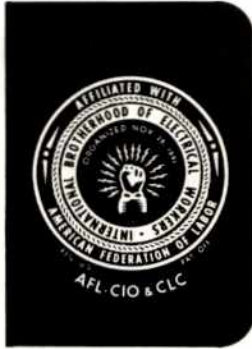


Utility Reporter

FEBRUARY, 1973
 OAKLAND, CALIFORNIA
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 Local Union 1245, AFL-CIO,
 P.O. Box 4790,
 Walnut Creek, Ca. 94596



Unit Attendance Contest To Start at March Meetings

The Executive Board minutes for their December 20, 21 and 22 meeting contained the rules for a new contest designed to improve communications and unit meeting attendance. Printed below is the attachment which explains the new contest:

1. Commencing in March, 1973, a drawing will be conducted each month at each unit meeting where a quorum is present.
 - a. The winner of this drawing will have their name, address, date, card number and unit name and number filled in on the blank 3"x5" index card provided by the Business Representative.
 - b. The index card will be attached to the unit minutes and mailed to the Local Union Headquarters.
2. Upon receipt of the unit minutes, the Recording Secretary will verify that the member who won the unit drawing was present and registered as a member of that unit. (Guests will not be eligible.)
3. All index cards received at Local Union Headquarters by the first day of the Executive Board meeting will be placed in a suitable container. A drawing will then be held by the Executive Board on the first day of their meeting.
4. The winner of this drawing will be awarded the sum of \$50.00. The award will be presented by the Business Representative at the next regular unit meeting of the member's home unit.
5. Any member attending his home unit will be eligible to participate in this drawing.
6. The Executive Board reserves the right to make the final decisions, should any complications arise out of this contest.



Shown above are some of the committee members for negotiations with PG&E. See story below for names of committee members and page seven for more photos.

LOCAL 1245 NEGOTIATING COMMITTEES MEET FOR ORIENTATION

The members of Local 1245's negotiating committees for bargaining with PG&E met at Union headquarters on Feb. 15, in Walnut Creek for an orientation meeting.

They discussed the need for improved communication with the membership during negotiations; the restrictions inherent with Phase III; and many other items connected with the upcoming negotiations.

L. L. Mitchell, Bus. Mgr., is a member of all negotiating committees and will participate in negotiations as much as possible. Mitchell has named Asst. Bus. Mgr. Mert Walters as spokesman for the wage and contract committee and has assigned Jack McNally, Bus. Rep., as spokesman for the Benefit committee. Lee Thomas, President, is also a standing member of the committees and will participate whenever possible.

(Continued on Page Seven)

Pension Benefits

PART II

Last month we talked a little about the nature and purpose of pension plans. This month we will talk about the law affecting pension plans and some benefit provisions.

Pension Plans and the Law

The Welfare and Pension Plans Disclosure Act is a federal law that requires administrators of pension plans and other employee benefit plans to submit information to the U. S. Department of Labor. The Act defines a pension plan as "any plan, fund, or program which is communicated or its benefits described in writing to the employees, and which was heretofore or is hereafter established by an employer or by an employee organization, or by both, for the purpose of providing for its participants for their beneficiaries, by the purchase of insurance or annuity contracts or otherwise, retirement benefits, and includes any profit-sharing plan which provides benefits at or after retirement." Simply stated, any plan that is designed to provide benefits at or after retirement is covered by this law with the exception of plans covering not more than 25 participants.

The Administrator of a pension plan is required to submit a description
 (Continued on Page Two)

YOUR Business Manager's COLUMN Attend Meeting and Make Proposals

L. L. MITCHELL

The last time our Staff was reviewing a grievance problem for its merits as an issue for arbitration, I wondered how many members realized that were it not for the existence of the bargaining agreement there would not be any legal grievance and there would be no legal process for resolving these problems. This does not mean there would be no job dissatisfaction but it does mean there would be no legal redress possible.

Now we have a number of these job problems daily but they are usually settled with discussion between the shop steward and the immediate supervisor. The reason? The facts are clear and the agreement provides the guidelines to settle the issue, which is the way it should be. I also ponder how many potential problems never occur because again the contract has provided the method of handling the situation, the supervisor follows it, and the problem never is raised.

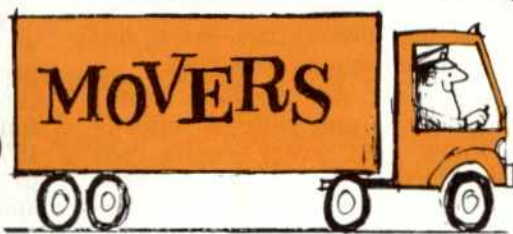
No labor agreement will ever be perfect, but the provisions which it contains are based upon membership proposals to establish the ground rules in the framework of their desires and not from a unilateral decision of the boss. Through the process of collective bargaining the Union and the Employer arrive at an agreement

which sets the guidelines in many areas where problems could exist, and establishes certain job rights which the employee can insist be followed, the most important one being the right to take exception to the boss' decision if the person feels he has been wronged by an application of the agreement. Normally these problems are settled as quickly as they occur. In other cases they become issues on which neither side feels they can give ground. These become the celebrated cases and too often we overlook the fact that although the number of cases unresolved is large, this number in terms of the total hours worked by the thousands of people we represent and the disputes which arise daily is really a small percentage of the total potential and real cases which are settled or never occur because of the existence of the contract.

It would be ideal if disputes never went beyond the first level, but unfortunately incidents do occur which were not contemplated at the time an agreement was made and there is no express or concise language to cover the situation. We also live in a changing society where life styles and desires do not remain constant. New issues arise and there is a need to change the contract, or, if possible, to find

(Continued on Page Two)

... HAVE YOU MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

RETURN TO:

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

Pension Benefits

(Continued from Page One)

of the plan and file annual reports (detailed financial statement) with the Department of Labor.

Pension Plans and Saving Funds Plans are also affected by the Internal Revenue Code. If a plan qualifies under the code, the employer's contributions credited to the employee would not be counted as a part of his wages for purposes of the withholding or income tax at the time the contributions are made. Also, the earnings from interest and/or dividends on funds are exempt from taxation while the funds remain in the plan. The employee, therefore, does not have to pay any income tax on these amounts until he actually begins to receive the benefit. The employer also derives a tax benefit from his contributions to a pension fund. These contributions are regarded as a cost of doing business. The employer may then deduct the full amount of his contributions from his taxable income. In order to qualify for tax exemption, a plan must meet certain requirements set forth in Sections 401, 404 and 501 of the Internal Revenue Code and in its regulations and rulings. The requirements include the permanent status, coverage, legally binding, no discrimination features of the plan.

Benefit Provisions

The primary purpose of a pension plan is to provide a pension or annuity to employees when they retire. The amount of the pension is determined by the retirement benefit formula.

There is no "typical" or "standard" pension plan benefit formula. Almost every plan will have some variation of its own, designed to serve some purpose peculiar to the particular situation. Wide variations are found in pension plans and actual practice reflects the virtually limitless nature of the possible combination and variations.

Looking at basics, most of the retirement benefit formulas are modifications of one of the following four broad types:

1. Benefits related to both earnings and service. (Example—Percent of pay for each year of service from entrance to retirement.)
2. Benefits related to service, but not to earnings. (Example—total pension equals a fixed dollar amount per month for each year of service to retirement.)
3. Benefits related to earnings, but not to service. (Example—Percent of pay at time of retirement.)
4. Flat benefits with no relation to either earnings or service. (Example—A fixed dollar amount per month upon retirement, regardless of earnings or service.)

Of these four broad possibilities, variations on the first two are most common. However, not all plans will fall entirely within one of the above types. The P.G.&E. retirement plan, for an example, would fall under the first type as its benefits are related to both earnings and service. It provides under one available formula forty percent of highest average pay during any period of sixty consecutive months, with thirty years of credited service. The forty percent shall be increased one half of one percent for each year in excess of thirty years and shall be reduced by one percent for each year less than thirty years.

Career Average Earnings vs. Final Earnings

When the benefit formula is related to a worker's earnings, a question arises as to the period to be used to compute the amount of retirement benefits. Some plans use the "career average" base, which is the average pay during all the years of the worker's participation in the plan. In others, the benefits are based on the worker's annual pay during the final years of his participation in the plan. The period used is usually the five or ten years before retirement.

One problem with the final earnings formula is demotions of workers who are approaching retirement to lower paying jobs. Obviously, this would reduce the worker's earnings and pension. Using a "highest years" average formula would assist in overcoming this problem.

Service and Eligibility Provisions

When the benefit formula is related to service it should be remembered then that eligibility becomes very important. Eligibility and earnings should always be considered in relation to each other—as part of a whole. A benefit formula which appears to be liberal can be greatly offset by a provision which limits the number of years of service that can be counted.

For example, a plan may require five years of service before the em-

ployee is even allowed to participate in the program. In effect, five years of the total service would be lost. This results in hardship to an older employee who was hired, say at age 45. Instead of being able to accumulate credit for twenty years to age 65, he is able to acquire credits for only fifteen years.

Another example would be where the plan has a limit on the number of years of service which can be credited toward retirement. (For instance, when the formula provides a percentage of pay for each year of service up to a maximum of thirty years).

Another would be an age requirement before becoming eligible. An example would be that no one can enter the plan until age 35.

These eligibility requirements may also be combined to provide even greater limits, such as using five years of service and being age 35. As you can see, the person hired at 35 would be 40 before becoming eligible, and on the other hand, a 20 year old would have 15 years service before becoming eligible. The age requirement sets the limit of participation at 30 years maximum, and the service requirement eliminates the participation of those 60 years old and over.

The P.G.&E. retirement plan provides that an employee is eligible to become a participant in the Plan at any time after he has become a regular employee and completed one year of service for eligibility. If an employee joins the Plan when he/she becomes eligible, the beginning of credited service begins on employment date.

In the next article on pension benefits we will discuss vesting and early retirement.

APPROVED PENSION PLAN or QUALIFIED PENSION PLAN—A plan approved by the Internal Revenue Service as meeting the requirements of the Internal Revenue Code and applicable regulations. Such approval qualifies the plan for favorable tax treatment, but makes no judgment as to the actuarial soundness of the plan.

JOINT AND SURVIVOR ANNUITY—An annuity payable for life of the retired employee and continued in whole or in part after his/her death to a named contingent annuitant until the latter's death; the contingent annuitant is usually the husband or the wife.

PAST SERVICE—Years of service with an employer prior to the adoption of the pension plan.

FULLY FUNDED—Having sufficient reserves accumulated to meet accrued liabilities for past and future service.

YOUR Business Manager's COLUMN

Attend Meeting and Make Proposals

L. L. MITCHELL

(Continued from Page One)

a basis in the language which we can use to provide an agreed interpretation to answer the problem.

I am sure all would agree that we must seek better answers through contract changes to answer many of our current problems. We can also agree that some means must be provided to resolve grievance issues one way or another with more dispatch, regardless of which way the decision falls. On the other hand, we can take pride in the fact that we do have some limits on the problems which would otherwise exist if there were no agreement and no forum to air our dissatisfactions. In that regard, I would ask those new on the job to review their working conditions and see how many rights they enjoy which exist solely by reason of provisions set forth in the labor agreement. The old timer might also take a look to see how things stack up today in relation to the past.

We gained our present state through long and diligent effort. We know that every desire we have will not be met by any one set of negotiations today any more than they were in the past. We can step up our efforts by greater participation from all members. Now is the time to go to your meetings and present your ideas for needed changes in the agreement, but I would hope that in doing so there will be discussions and debates on the issues. I would also hope that personality conflicts will be watched for and that those chairing the meetings will make it clear that these will not be allowed. We need your ideas and we need them to

be those on which there is agreement and not just a proposal on which we go along. Be sure they are representative and they don't conflict with a previous action. So let's put our heads together, attend the unit meetings and keep those proposals coming, but let's keep them on the beam.

Wage Increase for Retirement Plan Members

On January 1, 1973, the Pacific Gas & Electric Company Retirement Plan became a non-contributory plan. This is a result of Local Union 1245's Benefit Agreement with the P.G.&E.

Prior to 1969 members in the Retirement Plan contributed 3 percent of the first \$3,600 of covered compensation and 5 percent of covered compensation in excess of \$3,600.

The Benefit Agreement, which was effective on January 1, 1969, provided a gradual reduction of contributions by members over a four year period. During 1969 and 1970 the percentages were reduced to 1½ percent of the first \$3,600 and 2½ percent of covered compensation in excess of \$3,600; 1971 and 1972 the percentages were reduced to ¾ of one percent of the first \$3,600 and 1¼ percent of covered compensation in excess of \$3,600.

The result of the discontinuance of contributions is a wage increase that is not subject to taxation. Due to the final discontinuance of contributions on January 1, 1973, the members will, on the average, receive about 1 percent increase in take home money.



the utility reporter

Telephone (415) 933-6060

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Fair Credit Act Was Needed and it Works

By Sidney Margolius, Consumer Expert for Utility Reporter

The Fair Credit Reporting Act which went into effect in 1971 certainly has proved to be both needed and justified.

This law provides that if you are denied credit, insurance or employment because of a bad report, or have received a notice from the credit bureau's collection department, the credit grantor or employer must tell you so, and tell you what credit bureau furnished the report.

At your request, the bureau must tell you what data it has on your record. There is no fee for the review if you were denied credit, insurance, etc., because of the report, and if you ask for the review within 30 days after the credit was denied.

You don't have to wait until you have been turned down for credit to review your file. But in that case you do have to pay a fee. A credit bureau which issues a report about you must show all the information in your file and tell you where it got it. The bureau also must reveal what companies have received employment reports about you within the past two years, and credit reports within the past six months.

Possibly hundreds of thousands of people already have requested reviews. In New York alone, Rudy Severa, manager of the Credit Bureau of Greater New York, told me there were some 3,000 requests a month last year.

Especially significant is that many of these requests have been justified, this dean of U.S. credit bureau managers revealed. Many of the needed changes involved law suits and other financial disputes which had been settled but were not updated in the credit bureau records.

The procedure for getting a review is fairly simple. You can arrange to visit your local credit bureau and bring someone as a witness or counsel, as well as your spouse. You also can make a written request for a phone interview if you can be properly identified over the phone by social security number and other personal data.

How much you may have to pay for a voluntary review depends on the bureau. The law allows a bureau to make "a reasonable charge" plus an additional fee no higher than it charges its own customers for statements. Severa reports that his bureaus usually charge \$4 for an ordinary report but (at the time of the interview) so far had not required the additional "reasonable charge." Some of the other bureaus do require an additional \$2 to \$3.

But you cannot be charged a fee if you merely ask whether the bureau has a file on you but do not ask for a review. Some bureaus have charged people fees for just asking whether there is a file, and this is unjustified, Basil Mezones, a Federal Trade Commission official,

has pointed out.

If you do review your file, what should you look for? A credit bureau file usually includes your marriage status, present employment, income, past payment habits, and personal history such as any records of arrests, suits, etc. Bankruptcies are reported for 14 years; suits and judgments for seven years or until the statute of limitations has expired (whichever is longer).

Tax liens, collection accounts, records of arrests, indictments, and similar information also may be reported for seven years.

The bureau will re-investigate any item you question. If the item is found inaccurate or can no longer be verified, it will be deleted. If the investigation does not settle the controversy you can file a brief statement telling your side. It will be included in future reports on you.

Suppose you really had defaulted or have a record of slow pay or of court action or wage assignments. Credit bureaus do accumulate court records of all suits, judgments and similar legal incidents in their areas. There even may be other reasons for a "D" or "doubtful risk" rating, or for a denial of credit. The bureau or credit grantors may feel your income is too low or you have too many dependents to handle the requested credit, or that your residential or employ-



ment history is "unstable."

In that event your goal would be to re-establish your rating. Severa advises that the best way is to visit the bureau and show that the problem has been remedied; for example, that your earnings have improved or become stabilized, or that a particular credit-harming incident was due to temporary circumstances such as family problems, illness, etc.

The Federal Trade Commission also has moved to implement the consumer protection provided by the credit reporting law. In one action the FTC moved to halt publication by credit bureaus of "guides" for retailers listing ratings of credit buyers.

Insurance companies also are active users of credit and personal investigations. In their case, the FTC acted to make them clearly notify applicants for insurance that an investigation will be made. Such inquiries, which may include interviews with neighbors and associates, are legal. But the law does say that the insurance company must disclose that an investigation will be made.

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What Can We Do About Food Prices?

by BETSY WOOD, Co-Op Home Economist

My God! where are food prices heading? What can we do? The following are some notes I made for a radio panel on food prices on the Jim Dunbar show last week.

How much have prices risen?

By December 1972 food prices were up 23 percent over five years before. Meat, poultry and fish were up 30 percent in five years, while the cost of living generally was up 24 percent. Meat prices have risen drastically in the last few weeks.

How much have wages risen?

In five years wages in the private sector are up about 40 percent. But of course this doesn't include "public servants" or people who are out of work. Welfare payments have risen little or none in this time.

Will Phase 3 slow down food prices?

It doesn't seem likely. Food is only one of three areas under scrutiny now so maybe the economic stabilization program can do a better job on food prices than it did in Phase 2. The efforts to keep food prices down in Phase 2 did not seem serious. Meat and produce were not touched. Even among "controlled" foods I heard that virtually all requests for price increases were granted. Under Phase 3 the rules are even more lenient. Price increases do not have to be approved in advance as they were before. The "controlled" companies have a much liberalized system for choosing which years they may

base their profit figures on.

Can people be well fed at today's prices?

If you are "middle" income or above, yes, it's possible though not easy. But for many poor people it's impossible. If my own family were on food stamps and we had no other money for food but the \$112 allotment (which we would pay up to \$88 for), we would be poorly nourished. Two million, seven hundred and eighty-nine thousand, five hundred and twenty-seven.

The U.S. Department of Agriculture publishes three food plans: low, moderate, and liberal. With careful shopping you can get by on the low-cost plan. But food stamps are supposed to be based on the "economy plan" which costs 20 percent less. The economy plan according to the USDA is "designed for temporary use when funds are limited" and "does not provide as nutritious a diet as the other plans . . . It suggests less milk, meat, poultry, fish, eggs, fruits and vegetables than the other plans."

But not even this meager plan is allowed a food stamp family. Today my own family would be allowed 14 percent less than the economy plan because of the inflation in food prices.

Larger families are even worse off. People on small pensions or fixed incomes are in the same awful boat.

Are some price hikes justified?

Sure. But it's very hard to tell which and how much. There is a worldwide increase in demand for meat. As people everywhere get more money they want to eat more meat. There has been bad weather and greatly increased feed costs. Some wages are up. Newcastle disease hurt chicken flocks. In this country we are moving from a period of plenty of food to a period of greater scarcity. And so it goes.

Do some public policies restrict supply and raise prices?

Sure. But again they are hard to evaluate. We still dump certain commodities overseas at prices much lower than domestic prices. We still have import quotas. We still have marketing agreements which say that only a fraction of, say, the peach crop is harvested if that's most profitable to the growers. We still pay price supports.

In California we have price fixing on milk. Minimum (not maximum) prices are established and competition is eliminated. The news media reported that the nation's milk producers contributed to Mr. Nixon's campaign and got a reversal of an earlier ruling not allowing a milk price support increase.

What can we do?

Keep track of whom you're voting for, of course. Eat less meat. Even boycott beef. If everyone goes merrily along eating as much

meat as before, of course prices will go higher.

The average American gets about twice as much protein as he needs (but maybe not as much as he wants). Even poor people rarely get too little protein although they may eat too few fruits and vegetables and too little milk. If we are to survive on this earth, Americans are going to have to eat fewer calories in meat and more in grains. Americans, with 6 percent of the world's population, eat 30 percent of the world's meat. (Get a copy of "Diet for a Small Planet" at Books Unlimited.)

What's left to eat, protein-wise?

In early January, I rechecked prices of protein foods and made this list of the cost of 20 grams of protein or one-third the recommended daily adult allowance:

- Under 5 cents: beans
- 5 to 9 cents: non-fat dry milk, canned mackerel
- 10 to 14 cents: cottage cheese, peanut butter
- 15 to 19 cents: chicken, turkey, fresh butterfish, most fluid milk.
- 20 to 24 cents: cheaper forms of ground beef, picnic ham, fish without bones (under 90 cents a pound), cheddar cheese.
- 25 to 29 cents: eggs, chuck roast, pork shoulder, regular ham.
- Hot dogs and bologna cost even more and most steaks and roasts much more.

(Continued on Page Seven)

Local 1245 members on the job at Cit

Susanville



Shown above, from left to right, are: Darlene Miller and Susan Ehleringer, Commercial Office clerks, and Barbara Reno, Office Supervisor and Unit Recorder.



Jeannette Kennedy, Frameman, is shown in front of Paul Filbrook, Cent. Ofc. Maintenance man and Shop Steward.



Installer repairman Jerry Will is shown as he connects a phone service at the pole.



This photo shows Mary Moon, left, and Sylvia Quern as they pose for our camera.



Shown above from front to rear are: Dorothy Hardman, Linda Marley, Judy Bauer, Dian Jackson, Jean Lavender and Vlena Gonzales. In the background are Jerry Watson, Dist. Mgr., Willie Stewart, Bus. Rep., and Blanche Holmes.

Redding



Shown above are some of the members in attendance at the Susanville Unit meeting. This is a joint meeting with members from both Citizen's Utilities and Calif. Pac. Utilities.



Shown above are Plant Accounting Clerks Dannie Gibson, Loretta Farmer, Lois Williams, Gail Johnson, Elinore Cole and Wilma Vaughn.

zens Utilities and California Pacific Utilities

Many of our members are not aware that we represent the employees of two different phone companies, in addition to 52 other employer groups.

The Citizen's Utilities Company is the largest of the two phone companies with 196 employees in the bargaining unit. Calif. Pacific Utilities — Lassen Division with three telephone employees, is the smaller of the two employer groups.

Citizen's Utilities has its headquarters in Redding where the accounting offices and computer operations dept. is located. They also have offices and service centers in Susanville, Alturas, Elk Grove, Burney and Rio Vista.

California Pacific Utilities Company has a phone office in Westwood.

It is very interesting to talk to these members as they have some of their own problems unique to the industry and some which are common to almost all of our brothers and sisters.

Rio Vista



Dick Meyers, Installer-Repairman, is shown working on one of the phones in the office.



Commercial Clerks Hilda Cabral, right, and Lucell Wesko, Rio Vista, took time out to pose for our cameraman.

Burney



Gus Gaynor, left, and Mark Warnock, Microwave Techs, are shown using test equipment.



From front to rear are Dan Masters, wire chief, and plant clerks Johnette Elsemore and Sharon Jones.



Ruby McGarvin, Dottie Strait and Sheilah Carlini are shown above in the Data Processing Dept. in Redding.



Bill McCrary, line foreman, left, and Clay Hanneman, lineman, are shown holding a tag line.



Dan Cribur, lineman, is shown working in "bucket truck."

Elk Grove

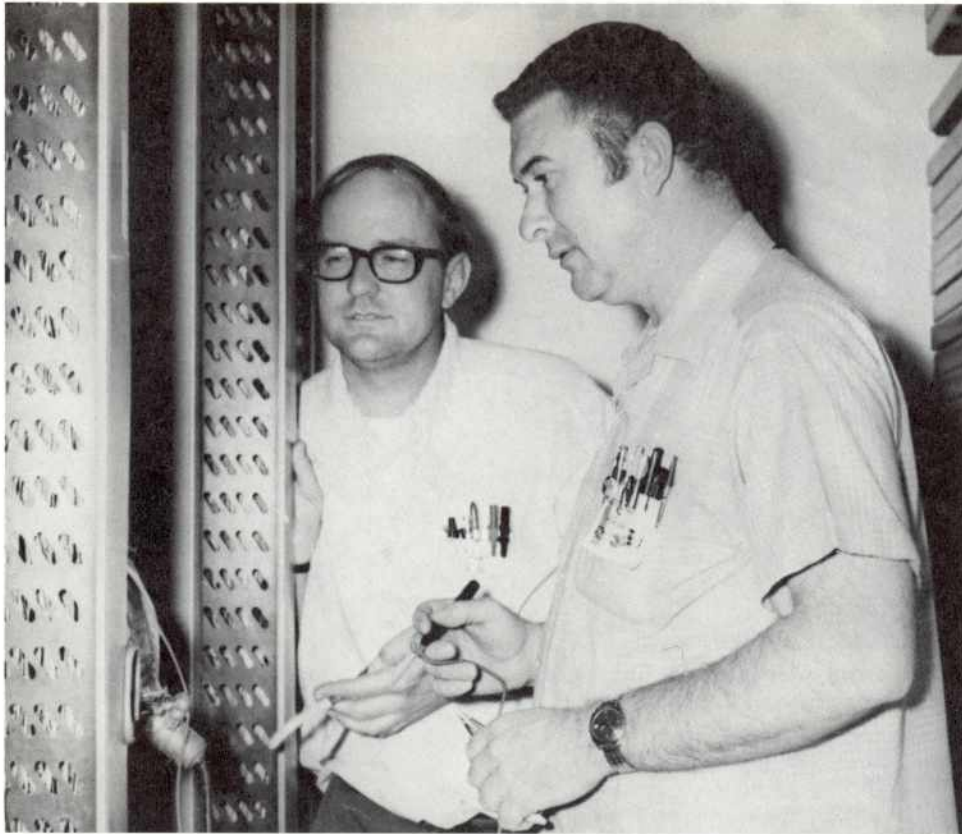


Jim Wright, Central Ofc. Equipmentman, is shown at keypunch machine.



Shown in the above photo are Bud Young, wire chief, and Plant Clerks Sandy Zraggen and Lillian Kneppel.

Alturas



Ken Ledder, Microwave Tech., left, and Jim Fordyce, Central Ofc. Maintenance man, are shown posing for feature story.



Les Hatch, Cable Splicer, is shown in a "bucket truck" as he works on a splice.



Shown above is Warehouseman Dean Blevins as he stocks his shelves.



Jerry Watson, Jr., Central Ofc. Maintenance man, is shown performing regular duties of his classification.



Shown above from front to rear are Telephone Operators Betty Goulding, Donna Boyle and Alice Dewey.

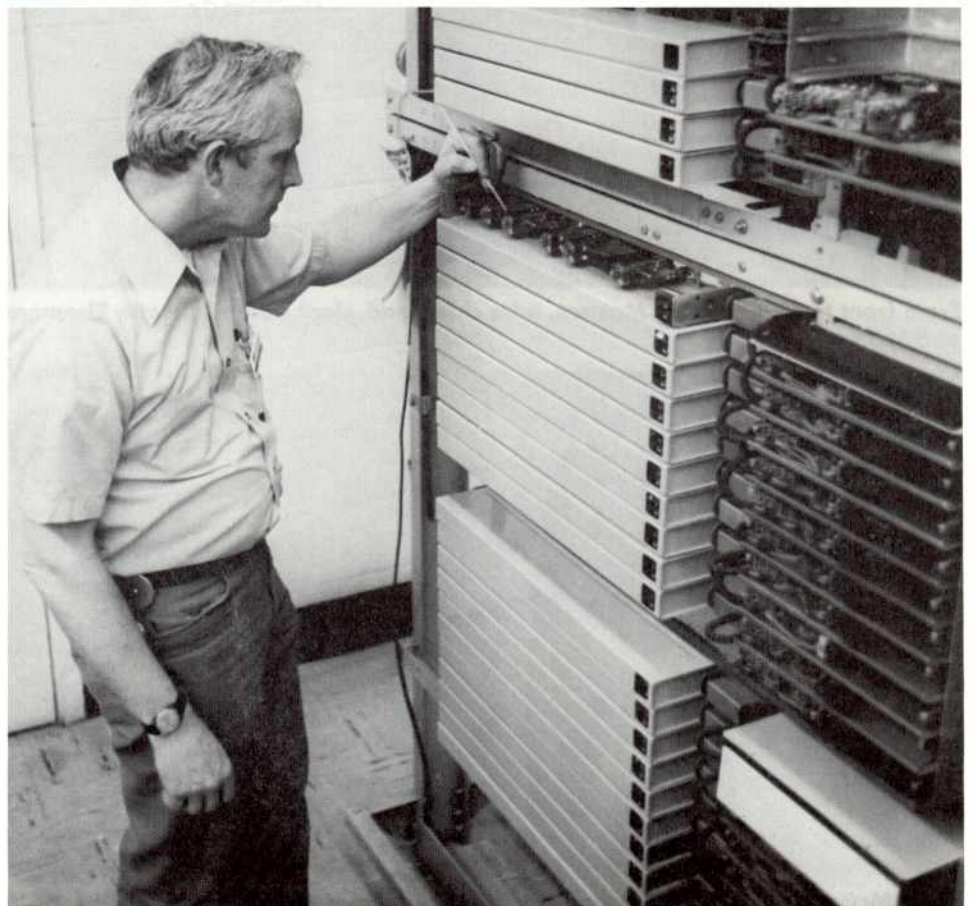


Shown above are some of those in attendance at the Alturas Unit meeting.



Margaret Knighton, left, and Martha Carnow, commercial clerks, are shown performing their routine duties.

Calif. Pac. Utilities—Westwood



Shown above is John Dressler, Central Ofc. Maintenance man in Westwood, Calif.



More participants of the neg. com. orientation are shown above.



Shown above from left to right are Jack McNally, Lee Thomas and Mert Walters.

NEGOTIATING COMMITTEES MEET

(Continued from Page One)

Listed below are the committee and their members:

Pacific Gas & Electric Company Wage & Contract Negotiating Committee—Stanley Stensrud, Working Foreman "C," Gen. Const.; Jack B. Hill, Clerk B, San Jose; Edwardo Vallejo, Clerk C, Gen. Office; James F. Wilburn, Comm. Tech., San Joaquin; Marvin R. Coleman, Hvy. Tr. Dr.-Whse., Stockton; John J. Gillio, Jr., Gas Serv., San Jose; Wesley E. Dietrich, Sr. Cont. Oper.-Rel., Coast Valleys; Roger Rynearson, Machinist-Stm., San Francisco; James McCauley, Lt. Crew Fore., East Bay; L. C. Finch, Lineman, North Bay.

Pacific Gas & Electric Company Pension & Benefit Negotiating Committee—John Zapian, Field Clerk-Gas, San Francisco; Betty Thomas, Field Clerk, Gen. Const.; H. J. Darington IV, Control Tech., Humboldt; Edwin M. Horn, Line Sub. Fore., East Bay; R. D. Robuck, 1st Operator, DeSabra.

Pacific Gas & Electric Company Clerical Cross Hatch Negotiating Committee—Jack B. Hill, Clerk B Cust. Serv., San Jose; Edwardo Vallejo, Clerk C Cust. Actg., Gen. O/ce; Gilbert R. Houston, Clerk A Cust. Serv., San Francisco; E. Lloyd Medlin, ACDS Clerk, Sacramento.

Bargaining Roundup

PACIFIC GAS AND ELECTRIC COMPANY

Gas Street Department

We have received new proposals from Company. Committee will be in the office on February 27, 1973, to study them.

Electric Operations (Substation)

We have received a counterproposal from the Company. Union's Committee will meet in the office on March 6, 1973 to go over them.

Gas Station Operators

Union has received final document from Company. Is now being checked out in preparation for signature.

Terminal Operators—PLO

Committee met on February 8, 1973, and went over Company's reply to Union's proposal. Union is preparing an answer.

General Construction Lines of Progression

Civil, Gas & Hydro: No change since last reporting. Union is still waiting for Company's listing of classifications of equipment.

Field Office Operation and Process Centers: Committee will meet on February 28, 1973, to develop counterproposal.

Station Department, Electric Overhead and Underground Departments and the Davis Shop and Warehouse: Complete

Marysville Gas Load Center

No change since last reporting.

Technicians

Committee met on January 23, 1973. Presently is doing research in the field. Meeting will be scheduled when research is completed.

Traveling Maintenance Crew:

(Steam Department) Met and went over material supplied by Company. Union has a number of items needing clarification. When this is complete, this will be reported back to the Committee.

Sierra Pacific Power Company

Consolidation of Gas & Water Departments. Meeting will be held on March 8, 1973, to work on the problem areas.

Citizens Utilities Company of California

Benefit Committee. As of February 13, 1973, charges have been filed with the National Labor Relations Board alleging a violation of Section 8(a) (5) of the National Labor Relations Act, charging failure to negotiate in good faith.

X-RAY ENGINEERING—DIVISION OF PEABODY GALION

Wage and contract negotiations:

The committee consists of Alan Dolby, Ted Finkenbinder, Dave Reese, Bus. Rep. and Asst. Bus. Mgr. Larry Foss is acting as coordinator of Union's committee. Three bargaining sessions have been held, wherein verbal proposals were exchanged. Union has submitted a proposal in writing and the next meeting will be held when the company responds.

Harold R. Campbell

from San Joaquin, Physical, could have won \$50.00 if he had noticed his Union membership card number in the December 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



Local 1245 Members Benefit By Vision and Hearing Services

On October 1, 1967 Local Union 1245 contracted for Vision and Hearing Care Services of Bay Area Union Professional Center. Since that time, services to Local 1245 members and their families show the following result:

| | Eye Examination (only) | No Glasses | Need for Glasses |
|------------------|---------------------------|---------------|---------------------|
| Members | 2747 | 680 | 2067 |
| Dependents | 3386 | 1721 | 1665 |
| Total | 6133 | 2401 | 3732 |

On a comparative basis, using an overall average eye examination fee of \$15.00 per person, the membership and their families realized a savings of approximately \$91,995.00.

Also on a comparative basis, using an overall average of \$13.00 differential regarding the cost of glasses, the savings amounted to approximately \$48,516.00.

The total estimated savings realized by Local 1245 members and families amounts to \$140,511.00.

A number of people examined were found to have some form of eye pathology such as cataract, glaucoma, arteriosclerosis, nephritis, diabetes, etc. Many of these people were not aware of these conditions until examined; and proper action was recommended for treatment.

In keeping with our continuous efforts to provide special benefits for members and their families, Local 1245 would like to remind the membership that eye examinations at no charge and prescription glasses at special rates are available through the Bay Area Union Professional Center.

\$15,500 at Stake in State Fed. Scholarship Contest

All graduating seniors in California's public and private high schools have been invited to compete for 31 \$500 scholarships at stake in the California Labor Federation's 23rd Annual Scholarship Competition.

Brochures announcing the 1973 competition were sent to the principals of all California high schools by John F. Henning, executive officer of the California AFL-CIO, along with a supply of application forms.

In a message to the state's high school seniors, Henning pointed out that the competition is sponsored by the California AFL-CIO in the belief that a "fundamental understanding of the labor movement's role" will prove useful to high school seniors both as individuals and as citizens.

"Trade unionists have long recognized the vital link between education and income, between education and the fullness of life itself," he said.

"Barriers to education serve only to deprive our society of its citizens' fullest potential contribution. The survival and strengthening of educational opportunities for all is also vital to preserve and extend the many freedoms long cherished in our nation," he pointed out.

Asserting that "much misinformation and misunderstanding exists today of labor's role and contribution to the development of our nation," Henning invited all California high school seniors graduating in 1973 "to study the history of the labor movement, the obstacles workers have faced and the solutions they have sought through economic and social policies," and wished them every success in the competition.

Deadline for returning applications to compete in the contest, which must be accompanied by the student's transcript, is **March 16, 1973.**

The competitive examination for the scholarships will be held in all schools in which applicants have applied on **April 13, 1973.**

The contest brochures, which should now be available in all California high schools, spell out the contest rules and the basis for the awards. They also contain a suggested reading list and other hints for preparing for the examination.

Judges for the 1973 competition will be: Jack Blackburn, Coordinator for Labor Programs at the Center for Labor Research and Education at the Institute of Industrial Relations at UCLA; Jeffalyn Johnson, Assistant Professor of Social Science at Pasadena City College; Michael B. Lehmann, Assistant Professor of Economics at the University of San Francisco; Leland S. Russell, Chairman of the Joint Study Committee on Guidance of the California Association of Secondary School Administrators; and Manuel Vizcaiano, Associate Professor of Modern Languages at the Polytechnic State College at Pomona.

The competition is one of the annual projects of the State AFL-CIO Standing Committee on Education, chaired by Federation Vice President Thomas A. Small, which includes Federation Vice Presidents Steve Edney, John L. Dales, Edward Shedlock, Richard Groulx, and Ray Wilson.

Further information may be obtained by writing to Albin J. Gruhn, President, California Labor Federation, AFL-CIO, 995 Market Street, Suite 310, San Francisco, Ca. 94103.

The Safety Scene

Hunter Saves Life of Sub-Foreman



Shown above are Jerry Hunter, T&D driver, and Herman Griffin, Line Sub-Foreman for PG&E. Jerry Hunter saved Brother Griffin's life.

On September 19, 1971, at approximately 10:45 a.m., Jerry Hunter saved the life of Herman Griffin by pulling him out of a ditch which was engulfed in flames.

The accident took place on Indian Home Rd. in Danville, Calif. Herman Griffin, a Line Sub-Foreman for PG&E in the East Bay Division, was finishing the third and final splice of this particular job when the accident happened. His torch, a tool used in making underground splices, apparently burned through a plastic gas service and caused the ditch to fill with flames.

Jerry Hunter, T&D driver out of PG&E's Walnut Creek yard, stated that he was in the process of cleaning up the tools and equipment because Griffin was on the last splice, when he heard a "poof" and turned around and saw a fireball. "Brother Griffin started yelling for me to help him out. I went over to the edge of the hole and pulled him out. The foreman was called out and he drove Brother Griffin to the hospital."

Brother Griffin said that he made it up two steps of the ladder, but couldn't get any farther and that in his opinion "if he hadn't pulled me out it would have been too late. He saved my life."

Brother Hunter is being recommended for the I.B.E.W. Life Saving Award by Business Manager L. L. Mitchell. His fast actions saved the life of his fellow worker and Union brother.

SURVEY ON KICKOUTS

As mentioned in the December issue of the *Utility Reporter*, the Local Union is requesting any information relating to falls and kickouts on wood poles.

This request came about as a result of a meeting held with various employers, Local Unions and manufacturers in California. On October 4, 1972 the first of what will be a series of such meetings was called to discuss the question, "Do cellon treated poles present a greater hazard to the workman when climbing and working aloft than conventional treated poles?" Mr. E. E. Carlton, Supervising Engineer, Electrical Section, Division of Industrial Safety, chaired the meeting.

After a full day of discussion on the subject, of which a large portion was taken up with presentation of records and statistics by the employers, it was decided that all parties involved would return to their respective areas and attempt to gather more information. This decision to hold further meetings was due to the objections put forth by the Local Unions in regard to the records and statistics presented by the employers. In essence, the only incidents the majority of employers had any record of were those that either caused a lost-time injury, a doctor referral, or minor injury requiring an accident report.

Although only a short period of time had elapsed since the October 4, 1972 meeting, a second meeting was called by Mr. Roy Wilkins, Chief of the Division of Industrial Safety, for January 19, 1973.

It was not intended at this time to discuss further reports of falls and kickouts, but rather to develop goals and timetables to which the committee could direct itself. In attendance were representatives of the I.B.E.W. Local Unions involved and the employer groups:

- Local No. 1245—Pacific Gas & Electric Company
- Local No. 47 —Southern California Edison Company
- Local No. 18 —Department of Water & Power, L.A.
- Local No. 465 —San Diego Gas & Electric

As in the case of the first meeting, Mr. Carlton (D.I.S.) chaired this meeting.

Mr. Carlton opened the meeting by making the following recommendations: The committee's objective is to study and make recommendations for reducing falls from wood poles. Items to be included in this study are—the training program given climbers, the equipment used by the climbers, and the types of poles with which the climbers are experiencing trouble.

Following this, the committee discussed climbing equipment and the characteristics of the cellon treated pole itself. The discussion primarily

Summary

Occupational Injuries and Illnesses

Establishment Name and Address:

| Code 1 | Injury and Illness Category 2 | Fatalities 3 | Lost Workday Cases | | | Nonfatal Cases Without Lost Workdays* | |
|--------|---|--------------|--------------------|--|---------------------------|---------------------------------------|--|
| | | | Number of Cases 4 | Number of Cases Involving Permanent Transfer to Another Job or Termination of Employment 5 | Number of Lost Workdays 6 | Number of Cases 7 | Number of Cases Involving Transfer to Another Job or Termination of Employment 8 |
| 10 | Occupational Injuries | | | | | | |
| | <i>Occupational Illnesses</i> | | | | | | |
| 21 | Occupational Skin Diseases or Disorders | | | | | | |
| 22 | Dust diseases of the lungs (pneumoconioses) | | | | | | |
| 23 | Respiratory conditions due to toxic agents | | | | | | |
| 24 | Poisoning (systemic effects of toxic materials) | | | | | | |
| 25 | Disorders due to physical agents (other than toxic materials) | | | | | | |
| 26 | Disorders due to repeated trauma | | | | | | |
| 29 | All other occupational illnesses | | | | | | |
| | Total—occupational illnesses (21-29) | | | | | | |
| | Total—occupational injuries and illnesses | | | | | | |

*Nonfatal Cases Without Lost Workdays—Cases resulting in: Medical treatment beyond first aid, diagnosis of occupational illness, loss of consciousness, restriction of work or motion, or transfer to another job (without lost workdays).

Have you seen the above form posted at your headquarters?

The Occupational Safety and Health Act of 1970 provides that the Employer shall post this Summary of Occupational Injuries and Illnesses at all applicable established headquarters.

Through variances obtainable from the Department of Labor, Employers may have secured a temporary order, which when issued, might exclude your headquarters from the total meaning or effectiveness of the Act.

In any event, notify your Business Representative if your headquarters bulletin board does not have one of these posted.

related to a document presented by representatives of Local Union 47.

This report, as submitted by Local Union 2150, I.B.E.W., in West Allis, Wisconsin, covered the findings of an initial investigation into the question of pole hardness and climbing equipment. As this joint investigation with the employer, Wisconsin Electric, has not been concluded, our committee will be following their experiments closely.

Also, the Mine Safety Appliance Company will be contacted in regard to the tests currently being conducted by the Department of Agriculture on a new type of gaff that is supposed to reduce friction. Along these lines we are seeking information from numerous sources relating to experiments with teflon and silicone coated gaffs.

In addition, the Forest Products Laboratory will be contacted to ascertain if they have, or are currently conducting tests on the various types of treated poles.

As a part of the committee's investigation, it was agreed that a new "base" of reported falls and kickouts would have to be gathered in order to develop a more meaningful set of statistics.

In line with this decision, Pacific Gas & Electric Company's Claims and Safety Department developed a form, "Survey of Cutout Accidents," which will be utilized by the committee for gathering this information. The length of time this form will be utilized has not been determined as yet. This will depend on how much cooperation in reporting kickouts is received from the field.

As this form is not intended to be a "squeal" sheet, or as a tool by which an individual could be ridiculed or embarrassed, but strictly for gathering information, Local 1245 recommends full cooperation on the part of our members.

If you have reason to believe that filling out one of these forms might have an adverse affect on you, fill it out any way and give it to your Business Representative. It will be handled in the strictest confidence.