showing the membership of the Reid-Murphy faction, however it has been generally conceded that the Reid faction at one time controlled three-fourths of the organized electrical workers in the United States and Canada.

Finally, in a court decision in February 1912, the 1908 Convention was declared illegal and its actions void, and the union funds were restored to the AFL-recognized group.

The 1912 court decision marked the turning point of the rebellion. Once more in possession of its funds and with AFL backing, the McNulty-Collins administration gradually won back its membership, and by 1914 the locals which had comprised the Reid faction were absorbed. Those who had left the Brotherhood with Reid and Murphy were given credit for whatever standing they would have enjoyed had they never seceded. They were also given 12 months credit in the payment of death benefits. Those who had joined the secessionists—but who had never been in the IBEW—were given the same consideration when the secessionists' records were produced or the individual presented his dues receipts.

The Twelfth Convention of our Brotherhood was held in Boston in 1913. This convention included nearly all the local unions which had seceded during the split. Frank J. McNulty, who had at that time served 10 years as Grand President, in his report to the convention tried to bind up the wounds of secession and inspire the members to carry on in a true spirit of unionism. Speaking of his years in office he said:

"I have seen our Brotherhood in victory, as well as in seeming defeat; I cannot say in defeat, because I do not concede to anyone that our Brotherhood has met defeat . . . No labor organization, in our opinion, is ever defeated. When it suffers a setback, it incites the members to greater effort in organization and makes better pilots out of the leaders who profit by their past experiences and guide their organizations over the dangerous shoals upon which they had grounded in the past . . ."

"We have fought a clean fight and we have won, simply because we were right . . ."

"We have not centralized our efforts to bring about temporary advantages for our Brotherhood; we rather have endeavored to fortify the trenches of our Brotherhood, so as to make them impregnable against the forces of its enemies in the future . . ."

President McNulty then added a poignant statement which was aimed directly at us, who are reading Brotherhood history many years later:

"When the history of our Brotherhood is read by the Electrical Workers of the future and we have all transferred our cards to our Local Union in Heaven, they will appreciate our efforts. They will realize and know that we fought the battle successfully that assured its future prosperity."

At this 1913 Convention, President McNulty had a new partner. Brother P. J. Collins, who had stood with Brother McNulty during the days of secession, resigned July 15, 1912. Brother Charles P. Ford was appointed in his place.

The Twelfth Convention lasted 14 days and delegates representing 18,500 members were present. (Membership was about 27,000 but this was excellent representation.) This convention again attempted to put the IBEW on a more firm financial basis by voting to recommend to the membership an increase in per capita from 30 to 40 cents. This action, as well as all convention actions, except election of officers, had to be submitted to the membership for approval. While the per capita increase and other Constitutional amendments did pass, this requirement seriously handicapped the organization of those days.

During the years 1913 to 1919, while our Brotherhood was "feeling its way" so to speak and setting the stage for progressive action to follow, it was growing tremendously in membership. The membership rose from 23,500 in 1913 to 148,072 in 1919. Many factors contributed to this growth but by far the most significant was World War I. In this war, electricity with all its power and versatility was in great demand. It was our union which had men trained in the ways of electricity and was capable of training more quickly, and for that reason the call went out for IBEW members. They were tremendously important in the building of our first "Arsenal of Democracy." And so our ranks swelled with new members.

The Thirteenth Convention of our Brotherhood was held in St. Paul, Minnesota, in 1915 and the Fourteenth in Atlantic City in 1917 with the same principal officers at the helm.

The history of our organization was not greatly affected by the action of these conventions, chiefly for the reason that the decisions made by the delegates were defeated when put to a referendum vote as our Constitution required.

The only laws adopted in this period were amendments submitted separately to the membership. One of these amendments passed in 1918 established a separate Telephone Operators Department of the International Brotherhood of Electrical Workers. These operators had full rights and full vote at conventions, but to encourage organization, they paid only about half the per capita tax paid by the other members.

(Continued on Page Seven)



MEMBERS'



Participation Page

“Compy” Compomizzo

the unofficial voice of the California Camper

Editor's note: As a result of our December article asking for contributions in the way of poetry, pictures, etc., Uril “Compy” Compomizzo, a longtime member of Local 1245, sent some clippings from various newspapers which contained some of his articles. One paper, the Morningside News, had an article which gave a good rundown on his activities for campers and they have agreed to let us reprint this for you. “Compy’s” columns appear in six Northern California newspapers. Congratulations, “Compy,” keep up the good work.

MARTINEZ — Uril “Compy” Compomizzo, Antioch, known to thousands as the “unofficial voice of the California camper,” will begin writing a column in the Morning News-Gazette this week.

Compy, an avid outdoorsman, is a mechanic with Standard Pacific Gas Lines, subsidiary of PG&E, a job he has held for over 25 years.

Another “position” recorded up in 1971 is that of husband . . . he and his wife, Anna, celebrated their 25th wedding anniversary recently. The couple has two sons and a daughter who share their enthusiasm for hunting, fishing and visiting state and national parks.

What makes “Compy” unique is not only his dedication to his cause . . . spaces for campers, trailers in parks, but his perseverance.

However, this mild, suburban family man (likened in looks to comedian Danny Thomas), is actually a reformer. His impact in fighting for changes in state park administration has been felt all the way to Washington, D.C.

Compy's reform movement began in 1966, a one-man operation. He started “bugging” state officials about the way the parks were being run. He really boiled over when he saw people turned away at night although all the parking places weren't filled.

After this encounter with “bureaucratic mismanagement,” Compy became the soul and voice of campers. He took on the campers' gripes about having to have reservations for space in by May 31, every year . . . long before most people knew when they would have their vacations. He also thought the camping fees were too high for many retired people on pensions, and not enough recognition was given by authorities to park rangers for their service to campers.

HELP

As Compy's fight continued, newspapers all over Northern California took up the cudgel. After the press and campers all over the State had taken notice of Compy's interest in improvements for the parks, he rallied officials to his cause.

Senator John A. Nejedly, Assemblyman Dent and Congressman Jerome Waldie joined in supporting his efforts for reform of the parks.

This support aided him when he spoke before the State Park Commission.

Since that time, Compy has seen many changes . . . he always adds that he isn't doing all “this dust-raising” for himself. He has never made a cent out of his interest in improving the parks and he never entertained the idea of entering politics. He says, “Look, I am a little guy, a nobody, who had a dream and desire for changes . . . anyone who persists can accomplish this if he cares enough.”

His column, which appears in newspapers from San Francisco, San Jose throughout the Bay Area, are often an index to good camping sites. He touts state parks or private preserves after visiting them and shares his experiences with the public.

LIKE IT IS

Compy doesn't spare anyone . . . he tells it like it is. An A-okay from him on any given park is as good a recommendation that could be had.

Compy has “discovered” beautiful lakes, camping sites and interesting history that enhances a “camp-out” for thousands of vacationers.

Many honors have come to this columnist . . . his act of heroism in saving a drowning man (one was lost) at Donner Lake's China Cove in 1965, got him PG&E's John A. Britton medal.

Congressman Waldie put a Camping Report of Compy's into the Congressional Record on Sept. 13, 1971.

The greatest awards Compy receives is the admiration and trust from his fellow campers. They write him 15 to 20 letters a day praising his work in their behalf and often alerting him to conditions in parks he has failed to check out. The “little people know I am their voice and I feel responsible for speaking for them to better the parks so all may enjoy the good outdoor life.”

Billy L. Cullers

could have won \$50.00 if he had noticed his Union membership card number in the January issue of the Utility Reporter. This month's number is as well hidden as it was last month. Don't miss out, read your Utility Reporter.

LOOK FOR YOUR CARD NUMBER



CONTEST RULE CLARIFICATION

Since we publish towards the end of the month, you would have until the 20th of the next month to claim your prize. If your membership card number is in the February issue you would have until March 20th to claim the \$50.00. See last month's issue for contest rules.

The blank space above is due to the lack of material submitted by the membership. This is “your” page—send in those cards and letters folks.

The Safety Scene

THE LOW DOWN ON HIGH RISE FIRES

Ever since man made a down payment on his first cave, tent, hut or wigwam, he and his family have had to face the ever-present danger of fire. Despite modern methods of fire fighting and prevention, the smoldering cigaret, oily rag and electrical short still make fire a constant threat to life and property.

Historically, the best defense against fire has always been escape—simple, basic escape—triggered by history's oldest alarm: the instinct for self-preservation.

Yet today, because of the mushrooming of the high-rise building, the instinct for self-preservation can become—under certain circumstances—an instinct for self-destruction.

Last year, according to the National Fire Protection Association, there were 235 fires in the United States and Canada that killed three or more people. Seven conflagrations in the U.S. and two in Canada caused 10 or more deaths each. All of the "multiple-death" fires claimed a total of 1,116 lives. Tragic? Of course.

But the greatest tragedy, authorities now reveal, is the fact that most of the deaths and injuries in high-rise fires could have been prevented—if the victims hadn't tried to escape from the buildings.

What? Stay put when a fire breaks out? This violates everything we've all been taught since our first school fire drill. When the fire alarm rings, you go.

That rule still stands, of course—unless, the experts say, you happen to find yourself in a high-rise building. And more and more people are finding themselves in just such places today: families on vacation in high-rise hotels and motels, families living in high-rise apartment buildings, and husbands, either working in high-rise office buildings or, while on business trips, staying in the high-rise hotels and motels.

You quickly get an inkling of just how dangerous a high-rise fire can be as soon as you hear the official definition of a "high-rise." Here is the way experts at the recent International Conference on Fire Safety in High-Rise Buildings defined this new urban phenomenon:

"A high-rise building is one in which emergency evacuation is not practical and in which fire must be fought internally because of height. The usual characteristics of such a building are:

"Beyond the reach of fire department aerial equipment;

"Poses a potential for significant stack effect; and

"Requires unreasonable evacuation time."

Beyond the reach of fire department aerial equipment simply means rescue ladders often can't reach the fire floor.

Poses a potential for significant stack effect means high-rises, because of their construction and height, can act like giant smokestacks under certain conditions. Differences in air pressure outside, combined inside with sealed windows and open elevator shafts, stairwells and central air conditioning, will convert a high-rise building into a high-rise chimney—spewing deadly smoke and gases all the way to the top.

Requires unreasonable evacuation time means, of course, just that. At the high-rise fire conference, sponsored by the General Services Administration, test results revealed that evacuation of an 11-story building may take as long as 6½ minutes; an 18-story building, 7½ minutes; a 30-story building, 18 minutes—and two hours and 11 minutes for a 50-story building. The problem of evacuation is compounded by fire fighters having to fight their way up through descending occupants to get to the fire itself.

In the light of the above findings, it comes as less of a surprise to read this conclusion by the GSA, the federal government landlord: "... the concept of escaping the building in a fire emergency must be scrapped and the people must be reeducated to accept the concept of staying in a safe place in the building."

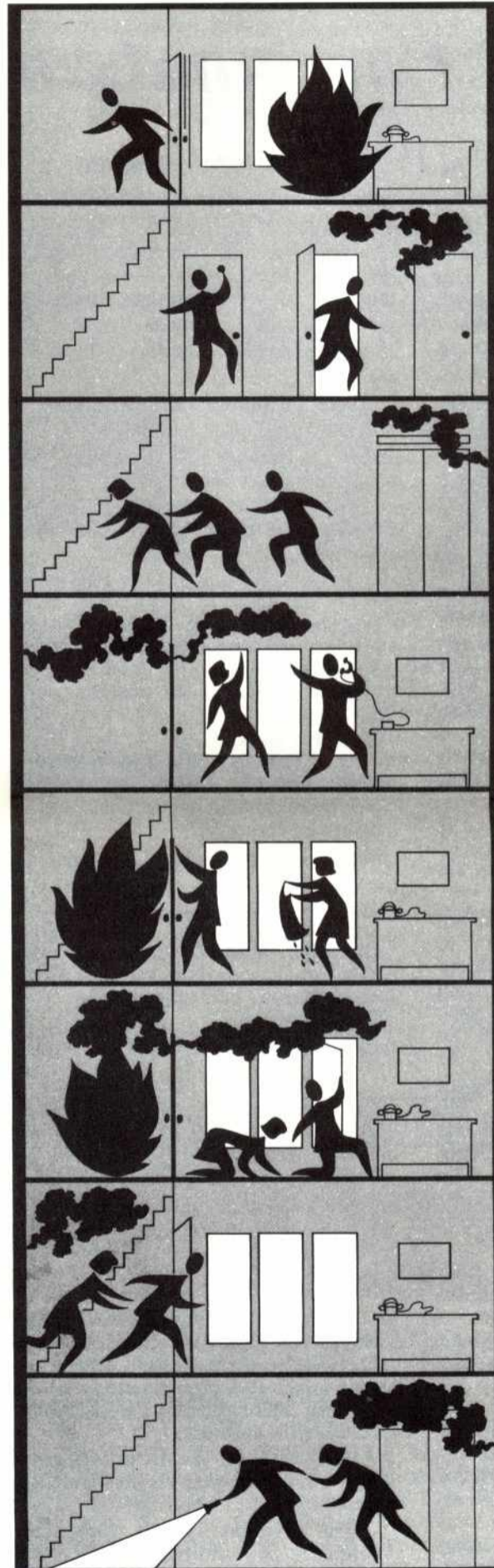
This reeducation won't be easy for, as the GSA report said, "... the human being is not willing to accept even minimal levels of danger if he perceives any means by which he can escape it." Yet reeducation must be accomplished; if it isn't, countless numbers of people will continue to be victimized by smoke and toxic gases as they try to grope their way along corridors and down elevators and stairways.

Let's suppose you're in a high-rise building when a fire breaks out. Unless you're in immediate danger from the fire, you're better off staying in your room, according to the National Safety Council.

"Many high-risers find that hard to believe," says Hans Grigo, technical consultant in NSC's Home Department. "But for many reasons a person is actually safer in his apartment (or hotel room) when fire strikes somewhere else in the building." Why?

High-rises usually have built-in features that make them less susceptible than private homes to a devastating fire. The fire-resistive construction used in these buildings minimizes the spread of fire, especially from floor to floor, while special water pipes make it possible to pump water quickly and efficiently, even to the highest floor.

If it's necessary to vacate your hotel room or apartment, avoid using elevators, since they have a way of playing tricks on people when smoke and water are present. Sometimes smoke interferes with the elevator's



If a fire breaks out in your apartment or office, get out fast and close the door.

Alert other occupants by yelling and knocking on doors.

Use nearest stairway, don't use elevators.

If there's a fire in the building, report it immediately.

Test the door. If it's hot, don't open. Apply wet towels to cracks.

If you can't get out, stay near the floor and open one window.

If all pre-planned escape routes are blocked, return to room.

Have a flashlight ready for night escapes.

electric eye and the door won't close. Other times, water from fire-fighting operations can short out the control switch of the elevator, causing it to stop. Heat, moreover, can activate some elevator call buttons and send an elevator to the fire floor—the last place in the world you want to visit. "For these reasons, it's best to use the stairway if you feel you must leave the building," Grigo says.

Most newer buildings have enclosed stairways, also called fire towers, that provide a smoke-free exit—if they haven't been invaded by the fire. But a very serious problem occurs when people prop or tie the stairwell

(Continued on Page Three)