



utility reporter

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P.O. Box 4790,
Walnut Creek, Ca. 94596



3 Life Saving Awards Presented



Richard Murphy, left, and John Coker, right, are shown looking over the award that Ennis Tate, center, received at the Unit meeting.

On November 2, 1972, Brother Ennis Tate, a lineman for the City of Santa Clara, was stopped by a telephone company employee to report that a man was apparently dead at a parking lot of a nearby school. Tate, driving a radio truck, called for an ambulance and police through the dispatcher and then rushed through the parking lot to where the school nurse was giving mouth to mouth resuscitation to the victim.

Tate relieved the nurse and continued his life saving efforts until the victim began breathing on his own.

The victim, Clyde Crabtree, a construction worker, had been crushed beneath the frame and bed of a dump truck.

The doctors and the witnesses to the life saving efforts credit Ennis Tate with saving Crabtree's life.

Bus. Mgr. Mitchell recommended Tate for the highest award the IBEW gives and the IBEW Life Saving Award was presented to Brother Tate at the June Unit meeting by Bus. Rep. Erv Owen.



Shown above from left to right are Erv Joseph, L. L. Mitchell and Jerry Hunter. Bus. Mgr. Mitchell had just presented an IBEW Life Saving Award to each of them. We ran stories relating their life-saving efforts in previous issues of the Utility Reporter. Brother Joseph gave first aid to a heart attack victim and Brother Hunter pulled a fellow member out of a hole engulfed in flames.

Pension Benefits

Part VI

Looking at various options and features of a pension plan, one of the newer forms of coverage is the Spouse's Benefit.

Take, for example, an employee age 63 who dies with 30 years of service before retirement. His or her spouse would receive nothing from the pension plan even though the employee had been a participant in the plan for 30 years.

A Spouse's Benefit coverage in a pension plan would provide a benefit for the spouse of the employee who dies in active service.

Incidentally, a few years ago this benefit was known as a Widow's Benefit or Widow's Pension. It provided a benefit only for a wife of an employee. It did not provide anything for a husband whose wife died and had been covered by a pension plan. The passage of Title VII of the Civil Rights Act in 1964 requires now that if the benefit is provided in a pension plan, it has to be provided to both men and women.

A Spouse's Benefit usually takes the form of a life annuity, payable to the spouse of an employee who dies after having met certain minimum requirements. The amount of benefit is usually stated as a percentage of the pension the employee would have received had he been retired at the time of his death.

Certain requirements and limits are applied to this benefit because of cost. The most common cost-reducing techniques are age and service requirements and stated percentage of pension. For example—an employee who dies in service would have had to complete 15 years of service and been at least 55 years old before spouse would be entitled to 50% of his or her pension.

Let's take a look at the Spouse's Pension provision in the Pacific Gas & Electric Company Retirement Plan. Part III, Section 3.11, Spouse's Pension states: "If a Participant dies in Service and prior to his Actual Retirement Date or within thirty days thereafter, his Spouse will be eligible to receive a Spouse's Pension if the Participant's death occurs:

(a) On or after the Participant's fifty-fifth birthday and after he has at least fifteen years of Credited Service; and

(b) While his Spouse is living and is his sole named primary beneficiary.

The amount of the Spouse's Pension is one-half of the Normal Pension that the Participant would have been entitled to receive if the first of the month following his death had been his Normal Retirement Date and if he had in fact retired on that date, without reduction for early retirement. However, if the Spouse is more than five years younger than the employee, the amount of the Spouse's Pension shall be reduced one-twentieth of one percent for each full month in excess of sixty months difference in their ages. The Spouse's Pension is payable to the Participant's surviving Spouse on the first day of the month following the Participant's death and the first day of each month thereafter so long as the Spouse lives."

(Continued on Page Two)

YOUR Business Manager's COLUMN COMMUNICATIONS AND BARGAINING

L. L. MITCHELL

June has passed and the deadline for all negotiating proposals to amend the P.G.&E. Wage and Benefit Agreements has ended. All units have had the opportunity to submit their suggestions, and based on the mass of materials it would appear that all units have taken advantage of their opportunities.

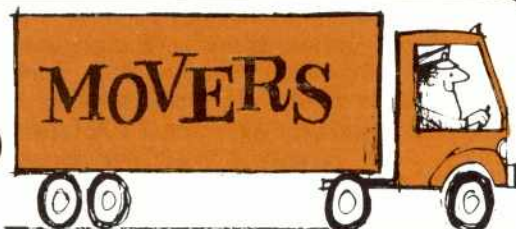
Prior meetings of the two committees were held for orientation and education of the members, and though some work has been done of classification of proposals by subject matter the main work of preparing a proposal will start the second week in July. The screening, evaluation and costing of proposals to determine our preliminary bargaining package should be completed in time to discuss it with the Advisory Council on August 25.

We still must operate in somewhat of a vacuum due to the uncertainty of wage guidelines and the statements of the administration on Phase 4. We are monitoring all relative negotiations in benefit changes as well as wage adjustments for whatever value they may produce for us in our bargaining sessions. Unfortunately, the wage and benefit limits set by guidelines of Phase 2 have stilted free bargaining and few settlements are setting patterns which will aid us much.

The runaway costs of family living, particularly those price increases relating to food, are putting much pressure on wage bargaining. There is also an exceptional interest in benefit improvements, particularly in the area of the pension plan. Considering these as combined costs your

(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)

Also, in the plan "spouse" is defined as "A husband or wife married to a participant at the time of the participant's death."

Now let's apply this Section to a journeyman employed by P.G.&E. who: 1) Is 58 years old, 2) Has 28 years of credited service, 3) Wife is 50 years old, and 4) Died on April 1, 1973.

Based on these facts, the journeyman's pension benefit would amount to \$357.46 per month. The spouse's pension would then be one-half or \$178.73. However, the spouse is more than five years younger than the employee so this amount would have to be reduced. Assuming that spouse is exactly 8 years younger than the employee, the pension amount would be reduced 1.8% for the 3 years over the 5 years younger clause. (1/20 of 1% for each month in excess of 60 months difference in ages.) Therefore, the spouse, at age 50, would begin receiving \$175.51 for the rest of his or her life.

There are many social problems with this type of benefit. A spouse's pension provides a benefit for only the partner in marriage, but what about a widow, widower, or unmarried employee who has accumulated a long period of service with an employer and who has a dependent child, parent or other relative to support?

AFL-CIO Says "No Sub-Minimum Wage For Teenagers"

Faced with a stunning defeat on strong minimum wage legislation in the House, the Nixon Administration is desperately trying to set up a compromise especially on the highly controversial sub-minimum for teenagers.

Organized labor is in no mood for last-minute gimmicks, especially now that the House has passed a strong bill similar to one passed by the Senate last year with the sub-minimum knocked off both bills.

Amidst vague hints that a Presidential veto might be in prospect, Sen. Jacob Javits, New York Republican who is co-sponsor with Sen. Harrison Williams, Jr., of a labor-supported bill in the Senate, almost pleaded with AFL-CIO President George Meany to discuss a possible compromise on the sub-minimum with Secretary of Labor Peter J. Brennan.

"I'm willing to talk with anybody," Meany replied, "but we will not surrender our principles in order to get a bill."

Meany pointed out that last February Brennan had suggested a get-together to discuss the kind of a bill that labor would approve. "But," said Meany, "I never heard from him again."

Javits expressed regret that this had happened but said that a bill was needed, that he hoped positions would not harden and that a satisfactory compromise bill could be worked.

Senator Williams interjected the remark that the kind of a bill that Meany was supporting already had passed twice. "Once this year by the House and once last year by the Senate."

"It was only by one vote in the Senate," countered Senator Robert A. Taft, Ohio Republican, who is trying to salvage the Nixon position.

"That's all we need," said Williams.

The exchange took place at a dramatic hearing before the Senate Subcommittee on Labor, of which Senator Williams is chairman. As leading witness for organized labor, Meany expressed support for the Javits-Williams bill in general with certain strengthening amendments. The bill, in large measure, is similar to one already passed by the House by a strong 287-to-130 vote.

A crucial vote of the House rejected the Nixon sub-minimum wage by 218-to-199, despite efforts by the Nixon Administration to water down the proposal by limiting it to younger workers over a limited period of time.

The Senate bill now in committee calls for a \$2 minimum as of passage of the measure, rising to \$2.20 an hour a year later. While noting that it would take a \$2.15 an hour level to bring the current \$1.60 an hour up to the 1966 level in buying power, Meany said that passage of the bill would "represent an important forward step." He said that the AFL-CIO recommended \$2.50 an hour at the end of two years.

Meany called for extending the Fair Labor Standards Act to all workers with the elimination of the "patchwork of exemptions" that now denies almost 17 million workers coverage. These include many agricultural workers, domestics and state and local government employees.

(Continued on Page Seven)

YOUR Business Manager's COLUMN COMMUNICATIONS AND BARGAINING L. L. MITCHELL

(Continued from Page One)

committee will face stiff bargaining sessions before their tasks are completed.

Communication during bargaining is one of our most difficult tasks. Much of the conversation on either the Union or Company proposals is of an exploratory nature and cannot be given to the membership as factual material until a tentative settlement is finally reached. Communicating discussions on complex issues which are put into condensed form for bulletins or other written matter are very difficult to make understandable, and often create confusion or misunderstanding due to their brevity. Oftentimes, over-communications can be counter-productive in raising membership hopes or creating frustrations. The use of public media has also been proven ineffective as a means of communications, particularly on sensitive conflict areas. Yet, some acceptable means must be provided to report progress and explain complex issues during bargaining because this can never be adequately done in the few hours available for explanation at ratification meetings or by the specific wording of the settlement.

We are fully aware of the difficulty of our membership in understanding the entire content of a settlement and the inter-relationship of its separate provisions and will do our best to expand our informational activities. We will need an understanding and united membership this year more so than at any other time in our history. We face major problems with wage and benefit restraints and the desires of our membership after a long term agreement. I would hope that all members will take the time to attend unit meetings and demonstrate in this manner their interest in bargaining which is so vital to aid your committee at the bargaining table. These meetings are also our best means of direct communications in explaining bargaining matters and to receive membership reactions which may be transmitted to the employer at the bargaining table.

New meeting schedules will be available on the bulletin boards, so please review them for your meeting dates and mark your own calendar well in advance so that you will not make conflicting commitments, and make that extra effort to be at your regular unit meeting.

Bargaining Roundup

PACIFIC GAS AND ELECTRIC COMPANY

Gas Street Department:

Committee met in Walnut Creek on May 16, 1973. Studied Company proposal which contained one item not acceptable to the Committee. Company submitted new language which is being studied at the Local Union office.

Terminal Operators: No change since last report.

Pipeline Operations: No change since last report.

Marysville Gas Load Center:

Meeting has been scheduled with the Company Committee on July 6, 1973.

Technicians:

Meeting with Committee tentatively scheduled for July 19, 1973.

General Construction/Lines of Progression:

Gas and Hydro: Committee met on June 12, 1973 and will meet again on July 6, 1973, to go over Union's proposal before submitting it to Company.

Field Office Operations/Process Centers: No change since last report.

SIERRA PACIFIC POWER COMPANY

No change since last report.

CITIZENS UTILITIES COMPANY OF CALIFORNIA

Arbitration hearing on this issue scheduled for July 16, 1973.

CALIFORNIA-PACIFIC UTILITIES COMPANY (Needles Division)

Negotiations completed. Membership accepted Company's last offer.

MOUNT WHEELER POWER, INC.


Negotiating sessions on June 18 and 19, 1973. Members voted on June 21, 1973 and unanimously rejected Company's offer. Negotiations will continue with a tentative date set for July 10, 1973.

X-RAY ENGINEERING

A tentative agreement was reached right at press time.


CONSOLIDATION OF GAS METER SHOPS

Meeting will be scheduled in the near future between Company and Union Committees.



the utility reporter

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Gas Scarcer, Costlier; How To Save It

By Sidney Margolius, Consumer Expert for Utility Reporter

Even with the summer driving season still to come, service stations in some parts of the country already are rationing gas by such methods as limiting how much you can buy, limiting hours of sale, and so on. At the same time, prices have been increased.

If you own a big car loaded with accessories, and drive the typical 12,000 miles a year, you can figure that you may use 1,000 gallons a year at an annual cost in the neighborhood of \$400. A combination of higher prices and reduced mileage can well cost you another \$50 this year.

There's also a hidden price increase. Independent marketers who sell unadvertised or house brands at cut rates have found it especially hard to get supplies. Over 300 independent retailers were reported shut down by early May.

Several reasons have been offered for the shortage, with some indication that it may be partly artificially induced. The Consumer Federation of America has pointed out that independent refiners are operating at only part capacity. They could produce more gas if the large oil companies made available more supplies of crude oil.

But there is no doubt that more conservative use of gas by car own-

ers could help restrain their own operating costs and the nation's trade deficit. Almost one-third of our oil now is imported. In recent years, with the encouragement of car manufacturers and oil companies both, we've gone on a real gas-swigging binge. While consumption of heating oil has gone up 18% in the past ten years, gasoline use has jumped 50%.

The unexpectedly huge increase in consumption is due not only to the greater number of cars but to the emission-control devices on new models and use of more accessories such as air conditioning and power-assisted controls.

But even with more accessories, most car owners can reduce consumption. Here's how:

Fuel-saving starts with the car. Both the weight of the car and the size of the engine affect consumption. Other factors equal, a 3,000-pound car may get 30-40% more mileage than one weighing 4,000.

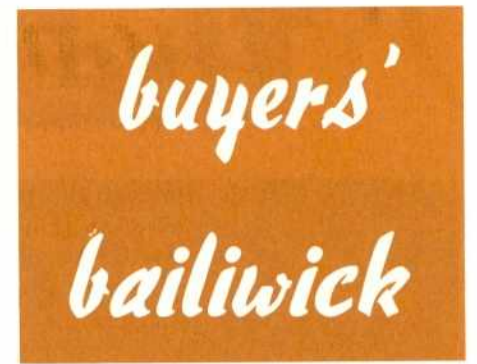
Bigger engines also play a part. A recent government study found, as one of several examples, that a 1973 3,500-pound Plymouth Valiant with a 198-cubic-inch engine got about 18 miles to the gallon. A 4,500-pound Plymouth Satellite with a 400-cubic-inch engine got only eight miles. A 2,750-pound

Chevrolet Vega with a 140-cubic-inch engine got 21.5 mpg. A 5,000-lb. Chevrolet Suburban with a 350-cubic-inch engine got only a little over seven.

Most of the full-size station wagons proved to be big gas eaters with 7 to 8 mpg. Even most of the current model full-size standard cars now provide only about 9 to 10 mpg. Intermediates provide about 10 to 13 mpg, and the compacts about 18 to 22.

Tires are another factor. Radial tires save about 10% of gas but you need them all around. You can't mix radials and bias-ply tires. But any tires get more gas mileage fully inflated. Five pounds of underinflation wastes a half gallon of every 20 gallons.

"Tire drag" also reduces mileage. A wheel out of alignment (toeing in or out) by one degree increases drag about 8%. (Poor alignment also damages tires and increases steering hazard.) **So are driving habits.** Besides reducing unnecessary gas use as through consolidating errands and using carpools and public transportation when feasible, improving driving habits is the simplest way to get more mileage. Jackrabbit starts, driving unnecessarily in low gear, racing for the red light and hard braking rather



than gradual deceleration all consume more gas. So does long idling while you run into a store or wait for your wife. Keeping an even speed helps take advantage of momentum. If you have air conditioning, don't use it unnecessarily. Mileage drops especially sharply over 40 mph. If you get 18 mpg at 40, you can expect only 16 at 50 and 14 at 60. In general, you can expect fuel costs to increase about 33% more at 70 than at 50.

And poorly tuned engines. Poorly tuned engines with carburetor misadjustments and late ignition timing are common causes of undue gas consumption. A dirty air filter can cut mileage 10%. A slow-acting or stuck choke; engine idle set too high (but it needs to be high enough to prevent stalling); dragging brakes; faulty spark plugs; stuck heat control or thermostatic valve; too-thick motor oil—all reduce mileage.

Readers Ask About Vitamin E

By Sidney Margolius, Consumer Expert for Utility Reporter

An airline worker, E. R. Weeks, representing a group of employees at his shop, writes: "We found your research on vitamin C very interesting. We would like to have comparative research on vitamin E."

They should have asked for something less controversial, like what to do about the Watergate scandals. Anyway, here's what the sales representatives of one of the largest health-food and vitamin manufacturers told me, under the impression I was interested in selling vitamins:

"Vitamin E is the rage vitamin. One book extols it for virility. The other book recommends it for heart conditions. Both have been questioned. But the fact that books have been written on this vitamin is enough to cause a run on it."

The "run" has, in fact, more than doubled vitamin E sales in five years. Vitamin manufacturers themselves do not claim that vitamin E or other products containing it are necessary to treat or prevent any identifiable nutritional deficiency. If they did, they might be liable for legal action. In years past, the Food and Drug Administration took legal action against vitamin E products promoted for treating sterility, heart disease, and muscular dystrophy. FDA said the vitamin is of no value for such purposes.

From time to time claims also have been made that vitamin E will cure diabetes, leg cramps, aching feet, impotence, and also will heal burns and wounds. Most of these claims have been disputed

as based on uncontrolled trials or merely inferred from studies on animals.

But often nowadays you may be confronted by literature announcing, "Vitamin E — the miracle worker," or even claiming: "Every year well over a million people die of heart disease in the U.S. alone — and coronary thrombosis is the main culprit . . . Can anything be done to stop this stupid slaughter? Yes! There is one simple substance that can completely wipe out the scourge of coronary thrombosis! And that substance is vitamin E!"

How can such sweeping claims be made? Note that they are made in what purports to be a reprint of an article. While the government can seize products advertised or labeled with false or unverified claims, the right to publish them is protected by the Constitution.

Thus, the vitamin promoters can point to these books as the source of therapeutic promises without any need to commit themselves to any claims.

Dr. Wilfred Shute whose writings are the basis for some of the sensational claims for vitamin E is a Canadian heart specialist.

He argues that modern milling methods have robbed us of the vitamin E in the wheat germ which is removed from wheat flour to make white bread. He says that a form of vitamin E called alpha tocopherol or a-tocopherol especially has the ability both to dissolve blood clots and keep them from forming.

Originally vitamin E was claimed to be a "fertility vitamin." It some-

times still is sold with such claims, either openly or insinuated. But the lack of proof of this effect in humans, and of most other claims, has made the claimed heart benefit currently the main issue.

Adelle Davis is one of the most enthusiastic pluggers for vitamin E not only for heart care but for muscular dystrophy, fertility, pregnancy difficulties, diabetes, varicose veins, bee stings, cancer prevention, and more. But her conclusions that vitamin E has "near-miracle" power (her words for one reported recovery) often are drawn from a few experiences of her own or one or another unnamed doctors.

Perhaps one of the most objective summaries of the findings so far was made by Barbara Premo, a spokesman for the New York City Health Department's Bureau of Nutrition:

"Recently, careful investigators have begun to re-assess vitamin E's potential role in preventing and treating various forms of heart disease. Many have wisely chosen not to report their results until conclusive data have been col-

lected. Evidence published to date does not support the extravagant claims that massive doses of vitamin E will cure muscular dystrophy, prevent heart disease or accomplish many other alleged cures."

Vitamin E is widely found in ordinary foods, including vegetable oils, butter, margarine, whole grains, wheat germ, eggs, legumes of various kinds and leafy vegetables. Thus, people who eat a well-balanced diet including a variety of foods apparently do not need additional vitamin E. Various researchers have said that consuming the recommended daily allowance (from five International Units for infants to 30 for men) is enough and any excess over ordinary needs is soon excreted.

In general, while the panacea claims seem exaggerated, and the huge doses at high prices promoted by vitamin manufacturers seem unnecessary, there is justification for further research on vitamin E and much is going on.

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Ralph B. Snow

did read his Utility Reporter and is our first winner. Congratulations, Ralph! I'm sure you'll find some way to spend the \$50.00.

Ralph found his number on page eight of the May, 1973 issue. The paragraph containing the winning number is shown below.

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, twenty-two thousand, nine hundred and forty-eight.

You too can be a winner, read your Utility Reporter and you might find your number.

The Bargaining Process F



Shown above are approximately half of the participants of the U.S.B.R. pre-negotiating conference.



This photo shows more of the participants of the U.S.B.R. conference.

The bargaining process from beginning to end, between Local 1245 and the United States Bureau of Reclamation, is depicted on pages four and five in written and photo form.

The Unit meetings, as in most other groups, are used as a forum for submitting proposals, but they are a small enough group to be able to call a "pre-negotiations" conference, wherein all the Shop Stewards from the various Field Divisions in Region II meet to discuss proposals to be submitted to the negotiating committee.

They have a general discussion session in the morning and then break up into smaller discussion groups to come up with specific proposals. The groups are split up in an effort to provide a cross section of locations and classifications. At the end of the day, the group leaders report on the results of their respective afternoon sessions.

This year the conference was held on March 17, 1973. The negotiating committee then started meeting in March and April to prepare a "package proposal" for bargaining with the Bureau.

We have photos of the pre-negotiations conference in Sacramento and of the negotiating committee meetings at the Local Union headquarters in Walnut Creek.

Bus. Mgr. L. L. Mitchell and Sr. Asst. Bus. Mgr. Mert Walters spoke at the conference relating to the "bargaining climate" and bringing them up to date on the legislative activity on their behalf. The budget cuts of the Federal Gov't could very well affect the Bureau employees, at the least it will stop most growth.

The negotiations were completed

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Shown above from left to right are: Bus. Rep. Hank Lu and Bus. Mgr. L. L. Mitchell as they receive questions f

From Beginning To End

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on May 24th and ratified by the membership at special meetings on June 5th and 6th.

The results of negotiations were as follows:

A six percent general increase will be granted all employees in the bargaining unit, effective June 24, 1973, one-half percent of which is subject to approval by the Civil Service Commission.

Management has agreed to permit the appropriate Shop Steward to review lost time accident reports prior to submission.

The Bureau will appoint a bargaining unit member to ad hoc committees to investigate operating errors, in consultation with the Union Business Representative at the Field Division level.

The Union Business Representative and the Regional Personnel office will review and update Mid-Pacific Region job definitions.

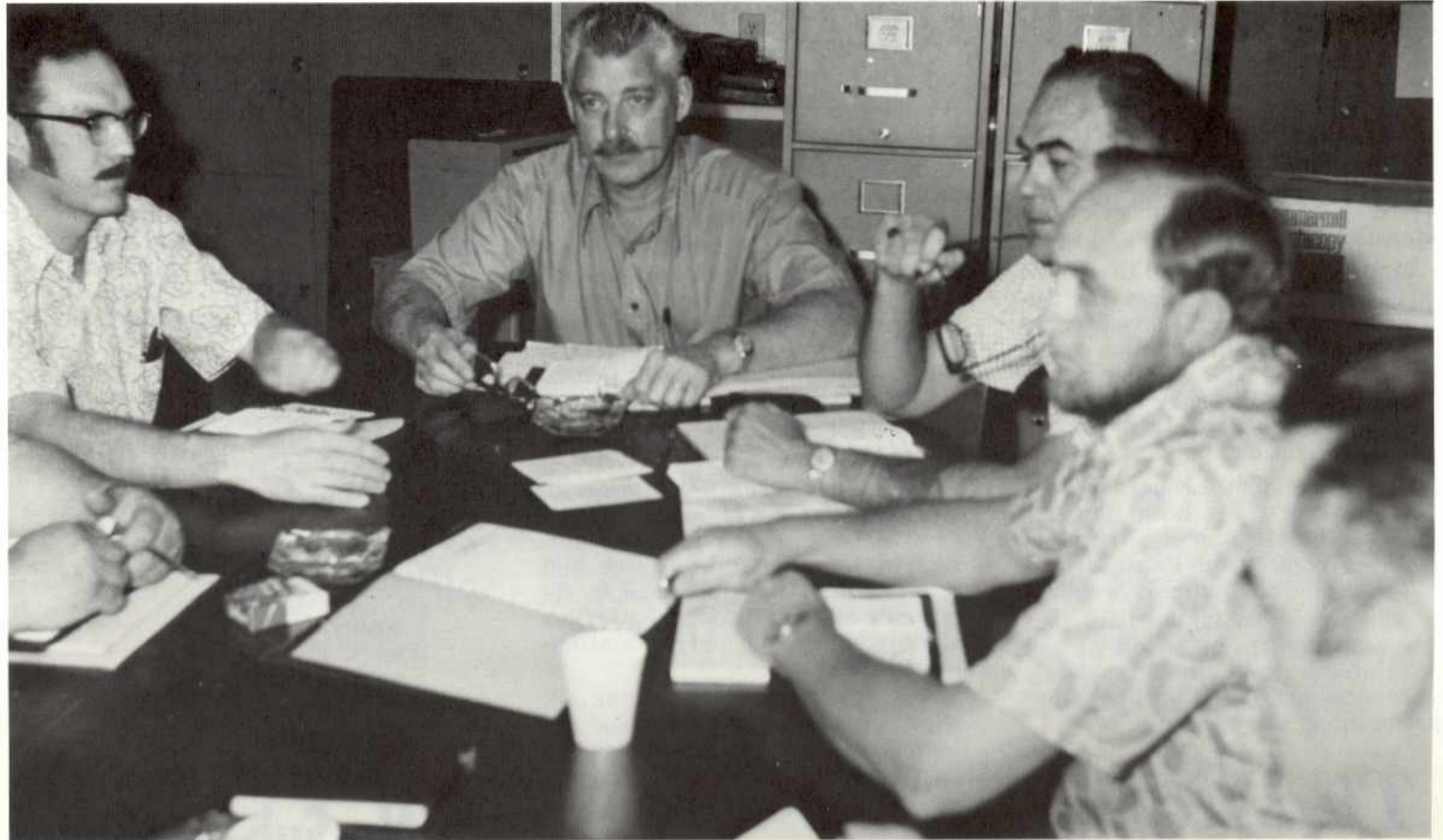
Changes were made in various sections of the agreement to clarify the language in an effort to eliminate some problem areas. Some of the changes dealt with changes of shift and overtime to be paid.

Deductions of dues was another area clarified.

Several new classifications were created and others eliminated. Some wage rate adjustments were made for specific classifications.

Special meetings will be held to explain the changes in the agreement to the Shop Stewards and the various levels of management.

The negotiating committee consisted of Chief Steward Bill Peitz, Tracy; Leroy C. Ferguson, Shasta; Lloyd E. Gammel, Fresno; George W. Skidmore, Willows; Wilbur J. Stubberud, Folsom; Chester A. Wright, Jr., Folsom, and Business Representative Hank Lucas.



This photo shows the negotiating committee in action at the Local Union headquarters.



The photos above and below show L. L. Mitchell, Bus. Mgr., while he sat in on a negotiating committee meeting.



Bus. Rep. Hank Lucas, Sr. Asst. Bus. Mgr. Mert Walters receive questions from the U.S.B.R. Stewards.

Woodcock, Meany rap 60-Day price freeze policy

Just as labor economists predicted, President Nixon's Phase III has ended in failure and is going to be replaced by a Phase IV that has inspired no confidence in most of organized labor.

Both the AFL-CIO and the UAW expressed blunt criticism of the President's newly-announced freeze as no answer to the inflation problem while they see nothing about the President's Phase IV intentions that will correct the problem of runaway inflation.

UAW President Leonard Woodcock declared that the action announced by President Nixon is clearly a retreat from Phase III and will not solve the nation's problem.

"The sooner we all get back to a free economy, the better off we will be. Unfortunately, the President's announcement is a step in the opposite direction.

The Head

(Continued from Page Eight)

after the headman finds them on the golf course without a head cold.

Headlines—That's what we make when, due to the enthusiasm for our work, we are found working in the wrong head.

Yes, these are all heads, but the one we are interested in is the one Mother Nature saw fit to decorate with eyes, nose, mouth, ear (make that two), and a chin. Some heads have hair, some don't; some are blond, some are not; some are round and some square.

Since the head is located at the top of the body, one would think it would not be subject to the same potential hazards as the feet located at the bottom of the body. It's not, for example, troubled by corns or bunions, but, like the feet, things do drop on it; it bumps into things; and its bones can be broken. Actually the head and attached accessories have a greater need for personal protective equipment than the feet. The eyes—safety glasses; the ears—noise protection; the nose and mouth—respiratory protection; for those heads tufted with hair—hair protection; and skull protection against falling things and bumping things.

While some may not consider the head as pretty as the feet it should be remembered that the head does have some value—the brain is located there, as are the senses of sight, smell, hearing, tasting and talking. Also, some areas are essential to breathing, eating and drinking.

You see, the head is important to us. It deserves to be protected. We would be lost without it. So, use your head. Head for the Safety Department for the equipment you need to protect your head, and you will be heading in the right direction—the safety direction.

Safety Newsletter

Abundance Needed

"Certainly the price of food is high, but the way to solve that problem is to let the American farmer produce all he can to satisfy the demand, and to fulfill the needs of our own people first, before shipping foodstuffs abroad. A price freeze on food at the wholesale and retail level will only create artificial shortages and black market prices.

"We need an economy of abundance, not one of government-created shortages.

AFL-CIO President George Meany laid stress on labor's insistence that there can be no real solution of inflation unless price and profits equity is established in relation to the sacrifices that workers already have made and are continuing to make.

Teamster President Frank E. Fitzsimmons, however, praised the new freeze and urged support for the President. Three million, fifty-six thousand, two hundred and forty-seven.

Congress Cool

The new Nixon maneuver left Congressional circles cool. "Price Freeze Fails to Win Confidence," read the page-one headline in the **Washington Post**. The stock market, which was supposed to boom when it became known that the President was planning new moves to control inflation, took another nose dive.

Meany expressed hope that the freeze, which is expected to last up to 60 days, will bring some relief to the harassed housewife.

But, he declared, "The freeze is not a policy, but represents a failure of policy."

Meany pointed out that despite the President's "rhetoric" in announcing his abandonment of Phase III, there were still wide discrepancies in the freeze itself.

- Retail prices are to be frozen, but, as Meany pointed out, they are being frozen "at the highest level in more than two decades."

- Wages have been exempted from the freeze, but they "remain under control for the 22nd consecutive month with workers' buying power less than it was a year ago."

Factors Not Controlled

Yet, "such important factors in the cost of living as rents and interest rates are neither frozen nor controlled."

Moreover, Meany declared, "skyrocketing corporate profits"—manufacturers' profits are now up 32 percent over the year—remain without control or direct restraint.

The test of Phase IV, he added, will be how Nixon deals with such root causes of today's inflation as tax bonanzas to business, the export of American capital and jobs; huge subsidized deals for the export of agricultural products and raw materials needed at home and soaring interest rates.

—Toledo Union Journal

Local 465, IBEW settles with San Diego Gas and Electric Co.

On June 15, 1973, Local 465's membership ratified a third contract offer with the San Diego Gas & Electric Company; 79 percent of the members voting voted "yes."

The three-year contract called for a 5½ percent wage increase the first year, 6 percent the second year, and 6 percent the third year. Members will receive a retroactive check for the period from March 1-June 23, 1973.

The benchmark or Lineman rate will go from \$6.14 to \$6.48, an increase of 34 cents per hour, and the average rate under the new agreement will be \$5.39. There will be an increase in the shift premium—from 17 to 20 cents per hour, and from 22 to 25 cents per hour.

Effective July 1, 1974, vacations will be improved to:

- 3 weeks after 7 years
- 4 weeks after 17 years
- 5 weeks after 27 years

A tenth paid holiday was added—Columbus Day.

SDG&E has agreed to a new article in the contract entitled SICK LEAVE, which will contain seventeen sections of sick leave rules.

A Dental Insurance program will commence on January 1, 1974, and will pay 50 percent of the usual, customary and reasonable fees, up to a maximum of \$1,000 per patient per calendar year. The rates will be as follows:

- Employee—paid for by the Company
- Employee plus one dependent \$4.40
- Employee plus two or more dependents—\$9.55

SDG&E has also agreed to deduct monthly the union dues from those members who voluntarily authorize it.

Although these are the highlights of the recently negotiated package, there were inequity adjustments, other wording changes, and Letters of Understanding agreed to.

No Sub-minimum wage for teens

(Continued from Page Two)

He said that an additional 6,500,000 workers are denied the overtime provisions of the Act even though they are under the minimum wage provisions.

Coming to the sub-minimum proposals of the Nixon Administration, Meany declared:

"The AFL-CIO is unalterably opposed to a sub-minimum for youth or for any other category of worker. We believe that the minimum wage represents a floor under wages and that no one— young or old, black or white, male or female— should be asked to work for less than the wage floor."

Brennan, who presented the Administration's proposals the day before Meany testified, sought to take the curse off the Nixon sub-

minimum proposal by offering to discuss some kind of an accommodation that would involve a "work experience rate for youngsters for a limited period with strong safeguards for adult workers."

He did not spell out the precise terms of this suggestion and was asked by Senator Javits not to spell them out in order to avoid any polarization of positions that would destroy a "flexible" agreement. Brennan agreed to hold off with the hint that a veto should be avoided at all costs.

How serious the veto threat is remains to be seen. All Republicans on the Labor Subcommittee have avoided the term despite at least one effort by Democrat Williams to smoke them out on the possibility.

—Los Angeles Citizen

Local 1245 and SMUD reach agreement

On June 6, 1973, members of Local 1245 employed by the Sacramento Municipal Utility District (SMUD) voted to accept the results of negotiations with the District. The term of this agreement is one year and provides for the following improvements:

A general wage increase of 6% effective June 24, 1973 for all hourly-rated classes except Utility Assistant.

Three new classifications were established and two additional Senior Warehouseman positions were established.

Several inequity adjustments were made and new starting rates were negotiated for several existing classifications.

The District has agreed to implement a voluntary deferred com-

pensation plan for investment purposes. The specifics will be worked out jointly between District and Union and will be effective January 1, 1974 or shortly thereafter.

In place of the Admission Day holiday, substitute a "free" holiday which will be administered as an additional day of vacation and is to be credited to each employee's vacation credits at the end of the pay period which includes Sept. 1, 1973 and each year thereafter.

Rule 916 will be amended as soon as practicable to provide for double time when an employee is required to work into a rest period.

Local 1245's negotiating committee consisted of Richard A. Beede, Jack L. Noble, Joseph E. Waters, Alvin T. Wolf Jr. and Bus. Rep. Charles P. Robinson.

A lengthening shadow

Exported jobs, imported goods — their lengthening shadow blots out more and more American jobs and increasingly threatens the American economy. The statistics are appalling:

In five years, a million job opportunities for American workers washed away by a tidal wave of imported goods and the migration of huge chunks of American industry abroad. Millions more jobs are in jeopardy as the process accelerates.

37 per cent of all TV sets, 63 per cent of all phonographs, 92 per cent of all radios, 96 per cent of all tape recorders, 18 per cent of all steel products, 20 per cent of all textiles, 53 per cent of all shoes sold in the U.S. are imports. It all means jobs.

The erosion of the employment base in major industries: Steel, 75,300 job opportunities down the drain in five years; rubber, 8,900 lost job opportunities in 1970 and 10,000 in 1971 alone; electronics, 32,800 jobs lost

Purchasing Power tailspin

America's workers fell further behind in the race against soaring living costs, and President George Meany told the Nixon Administration that it is time "for all segments of the economy to share equally in the burden of fighting inflation."

The consumer price index shot up another six-tenths of 1 per cent during May, while the buying power of workers' wages continued to decline.

This continued drop in buying power is "more bad news for America's housewives," Meany said.

"The economic fact of life for workers and their families is what they can buy with their paychecks." And, he stressed, "workers can buy less with their paychecks than a year ago; 2 per cent less than they could in October. However, profits and interest rates, as well as prices, have been soaring."

Meany said "these basic facts must be a key consideration in the Administration's planning of Phase 4," so that it can meet "the test of equity and fairness."

In dollar terms, the Bureau of Labor Statistics reported, the average worker's paycheck was higher than the previous month and above a year ago. But in terms of what it could buy, it was the equivalent of a pay cut.

Real spendable earnings is the government's term for take-home pay, adjusted to changes in the consumer price index.

This key figure, for a typical wage-earner with three dependents, was four-tenths of 1 per cent below April. And it was three-tenths of 1 per cent below a year ago, despite a rise in the average workweek.

Part of the year-to-year change resulted from higher social security taxes which reduced take-home pay. But the net effect, nevertheless, was that the average worker put in longer hours and took home more pay—but could buy less with his paycheck.

On a seasonally adjusted basis, the cost of living rise during May represents an annual rate of 7.2 per cent. Over the past three months, the price index rise translates into an annual rate of 8.7 per cent.

This was the fifth month of sharp rises in the consumer price index, starting in January when it jumped five-tenths of 1 per cent—more than double the two-tenths of 1 per cent the previous month.

February saw the seasonally adjusted rate rise by eight-tenths of 1 per cent; in March it soared by

nine-tenths of 1 per cent. The rate of increase was six-tenths of 1 per cent for both April and May.

Even the usually optimistic chairman of the President's Council of Economic Advisers, Herbert Stein, shed his rose-colored glasses after the May figures were announced, to say that the inflation rate is "still much too high and subsiding too slowly."

The consumer price index for May moved up to 131.5. In market basket terms, that means that goods and services that cost \$10 at the 1967 starting point would have cost \$13.15 last month.

Food prices continued to pace the rise in living costs, even though the rate of increase was down somewhat. Food prices rose 1 per cent over the month, even though they usually decline in May. Meat prices, which have been regulated by price ceilings, declined slightly but less than the seasonal pattern.

Used cars, gasoline and apparel all posted substantial increases, and new car prices did not show their usual May decline. Household service costs, including rent and mortgage interest expenses, continued to rise, as did medical care services.

—Los Angeles Citizen

Local 1245 and City of Healdsburg reach agreement

The members of Local 1245 voted to accept a settlement with the city of Healdsburg on May 14, 1973. The settlement is a one-year term retroactive to Jan. 1, 1973, and provides for the following improvements:

A general wage increase of 5 per cent was negotiated.

Upon retirement from the city of Healdsburg the retiree will be paid up to a maximum of sixty days for his accrued sick leave.

The city will pay the total premium for an employee only for a dental plan. The plan is an 80/20 plan.

Every two months the city will furnish the employees the following information:

- Overtime in hours and money
- Holiday pay
- Sick leave
- On call pay
- Vacation pay

The negotiating committee members were: Clyde Boyd, Robert Jensen and Bus. Rep. Corb Wheeler.

in home-use electronics products and 84,200 in electronic components in five years — a 27 per cent decline in U.S. employment in the industry; footwear, 18,700; auto, textile and other industries all hit by massive increases in imports — 250 per cent in textile in a decade, 100 per cent in auto from 1970 to 1971 alone.

Then, there's the greed-trip of multi-national corporations that have gone to low-wage areas like Korea, Hong Kong, Singapore, Taiwan, Mexico, France, Italy, Japan — where pay scales range from 15 to 60 cents an hour. Some 80 of America's 200 biggest corporations are multi-nationals, and their foreign activities comprise at least 25 per cent of their operations.

Whole plants which at one time employed American workers are packed up — machinery, technology and management personnel — and practically overnight become operative thousands of miles from our shores, leaving their workers behind and unemployed.

If an average American were blindfolded and taken to some parts of France, for example, when the blindfold was removed he might think he's still home. In Orleans, France he would see Westinghouse, Sprague Electric, Corning Glass Works, Alcoa plants. In Montpellier, he would see Motorola, Cannon Electric, Cameron Iron Works, IBM, Union Carbide. He would hardly know Paris is Paris, for there he would see Kimberly Clark, Avon, ITT, Coca Cola, IBM.

On the other side of the world, more than 75 American-owned factories are operating in Taipei, Taiwan, shipping goods back to the U.S. for sale — among them Admiral, Bendix, Zenith, RCA, Arrow Shirt, Dow Chemical, Mattell Toys, DuPont and Singer. The equipment is American. The technology is American. The management is American. The workers are not.

Criticism and alarm have mounted steadily in recent years as the vise of exported jobs and technology on one side and imported goods on the other has tightened on the American worker, and as more and more American communities are hit by closed-down factories and closed-out jobs.

No manufacturing nation like the U.S. can see its industrial base eroded at the same time a massive flow of goods from other nations comes in without in the end paying a costly penalty. The situation can not endure indefinitely without a major dislocation of the U.S. economy and an accelerating loss of jobs and mass purchasing power.

Sensitive to the criticism, the multi-national corporations have organized a front group to sell America on the idea that exported jobs and imported goods benefit all of us. They suggest they are not profiteers, but patriots.

However, major American business spokesmen are on record to show that the multi-nationals are motivated solely by their own selfish interests. Robert Stevenson, formerly in charge of Ford's international operations, put it this way:

"It is our goal to be in every single country there is, Iron Curtain countries, Russia, China. We at Ford Motor Company look at a world map with out any boundaries.

"We don't consider ourselves basically American. We are a multi-national company. And when we approach a government that doesn't like the U.S., we always say, 'Who do you like? Britain? Germany? We carry a lot of flags. We export from every country'."

The president of Motorola, explaining why his company transferred much of its production to Korea, said: "We can train Korean girls to do the same job as American workers. They are hungrier and more motivated. They will work harder for less."

Some economists separate the problem of multi-nationals and the problem of imports. Perhaps the nation's economy could withstand one if it weren't for the other. But the fact is, in some respects they're one and the same. Vast quantities of imports coming into the U.S. are produced by multi-national U.S. firms, their subsidiaries or licensees, in overseas plants. These firms, consequently, have the best of both worlds. They pay low overseas wages, bring the goods back here to sell at higher U.S. prices.

The two problems, therefore, have dovetailed into one. It is a big one, and action to confront it cannot be postponed long without facing the possibility of shattering consequences for an American economy already beset with high unemployment, soaring prices and a severe case of the shakes.

Meany reiterated AFL-CIO support of the Burke-Hartke bill, which would make it less attractive for American industry to run overseas and would provide rational controls over imports. — Memo from COPE.

Labor's Image outshines Business in school poll

High school students feel that organized labor is doing far more to meet its social responsibilities than are the nation's business firms, according to a poll taken for the Illinois Chamber of Commerce.

Parade magazine, the Sunday newspaper supplement, reported in its Apr. 22 edition that the students told the Chamber pollsters corporations show little interest in the needs of people, while rolling up excessive profits and inaccurately advertising their products.

The poll, conducted among 3,000 high school seniors and juniors, also revealed that they have a greater trust in unions, Parade magazine reported.

Almost 60 percent of the students declared that unions were the organizations most responsible for raising the living standard of the average American worker.

While not admitting that the poll backfired, state Chamber of Commerce President Lester W. Brann, Jr., said: "The findings illustrate that the true story of business is not being told to students and others . . . Business is spending untold millions in far-ranging programs to expand its social responsibility role."

The Parade article concluded: "That may well be—only an awful lot of students clearly doubt it."

—AFL-CIO News

The Safety Scene

Will You Be Next?

February 4, 1972

A three man crew, plus an equipment operator, were excavating a hole to repair a damaged 12 inch gas main. The job site was in the Rapid Transit construction area in downtown San Francisco.

Due to limitation of available work space, the backhoe was only able to excavate one side of the main to the proper depth. On the other side there was a pile of waste from previous digging nearby.

The crew had placed a sheet of plywood, 1" x 4' x 4' in the excavation on the side dug down to the proper depth, approximately three feet deep.

One of the crew members was in the excavation digging out the other side of the main in preparation to place another sheet of plywood for installation of trench jacks.

Unknown to the crew, another hole had been dug and backfilled with sand adjacent to the side where the employee was digging. The pile of waste from a previous digging was on top of this.

While the employee was working, the weight of this dirt collapsed the side near him, knocking him down.

He sustained a broken clavicle, left shoulder.

March 1, 1972

An employee was working in an excavation making repairs to an electric duct line when an unknown pedestrian, apparently under the influence of alcohol, started interfering with the work in progress. Upon request to leave the area, he became belligerent and kicked one of the barricades into the excavation.

The barricade struck the employee on the forehead causing severe lacerations.

May 5, 1972

On this date, an employee was sent out on a routine assignment of installing a 1" meter manifold on a new facility. Upon completion of normal work procedures involved in checking pressure on the house line, the employee attempted to remove the gauge.

Unknown by the employee, the plumbing firm which had installed the house line had placed muriatic acid in the line for leak check, and when the injured pulled the pipe out, it released the acid.

Injured received acid burns to portions of his body.

June 6, 1972

A line crew was in the process of installing a set of line cutouts on an existing 35 foot pole that had a double dead-ended 17KV circuit, and an open wire company phone line on it, when this accident occurred.

The jumpers on the top side of the cutouts had been installed and the workmen were attempting to make up the bottom side of the cutouts with the use of a "clamp" and "P.G. Gun," when the employee on the cutout side of the pole contacted the bottom of the cutout they were attaching to the line.

The injured received electrical burns to his right wrist and left knee which was touching the phone line.

June 12, 1972

A gas department employee was lying in a prone position on a private bridge, attaching a hanger for a service that was to be suspended on same, when another employee, not connected with the job in progress, drove over the injured's legs.

The injured received bruises and contusions of both ankles.

July 23, 1972

An employee made an electrical contact while in process of installing "come-alongs" and binders on the energized side of a 12KV switch.

The switch was open and grounded to the West. To the East, two spans away, were a set of double deadends that were to be opened and grounded, killing the whole section of line.

The injured employee installed a set of binders and grips on one phase of the grounded side of the switch. He then installed a set on the conductor on the hot side, using leather gloves. As he attempted to change position on the pole, his shoulder contacted the chain on the binder.

Although the resultant shock turned him upside down in his belt rendering him unconscious, he was able upon regaining consciousness to proceed down the pole under his own power.

Upon examination by a doctor, no trace of electrical burns could be found except for one pink spot on his back.

July 27, 1972

After completion of installing a new gas service, the crew proceeded to tap out the 3/4" service tee when the drill bit stuck in the main.

In order to free the drill bit, the employee unscrewed the "no-blo" tapping valve from the service tee and manually extracted the bit. Then, in order to control the escaping gas, the employee started to screw on the brass "no-blo" valve when an unknown source ignited the escaping gas, burning the injured employee.

Injured received 1st degree burns to his face.

August 10, 1972

While attempting to extend the "boom" on a standard line truck, the auger came loose striking the driver on the head.

He suffered a fractured cervical vertebra.

October 6, 1972

Upon reaching the level on the pole to fuse a transformer bank, the workman leaned out to take the fuse stick off the handline.

At this point, both hooks broke free causing him to fall to the ground. Injured received splinters in chest area and lacerations on right hand and forearm.

Fatality Holds Lesson For Some 1245 Members

Editor's note:

The following fatal accident occurred to a brother IBEW member working in the jurisdiction of Local Union #47 in Southern California.

The article quoted from Local 47's **Union Reporter**, points out the danger of working with energized conductors, especially the relatively low secondary voltages of 120/240 volts.

There is a real lesson to be learned by this tragic accident, particularly by our Gas Department members who are working around energized conductors every day with a minimal background of training and knowledge of the hazards involved.

"On May 10, 1973, Brother Ed King made a contact on an exposed 120 volt conductor which claimed his life. Brother King was in an open trench in the process of making repairs to a secondary line which had been dug into. The ground of the circuit had been spliced and taped. One of the conductors, still open, was taped at both ends and bent back out of the way and the other had been spliced back together but had not been taped.

The other personnel on the job at the time of the incident were not at the trench, so what took place causing the contact is theorized.

It is assumed that Brother King, while attempting to ascend from the trench, slipped or tripped and landed on the exposed 120 volt wire (across his chest). Just moments after he had been observed

working in the trench by other workmen, he was discovered in this position. The members of the crew administered external heart massage and mouth-to-mouth resuscitation immediately. Within minutes, an Orange County Para-Medic Unit was at the accident site, equipped with resuscitators and a heart defibrillator. They were in radio contact with doctors at the hospital and began working on Brother King vigorously.

The Para-medics continued to tend Brother King until he arrived at the hospital. Then the doctor attempted for an additional thirty minutes at the hospital to revive Brother King but to no avail. Immediately after the accident, an investigation was held and voltage readings of 70 to 100 volts were taken from the exposed wire and the earth.

The members of Local 47 extend their sincerest sympathy to Brother King's family at this time of sadness.

The fatal accident to Brother King points out that energized low voltage conductors are a source of great danger. In this situation, it is not clear how Brother King made the contact that claimed his life. However, there is an unfortunate tendency among many workers to treat low voltages with some degree of carelessness. Contacts with low voltage do not represent the danger normally associated with high voltage but the record of fatal accidents will show more people are killed by secondary voltages than by high voltage."

THE HEAD

This month we would like to take a close look at that peculiarly shaped object balanced precariously on top of the body . . . the head.

In making this study we became surprisingly aware that there are many different kinds of heads. Let's consider some of them:

Headman — Chief, boss, leader. He is usually the guy we head away from when business is bad, and head to when we want a raise.

Headache — Can also be described as headman. Also, we get one of these after an encounter with the

headman.

Hothead — (See Headman and Headache above).

Head Cold — That's what we tell the headman we have when we take a day off to head for the golf course.

Flockhead — That's what we feel like after the headman finds us on the golf course heading for the green, after we told him we could not work because of a head cold.

Head — Navy language indicating the rest room. That's where blockheads find themselves working
(Continued on Page Seven)