President Thomas addresses Labor-Management Seminar

Lee Thomas, President of Local 1245, participated in a seminar for graduating seniors at Trinity High School in Weaverville, California on May 7, 1973. The theme of the seminar was "The Role of Management, Organized Labor and Government in Labor-Management Relations."

Thomas explained that management and labor have played a significant role in the history of labor relations, with management historically being seen as the dominant force. However, labor has gained more power and influence over time. He emphasized the importance of good communication and cooperation between employers and employees.

Thomas also addressed the issue of labor unions and their role in modern labor relations. He stated that labor unions are important for protecting workers' rights and ensuring fair wages and working conditions. He encouraged students to consider the role of labor unions in their future careers.

Robert Rowen, Economics Instructor and former member of Local 1245, shared his personal experiences with labor unions and their impact on the economy. He discussed the benefits of labor unions for employees and the challenges they face.

The day's seminar also included various workshops and discussions on labor relations, and the participants had the opportunity to interact with labor leaders and representatives. The seminar concluded with a panel discussion where students asked questions about labor relations, management, and their role in the workforce.

The participants of the labor-management Seminar are shown above from left to right, Lee Thomas, Pres. of Local 1245, Mr. Twohey, N.L.R.B., Mr. Hughes, Dept. of Ind. Rel. State of Calif., Mr. Bingham, Deputy Labor Commissioner, Mr. Falor, Pers. Rep. for Simpson-Lee Paper Co.

Robert Rowen, Instructor, (see arrow), is shown with many of the students participating in the seminar.
In the February issue of the Utility Reporter Citizens Utility members were featured. The pictures and comments were limited to the locations in the Shasta Assignment. Due to various reasons, Ferndale was omitted and there was not time to include it in the article. This was in part due to the fact that the operation in Ferndale is one of the smallest. Another involved the location of that headquarters in another assignment area. It seems that Ferndale is located in Humboldt Division, a fact well known by Humboldters and tourists alike. For many years this city has been noted for its scenic beauty, country folklore and the preservation of historic architecture. The location of a Naval Base nearby keeps the employees busy and brings new faces to the area. It would be unfortunate to pass up an opportunity to salute our members in Ferndale who contribute so much to this community. Since we are talking about such a small group it would be appropriate to mention them all by name and classification.

Art McDaniel—Exchange Supervisor.
Gus Scalvini—Installer Repairman.

By Ed Fortier

Why not?

A can of soup costing 30¢ is required by law to carry a label showing the materials from which it is made.

An article of apparel costing a few dollars must have a tag showing the materials from which it is made.

An automobile costing from $2,000.00 must have a label showing wire type and sizes, the grade of lumber, size of beams, materials, the type used, the equipment installed etc. These specifications would show wire type and sizes, the grade of lumber, size of beams, materials, the type used, the equipment installed etc.

A house is also made of a number of materials and parts of equipment which can be included in a list but is not required.

A pension plan for PG&E employees has been in effect for over 45 years. Prior to 1937 this plan was an unfunded plan, totally supported by the PG&E, and retirement payments were paid out of current income. The plan provided for a retirement income at normal retirement under certain conditions, and early retirement based on permanent and total disability. All pensions were grants of management and only received if approved by the Company’s Executive Committee.

With the advent of the Social Security Program, which became effective on January 1, 1937, the pension plan for PG&E employees was revised and was underwritten by the Metropolitan Life and Prudential Insurance Companies. It became a joint contributory plan, was funded, and provided vesting privileges based on age and service. The contributions by employees were established at 2% of earnings up to $5,000 of annual income and 4% for all additional earnings. The difference between the amount contributed by the employee and the actual cost of the annuity was to be paid for by a Company contribution. Retirement incomes at normal retirement age were to be calculated on the employee receiving an annual income of $1/2 of his total contributions made during his period of participation. A contingent option to provide a pension for a surviving spouse had to be made five years before actual retirement. The reduced pension was based upon a standard actuarial table.

The plan provided early retirement during a ten-year period prior to the normal retirement date only for permanent and total disability and upon receiving approval from the Company. The pension income was reduced by standard actuarial tables in accordance with age and the amount of disability incurred. Income at the time of retirement would be a return of contributions without interest to a beneficiary in the event of death before retirement. Vesting was acquired by reaching age 50 and having ten years’ participation in the plan.

At the time this plan became effective, the Company also established a past service plan to provide retirement income for service prior to 1937. The income to be determined on a formula of the employee’s December, 1936 salary multiplied by the number of years of service completed before 1937. These percentages were graduated and determined by the age of the employee and the amount of income earned at the time the plan was established. The total amount allowable was reduced by the amount of Social Security benefit available. This program was funded in 1945 by establishment of an irrevocable trust with the Crocker First National Bank of San Francisco as Trustee.

Bargaining Begins

In 1956, the two I.B.E.W. Locals on the PG&E properties prepared proposals aimed at improving the pension plan. These proposals were discussed but nothing concrete came of this until 1952 when Local 1245 obtained system-wide bargaining rights. In the 1952 bargaining preparations, after considerable study and with assistance of a pension expert from the International Office of the I.B.E.W., the Union submitted proposed changes on the pension plan along with our regular contract changes to the Company. During these sessions, a commitment was obtained to continue bargaining on pensions separately on an interim basis after we concluded our regular contract bargaining. Counter proposals were received from the Company on February 9, 1953. These were in answer to our proposals which had been made in the general submission of April 8, 1952.

Bargaining was long and the problems were complicated but agreement

(Continued on Page Six)
While some meat prices have receded because of the boycotts and seasonal increases in supply, the problem is not over. Meat prices will rise again this summer. Normally meat is at its highest price of the year in the July-August period.

Not until fall will working families get any more lasting relief in the form of more abundant supplies.

The rise in meat prices between November, 1971, when the original Phase I freeze ended, to the end of March, 1973, has been fantastic. On the basis of an analysis of market reports in three cities, we find that the per-pound cost of 13 cuts of meat leaped from a total of $12.80 to $16.44. This is an average rise of 28%.

Poultry and fish also have gone up sharply in that period, although not as drastically. Three poultry items rose an average of 22%, and four fish items, 21%. Actually, broilers, a mainstay of moderate-income families, went up 20 cents a pound from the 1971 price tags of 56 cents—an increase of 36 cents—an increase of 64%. But turkey is still close to its 1971 price.

For some time we have warned that the so-called cheaper cuts on which working people rely are going up faster than the traditionally expensive cuts. But the full extent of this increase is a shocker. The averages hide the fact that the food inflation has hit low and moderate-income families hardest.

One example is the sharp jump in the price of chicken. But look at these figures. Chuck steak has gone up 46 cents a pound; sirloin, only 20. In some markets chuck with bone-in has been selling for as much as $1.38 a pound compared to $1.69 for sirloin. Beef stew has gone up even more—as much as 55 cents a pound on average in one city and recently has sold for $1.39 to $1.59 a pound in many stores.

**Rationing by Price**

What has happened, of course, is that as prices soared, middle-income families switched to the low and moderate-income families. Many of these families have been subjected to a kind of rationing by price. Well before the recent boycott movement gathered its impressive strength, many lower-income families already were seeking out the substitutes.

Even frankfurters, another staple in moderate-income homes, have jumped 34 cents a pound in the past 16 months and now often are tagged $1.15 a pound. That is more than chopped beef costs with its higher nutritional quality. Bacon is another high riser, up 32 cents a pound compared to an increase of only 12 cents for cooked bone-in at 95 cents a pound has 65 grams of protein per pound at a cost for 100 grams of $1.36. (1 use the cost of 100 grams of protein — about 3 1/2 ounces — to measure relative values in protein, because that's about the amount a family of four would consume at a main meal.)

Bologna has become an even worse buy than frankfurts. Sliced bologna at $1.32 a pound really costs $2.19 for the 100 grams of protein. Bulk pieces of bologna are, of course, better value. They cost about 20 cents a pound less than sliced, in our survey.

Unsliced liverwurst is one of the relatively better values, our survey found. But if you want it pre-sliced and expensive, you can pick up a startling 38 cents a pound extra. The 16 relatively best values, on the other hand, are on sale at 79 cents a pound, in order of ascending cost, are:

- canned beans with pork; cottage cheese; eggs; turkey; broilers; perch fillets; cheddar and American cheese; frozen cod fillets; canned tuna; unsliced liverwurst; ham; bacon.

Whole hams. Bacon, which really should be classified as fat, not as meat, has only 35 grams of protein per pound. But the per-pound cost of $1.15 a pound, that makes the cost of 100 grams of protein $3. In comparison, unsliced ham with bone-in at 95 cents a pound has 68 grams of protein per pound at a cost for 100 grams of $1.36.

**Bargaining Roundup**

**PACIFIC GAS AND ELECTRIC COMPANY**

Gas Street Department:
Latest proposal from Company still being studied by Local Union office.
Gas Street Committee will meet in Walnut Creek on May 16, 1973.

**Terminal Operators - PLO:**
No change since last report.

**Marysville Gas Load Center:**
Same as last report.

**Technicians:**
Committee will be called in in the near future.

**General Construction Lines of Progression:**
Civil, Gas and Hydro: Committee met in Local Union office on May 8, 1973 to attempt to arrange a meeting with Company in the near future.
Field Office Operations and Process Centers: No change since last report.

**Traveling Maintenance Crews:**
Discussing with Company results of their survey for adjustment of daily travel allowance.

**SIERRA PACIFIC POWER COMPANY**

Consolidation of Gas and Water Departments completed. We have also completed wage negotiations. Union also studying Company's latest proposal on improving promotional opportunities for electric underground employees.

**CITIZENS UTILITIES COMPANY OF CALIFORNIA**

**Benefit Committee:** Preparations are being made to take this case to arbitration as recommended by the National Labor Relations Board. Roundtable of Arbitrators from the Federal Mediation and Conciliation Service.

**CALIFORNIA-PACIFIC UTILITIES COMPANY**

**Needles Division:** Negotiating Committee met on May 8, 1973. Members ballot on May 14, 1973 and rejected Company's latest proposal.

**MOUNT WHEELER POWER, INC.**


**X-RAY ENGINEERING CO.**
No change.

The meat price squeeze continues
By Sidney Margolius, Consumer Expert for Utility Reporter

Our big problem and greater user of energy is transportation. This was summed up by Jack Bridges, Chief Technician on the staff of the A.E.C. Joint Committee, who presents the real problem in transportation, "It is not the electric toothbrush which is creating the energy and pollution problem, but much of it can be attributed to our love affair with that four wheeled monster we park in our driveway. When we opt for the Cadillac and not the Vega we add to the problem." He states further that 25% of energy use goes into transportation.

While all participants did not agree with all the solutions proposed, there was unanimity on the need for action now. Like the situation to the individual and while we may not care nor even desire a will when we die, we find the state has already written us one. This can happen to us as a state or nation in relation to our natural resources. If we don’t plan our estate and make provisions for the current and future use of our money, our taxes could have nothing for our heirs. Nature is an even harder task master than we had best do our planning now, and with proper wisdom, our legacy to the future generations may be extinction.
Local 1245 members help to keep the gas

This feature story on Pacific Gas Transmission Co. and while the Pipeline and the men who make it work are important increases tremendously as we have a history of an energy crisis.

Had this pipeline not been built 12 years ago, we would have experienced an energy crisis which would undoubtedly include some of the people on the East coast.

The Alberta-California pipeline has resulted in a tremendous decrease in the amount of gas received by California and boost in the "energy picture" for the residents of the Canadian economy.

The pipeline delivered more than 2.6 trillion cubic feet of natural gas from the Canadian-Washington border to the states of California and experienced by people on the East coast.

The maintenance of the equipment is critical so the members of Local 1245 are involved in the operation of the pipeline. This is where the members of Local 1245 come into play. We would like to thank Roger C. Thompson, Pub for P.G.T., for supplying information and photos for this story.
as Transmission Co. has been planned for months
who make it work have always been important,
endously as we hear more and more about the posi-
t 12 years ago, we would be right in the middle of
deemed to include the brownouts and blackouts as
t coast.
has resulted in an economic plus for Canada. Pay-
000,000 a year. This constitutes quite a boost to
2.6 trillion cubic feet of gas from Dec. 2, 1961 to
received by California constitutes a tremendous
residents of Northern California.
ent is critical so that PGT can transmit the natu-
ington border to the Oregon-California border.
1245 come into the picture. The best way to
os of a few of the members on the job.
C. Thompson, Public Information Representative
xion and photos for this article.

This photo shows the participants of an Accident Prevention
meeting in the Redmond Maintenance Base.

Shown above from left to right are: Shop Steward Bob
Blank, Charles Nealy and Dick Quackenbush. They are
shown removing the station suction
valve at Station #6, Rosalia, Washington.

Clockwise, from front, Jim Yount, Dick Perry, Myron Power
and Duaver Noland are shown removing the station suction
diagram for a shutdown at Station #6.

1245 Shop Steward, is shown shoveling snow at
Eo to Idaho.

Jim Smith, Shop Steward, is shown testing gas generator, which
serves as prime mover for a turbine-centrifugal compressor.

Klamath Falls Unit Recorder F. Edwin Decker, Mech., is
shown preparing "Man on Line" tags.

This photo shows the participants of an Accident Prevention
meeting in the Redmond Maintenance Base.

Shop Steward Duane Tate, Repairmen, and Sr. Mech. Larry Eades
are shown performing valve operations at Station #8, located 30
miles west of Walla Walla, Washington.

This map below are automatic. The members of Local
ived in the operation and maintenance of the 36"
Pension Benefits

Part V

(Continued from Page Two)

was reached and ratified by the Union members. A “Union Pension Contract” was signed to be effective January 1, 1954 which would run for five years through December 31, 1958. Gains made during this period placed it in a position relative to other leading plans in the industry. Some of these gains were as follows:

1. Increased pension benefits by increasing employee’s contributions to 5% up to $5,600 and 5% above $5,600. Company’s contributions were increased accordingly.

2. Early retirement based on a reduction of 4% per year instead of an actuarial basis. (Fractions of a year over six months to be considered as a year.)

3. An amendment in past service credits were frozen to the amount of Social Security as provided by the Social Security Act as it was on December 1, 1945.

4. 2% interest on employee’s contribution after 1954 upon termination of employment or on their payment as a death benefit.

5. Minimum guarantee of $5.00 per year up to 25 years’ service or $125.00 (Social Security being included).

6. Company to purchase retirement benefits for employee members of the plan who enter military service after June 26, 1950 and who return and continue in employment until retirement.

In November, 1958, the plan was open again for amendments. Union proposals were submitted and bargaining resulted in the development of an Employee Savings Fund Program as a pension supplement. This new program provided joint contributions for purchases of Government bonds or PG&E common stock. A summary of the principal provisions of the plan are as follows:

Eligibility—All regular, full-time employees of PG&E and designated subsidiaries with 5 years of Company service who are participating in the Retirement Plan.

Employee’s Contribution—By payroll deduction @ 2, 3, or 4% of straight time earnings for employees with 5 through 9 years of service; 2, 3, 4 or 5% with 10 through 14 years of service; 2, 3, 4, 5 or 6% with 15 years of service or over.

Deductions to be made each month on the basis of straight time earnings for the month. Participants may change their percentage deduction once each calendar year.

Company’s Contribution—50% of employee’s contribution.

Investment Media—Employees may elect to have their contributions invested as follows:

- 100% Savings Bonds and 0% Company’s common stock or
- 50% Savings Bonds and 50% Company’s common stock or
- 0% Savings Bonds and 100% Company’s common stock

Company’s contribution will be invested in PG&E common stock.

Vesting—After the employee’s contribution has been in the Plan for a period of three years, he acquires full rights to the Company’s contribution.

Withdrawal Privileges—Full withdrawal of the employee’s contribution and dividends thereon may be made at any time, but withdrawal prior to vesting will result in forfeiture of Company’s contributions. Company’s contributions may be withdrawn by an employee at the time of vesting, but if not withdrawn at such time will be left in the Plan until the termination of his employment. An employee who withdraws during a current year may not re-enter the Plan the following year.

An employee whose employment terminates by reason of retirement, death or total and permanent disability will be entitled to all of his contributions and the Company’s contributions for his account plus earnings thereon. The amount involved may be withdrawn in stocks and/or bonds together with any uninvested cash in his account.

If he terminates for other reasons he may withdraw his stocks and/or bonds and uninvested cash accrued to his account by reason of his own contributions and the Company’s contributions which are vested. He will not be entitled to Company’s contributions and earnings thereon which have not become vested. With respect to stock, he may elect (1) to receive the full shares of stock and cash equal to the market value as of the date of withdrawal of any fractional share of stock credited to his account, or (2) to receive cash in an amount equal to the market value at the date of withdrawal of the full shares of stock and any fractional interest credited to his account.

In addition to the establishment of a Savings Fund Plan, the retirement income plan was amended to run an additional five years to 1964 and to provide the following changes:

1. Vesting was then to provide full rights in the Company’s contributions after 15 years’ employment with no age requirement.

2. Company consent was no longer required for employees who desired early retirement.

3. The 4% annual discount factor for early retirement was changed to provide a computation of 1/3% as a monthly reduction factor.

4. Survivors’ options were changed to provide election as late as one year prior to early retirement instead of the previous five-year requirement.

In January, 1961, a supplemental pension provision was established providing a minimum annual retirement income including the primary Social Security benefit, for all employees who retired before January 1, 1961 and had 15 or more years of service or 50% of the final five-year average pay. Those with 15 or more, but less than 40 years of service, who had retired under the plan, would have the 50% reduced by 1% per year for each year that the service was less than 40 years.

In November, 1963, the plan was open again for amendments. Union proposals were submitted and bargaining began. Some of the gains were as follows:

1. An additional retirement benefit was provided covering the period between January 1, 1937 and December 31, 1953, during which an employee contributed to the plan.

2. The reduction factors for early retirement were lowered.

3. Provided a supplemental Pension Benefit for employees who had at least 15 years of service. This Supplemental Pension Benefit provided full pay and full service retirement to employees who retired with an amount equal to 50% of the average of the last 60 months’ earnings upon which he contributed to the Plan, minus (1) the regular Company Pension and minus (2) the Primary Social Security amount which the employee is or would be entitled to at age 65. The 50% referred to above shall be reduced 1% for each year of service less

4. A Widow’s Pension was provided for the spouse of an employee who dies at age 55 or over and had at least 15 years’ participation in the Plan. The benefit was an amount equal to 50% of the total benefit accruing in the year of death.

5. The Savings Fund Program was amended to provide an employee would be eligible to participate with 3 years of service rather than 5 years of service.

6. The Group Life Insurance Plan was amended to provide full pay out of current amount in force if an employee became totally and permanently disabled between the ages of 60 and 65.

In October, 1968, the plan was again open for amendments. Union proposals were submitted and bargaining provided the establishment of a Benefit Agreement which amalgamated several Memoranda of Agreement between four basic Company parent and subsidiaries: Pacific Gas and Electric Company—Physical; Pacific Gas and Electric Company—Clerical; Standard Pacific Gas Line, Inc.; and Pacific Gas Transmission Company.

Some of the gains were as follows:

1. Graduated reduction of employee contributions as follows:

   - Reduce from 5% of the first $3600 of compensation to 1 1/3% and from 5% to 2 1/3% of compensation in excess of $3600 for 1969 and 1970.
   - Reduce from 1 1/3% of the first $3600 of compensation to 1 1/4% and from 2 1/2% to 1 1/2% of compensation in excess of $3600 for 1969 and 1970.
   - Effective January 1, 1973, the Retirement Plan became a totally Company-paid Plan.

2. Revised pension formula to percentage of average of highest 60 month period based on years of service. The two formulas provide:

   - 40% of average salary for 30 years of service with 1% reduction for each year less than 30 years and adding one-half of 1% for each year
   - 50% of average salary with above reduction or additions for service other than even 30 years, minus 1/2 of primary Social Security benefit.

   That formula which produces the greater amount will apply.

3. The reduction factors for early retirement were lowered.

4. Vesting was based on 10 years’ seniority instead of 15 years, reducing the age of eligibility, and from 2 1/2% to 1 1/2%.

5. Provided open period for conversion of fixed pension to a variable annuity at employee’s option for up to 50% of pension benefit.

6. Improved the tables for survivor’s option and the Widow’s Pension.

The Widow’s Pension was changed to Spouse’s Pension to cover both male and female spouse.

7. The total and permanent disability feature of the Group Life Insurance Plan was terminated and a Long Term Disability Plan was established. It provided 50% of employee’s regular wage after a six month waiting period for illness or disability.

An employee with 1 year but less than 5 years’ credited service may draw benefits for a maximum of 5 years. Employees with over 5 years’ credited service receive less than 40 years, may draw benefits for a maximum period equal to his credited service. Employees with 15 years’ credited service or more may draw benefits until age 65. Full value of life insurance remains in force during the period of vesting.

8. A second part, Diversified Investment Fund was added to the Savings Fund Plan. The D.I.F. is a voluntary plan operated by an Investment Committee consisting of the employee may invest up to 4% of income after three years of service. The original unit values were $5.00.

The Plan provides for all costs of trustee, counsel, etc. to be paid by Company. Brokerage is included as part of stock purchase costs.

9. The Group Life Insurance Plan was changed from a schedule determined the amount of insurance to twice annual basic salary rounded to next higher $100.

10. Increased the retiree’s life insurance from $1000 to $2000 at no cost to the retiree.

The Benefit Agreement will be open again for negotiations in October of 1973.
Health Care Crisis

Editor's note: In the April issue of the Utility Reporter we ran an article entitled "Health Care Crisis" which discussed the cost and quality of health care in America today. The following article, as promised, discusses the three plans being considered by Congress and is concluded with a "no higher priority" statement by the AFL-CIO Executive Council.

NHS: THE ROAD TO GOOD HEALTH CARE

The twin needs in health care are relief from the cost pressures on health consumers and major improvements in the organization, financing and delivery of care. National Health Security does both, without affecting in any way a patient's choice of, or relationship with, his physician. Here's how it would work:

- Eligibility—Everyone living in the United States would be eligible for Health Security program benefits.
- Financing—NHS would be financed by a 5.5 percent payroll tax on employers and one percent on employees (no new tax, since the same percentage now goes into Medicare, which would be phased out). These contributions would be matched by federal revenues.
- Payment—Medical personnel and hospitals would be paid pre-determined amounts directly from an NHS trust fund. The patient could not be charged.
- Incentives—Incentives would be built into NHS to modernize health delivery through development of prepaid group practice plans and establishment of programs for widespread preventive health care.
- Benefits—All professional services furnished by physicians in their office or elsewhere would be covered in full. All major surgery would be covered. NHS would provide full payment for all hospital services. (As a result, that $1,200 New York appendectomy, or the $16,000-plus coronary, or the cutting out of an in-grown toenail would be of no cost to the patient.)
- With limitations, nursing home care, psychiatric services and drugs would be covered: dental care up to age 15 at first, but ultimately to all persons.

A MIRAGE WITHIN AN ILLUSION

The proposed "catastrophic illness" plan is like a mirage within an illusion. On a distant glance it looks good. However, the closer you get to it, the more it fades and fades. Finally, it just isn't there.

First, it ignores completely the "routine" medical costs that can set back the average family budget for months—a breadwinner's bad back, a wife's pregnancy, a child's tonsillectomy. There would be no coverage for such "routine" problems.

But even in dealing with genuine catastrophic sickness—the coronary, kidney disease, cancer, and others that run into the many thousands of dollars—the proposal falls far short of the need, both in hospital and doctor's coverage.

The chart below supposes a 90-day hospital stay at a charge of $7,200, plus physicians' and other professional costs of $5,000. Of the total of $10,200, the catastrophic sickness plan would pay a total of only $2,750, leaving the patient holding the bag for $7,450. Before the catastrophic plan even went into effect, the patient would be hooked for the first $4,000 in hospital charges and the first $2,000 in doctor's charges.

Under the proposed Health Security program, however, the patient would pay nothing.

The catastrophic sickness plan would be financed by payroll taxes which all workers would pay. The plan apparently is based on the fallacy that the first 60 days of hospital care and the first $2,000 in medical expenses are adequately covered by a family's private health insurance. But most such insurance pays less than three-fourths of total hospital bills, and 50 percent of families with private insurance have no benefits for physicians' service other than catastrophic cases. Only those persons have surgical coverage.

A FLAWED PLAN BUILT UPON A FAILURE

The Nixon Administration is expected to offer a program similar to proposals made to the last Congress, one which relies on the effectiveness of the private health insurance industry. It is a flawed plan based upon a failure. The failure is the private health insurance industry itself.

It would require most employers to provide their employees with private health insurance or membership in a health maintenance organization, using their own and employee contributions. The federal government would buy insurance for poor families with dependent children. The insurance companies would administer the program.

The plan would be a gigantic boondoggle for an industry that, in large measure, has itself been responsible for soaring costs of health care and actually encourages inefficiency in health delivery.

The private health insurance industry has helped create a vicious circle that entraps the health consumer. For example: Most people with such insurance are covered only when hospitalized. The tendency is to develop an interest in putting persons in hospitals for treatment which often could be performed at home or in the doctor's office. Because hospitalization is much more costly than outpatient treatment, unnecessary hospital stays drive up the total cost of health care and, historically, have driven up the cost of the insurance.

There is nothing in the long record of the private insurance industry to suggest that a massive program involving tremendous governmental contributions should be entrusted to it, and there is nothing in the administration proposal to encourage the view that it will help meet the health care crisis.

NO HIGHER PRIORITY...

There is only one national health insurance bill before the Congress that would reverse the health care crisis and build a lasting delivery system that meets the needs of the people. That is the Kennedy-Griffiths National Health Security bill (H.R. 22 in the House and S. 3 in the Senate), and we are proud to reaffirm our support of this legislation.

There can be no higher priority than the health of the American people, and that is why the AFL-CIO will press unstintingly for enactment of the National Health Security bill in this Congress.

Statement by AFL-CIO Executive Council

WHO PAYS WHAT

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CITY OF SANTA CLARA AND LOCAL 1245 SETTLE

On March 16, 1973, members of Local Union 1245 employed by the City of Santa Clara voted to accept the results of negotiations with the City. The Agreement between the parties runs for three years and provides for the following improvements:

A general wage increase of 6% retroactive to the first pay period of January 1973 was obtained. Also gained was an equity adjustment of an additional 5% for Foreman Electric Meterman, Electric Meterman and Apprentice Electric Meterman to bring their salary range equal to other journeymen and related classifications. Effective the first pay periods in January 1974 and January 1975, a salary increase equal to the annual percentage increase for journeymen salaries in specified comparable employments will be applied.

Other improvements resulting from negotiations which came to an end in March 1973, City will pay $40.00 per month for an employee and their dependents' hospital and medical insurance coverage. Effective January 1974 and January 1975, City will increase their $40.00 for employees and dependents to equal the average hospital and medical insurance contributions paid for Journeyman and their dependents by specified comparable employers at the rate effective in those agencies on July 1, 1974, respectively.

Other significant improvements were implemented for employees and dependents, including provisions regarding work hours and schedules, increased rest periods and a substantial change in the amount of pay for working out of classification.

Effective May 1, 1973 wage rates for Local 1245 members employed by the Truckee-Donner Public Utility District were increased an amount sufficient to bring them up to comparable rates paid by the District for physicians' service other than catastrophic cases. The wage rate for Lineman is now $6.65 per hour.

The foregoing was one of the resulting agreements and negotiations between Local Union 1245 and the District, which were ratified by Union members employed by the District on April 25, 1973. Also gained were the observance of employee's birthdays as a holiday, bringing the total paid holidays to ten; and an increase in the District's contribution toward hospital and medical insurance for employees and their dependents, increasing the District's contribution from 50% to 65% of the total premium costs; and the reclassification of Service Utilityman to Electrician Serviceman at the Journeyman rate of pay.

The negotiations committee members were Bruce N. Grow and Business Representative John Stralla.

Local 1245 & Truckee Donner P.U.D. Settle

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Equality Under the Law? — Some People are Less Equal than Others

Editor's note: The following article is a column written by Stan Williams, Editor of the Pennsylvania AFL-CIO News, which appeared in the April, 1973 issue of that publication. We thought that some of the statistics would be interesting to the members of Local 1245.

There's an old saying about equality under the law that ends, "Some people are less equal than others." Nowhere is this more apparent than in the laws designed to protect workers from the hazards of environmental pollution. The logic among the powers-that-be seems to be that a worker has the right to a safe and healthful workplace, (2) that most workers face a greater variety of dangerous substances than most other people, and (3) that workers are tough enough to put up with a bigger dose of just about anything that is harmful to everyone else.

The Occupational Safety and Health Act of 1970 (OSHA) is designed to "assure safe and healthful working conditions." Under the law workers can call on the federal government to inspect their plants and force companies to meet certain standards for workplace "safety and healthful" conditions. Supposedly, any workplace that is in compliance with the standards is a safe place to work.

Outside the plant, another government agency, the Environmental Protection Agency (EPA) sets standards for air pollution to safeguard the health of the general public.

OSHA has a number of temporary standards that are now in effect. It has been proposed that the Secretary of Labor make these standards permanent. Here are some examples of how some of these temporary/proposed standards measure up with those set by EPA:

**Carbon monoxide** — a deadly gas that is colorless, odorless, and tasteless. A recent Kentucky Department of Health survey of workers in transportation, manufacturing, and public utilities found carbon monoxide to be the leading health hazard on the job. The proposed OSHA standard for the workplace is five times higher than for the air outside.

**Sulfur dioxide** — a gas that is particularly harmful to the lungs in combination with some of the tiny particles often present in factory dust. The proposed OSHA standard is 167 times higher than for the air outside.

**Nitrogen dioxide** — a mixed bag of particles, some little more than a nuisance, others extremely hazardous. The proposed OSHA standard is 200 times higher than the EPA standard.

Workers are expected to be able to endure greater hazards on the job and not notice that 100,000 workers are believed to die each year from occupationally caused disease. It may not be necessary for OSHA standards to be the same as EPA standards. However, OSHA standards are based on an eight-hour exposure. Standard setters assume that during off hours, workers are not being exposed to these hazards at all and therefore their bodies have time to recover from high exposures. In order to really protect worker health, OSHA standards should take into account that workers are exposed to the same environmental hazards as everyone else in the community.

Under the OSHA law, workers do have something to say about setting standards. A worker, a group of workers, or a union can petition the Secretary of Labor to change a standard or create one if none exists for a particular hazard. The Secretary must decide within 30 days to set a new standard or keep the old one. If workers believe the Secretary's decision is unfair, they may request a public hearing. If, after a hearing, a standard is still believed to be harmful and unsafe, workers may file suit in the U.S. Court of Appeals.

The first step in this process was taken recently by the Oil, Chemical and Atomic Workers union when this union petitioned the Secretary of Labor to remove from the workplace environment 10 dangerous cancer-causing chemicals.

It is not an easy procedure for a single individual, but through collective action, a worker's voice becomes loud enough to be heard. Then the importance of his or her health and safety will truly become equal to that of others. One million, two million, two thousand, nine hundred and forty-eight.

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### Before You Hit The Road

By Virginia Knauer
Special Assistant to the President
and Director
Office of Consumer Affairs

Planning a summer vacation can be fun—even if it is just taking the children to the beach or mountains for a long weekend.

Mothers usually have the responsibility for deciding which clothes the family needs and then being sure that they are packed. We usually leave the problems about maps, reservations and packing the sports or camping equipment to the men.

But even if the men do most of the driving and assume responsibility for the car, I have never hesitated to remind my husband or son of the need to safety check the car before we leave. Billy, my son, is a car buff, so he knows what should be checked. Many of us, however, don't remember.

As a reminder for all of us, here is a pre-vacation checklist for the car:

- Check fluid levels for water, oil, power steering, transmission, battery, brake master cylinder.
- Inspect tires. (Tread okay? No cuts or breaks? Pressure right?) (Spare tire okay, too?)
- Check brakes (Linings okay? Parking brake working? Worn cylinders okay?)
- Check lubrication (Change oil? Replace oil filter?)
- Check wheels (Balanced?)
- Inspect cooling system (Radiator clean and free of leaks? Pressure cap okay? Fan belts? Water hoses? Clamps tight?)
- Test air conditioning (Coolant needed?)
- Check battery (Holding a full charge? Battery terminals and cables clean and connections tight?)
- Check exhaust system (Muffler and tailpipe free of holes, cracks)
- Check shock absorbers (Need replacing?)
- Check air cleaner (Need cleaning? Replacing?)
- Check windshield equipment (Wipers operating? Blades need replacing? Windshield washer okay? Defroster working?)
- Check lights and signals (Headlights clean and aimed accurately? Tail lights? Brake lights? Turn signals? Horn?)
- Check safety equipment (Seat belts and shoulder belts secure? Door locks working?)
- Check owner's manual for maximum safe load.

Finally, make a mental note to monitor your fuel gauge carefully. There is a growing possibility of gasoline shortage in some areas of the country. Don't count on the next station down the highway having plenty of gas to sell. Don't let your supply run low. Fill your tank frequently.

Editor's note: If you follow the above checklist before you leave on your vacation, your chances of having a safe and uninterrupted trip will be improved 100%. Enjoy your vacation and drive carefully.

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### Sorry About That!

but nobody could have won $50.00 by noticing their number in the April issue of The Utility Reporter, because it wasn't there. We inadvertently left out the number, but what started out to be just a goof turned into a positive thing. There was some consideration being given to dropping the contest because we had no winner, but we have received so many inquiries and comments as to the location of the number that we will continue the contest. There is a number hidden in this issue.

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### LOOK FOR YOUR CARD NUMBER

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