

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 Chairmen led by Business Representative Ken Lohre and one for Unit Recorders led by Business Representative Jack McNally.

(Continued on page four)



Business Manager L. L. Mitchell, right, is shown greeting all the participants in the Leadership Conference with Bus. Rep. Frank Quadros looking on.

YOUR Business Manager's COLUMN

LEADERSHIP CONFERENCE

L. L. MITCHELL

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 whole 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/propose 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 to 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 consensus can be obtained.

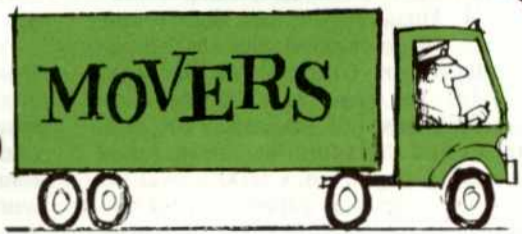
If only a few units develop active

(Continued on page two)



This photo shows some of the people who attended the two-day conference. (See pages four, five and six for more photos.)

... HAVE YOU MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

RETURN TO:

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

Appointments

Negotiating Committees

CITY OF HEALDSBURG

Clyde A. Boyd
Robert C. Jensen

OROVILLE - WYANDOTTE IRRIGATION DISTRICT

James Higgins
Michael Keehn

PACIFIC GAS AND ELECTRIC COMPANY

Interim Negotiating Committee, Geysers Power Plant
Raymond F. Gallagher
John L. Niehaus

RICHVALE IRRIGATION DISTRICT

Troy W. Kellett

SOHNER TREE SERVICE, INC.

Dan Schubert

STORER TV CABLE

Fairfield
Anthony Crittenden
Rohnert Park
William Fredericks

TELE-VUE SYSTEMS, INC.

Roger J. Gahn

PACIFIC GAS & ELECTRIC

(Wage Opener) Physical & Clerical
Eduardo Vallejo (Chairman) V.P. & Comptroller's Office
Wesley E. Dietrich - Coast Valleys Div.
James McCauley - East Bay Div.
Charles D. McAlister - General Construction
Allen J. Simontacchi - North Bay Div.

U.S. BUREAU OF RECLAMATION

Mid Pacific Region
William H. Peitz (Chairman) Tracy Field Div.
Leroy C. Ferguson - Shasta Field Div.
Lloyd E. Gammel - Fresno Field Div.
Roderick H. Knehans - Tracy Field Div.
David L. Taylor - Willows O&M Office
Chester A. Wright Jr. - Folsom Field Div.

UNIT OFFICERS

Unit 2512 - Angles Camp

Neut Hewelt - Chairman
Joseph J. Fraguero - Vice Chairman
Cort William Martz - Recorder
W. E. Fish - Executive Committee
Arthur F. Canepa - Executive Committee

Unit 3912 - S.M.U.D. - Fresh Pond

Jack Noble - Chairman
Steve Reem - Vice Chairman
Mike Paulsen - Recorder
Rodney Johnson - Executive Committee
Robert L. Thatchey - Executive Committee

LABOR COUNCIL DELEGATES

James E. McCauley - Alameda County CLC
Richard D. Robuck - Butte and Glenn Counties CLC

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 next 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 women 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 critical needs of 30 million unorganized sisters and to make our unions more responsive to the needs of all women, especially 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, union women share common concerns and goals.

Full equality of opportunities and rights in the labor force require 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

(Continued on page seven)

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 as the result of negotiations between the parties arising out of this year's opener on wages. Further, the December 1 effective date is one month earlier than the normal January 1 effective date.

In addition to the general increase, a number of regular classifications received special adjustments, this bringing total adjustments up to a maximum of 30.2% for the Laborer classification. Classifications receiving special adjustments included Spray Rig Operator, Equipment Groundman and Pumpman with provisions for Park Rangers to receive a special adjustment on July 1, 1975.

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.

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 Mancebo, Robert Olivarez and Charlie Winder, together with Business Representative John McManus.

Business Manager's COLUMN

Unit Meetings

L. L. MITCHELL

(Continued from page one)

committees in the two areas noted we shall have a start. The more that become active, the more ideas and information will be available for use in advancing the purposes of our Union.

Your Executive Board and the Business Manager's Staff are most anxious to aid the units in making the system work. We believe there are many basic economic and social issues which require the attention of working people and which require group action to provide solutions. We believe that with some 86 unit meetings available to our membership that well attended meetings and active committees reporting to this forum will clarify the issues and provide the information needed to assist us in developing a program to reduce the problems.

We need your talents and your participation if we are to keep our Union at its strongest. Won't you give it a try?

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 \$20.00 to \$25.00 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 cost 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 utility reporter

Telephone (415) 933-6060



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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 checking accounts for seniors from local banks; helped sponsor health fairs and seminars, and distributed a "health passport" for elderly people—a wallet 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 citizens are a tremendous national resource, says Fisher. The RSVP program sponsored by his own department is the nation's largest, and SERVE, the CSS pioneering older volunteer program, was the forerunner and model for RSVP.

A 75-year-old woman is one of 35 RSVP volunteers who serves every Thursday at a hospital for the mentally ill, leading geriatric patients in light exercises, dances, songs, games

and bingo. Another 73-year-old woman, a former packer in a handbag factory, is an RSVP volunteer at a public school teaching two young children to read. A man of 91 and his wife, who is in her 80's, themselves live in a nursing home and have difficulty walking, but they work in RSVP assembling word game kits used by volunteers to teach children to read.

In conducting neighborhood RSVP programs, Fisher says, RSVP works with many older people's groups—senior centers, church groups, senior citizen clubs in housing projects, etc. For example, a group from Co-Op City in the Bronx serves at a nearby hospital; RSVP volunteers from the LaGuardia Senior Center in Manhattan serve at another hospital; RSVP volunteers from a Brooklyn church make daily telephone calls to some 200 homebound persons.

One of the most interesting programs in these days of high price tags, is a Recycle and Salvage Workshop started by a senior center. Some 20 representatives and six senior clubs participated in learning how to make practical or decorative items from discarded materials so they in turn could teach these skills to their own club members. Discarded stockings are turned into rugs; scrap-wood 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, questioning whether 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 uneven care and over-commercialization, 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 union locals, 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. Coevering, has written a booklet, *Guidelines for a Telephone Reassurance Service*, published by the Institute of Gerontology, sponsored by 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 in a moderate-income Queens County neighborhood, Bernard C. Fisher, director of the Society's Department of Community Services, reports. The Jamacia, Queens, Service 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 can do this only **after** he has gone to court and obtained a judgment against you.

Exactly how garnishment proceedings work can best be illustrated by an example. Suppose you have borrowed money from the Friendly Finance Company and are unable to pay back the money. The company would first probably try to harass you into repaying by sending threatening letters (some of which might be made to look like court documents), calling you at home or at work at all times of the day and night, and threatening or going to your employer. (All of these actions, it should be noted, may be improper and form the basis of a lawsuit by **you** against the finance company.)

If all of the above efforts have failed, the company would then file a "complaint" against you in court. You must be served with a copy of the complaint, 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 not file an answer in the proper amount of time, the company can 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 company 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. Ordinarily, if you are working, the company, when it sends the writ to the sheriff, will give him the name of your employer and ask him to garnish your wages.

The sheriff will then serve 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. You will be notified by the sheriff and/or 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. If the creditor does oppose your claim, a hearing will then be held before the court within 20 days to 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.

Finally, you should know that federal law prohibits an employer from firing you on the basis of one garnishment. If, however, more than one creditor garnishes your wages, or one creditor garnishes you on more than one occasion because of different debts, federal law no longer protects you. And remember, whenever you receive a legal document, consult an attorney immediately.

We get letters

B. Hitchen
2446 Lockwood
Fremont, Calif. 94538

Mr. L. L. Mitchell
I.B.E.W. 1245
Box 4790
Walnut Creek, California 94596

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 indeed proud and grateful to you, and all the members of your union.

As I start my freshman 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. The kindness and assurity that I have received is indeed satisfying and through this I hope to meet everyone's expectations.

Sincerely yours;

Brad Hitchen

Leadership Conference Provides Educat

(Continued from pag



This photo shows some of the participants at the Leadership Conference.

Following the workshops Dave Reese, Business Manager, discussed the establishment of Unit Health and Safety Committees, their responsibilities and need for this committee.

Brother Reese then introduced Ken Larson, Director of Occupational Safety and Health Administration, who spoke to the group on O.S.H.A. rights and responsibilities. Business Representative for Local 1245 just prior to the conference.

In the evening a group dinner meeting was held. The Vice President, District Nine, Communications Workers of America, presented "The impossible Mission of the Union Leader." He stated that the mission of the union leader is difficult, it is not easy and requires the dedication of a small number of union members, including Recorders, Shop Stewards and active members, to take responsibility and make the mission of the union leader a reality.

On Sunday morning Business Manager Mitchell presented a workshop on the subject of "The Union Executive Committee." He stated that he had no time scheduled for the workshops. The participation was so high that consequently, time ran out before they were able to discuss the topic and this topic was discussed by Bruce Poyer, Coordinator of Labor Education, University of California, San Diego, on O.S.H.A. and workman's compensation.

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

All of the participants were presented with certificates of participation.



This photo shows Dr. Fred S. Stripp, University of California, addressing the group on parliamentary procedures and effective public speaking.



Howard Darlington, President of Local 1245, is shown reporting on the activities of the Executive Board.

Bus. open



Shown above are more of the participants in the conference.



The "role players" in the simulated unit meeting.

Educational Opportunities for Unit Officers

Continued from page 1)

ve Reese, Business Representative, gave a present-
Unit Health and Safety Committees and outlined the
its committee.

ed Ken Larson, Labor-Management Liaison, Oc-
Administration, U.S. Department of Labor, who
A. rights and responsibilities. Ken Larson was a
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r meeting 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
nber of union members. The Unit Chairmen and
active members are the key people who take on
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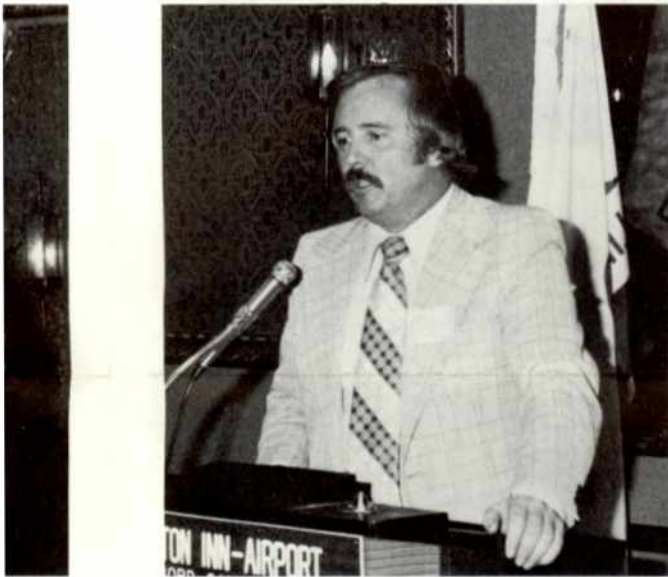
presented with certificates and thanked for their



This photo gives you a good opportunity to see if you can pick out someone you know.



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.



Local
vities

Bus. Rep. Jack McNally is shown as he
opens the two day conference.



More of the conference participants are shown in this photo.



lated unit meeting are shown above.



See if you can find your Unit Officers in this photo. If you don't know what they look like, please attend your next Unit Meeting.



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.



The interim negotiating committee for the Water Dept. of PG&E is shown above from left to right: Emmett Prindiville, Ed Fortier, Bus. Rep., Pete Dutton, Bus. Rep., Cleve Bowman, Joe Robinson, John McMannus, Bus. Rep., and John Wilder, Asst. Bus. Mgr.

Leroy S. Miller

did read his Utility Reporter and found his membership number hidden in the October issue. Congratulations to Leroy on winning the \$50.00 prize. This month's number is well hidden. Don't miss out, read your Utility Reporter.

LOOK FOR YOUR CARD NUMBER

Coalition of labor Union women

(Continued from page two)

in a viable organization to determine, first - our common problems and concerns, and second - to develop action programs within the framework of our unions to deal effectively with our objectives. Through unity of purpose, the Coalition of Labor Union Women will seek to accomplish these goals. We recognize that our struggle goes beyond the borders of this nation and seek to link up with our sisters and brothers throughout the world through concrete action of international workers solidarity.

ORGANIZING UNORGANIZED WOMEN

Since fewer than 10 percent of the women in today's labor force are enrolled in labor unions, it is obvious that most working women are suffering economically. Statistics clearly demonstrate that the union member enjoys higher wages, better fringe benefits and working conditions and greater job security than the unorganized worker. The Coalition of Labor Union Women seeks to promote unionism and to encourage unions to be more aggressive in their efforts to bring unorganized women under collective bargaining agreements, particularly in those areas where there are large numbers of unorganized and/or minority women. CLUW will seek to create a greater awareness of the benefits of union membership. Within our intra and inter-union structure, as well as through emerging unions and union locals, we will work to encourage non-union women to join us in the union movement.

PARTICIPATION OF WOMEN WITHIN THEIR UNIONS

The Coalition seeks to inspire and educate union women to insure and strengthen our participation through full and complete democratic procedures, to encourage our leadership and our movement into policy-making roles within our own unions and within the union movement in all areas. Additionally, the Coalition will seek to encourage democratic procedures within all unions. CLUW defends and supports the right of women to form women's caucuses and women's committees in their unions at all levels wherever necessary.

AFFIRMATIVE ACTION IN THE WORKPLACE

Employers continue to profit by dividing workers on sexual, racial and age lines. This encourages the segregation of job classifications and results in wage and benefit losses to women. The power of unions must increasingly be brought to bear, through the process of collective bargaining, to correct these inequities. The Coalition will seek to encourage women, through their unions, to recognize and take positive action against job discrimination in hiring, promotion, classification, and other aspects of work. Women must learn what our rights are under the law. We must become more knowledgeable of the specifics of collective bargaining, and of the contract clauses and workplace practices which discriminate against us. We must be informed about what is and can be done within the labor movement to correct these situations. We seek to educate and inspire our union brothers to help achieve affirmative action in the workplace.

POLITICAL ACTION AND LEGISLATION

It is imperative that union women, through action programs of the Coalition, become more active participants in the political and legislative processes of our unions. Movement for full employment and job opportunities, child care legislation, a liveable minimum wage for all workers, improved maternity and pension benefits, improved health and safety coverage, expanded educational opportunities, mass action for final ratification of the Equal Rights Amendment, guaranteed collective bargaining rights for all workers, the right to strike and an extension of truly protective legislation to all workers are only a few of the political action programs in which CLUW must participate. Whenever and wherever possible, CLUW urges women to seek elective and appointive office.

Labor Press Urges Postal Service Subsidy

The International Labor Press Association urged to Congress to vote an annual subsidy to the postal service "to preserve the widespread diffusion of diverse information and opinion" and to assist in the survival of "an effective labor press."

The role of a postal system in a democratic society cannot be fulfilled on a pay-as-you-go basis, the ILPA, which represents 400 labor papers, told a House Post Office subcommittee.

Kenneth Fiester, appearing for the labor press group, told the committee that publications of the other non-profit organizations such as churches, fraternal and veterans groups, find themselves in the same difficulties as

the labor press because of the sharp increase in postal rates resulting from the reorganized Postal Service.

"We heartily endorse as an absolute necessity an annual subsidy to the Postal Service, on a continuing basis, and we don't consider 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 dollars and cents. Ideas and information weigh nothing on their postal scales... they are oblivious to the values the Founding Fathers 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 design as regular second class but be 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:

"We truly do believe in the freest possible dissemination of diverse viewpoints, of specialized as well as general news—of debate and dissent 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

FATALITY

(Continued from page eight)

was the first switch of this type installed on a wood pole. Brother Beene landed on his side and made a groaning sound as he rolled to his back. Mouth-to-mouth resuscitation and closed chest massage was begun immediately and continued until Brother Beene was under a doctor's care at Madera Hospital. Richard Elamas, G. C. Line Foreman, and Larry Warden, G. C. Apprentice Lineman, rode in the ambulance and continued working on Brother Beene.

At the hospital Brother Beene was given three shots with a defibrillator with no success and he was pronounced dead at about 1550. The hospital 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.

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—they've increased 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 and \$9 billion next year. The estimated hospital charges are increasing 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.

Dentist fees are climbing almost as rapidly as doctor fees.

Anyone for National Health Security?

With so many problems in the economy — health costs among them — it's comforting to know there's no need to worry about the income of America's doctors.

It's in spanking good health, especially for those who have incorporated themselves. The median income of incorporated doctors was \$62,500 as of 1972 and is probably substantially higher now.

Because of tax breaks, more and more doctors are incorporating. Non-incorporated doctors had a median income of \$42,700, not bad, but less than their incorporated colleagues.

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 doctor 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. "Un-

til a year ago I hadn't thought much about choking because I didn't realize it was a big problem. But then I read a report from the National Safety Council that choking causes 3,900 deaths a year. So I decided to do something about it.

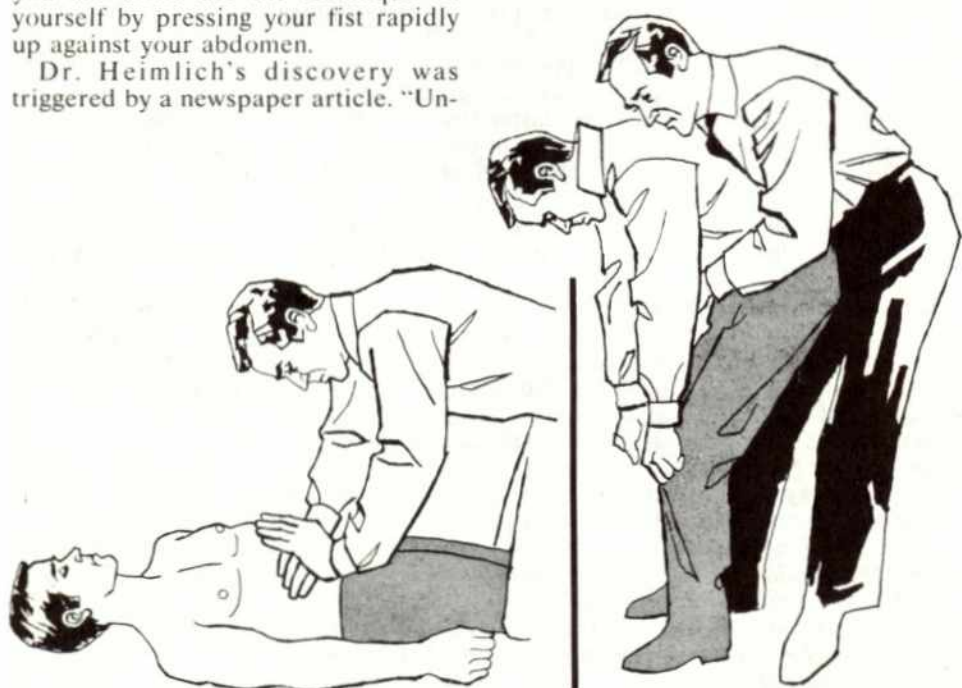
"The idea of the champagne cork came to me, and it seemed logical to try to drive the plug of food out from below. I experimented with beagles and developed this method."

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 you 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, Toubleman 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 opened 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 phase to phase and to ground through the pipe operating rod. The circuit was relayed back to Kerchoff Power House by the A Ø 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

(Continued on page seven)

Senate refuses to reduce scope of OSHA

WASHINGTON — The Senate refused to scuttle enforcement of the Occupational Safety & Health Act by exempting most employers from inspection.

It decisively rejected a House-passed amendment to an appropriations bill that would have forbidden safety inspections of establishments with 25 or fewer workers.

Also defeated, by smaller margins, were alternative proposals to exempt from inspection work-places with up to 10 or up to five employees.

That leaves the next move up to a House-Senate conference committee that has the job of reconciling differences between the two versions of the appropriations bill for the Labor Dept., the Dept. of Health, Education & Welfare and several related agencies.

On job safety enforcement, the House version would exclude about 90 per cent of the nation's work-places and nearly one-third of all workers. The establishments would still technically be under the law, but federal safety inspectors would be barred from checking to see if they were complying with its requirements.

The House last July had voted by a narrow 201-194 to impose the restriction. The Senate Appropriations Committee opposed it and was upheld by a decisive 60-29 when Sen. Carl T. Curtis (R-Neb.) sought to retain the House provision.

The Senate then voted 56-30 against excluding establishments with up to 10 workers. And by a narrow 44-42 margin, it rejected an exemption for firms with up to five workers. Even that supposedly "token" small business exemption would have eliminated 68 per cent of workplaces and 10 per cent of all workers.

Earlier, on the same bill, the Senate added more funds than its Appropriations Committee had recommended for manpower funds allocated to states and cities.

The house had added, on a labor-supported floor amendment, \$350 million that could be used for a variety of employment programs, including additional public service jobs.

AFL-CIO Legislative Director Andrew J. Biemiller urged the Senate to go along with the higher House figure after the Appropriations Committee had deleted the unbudgeted \$350 million.

In a compromise move, the Senate added \$175 million to the committee figure and expressed its intent that the bulk of the money be used for public service jobs. In this area, too, the House-Senate conferees will have to reconcile the differences.

Overall, the Senate voted \$105.2 million for the Occupational Safety & Health Administration, about \$4.4 million above the House bill but with about \$5 million over the House figure for hiring more inspectors. The Senate bill would fund an additional 500 compliance inspectors, for a total of 1,420. It estimates 155,000 inspections of work sites during the fiscal year, where 12 million persons are employed.

Valley Labor Citizen