Leadership Conference Successful

Business Representative Jack McNally called the Educational Conference for Local 1245, I.B.E.W. Unit Chairman and Recorders to order at 8:45 a.m. on Saturday, November 16, 1974. The two-day program was presented in cooperation with Local 1245 and the Center for Labor Research and Education - University of California, and held at the Sheraton Inn in Concord, California with approximately 140 people participating.

Brother McNally briefly outlined the activities planned for the day and then turned the meeting over to L. L. Mitchell, Business Manager - Financial Secretary of Local 1245, who greeted the participants and introduced the Officers and Executive Board of the Local.

Business Manager Mitchell indicated in his opening remarks that it was not the intent or purpose of the conference to try to make expert parliamentarians out of the participants in a day-and-a-half. He indicated a desire to give them materials and tools which will assist the Unit Chairmen and Recorders in the performance of their jobs at the Unit level. He encouraged questions and discussion on the various topics being covered.

The next item on the agenda was a simulated unit meeting which was introduced by Norm Amundson, Coordinator of Labor Education Programs, Center for Labor Research and Education, University of California. Norm is a former Business Representative of Local 1245 and was also editor of the Utility Reporter.

The simulated meeting was well received and the "role players" brought out just about everything that could possibly happen at a unit meeting, and then Norm discussed how the chairman handled the various situations and gave certain suggestions on how to improve in certain areas.

After a brief coffee break Dr. Fred S. Stripp, University of California, gave an excellent presentation on Parliamentary Procedures and Effective Public Speaking.

In the afternoon they split into two workshops: one for Unit Chairman led by Business Representative Ken Lohre and one for Unit Recorders led by Business Representative Jack McNally.

(Continued on page four)

Participants at our two-day Unit Chairman & Recorder's Conference appeared to be most pleased with the program and it was considered by all to be a success. This is most rewarding to those preparing and presenting the material, but the program will be a flop if the unit meeting participation is not improved. I am certain that the Unit Chairmen & Recorders will go back to their respective units with a better understanding of their roles and will endeavor to put into practice what they learned at the conference. However, it takes attendance by the members to make a meeting. It also takes people with a sense of responsibility to accept committee assignments within the unit if we are to maximize information gathering and improve communications at each level of Union responsibility.

The diversity of our problems makes it imperative that all members provide input on the issues and answers which will be developed. The units should have a number of active standing committees which can evaluate/provide solutions and report findings to the unit and the administrators at higher levels. Our conference stressed the need for activating a Unit Health and Safety Committee as one of the currently needed committees.

New standards for health and safety are now being worked on at the State and Federal levels. The need for worker participation in the development of these standards is most important for they are closest to the problems, they will have to work under them, and in general are capable of spotting hazards as well as devising methods to perform the job with safety. Individual reports and suggestions pooled by Unit Safety Committees can assist all in providing a better job and better place to work if they are brought forward. I urge all of you to go to your unit meetings and participate through committee activity.

We at the administrative level can provide much in the way of information and assistance in your activities if we know where the need is. We are stressing the formation of Health and Safety Committees because there is much activity in this field by State and Federal agencies and the need for field information is of utmost importance now.

We would hope that other areas of committee action will not be overlooked for there are other fields where such activity can be fruitful to the unit as well as the local Unions. Political Education Committees can be most valuable in keeping members knowledgeable of the legal and legislative activities which should be of concern to our members. Much of our economic and qualitative life will be affected by new laws and regulations. Our need to be aware and active as an advocate of our members is paramount but the determination of programs to meet the will of the membership is much more certain when true concensus can be obtained.

If only a few units develop active

(Continued on page two)
Merced I.D. settlement reached

Effective December 1, 1974 employees of Merced Irrigation District represented by Local 1245, I.B.E.W., will receive a 10% general wage increase. This is the result of negotiations between the parties arising out of this year's opener. Other improvements were a reduction in the wage progression from three to two years for Ditchtenders and the establishment of a $10.00 per month uniform allowance for regular Park employees. The wage rate for temporary employees was set at $2.78 per hour, resulting in increases from 12.3 to 37.5%.

Members of Union's negotiating committee were Albert Manchoe, Robert Olivarez and Charlie Winder, together with Business Representative John McManus.

One year pact for Lindmore Irrigation Dist.

Local Union 1245 members employed by the Lindmore Irrigation District have ratified a one year Agreement to be effective September 1, 1974. Terms of the new Agreement provide for increased sick leave accumulation of from 72 to 84 days, District to pay the full cost of providing hospital insurance for employees and their families, an increase in standby pay from $2000 to $2500 per week, a special adjustment for the classification of Shop Foreman, establishment of a new classification of Lead Water Tender, and a 7.7% general wage increase. The added costs to the District comes to a little more than 10% of payroll.

The parties also agreed to review costs of dental insurance prior to next year's negotiations. Union's negotiating committee consisted of Clyde D. Berger and Business Representative John McManus.

The larger adjustments came about by the establishment of a new classification of Utilityman and combining several lower paid classifications, including Laborer, into this new classification.

Coalition of labor Union women

The Coalition of Labor Union Women (CLUW) is a new national organization which was formed in Chicago in late March, 1974 and is now setting up local chapters throughout California. CLUW is an organization for women labor union members. It is NOT a separate union. The aim is to work within the existing structure to promote the concerns of women workers.

Contra Costa County is now forming a CLUW chapter and invite all labor union women to join. The charter meeting will be held Thursday, December 5, 1974 at 7:30 PM at the Teamsters Hall, 2727 Alhambra Avenue, Martinez.

STATEMENT OF PURPOSE

Of the 34 million women in the work force, little more than four million are members of unions. It is imperative that within the framework of the union movement we take aggressive steps to address ourselves more effectively to the current needs of all women union members and particularly the needs of minority women, who have been traditionally singled out for particularly blatant oppression.

Women unionists work in almost every industry, in almost every part of the country. Despite their geographical, industrial, and occupational separations, women share common concerns and goals.

Full equality of opportunities and rights in the labor force requires the full attention of the labor movement... and especially the full attention of women who are part of the labor movement.

The primary purpose of this new national coalition is to unify all union women workers.

(Continued on page seven)
Senior self-help programs

by Sidney Margolius  Consumer Expert for Utility Reporter

A Senior Citizen Advisory Council helped to identify what local older people themselves consider to be their primary needs and interests, Fisher explains. The Council initiated a senior citizens crime prevention program; worked to get free to the elderly Social Security card recording essential health data which the bearer might need in an emergency. The seniors also helped arrange courses at local colleges in such subjects as consumer education, home operations, crafts and cultural arts.

Fisher points out that not only are seniors helping themselves in such programs but increasingly, they are helping others through the nationwide RSVP (Retired Senior Volunteer Program). RSVP already operates in 600 communities with help from the federal ACTION agency. Anyone 60 or older can be an RSVP volunteer.

The talents, skills and experience of older people are being developed into national resources, says Fisher. The RSVP program sponsored by his own department is the nation’s largest, and RSA is the federal ACTION agency.

One of the most interesting trends in these days of high price tags, is a Recycle and Salvage Workshop started by a senior center. Some 20 representatives from senior clubs participated in learning how to make practical or decorative items from discarded materials so that the elderly in their own homes could teach these old-timers new skills. They then could teach these skills to their own club members. Discarded stockings are turned into rugs; scrapwood and aluminum siding into easels; other materials into handbags, and so on.

"RSVP in New York City is less than two years old, but already senior volunteers are serving in more than 80 agencies," Fisher relates. "At first some agencies are reluctant to accept older volunteers because of their services will really be valuable. But they are soon won over by the dedication and reliability of the senior volunteers."

Services which help elderly people stay in their own homes rather than be pushed into nursing homes with their uneaven care and overcommercialization, are increasing. Such aids include "meals on wheels" which in many towns bring meals to incapacitated seniors. Comprehensive medical and other supportive services in the home are operated by the innovative Minneapolis Age and Opportunity Center.

Many of these expanding programs are organized by union-sponsored Senior Citizen and Golden Age Clubs affiliated with the National Council of Senior Citizens. Other community groups such as family service agencies, women’s clubs, Girl Scouts, settlement houses, housing co-ops and individual organizations, also have organized special consumer helps for the elderly such as shopping services, car pools to go to clinics, prescription collection services and legal-advice services.

Perhaps the most heart-warming trend is toward self-help and mutual-aid services which aim to provide a feeling of independence.

One of the fastest-spreading services is telephone reassurance, sometimes called "Ring A Day." At prearranged times, volunteers—often seniors themselves—call elderly people living alone. If there is no answer (or in case of an emergency) the caller knows beforehand which doctor, neighbor and relatives to notify. A specialist in problems of widowhood, Dr. Virginia R. Coevers, has written a booklet, Guidelines for a Telephone Reassurance Service, published by the Institute of Gerontology, sponsored by the University of Michigan and Wayne State University.

In the belief that such services can make a vital difference in the lives of isolated elderly people, the Institute, located at 543 Church St., Ann Arbor, Mich. 48104, offers the booklet at no charge.

Perhaps the most innovative self-help program is that operated by the Community Service Society of New York. It is working in a moderate-income Queens County neighborhood, Bernard C. Fisher, director of the society's Department of Community Services, who has reported to the Amica Family Planning Service, the Senior Citizens Program for Older Adults, in 1972, brought together all public and voluntary organizations and the senior-citizen groups to provide services and activity programs with the seniors themselves involved in helping other elderly residents.

Wage Garnishment

Wage garnishment is the procedure by which your creditor (i.e., someone to whom you owe money) can satisfy his debt against you by obtaining a portion of your wages directly from your employer. It is important to realize, however, that a creditor may only do this only after he has gone to court and obtained a judgment against you.

Exactly how garnishment proceedings work best be illustrated by an example. Suppose you have borrowed money from the Friendly Finance Company and are unable to pay it back. The company can then go into court and obtain a court order which tells you how much money the company is seeking, and a copy of the "summons" which states how many days you have to file an "answer." When you receive these documents, you should immediately show them to an attorney. If you do file for an attorney, you may be able to obtain a "default judgment" against you for the full amount of the money it has requested.

Assume that you have no defense to the complaint, agree that you owe the money sought, and therefore let the court get a judgment against you for that amount. The company must then take the judgment to the court and get a document known as a "writ of execution." That writ is addressed to the sheriff and asks him to satisfy the judgment against you out of any property you may have. A copy of the writ must be sent to you. If you do not file for an attorney in the proper amount of time, you may be able to obtain "default judgment" against you for the full amount of the money it has requested.

Assume that the court has served a document on your employer known as a "levy" of wages. It instructs the employer to withhold a certain proportion of your paycheck and turn it over to the sheriff, who in turn will give it to your creditor. Each levy runs for approximately 90 days and requires the employer to withhold some of your wages during that period. Will be another 90 days when you go to work, you'll find that your employer that a levy has been made on your wages. Again, you should see an attorney immediately because you have only 10 days from the date of levy to exercise certain rights.

Under federal law, the most that an employer can withhold from you during any work week is the lesser of 25% of your weekly disposable earnings (i.e., earnings after taxes are taken out) or the amount by which your weekly disposable earnings exceed 30 times the minimum hourly wage (i.e., $2.00 per hour). Also, under California law, you can protect all of your disposable earnings if you can demonstrate that you need them to provide your family with the basics of life — i.e., food, clothing, shelter, medicine, transportation, etc. In order to protect all of your wages, however, you must file with the sheriff a "claim of exemption" and this must be done within 10 days of the levy on your wages. The claim of exemption must show how much your wages are and how much your expenses are for basic items. If those expenses are as great as your income, all of your wages will be protected.

If the creditor wishes to contest your claim of exemption, he must do so within 5 days after the claim is filed. Failure to do so means that the sheriff must return the wages he received from your employer.

Finally, you should know that federal law prohibits an employer from firing you for anything that violates the terms of your employment contract, even if you owe money to the creditor. Under federal law, you cannot be fired if you do not file for an attorney who can help you determine whether you are entitled to an exemption. If the court rules in your favor, the sheriff will return the wages he received from your employer.

We get letters

B. Hitchen
2446 Lockwood
Fremont, Calif. 94538

Mr. L. L. Mitchell
I.B.E.W. 1245
Box 4790
Fremont, Calif. 94538

Mr. L. L. Mitchell
I.B.E.W. 1245

Dear Mr. Mitchell,

Now that school is upon us once more and "book-work" substitutes for summertime sun and leisure I wish to pause and make a formal thank you. As winner of the I.B.E.W. Annual Essay Contest I am proud and grateful to you, and all the members of your union.

As my fresh year year I see many unique challenges confronting me, however, with the trust, faith and hope that your union has given me I'm sure I will reach my eventual goals.

Sincerely yours;

Brad Hitchen
Following the workshops Dave Reese, Business Representative for Local 1245, introduced Ken Larson, Occupational Safety and Health Administration, to the group on OSHA rights and responsibilities and need for this committee.

Brother Reese then introduced Ken Larson, Occupational Safety and Health Administration, to spoke to the group on OSHA rights and responsibilities and need for this committee.

In the evening a group dinner meeting was held. Vice President, District Nine, Communications W. "The impossible Mission of the Union Leader." The mission of the union leader is difficult, not impossible. And dedication of a small number of union members, Shop Stewards and active members of the union, make the mission of the union.

On Sunday morning Business Manager Mitchell, scheduled for the workshops. The participation consequently, time ran out before they were able to make the mission of the union.

Bruce Poyer, Coordinator of Labor Education and Training, University of California, addressed the group on parliamentary procedures and effective public speaking.

The conference ended with reports from Howard Darington, President of Local 1245, and L. L. Mitchell, Business Manager, or Board and the Business Manager's office.

All of the participants were presented with certificates of participation.
ucational Opportunities for Unit Officers

continued from page 1)

ve Reese, Business Representative, gave a presenta

Preview Health and Safety Committees and outlined the

ed Ken Larson, Labor-Management Liaison, Oc-

Administration, U.S. Department of Labor, who

A. rights and responsibilities. Ken Larson was a

cal 1245 just prior to assuming his present position.

eting was held and guest speaker James Booe,

Communications Workers of America, spoke on the

Union Leader.” Mr. Booe surmised that while the
difficult, it is not impossible because of the efforts

ber of union members. The Unit Chairmen and

active members are the key people who take on

sion of the union leader a possible one.

Manager Mitchell was scheduled to speak for an

ime for more discussion on items that were

The participation in the workshops was excellent,

e they were able to discuss the function of the

this topic was discussed on Sunday morning.

Labor Education programs, Center for Labor

ertainty of California, spoke on what’s ahead for

reports from Howard Darington, President of Local

ness Manager, on the activities of the Executive

presented with certificates and thanked for their

shown above from left to right are: Jack McNally, Bus. Rep., L. L. Mitchell, Bus. Mgr., Ken Lohre, Bus. Rep.,

Howard Darington, President, Norm Amundson, Univ. of Calif.

More of the conference participants are shown in this photo.

Utility Reporter—November, 1974—Page Five
L. L. Mitchell, Business Manager, is shown addressing the group and bringing them up to date on his activities on behalf of the local.

Business Representative Dave Reese is shown explaining a form for unit safety committees.

James Booe, Vice President, District Nine, Communications Workers of America, is shown speaking on the "Impossible mission of the union leader."

This photo shows Bruce Poyer, Coordinator of Labor Education Programs, Center for Labor Research and Education, Univ. of Calif., speaking to the group.

Ken Larson, U.S. Dept. of Labor, is shown speaking on O.S.H.A.

Norm Amundson, Coordinator of Labor Education Programs, Univ. of Calif., is shown explaining the simulated unit meeting.
Labor Press Urges Postal Service Subsidy

National Health Security

If medical costs don’t stop soaring, it’ll soon be prohibitive to cure even a minor case of acne.

Doctors’ bills and hospital charges once again are among the indicators feeding run-away inflation. In recent months—since controls on medical costs were lifted—there has been 50 per cent faster than the rest of the Consumer Price Index. Two million, five hundred and eight thousand, one hundred and twenty. According to a report by the Department of Health, Education and Welfare, doctors’ charges are increasing even faster, and hospital costs almost as fast, as they did following the huge rise after the launching of Medicare seven years ago, when hospital charges shot off on a near-20 per cent a year boost and doctors’ fees eight per cent.

These pressures let up in 1971 under controls, but with controls now off, HEW experts foresee increased medical costs to the public of $4 billion the remainder of this year. The estimated hospital charges are $9 billion. The 1977 total is expected to be $32 billion, at an annual rate of 17.7 per cent and doctors’ bills 19.1 per cent—compared to 12.5 per cent for the CPI as a whole.

When doctors charge is 29.4 miles from the job site and he arrived at the hospital in just a little over an hour. Welton Beene was 49 years old and he is survived by his wife, Gladys, and two adult sons.

The International Labor Press Association urged to Congress to vote an annual subsidy to the Postal Service, on a continuing basis, and we don’t taker 20 per cent of operating costs to be excessive... (if) the subsidy is in fact used for public service functions,” the ILPA statement said.

Neither the Postal Service nor the Postal Service Commission, Fiester noted “have shown even a glimmer of recognition that the value of mail service... has any other meaning than dollar and cents ideas and information weight nothing on their postal scales... they are oblivious to the values the Founders had in mind when they created a mail system.

The non-profit second class mail category—the one covering labor papers, “needs the most relief in the biggest hurry,” the ILPA said, “since we have been hit with by far the heaviest proportionate increases and are least able to survive them.

The statement called for non-profit second class rates to follow the “same general level of second class regulations but lower in the same proportion that prevailed at the time the Postal Reorganization Act went into effect.”

Suggesting a number of technical changes designed to bring proposed legislation into line with ILPA objectives, the statement concluded: “The true do believe in the freest possible dissemination of diverse viewpoints, of specialized as well as general news—of debate and discussion and discussion. And in that process there is no substitute for the printed word. What it may cost in tax dollars is and will continue to be repaid in far more valuable coin — the health and continued progress of this free and democratic society.

Pennsylvania AFL-CIO News
The Safety Scene

The squeeze is on the "cafe coronary".

WHAT DO YOU DO? You are sitting at the dinner table, laughing over a funny story, when suddenly the person next to you turns pale and collapses. At first glance it looks like a heart attack. But then you notice that the victim can't talk—he is choking on a piece of food caught in his windpipe.

You have four minutes to save his life.

Should you slap him on the back? Should you offer him a glass of water? Should you reach into his mouth and try to dislodge the chunk of food? Those were the old methods of trying to help a choking person, but now a person in Cincinnati has come up with a new solution.

Dr. Henry Heimlich, director of surgery at Cincinnati Jewish Hospital, offers this advice:

"Stand behind the victim and put both of your arms around him. Let his head, arms and upper torso hang forward. Grab your fist with your other hand and place it against his abdomen slightly above the navel and below the rib cage. Press up rapidly against his abdomen. This forces the diaphragm up and compresses the lungs. Hopefully the food will pop out like a cork from a champagne bottle."

"If the victim is too heavy for you to hold, lay him on his back and sit on his hips. With the heel of your left hand pressing against the back of your right hand, push forward into his abdomen just above the belt."

"A second person should be prepared to remove the ejected food from the victim's mouth—particularly if he's on his back—with a spoon or fingers."

Apply artificial respiration if the victim still has trouble breathing after the food is removed. Then get him to a doctor to have him checked over.

If you choke on something while you are alone, use the technique on yourself by pressing your fist rapidly up against your abdomen.

Dr. Heimlich's discovery was triggered by a newspaper article. "Unup against your abdomen."

"The idea of the champagne cork came to me, and it seemed logical to try to drive the plug of food out from below. I experimented with beagles and developed this method."

The "Heimlich maneuver" has already chalked up a number of successes. In Ohio a doctor reported saving a friend who was choking on a piece of steak at a Rotary banquet. The doctor had read about the new method just the day before. In Illinois another doctor used the method on a young woman who was choking on a piece of food at a garden party.

In Seattle a retired restaurant owner saw an article on the Heimlich maneuver in his Sunday paper. He was particularly interested because death by choking occurs so often in restaurants that the problem is often called "cafe coronary." Hours later he used the method to save the life of a neighbor's wife who was choking on a large piece of chicken.

Those early successes seem to indicate that the Heimlich maneuver could save a lot of lives. But don't rely on it. Instead, use common sense and good table manners so that you won't choke in the first place. Don't drink too much alcohol before eating. Chew your food slowly and thoroughly, especially if you have dentures. Don't eat and laugh at the same time. Above all, don't bite off more than you can chew.

Family Safety

Will You Be Next?

Welton M. Beene, Troubleman for PG&E in Madera, California and long-time member of Local 1245 was killed in an industrial accident on Oct. 25, 1974.

Brother Beene was killed while operating a 600 Amp. Joslyn 110 KV Air Switch at Oakhurst Junction. The switch was installed on 10/25/74 and was to be used to drop 28.3 miles of line, at no load, to Chowchilla Junction. Previously there had been a K.P.F. switch at this location that would not drop the line. Another K.P.F. switch at this location had been opened in an attempt to drop 8.1 miles of line and had failed to break the arc.

This problem was given to Joslyn to solve and this new switch was given as the answer to the problem. The switch has a 2" pipe operating rod running from the top phase to within 57° of the ground. The switch is operated by turning a cranked gear box. The mechanism is grounded with a 2/0 copper wire to an 8' ground rod driven at a 45 degree angle 6'4" away from the face of the pole. The new switch had been operated about 15 times by the line crew prior to energizing to be sure the blades and arcing horns were in proper adjustment.

In a test of the capability of the switch Brother Beene opened the switch, wearing his rubber gloves, and it failed to drop the line. An arc was started which went to phase to and ground through the pipe operating rod. The circuit was relayed back to Kerchoff Power House by the A O directional overcurrent relay at 1426. A hole was burned in Brother Beene's right rubber glove at the ring finger and an exit burn, the size of a quarter, on his right heel. As a result of the electrical shock Brother Beene was knocked down striking his head on a rock causing a head injury.

There was a five man G. C. Line crew waiting at the job site to be sure the switch was OK and witnessed the accident. In addition, M. Burnett, Division Operating Assistant, was there to observe the operation. This accident occurred just before the switch was put into service.

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(Continued on page seven)