Member attempts rescue

A young parachutist is dead. He was killed on his first jump, but was given a chance for life due to the heroic actions of Local 1245 member James R. Chambers.

Edward R. Post, of Milpitas, lived for 6 days after his rescue from the Antioch Municipal Reservoir. His injuries were too extensive to overcome, but Jim Chambers didn’t know that when he dove into the reservoir.

During an interview with Chambers, a relief senior terminal control operator, Pipeline Operations Dept., he was asked to relate the entire story.

On July 22, 1972, Brother Chambers was playing golf and “had just hit one of the best iron shots of my life on the 5th hole” when he saw a man floating down from the sky in his parachute. “I could see that he was heading for the far side of the reservoir and I only heard him holler for help once. There was a parking area near this hole so I ran and jumped in the car where some woman was in the passenger seat but she said she didn’t have the keys and then I ran to a pickup truck, moved the driver over and took off for the other side of the reservoir. When I reached the shore closest to where the man went into the water I was about 100 yards away from him and I swam out as rapidly as possible. There were two people out in the water when I got there and the woman said not to get over and took off for the other side of the reservoir. When I reached the shore closest to where the man went into the water I was about 100 yards away from him and I swam out as rapidly as possible. There were two people out in the water when I got there and the woman said not to get over and took off for the other side of the reservoir. When I reached the shore closest to where the man went into the water I was about 100 yards away from him and I swam out as rapidly as possible. There were two people out in the water when I got there and the woman said not to get over and took off for the other side of the reservoir.

A young parachutist is dead. He was killed on his first jump, but was given a chance for life due to the heroic actions of Local 1245 member James R. Chambers. Brother Chambers described everything in detail and gave some grue-

Charges that the Farah Manufacturing Company used a variety of unfair labor practices against its workers, including the use of guard dogs to intimidate peaceful strikers of the Amalgamated Clothing Workers Union, have been made by the National Labor Relations Board. In its complaint, the NLRB’s General Counsel supported union charges that the Jarvis Security Company, a private guard service employed by the Farah Company, “frustrated and intimidated” by the use of guard dogs, striking employees who were then engaged in peaceful picketing at the plant.

The ACWA strike which is supported by the entire AFL-CIO, including a boycott of Farah clothing, is still in progress.

The NLRB charges included:

- Farah “maintained a close watch over and surveillance of the working time activities” of various groups of workers employed in different plants and departments “for the purpose of intimidating these employees from giving support to or otherwise being sympathetic to the union.”
- Farah “curtailed all talking in the workplace and providing working time when the previous practice was to permit employees to talk during working time, provided such talk did not interfere with the work.”
- Farah “warned employees that those who became active for the union could expect harsh treatment” from the company.
- Farah transferred from its Gateway plant to the Gateway machine shop employees who were known to be the most sympathetic to, or prominently identified with, the union for the purpose of isolating (Continued on Page Seven)

Local 1245 & Politics

L. L. Mitchell

I have listened to many in our membership who state our country is in a mess; that they as workers are caught in a squeeze; the union is not doing a proper job in salary and benefit improvements provided through negotiations with the employer since they do not offset and keep pace with increased interest rates, higher taxes, new taxes, inflation, etc. In the same breath they say that unions should stick to the business of being a union for the purpose of isolating (Continued on Page Two)
Local 1245 Executive Board Passes Resolution to Endorse McGovern for President

WHEREAS the results of the 1972 General Elections will have a substantial impact on Organized Labor at both the national and state levels; and

WHEREAS Organized Labor's efforts, or lack thereof, in connection with the presidential election could play an important role in whether or not the country remains friendly to Organized Labor and is maintained as an maintaining at least maintained in the United States Congress and the various State Legislatures; and

WHEREAS Richard M. Nixon, during his term of office, has proven himself to be opposed to the goals and aspirations of Organized Labor and working men and women throughout the nation, this by deliberate policy resulting in doubled unemployment, increased prices, an increased tax burden for working people (at the same time lowering the tax burden for the rich and for corporations), the holding back and lowering of legitimately negotiated wage and benefit increases, increased harassment of labor officials by the Justice Department, slowed down NLRB procedures and reversals of previous Board policy by his appointees, and presidential vetoes of most decent legislation passed by Congress; and

WHEREAS the record of George McGovern in the United States Senate has proven him to be in substantial accord with the goals and aspirations of Organized Labor and working men and women throughout the nation, this by his 90% pro labor voting record during his service in the United States Senate; and

WHEREAS one of the objects of Local Union 1245 is to "recommend and support candidates for public office who in the opinion of the Executive Board will assist the objectives of this Union or of workingmen in general" (L.U. Bylaws, Article I, Section 2, Subsection (1); and

WHEREAS the Executive Board of Local Union 1245, after a careful review of all the factors involved including a comparison of the records of the candidates in public office, does recommend support for George McGovern; now therefore be it

RESOLVED that Local Union 1245 of the International Brotherhood of Electrical Workers, AFL-CIO does endorse the candidacy of George McGovern for President of the United States of America.

Member Rescues Parachutist

(Continued from Page One)

situation was one he described as a "natural reaction—I didn't have time to think about anything."

The whole episode didn't last more than 20 minutes from beginning to end. He stated that he was thankful that he found Post on the first dive because he didn't think he would have had the strength or energy to make a second dive.

Bus. Rep. Manny Mederos and I informed Brother Chambers that

Members of Local 1245 salute you.

The great courage, determination, and ability to think quickly, as demonstrated by Chambers during this incident, is to be commended and should be recognized.

James R. Chambers, the members of Local 1245 salute you.

(Continued from Page One)

institution he represents, regardless of individual membership loyalty or disagreement.

How can any representative of organized labor, conscience, if dumb and not speak out when the "double talk" of "improvement" in the economy the past few years reflects only great achievement, when in fact it is only a recouping of losses created by an administration that deliberately policed the economy into a recession?

How can we cheer a one-tenth of one percent decline in unemployment to its current level of 5.5% when that figure was 3.5% in 1960 before unemployment became part of a game plan to stop inflation, which failed?

While I can't say I'm especially pleased at the prospects I face each year in April, I believe in democracy and I'm proud to live under a form of government with a stated policy of equity and justice for all.

On the other hand, how can one find the justice and equity in a situation where most people agree that tax reform is needed and promises are made to do so, but the present national administration says tax reform should not become law until unemployment is down? At the same time, changes which have been made have complicated the problem and the rules continue to favor the influential and leaves the rest of us with an unfair burden.

Read the following quotes from an interview by the Honorable John V. Tunney, Senator from the State of California, and draw your own conclusions on tax reform.

"Item—In 1970, Bethlehem Steel made $134 million. It paid dividends of $97 million. And how much did it pay in federal income taxes? Not one penny!"

"Item—In 1970, Standard Oil of Ohio made $66 million. And in 1971 it made $61 million. It paid stockholders $72 million in those two years. And how much did it pay in federal income taxes? Not one penny!"

"Item—In 1971, United States Steel made $154 million. It paid $87 million in dividends. And how much did it pay the federal government? Not one penny!"

Eight giant corporations paid no federal income taxes in one of the last ten years. Westvaco Paper Company, Alcoa Aluminum, Standard Oil of Ohio and U.S. Steel in 1971; Allied Chemical, Republic Steel, National Steel, Bethlehem Steel and, once again, Standard Oil of Ohio in 1971. Those eight companies earned a total of $651 million after expenses—and they paid a total of $7 million in dividends.

Taxation is not the only political issue affecting us as working men and women over which we should be concerned. Unemployment, Unemployment Insurance, Workmen's Compensation, Labor Legislation, Civil Rights, Education and Steel etc. are Welfare, Natural Resources, Consumer Protection, Ecology, Full Employment, and the right to vote etc., to name only a few over which we should have concern. All affect us as citizens and most of them deal with our pocketbooks as much as any issues we can resolve through collective bargaining.

The policies providing solutions to these problems need to be decided by those who place wage in public office. Our membership, along with the rest of the country, can build a force that should be a potent force in deciding the selection of those who will guide the nation and society and are our society and nation. Our members can and should play a greater role in the selection of those to be office holders and should know that our organized effort played a role in their placement in office.

Legislative actions should be founded on citizens' attitudes and principles. To the end that shaping legislation to those attitudes, the united voice of labor and our union must be made known. It means we must express our beliefs about candidates who have or will listen and respond to the needs of our members and other workers like us, for we are a truly a populace.

If we really care about the type of legislation we will live under, we must care about who wins elections. We can forget about all concerns about city, state and federal government, then it is time we do more than urge registrations and voting.

You as union members should call your candidates' headquarters and offer your services. There are many tasks you can perform which every candidate needs—telephone committees, poll watchers, office work, canvassers, solicitors, block workers, baby sitters, registrars and transportation for voters, just to name a few.

Inasmuch as we will celebrate in this decade the 200th anniversary of our nation, whose constitutional form of government is recognized to be superior to those of individual depression and despotism of authoritarian forms, it seems to us that a sound citizen based on the rights and liberties we have to shape the course of our future. What do we do now will determine whether we will have to show as a nation on that day.

It is now that we must act. In any case, should our choice of candidates win or lose, we will have made a contribution and given something of ourselves to the democratic process. It is in this manner that we can discover anew the wisdom of our founders who gave us the means under law to make change.

SPO

We would like to apologize to the Bricklayers for PE&G in the Ft. Bragg area, for putting the wrong name under his picture in the August issue of the Utility Reporter. His name is Tony Lemos, the winner of Local 1245's Annual Photography Contest.

We erred and put the name Tony Lemos in both the photo caption and story.
Vitamin sellers use fear to push costly pills

By Sidney Margolius, Consumer Expert for Utility Reporter

In almost every store you go to nowadays, and in many publications, you are confronted by pressures to buy vitamin products, especially the high-priced "natural"_ claims.

You now find these "natural" vitamins not only in the health food stores cropping up all over the country but in regular drug stores, supermarkets, even karate clubs and gyms.

The tactics used to sell these vitamins are usually based on fear. Worried people are good prospects. As one workerman wrote to us, "I was visited by a vitamin supplement salesman who supported his claims with government reports on poor soil, toxic plants, drug crops, even karate gyms.

"Can we get all we need out of foods? Should we all eat raw in combination with the complete proteins in Group 1?

1. Meat, fish, eggs, poultry, legumes supply high-quality protein that contains an adequate amount of essential amino acids.
2. Breads and cereals, whole-grain and enriched, supply sugar and starch, vitamins and minerals. (The protein in grains and cereals combines with the proteins in group 1 to form complex proteins.)
4. Green leafy and yellow vegetables are important sources of vitamin A.
5. Other vegetables and fruits—citrus, tomatoes, strawberries, other vegetables and fruits—cabbage, potatoes—are important sources of vitamin C.
6. Fats and oils supply saturated and unsaturated Fats and oils and vitamins. (Mrs. Katz recommends, as do many nutritionists nowadays, liquid vegetable oils and margarine made from them rather than so-called "saturated" or hard fats.)

It is true that some vitamins are lost in food processing and in home cooking, although vitamin sellers tend to exaggerate these losses. Vegetables washed in too much water or held in the pot too long before serving "make vitamin-rich vegetables more food," Mrs. Katz warns. She points out that many families rarely use the cooking water. They should. Vegetables should be cooked in as little water as possible and for as short a time as feasible. Water-soluble water contains some of the water-soluble vitamins from the vegetables and should be used in gravies, sauces and soups.

With careful meal planning and care in cooking, most people should not need vitamins. If you or your doctor feel you do, then take care not to get involved in the high-cost vitamin products being pushed nowadays.

For example, in a recent shopping survey we found you could pay anywhere higher prices for "natural" vitamins not only in the health food stores cropping up all over the country but in regular drug stores, supermarkets, even karate gyms.

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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 may be awarded to 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 honor a small group of skilled and dedicated wiremen and women who are the sons or daughters of members. The IBEW, under its Founders' Scholarship Program, which began in the fall of 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 educational institution 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.S.E.E.: Bachelor of Science in Electrical 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.: Bachelor of Electrical Engineering
- B.S.E.E.: Bachelor of Science in Electrical Engineering
- B.S.ES.: Bachelor of Engineering
- 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.: 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.E.: Bachelor of Science in Industrial Management
- B.S.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 apprenticeships 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 1972 and 1973 are as follows:

- November 4, 1972
- December 2, 1972
- January 13, 1973

Candidates must register to take the SAT test four to six weeks in advance of the examination date. 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 562, Princeton, New Jersey 08540, or Box 1050, 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 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 and the application form are available from the IBEW Scholarship Committee.) 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 workable abilities 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.

Each applicant must be recommended by the Business Manager of his local union (or Acting Business Manager in the absence of such officer) before an application will be considered. In addition to the recommendation from the Business Manager, an applicant must submit letters of recommendation from at least two other reference sources (not members of his immediate family) who are familiar with his abilities and performance records. Preferably these references should be from persons of recognized standing and reliability with whom the candidate has associated such as employers, supervisors, instructors, professionals, etc.

Application forms, transcripts, recommendations, records and other supporting documents must be completed by January 31, 1973. They must be received by the Selection Committee before January 31, 1973. It is the responsibility of each candidate to see that all recommendations and letters of reference plus other required materials are received by the committee before the closing date.

**Selection of Winners**

An independent Selection Committee composed of recognized academic, professional, and community representatives will examine the complete record of each scholarship applicant. Consideration will be given to the Scholastic Aptitude Test, transcripts of records for any college-level work already completed plus the essay, resume and any other evidence of maturity, initiative, ability, and demonstrated leadership potential. On the basis of these factors, the Selection Committee will determine the winners of the IBEW Founders' Scholarships, will also name a panel of alternate winners, and will report the names to the IBEW Scholarship Administrator. The winners will be notified immediately by telegram and the list of scholarship winners will be published in the Electrical Workers' Journal.

**Awards**

The $2,500 is to be used for all legitimate educational expenses. These would include tuition, room and board (or an equivalent allowance if not living on campus), books, laboratory fees, instruments, library fees, student activities and other campus charges. The student is expected to budget his grant in such a manner as to assure completion of college education.

If an IBEW Scholarship winner desires to accelerate his education by attending school during the summer, he will inform the IBEW, which will then arrange to transfer an appropriate portion of his scholarship fund for that period. The amount so advanced will be deducted from funds for the fourth and final year of the award. The student is limited to $2,500 for any three quarters of study in a school operating on a quarter system. An advance of funds for study in a fourth quarter of that year must be requested well in advance.

**Responsibilities of Winners**

Winners are expected to carry in each period a full academic load of classes appropriate for their chosen curriculum and to begin study within 12 months after being notified of winning. Scholarship holders are required to send a copy of their official grade reports to the Scholarship Administrator as soon as they are available. They are also required to submit an annual report of not less than 1,000 words on a labor related topic. The topic may be any area of the American labor movement, labor history, or a subject of current concern to labor. The paper must be submitted no later than August 1st of each respective year. The first paper would be due by August 1, 1974.

Scholarship winners are required to maintain their membership in their local unions.

Scholarships are not transferable and are forfeited if the student withdraws or fails to meet the standards of scholarship, character, health, morality and personality deemed necessary for graduation.

**Continuity of Scholarship**

Once a scholarship winner is admitted to college his scholarship will be renewed annually, subject to all the rules set forth in this brochure. If serious or chronic illness interferes after a winner has entered higher education, the scholarship will be held in abeyance for one academic year. If death or other reason is tendered by the student, the scholarship will be held for not more than two academic years, unless the time of service is extended by the Selective Service Board. Those leaving the military service must apply for reinstatement of scholarship status within 90 days after severance.

**Employment**

If requested, the IBEW will undertake to seek summer employment and/or Christmas and other holiday and vacation employment for IBEW Founders' Scholars. In addition, the IBEW will assist graduates in final placement.

**Free Act of the IBEW**

The creation of the scholarship program is a free act of the International Brotherhood of Electrical Workers. The IBEW retains its right to alter, suspend, cancel or halt the IBEW Founders' Scholarship program at any time, and without giving any reason, provided however that scholarship winners already in college under the program will continue to receive the stipends through their graduation or the end of their fourth year of study under the IBEW Founders' Scholarship, whichever comes first.

Utility Reporter—September, 1972—Page Four
A summary of Senior Citizens Property Tax Relief Act

On December 8, 1971, the California State Legislature enacted the Gonsalves-Denkmajer-Petris Senior Citizens Property Tax Relief Act to expand the existing Senior Citizens Property Tax Assistance Law. The new Act is intended to provide property tax relief to certain individuals who are 62 years of age or older. The Act provides that any qualified person may file each year for a refund of a portion of the property taxes levied on his home.

**Do You Qualify?...**

To qualify, an individual must meet each of the following requirements in the year he files:
- Must be 62 years of age or older as of January 1, and
- Must be a resident of California as of January 1, and
- Must have owned and occupied his home between July 1 and June 30 of the current fiscal year, and
- Must have paid the current property taxes assessed on the home, and
- Must have a household income not in excess of $10,000 for the previous calendar year (January 1 to December 31). See instructions below for what constitutes household income.

You may receive Senior Citizens Property Tax Assistance even though you also claim the veteran's property tax exemption or the homeowner's property tax exemption.

**You Do Not Qualify...**

If you or a member of the household received cash public assistance or relief payments which contained an allowance for property taxes during the fiscal year, you do not qualify for Senior Citizens Property Tax Assistance. If the gross household income of all members of your household is more than $20,000 ($30,000 if your principal trade or business is farming), you do not qualify for Senior Citizens Property Tax Assistance, regardless of the amount of net income. See instructions on the opposite page for what constitutes gross household income.

**Who May File a Claim?...**

Only one member of each household may file a claim. If more than one person in a household qualifies, such as both husband and wife, they must decide which one will file the claim. Only one claim may be filed for each individual home.

**What To Do and When...**

If you meet all of the qualifications, you should file a Property Tax Assistance claim with the Property Tax Assistance Division between May 16 and October 15. No claims may be filed prior to May 16 or after October 15. Extension to file after October 15 may be granted under certain circumstances.

Claim forms will be made generally available after May 10 each year and can be obtained at any office of the Franchise Tax Board after that date.

**What Does Household Income Include?...**

Household income includes all income received during the calendar year by all members of the household. It includes almost all cash received, such as wages, salaries, bonuses, tips, the gross amount of any pension or annuity, social security payments, disability payments, railroad retirement benefits, life insurance benefits and proceeds, interest and realized capital gains. The income of all members of the household must be included, regardless of whether they have an ownership interest in the property or contribute to the payment of the taxes.

**What Does Gross Household Income Include?...**

Gross household income includes the same items as household income except that gross household income includes GROSS rental receipts and/or GROSS profit from business or farming. No deductions are allowed in the computation of gross household income except those items necessary to determine GROSS profit from business or farming.

**Amount of Property Tax Assistance Available...**

The amount of property tax assistance will be a percentage of the property taxes paid by the claimant. The percentage is determined by the amount of household income in accordance with the schedule shown on the back page. No claim for $5.00 or less will be allowed.

Property taxes paid means only those assessed on the first $7,500 of market value of the homestead, and currently paid. Assistance is available on the dwelling and up to one acre of land surrounding the dwelling. Property taxes DO NOT include improvement value.

**Where To Get Help...**

If you need additional information, assistance or forms, telephone or call in person at any of the Franchise Tax Board offices listed below. Inquiries by correspondence should be directed to:
Senior Citizens Property Tax Assistance
P.O. Box 1588
Sacramento, California 95807

**Property Tax Assistance Schedule**

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<thead>
<tr>
<th>Income Level (in $)</th>
<th>Percentage of Assistance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,000</td>
<td>96%</td>
</tr>
<tr>
<td>2,000</td>
<td>92%</td>
</tr>
<tr>
<td>3,000</td>
<td>88%</td>
</tr>
<tr>
<td>4,000</td>
<td>84%</td>
</tr>
<tr>
<td>5,000</td>
<td>80%</td>
</tr>
<tr>
<td>6,000</td>
<td>76%</td>
</tr>
<tr>
<td>7,000</td>
<td>72%</td>
</tr>
<tr>
<td>8,000</td>
<td>68%</td>
</tr>
<tr>
<td>9,000</td>
<td>64%</td>
</tr>
<tr>
<td>10,000</td>
<td>60%</td>
</tr>
</tbody>
</table>

**When Will the Refunds Be Made?...**

Refund warrants will be processed and mailed beginning July 1 of each year and most will be completed by November 30 of each year. No refunds will be made prior to July 1.

**Where To Get Help...**

If you need additional information, assistance or forms, telephone or call in person at any of the Franchise Tax Board offices listed below. Inquiries by correspondence should be directed to:
Senior Citizens Property Tax Assistance
P.O. Box 1588
Sacramento, California 95807

**Franchise Tax Board Offices**

Bakersfield: 1031 Seventeenth Street 322-0540
Fresno: 2550 Mariposa Street 498-5450
Long Beach: 3490 East Fourth Street 435-9116
Los Angeles: 3325 Wilshire Boulevard 381-3540
Oakland: 1111 Jackson Street 464-0540
Sacramento: 1435 Alhambra Boulevard 445-0540
San Bernardino: 303 W. Third Street 383-4201
San Diego: 1350 Front Street 229-2215
San Francisco: 345 Larkin Street 557-0540
San Jose: 555 N. First Street 294-0540
Santa Ana: 2021 E. Fourth Street 855-0440
Santa Barbara: 411 E. Canon Perdido St. 963-1828
Santa Rosa: 1739 Fourth Street 544-0540
Stockton: 31 E. Channel Street 948-0640
Van Nuys: 815 Van Nuys Boulevard 766-9540

**Will your hearing grow old before you do?**

(Continued from Page Eight) cut down on glare, allowing you to see what you want to see, hearing protectors screen out unwanted sounds, enabling you to hear what you want to hear. Most important, hearing protectors prevent damage. Trap and skeet shooters are no strangers to ear plugs or muffs. And in March the University of Maryland. Human guinea pigs were isolated and subjected to the sounds of their own breathing, enabling you to hear what you want to hear. Most important, hearing protectors prevent damage.

**Will a Lien Be Placed on Your Property?...**

Senior Citizens Property Tax Assistance does not become a lien on your property, and the law does NOT require this assistance to be repaid by your estate.

**How To Compute Your Assistance...**

An example of how to compute your assistance follows:

1. Total household income $4,150.00
2. Percentage of assistance available, from schedule below based upon household income: 62%
3. Amount of property taxes paid $300.00
4. Amount of assistance, multiply the percent at line 2 times the amount of property taxes at line 3: $156.00
5. Amount of property tax assistance: $156.00

**Is your hearing growing old before you do?**
Existing laws governing public employees in California amount to “a patchwork of systems at state and local levels of government” and this patchwork must be replaced with “an overall law governing public employee relations at all levels of government” that includes at least four basic points.


Pointing out that California presently has separate laws governing local government employees, state workers, teachers, and transit district employees, Henning said:

"The result has been contradictory actions and court interpretations and confusion."

The spokesman for the State AFL-CIO, which represents California’s 1.6 million AFL-CIO union members, said that an over-all public employee relations law would bring “uniformity and stability to labor relations in the public employee field” and stressed that it should contain at least the following key provisions:

1. It should apply to all government workers, state employees, including employees of city government of California, and all teachers, the only possible exception might be transit district employees because of the history of the various transit districts acts which recognize the past pattern of privately owned and operated transit systems, he said.

2. It should assure that employees, without exceptions, have the right to engage in concerted activities, including the right to strike. “Any ban on this right will not guarantee that, for example, fire fighters in a particular community will not strike,” Henning said. “In fact, short of a police strike, there is absolutely that there will not be strikes in public employment,” he added.

3. The right of self-determination in the establishment of bargaining units.

4. Provisions to permit the union shop and the exclusivity of the certified bargaining agent. “This means that any overall public employee relations law must contain language clearly granting to public employers and public employee organizations the power to negotiate the union shop, agency shop, or other forms of union security,” he explained.

In addition, Henning said, the law should include provisions “to insure that the employee organization having majority membership in a bargaining unit shall have exclusive recognition for the period of the collectively bargained agreement.”

He noted that instances where a minority in a unit also has bargaining “rights” result in fragmentation and chaos and observed that “this is not in the best interest of the general public, which would benefit from stable collective bargaining processes.”

Asserting that true collective bargaining in the public sector cannot exist without the exclusive representation of a public employee field, Henning urged the Advisory Council to incorporate the State AFL-CIO’s suggestions in drafting its report to the State Assembly.

To drive home his point that “meaningful collective bargaining, of necessity, must be the right of the workers to strike,” Henning called attention to the fact that Hawaii extended the right of public employees in all categories of work in 1970.

He also called attention to the fact that the Western Assembly on Collective Bargaining in American Government which held a three-day meeting in Carmel earlier this year, concluded that “all state and local employees should have the right to strike in order to make genuine collective bargaining possible.”

And in elaborating on the needs for a provision establishing the right of self-determination in setting up bargaining units, Henning said:

“We believe in the ‘Globe’ formula approach on this issue, feeling workers should be allowed to determine for themselves their collective bargaining representatives.”

This is particularly important in cases where a definable unit or group of workers has had any wishes to continue a particular association. Without self-determination, the possibility would exist that workers in particular units, against their will, would lose their particular identity and become part of a larger unit where their identity was lost,” he said.

During the 1972 session, the State AFL-CIO sponsored Assembly Bill 2027 introduced by Assemblyman Leo McCarthy (D-San Francisco) which would grant the Department of Industrial Relations the authority and responsibility for determining representation units by a self-determination election. This bill died in committee.

The five-member Advisory Council was created by Assembly Speaker Bob Foretta last July to evaluate the way public employee-public employer relations are now handled and to make recommendations to the Assembly designed to eliminate future work disruptions in the public employee field.

The Council is chaired by Benjamin Aaron, professor of law and director of the Institute of Industrial Relations at UCLA. Other members include: John F. Henning, secretary of the California Labor Federation, AFL-CIO; Dean R. Knowles, Santa Ana attorney; Morris L. Myers, a San Francisco arbitrator and mediator; Donald Vial, chairman of the Center for Labor Research and Education at the Institute of Industrial Relations in Berkeley; and Donald H. Wolltet, professor of law at the University of California at Davis.

Utility Reporter—September, 1972—Page Six

I.B.E.W. Members Volunteer Aid
To Victims of Hurricane Agnes

Long after last in Wilkes-Barre, Pennsylvania, has returned to normal, the people of this city will remember with gratitude the speed and efficiency of I.B.E.W. electricians who voluntarily and without pay, braved the worst possible conditions to restore electrical service to homes flood-damaged by hurricane Agnes.

Saturday, July 22, was declared a "holiday" by I.B.E.W. Vice-President Bob Foretti last July to evaluate the way public employee-public employer relations are now handled and to make recommendations to the Assembly designed to eliminate future work disruptions in the public employee field.

The Council is chaired by Benjamin Aaron, professor of law and director of the Institute of Industrial Relations at UCLA. Other members include: John F. Henning, secretary of the California Labor Federation, AFL-CIO; Dean R. Knowles, Santa Ana attorney; Morris L. Myers, a San Francisco arbitrator and mediator; Donald Vial, chairman of the Center for Labor Research and Education at the Institute of Industrial Relations in Berkeley; and Donald H. Wolltet, professor of law at the University of California at Davis.
What's Wrong with Proposition 22?

Whether fraud and forgery were involved in qualifying Proposition 22, the so-called Agricultural Labor Relations Initiative, for the ballot will not be the immediate question confronting voters in ballot booths throughout the state on election day, Tuesday, November 7, 1972.

While these issues are important, what California voters really need to know is:

- What would Proposition 22 do?
- Who would it benefit?
- Is it fair?

To begin with, Section 1140.2 says that the state has a vital interest in the "uninterrupted production, packing, processing, transporting, and marketing of agricultural products."

Use of the word "uninterrupted" suggests that the state has a right to prohibit strikes by farm workers, long among the lowest paid and most exploited workers in the nation.

Section 1146 would set up a five-member Agricultural Labor Relations Board whose members would be appointed by the Governor (without legislative approval) for four-year terms. The Governor would also appoint a General Counsel for the board which would be composed of two representatives of "organized labor," two from "agriculture" and a fifth member who would serve as chairman and represent the "general public."

A summary of the measure—which is all even the more conscientious voters get around to reading—says, in effect, that the board's duties would consist of conducting elections among farm workers to find out if they want union representation and certifying election results.

All that sounds fair enough and that's just what the state's corporate farms want the public to believe.

But buried in the Initiative are provisions designed to destroy the farm workers' union and deny more than two-thirds of the state's 235,000 farm workers the right to vote in their own representational elections.

Just look at some of these provisions:

- Directly contrary to the practices established by the National Labor Relations Act, which covers farm workers, Section 1154.4 of Proposition 22 provides that the list of eligible voters furnished by the employer to the board would not be disclosed to the union but would be held in "confidence by the board until the time of the election."
- Section 1154.4(b) would strip most farm workers of the right to vote by providing that any election must be held at a time when "the number of temporary agricultural employees entitled to vote does not exceed the number of permanent agricultural employees."
- Section 1140.4(d) would deny farm workers the right to vote in a representational election unless they had been employed by a particular grower for at least 14 work days in the preceding 30 calendar days and worked at least 100 days in agriculture the preceding year.
- The effect of these two sections is to bar more than two-thirds of the farm workers in California from voting in a representational election. It makes a mockery of the election provisions of Proposition 22.

Even consumer boycott picketing, which has been ruled to be legal by the State Supreme Court, would be banned by Section 1143-4 and any boycott activities of the union would, for all intents and purposes, be banned by Section 1143.

Proposition 22 also narrowly defines a bargaining unit, limiting it to a particular farm or grower whenever multiple farming operations (Section 1150.2). This is just another legal means of attempting to destroy the union's ability to survive.

And Section 1144 would authorize 90-day injunctions against strikes and boycotts thereby eliminating strikes at times when most of these seasonal workers are employed.

Clearly Proposition 22 is heavily weighted against workers.

But what about consumers?

Proposition 22 proponents claim it will lead to peace in the fields and lower food prices. Such claims are false!

The truth is that high labor costs generally represent less than one and one-half percent of the total cost of bringing California's labor-intensive crops to the consumer. This means that the shamefully low wages paid most of these workers could be doubled without justifying any significant increase in food costs.

Moreover, if farm workers' wages were doubled, California taxpayers would no longer be forced to shoulder the $40 million or more welfare burden that results each year when thousands of these seasonal workers are forced to seek public assistance, roughly from November to March. At present this amount is a hidden subsidy to the state's private farm interests paid by California taxpayers.

By frustrating non-violent leadership, Proposition 22 would lead to disruption and chaos in the fields that would be far more likely to give unscrupulous wholesalers and retailers an excuse to sharply hike food prices based on the psychology of the moment.

The answer to who would benefit from Proposition 22 is pretty evident from which the bill to put Proposition 22 on the ballot in the first place. According to California's Secretary of State, major contributors to the quarter of a million dollar fund to qualify the initiative included:

The California Agricultural Conference $156,000; the California Farm Bureau Federation $100,000; the Diamond Walnut Growers, Inc. $10,000; the Allied Grape Growers (Fresno) $10,000; the California Canners and Growers $5,000; the Allied Grape Growers (Madera) $5,000; the Tri-Valley Growers $5,000; and, among others, the Sonoma-Marin Dairymen's Association $5,000.

The naked truth is that Proposition 22 itself is a fraud.

It is an attempt by a profit-greedy $5 billion industry to get the voters of California to put their stamp of approval on a scheme to permit growers to keep their workers in bondage. It must be defeated.

PLEASE VOTE NO ON PROPOSITION 22—California AFL-CIO News

Prop. 22 Petition Firm Admits Use Of 'Dodger' Cards

The head of one of the firms hired to gather signatures to qualify Proposition 22 for the November 7 ballot acknowledged this week that he used a technique described by Secretary of State Edmund G. Brown, Jr., as "fraudulent."

The technique involves the use of "dodger" cards that cover up the Attorney General's official summary of the initiative which is required to be printed at the top of each initiative petition.

But Robert Walters, who heads American Advertising of Los Angeles, said his firm used such cards on petitions for Proposition 22 and Proposition 15 and declared:

"Personally, I don't see anything wrong with it."

The State AFL-CIO is strongly opposed to Proposition 22 on grounds that it would destroy the Farm Workers Union and deny more than two-thirds of California's farm workers the right to vote in their own representational elections.

Late last month Brown reported that some Proposition 22 circulators had a pink card at the top of each page in a petition packet which read:

"Please sign this petition. Your name along with others will appear on this issue on the ballot. This petition creates procedures to bring about a peaceful settlement of destructive labor disputes in agriculture. In this respect, it helps prevent inflated food prices caused by such disputes. Let the voters decide." One million, twenty-two thousand, five hundred and thirty-four.

Brown also reported that "some..."
Will your hearing grow old before you do?

JULIUS CAESAR, after what must have been a bad night's sleep, angrily issued an imperial proclamation banning chariots from the streets of Rome after dark.

From the same city—two thousand years later—came a gentler and more eloquent plea for quiet. “Let avoidable noise be avoided,” said Pope Pius XII. “Silence is beneficial not only to sanity, nervous equilibrium and intellectual labor, but also helps man live a life that reaches to the depths and to the heights... It is in silence that God’s mysterious voice is best heard.”

The Industrial Revolution has given the average citizen a standard of living beyond the fondest fantasies of a Roman emperor. But attached to our technological progress is a grim price tag: Noise Pollution. Although many believe the price is too high, we are nevertheless paying it in a variety of currencies ranging from annoyance through emotional stress to actual hearing damage.

Modern technology, to prove its sable nature, has put the world’s finest music within earshot of us all. Yet many of us can’t enjoy it fully, for paradoxically, that same technology is now capable of mass-producing the tin ear.

Public health officials rate hearing damage as America’s number one non-fatal health problem. Approximately 20 million Americans suffer from total or partial hearing loss. And an estimated one out of four people are exposed to noise levels (not all of them on the job) that can lead to further damage.

Deputy Under-Secretary of Transportation Charles Baker recently warned: “If the city noise continues to rise at the present rate of one decibel a year, urbanites could be stone or tone deaf by the year 2000.”

Jets, trains, subways, traffic and construction offer loud if not clear testimony to The Roaring Seventies. But added to their assaults on the ear are the less noticeable and more insidious sound effects of recreation: motorcycles, snowmobiles, dune buggies, mini-bikes, all-terrain vehicles (ATVs), auto racing, amplified musical instruments, indoor spectator sports, hunting and target shooting, power boats and power tools and power mowers.

Too much of our recreation no longer recreates—it self-destructs. And if we’re exposed to noise five or six hours, according to former U.S. Health Commissioner Dr. Murray C. Brown, those recreational decibels could for years add serious injury to insult:

“... hearing loss problems in industry may be aggravated by the inability of the worker to find an off-job environment quiet enough for him to allow his ears to recover from the occupational insult.”

In our high-powered culture, it’s often a case of hear now, pay later—and we seem powerless to do anything about it. Yet the problem can’t be dismissed with a passive ‘that’s-the-way-the-hearing-crumbles’. Nor do we have to become a generation of lip-readers.

With the help of organizations like The National Safety Council, impressive victories have been won on the industrial front. And right now some of the best minds in both government and private sectors are fighting noise pollution in our cities.

But what about those sonic skirmishes in the suburbs and not-so-peaceful-anymore countryside? Out there, in recreation land, the situation is far more grim. According to the latest intelligence reports, you can win that war for yourself and your family—with just a little bit of savvy.

Strangely, we are more understanding and tolerant of failing sight than we are of hearing loss. As we grow older we know our vision will diminish and we make adjustments. But when our hearing gradually decreases with age, we tend to blame others for not speaking clearly.

A 20-year-old, for example, can tolerate the noise levels of the sources listed below were measured at typical operator-listener distance from the source.

TYPICAL SOUND LEVELS OF NOISES FOUND IN THE OUTDOOR ENVIRONMENT

<table>
<thead>
<tr>
<th>Subjective Effects</th>
<th>A-Weighted Sound Level</th>
<th>Range in Decibels</th>
<th>Threshold of Pain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exploding firecrackers</td>
<td>140</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Firing a shotgun</td>
<td>120</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Standing near jet plane takeoff</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Thunder clap</td>
<td>90</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Crowd at basketball game</td>
<td>80</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amplified rock music</td>
<td>70</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pneumatic jackhammer</td>
<td>60</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Farm tractor</td>
<td>50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Power lawnmower</td>
<td>40</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Subway car interior</td>
<td>30</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Motorcycle</td>
<td>20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Snowmobile</td>
<td>10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>All-terrain vehicle</td>
<td>10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Large cocktail party</td>
<td>10</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

How can you tell if your hearing is taking a beating? It’s easy. Take your power mower again, or your son’s amplified guitar. If you’re talking to someone at arm’s length and either of you has to shout to be heard, you’re in a danger zone. Another warning signal is a ringing in the ear after exposure to loud noise. And if speech seems muffled after leaving an area, it means excessive noise levels were present in that area.

But after making those do-it-yourself audiometric tests, what if you can’t avoid the noise?

Your last line of defense becomes ear protection. Just as sunglasses... (Continued on Page Five)