



# Utility Reporter

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OAKLAND, CALIFORNIA

DECEMBER, 1974

Official Publication of I.B.E.W.  
Local Union 1245, AFL-CIO,  
P.O. Box 4790,  
Walnut Creek, Ca. 94596



## Landmark decision on Workmen's Compensation

On February 20, 1968, P G & E employee Willard Reynolds had a heart attack. Nearly three years later, he filed a claim for Workmen's Compensation benefits for the disability caused by the attack. This despite the "statute of limitations" that says such claims must be filed within one year of the "injury". Last month, the California Supreme Court held that Mr. Reynolds' claim was not filed too late.

The decision will mean that California employers will have to change their procedures in dealing with their injured employees. It does not mean that the statute of limitations is out the window. It most certainly does not mean that workers who feel they have suffered an industrial injury should delay taking action to insure they receive benefits.

Willard Reynolds' claim for benefits was not filed too late because the court held that the employer, P G & E, could not raise the question of the statute of limitations. This was because P G & E had failed to notify the injured employee in writing of his right to file a claim. Under the Labor Code of California, whenever an employee is hospitalized or loses more than three days work, unless the employer voluntarily begins to provide Workmen's Compensation benefits, they are required to send a "denial letter" to the employee. This letter advises the employee of his right to file a claim before the WCAB. The Reynolds case was the first time the courts have used this law to prevent an employer from raising the statute of limitations as a defense in a compensation case.

The decision is also important because it deals with an "injury" which often is not recognized as possibly having any connection with employment. Heart attacks are usually caused by many factors, building up over a long period of time. If one of these factors is job-related, for example, continuous stress or strain on the job, the injury is industrial and the employee becomes entitled to Workmen's Compensation benefits, which of course are far better than benefits receivable for non-industrial injuries and illnesses.

To understand the significance of the Reynolds decision it must first be understood that there are three kinds of industrial "injuries" and three kinds of time limitations.

A "specific injury" is the most common type and it is usually immediately apparent whether or not it is job related. A specific injury happens suddenly. For example, a fall at work or a back strain while lifting at work are specific industrial injuries whereas the common cold is neither specific nor industrial in most cases.

A "cumulative injury" does not happen suddenly. It is usually the result of a long period of stress or strain on the body or mind. If these stresses or strains come from the job, the "injury" is industrial.

In some cases, diseases can be industrial, for example, the miner's black lung disease or a nurse's hepatitis.

The time limitations start with the

rule that the employer must be told of the injury within thirty days of its occurrence. If the employer then does not voluntarily provide benefits (medical treatment and/or temporary disability payments) the employee must bring his case before the Workmen's Compensation Appeals Board within one year from the date of injury. This is done by filing an application with the board.

If the employer does provide benefits of any kind, the employee must file an application within five years of the date of injury if any issues need to be determined, such as determination of a permanent disability rating and payment of benefits therefor. Such an application would also be timely if filed within one year of the last date benefits were voluntarily provided, even though more than five years from the date of injury.

The laws in the field of Workmen's Compensation are often very complex and the range of benefits quite broad. Often the services of an attorney are helpful. The employee's right to representation by an attorney is required to be pointed out to him in the employer's denial letter. However, the last bit of advice which appears on the denial letter is most important:

If you have any questions, act immediately. If you wait too long, you may lose your rights to benefits.

Willard Reynolds never received benefits nor such a letter, and therefore the Supreme Court held he did not lose his rights to benefits.

### Offerson named as new Recording Secretary

Jaqueline A. Offerson has been permanently appointed to the position of Recording Secretary of Local 1245, by the Executive Board. The action was taken to fill the vacancy which came with the resignation of Betty J. Thomas.

Sister Thomas resigned for health reasons. The Executive Board accepted her resignation with regret and thanked her for her service and dedication to the Local.

Jaqueline A. Offerson, better known as "Jackie", was initiated by Local 1245 on September 1, 1969. She is employed as a Clerk B in PG&E's General Office in San Francisco.

"Jackie" has served as a Shop Steward and as an alternate to the General Office Joint Grievance Committee. She has also served as Unit Recorder for Unit 2401, San Francisco-Clerical and has at-



**Jacqueline A. Offerson** tended the last two Local 1245 Leadership Conferences.

Most recently, sister Offerson was elected by the membership as a Delegate to the International Convention. She also was the Recording Secretary - Pro Term for the month of November, just prior to her permanent appointment.

### YOUR Business Manager's COLUMN REFLECTIONS - PAST AND FUTURE

L. L. MITCHELL

With this issue of the Utility Reporter we close another year. Tradition has established this month as a period for well wishes and the exchange of greetings in tune with the spirit of joy at Christmas. It is a period of holiday and festivity.

I certainly have no desire to dampen the holiday season. On the other hand, the coming of a new year is the time when most of us look to the future and assess where we are going. We also look to the past year and review what has been accomplished.

In line with this tradition we have published in this issue a summary of our last year's bargaining in most of the jurisdictions of our Local. It is an impressive record which shows improvements in benefits, wages and working conditions in a very difficult bargaining climate. All of our hopes and desires were not realized, but in the main, the gains made will stack up with those made by other workers throughout the nation. Our members work under agreements which provide conditions which are models for other

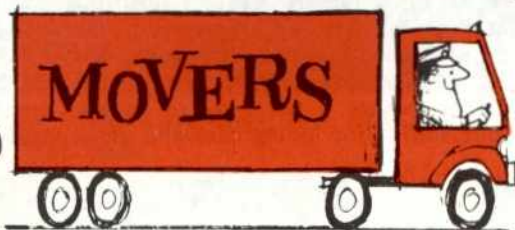
locals who use them in their bargaining to justify the proposals they make. No agreement is ever perfect and all can be improved, but taken as a whole we can say that the last year was fruitful and we end the year at least on a par with last year when we weigh all benefits and wage improvements.

Looking at recent turns of events and the world economy, the future doesn't appear as bright as the past. Our national economy is in bad shape with increasing unemployment and no immediate relief in sight. Our employers face problems of shortages and rising costs with mounting consumer opposition to the increasing of rates to meet the maintenance of operation, to say nothing of capital expansions needed to meet environmental requirements and increased product demand.

Our members' wage base is being rapidly eroded by spiraling prices in the basic items of the workers' budgets where cuts can not be effected

(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

# Appointments

## Ballot Committees

**CALIFORNIA-PACIFIC UTILITIES CO., (Lassen Division):**  
Roy D. Murray  
Darrel L. Mitchell

**CITIZENS UTILITIES COMPANY OF CALIFORNIA**  
Philip J. Blythe  
Michael M. McCoy

## Negotiating Committee (Interim)

**PIPE LINE OPERATIONS**  
Steven Dickenson  
R. C. (Cliff) Dobbins



Shown above are members from the Colgate and De Sabla area who received service pins for membership in Local 1245 for 20, 25, and 30 years.



A father feeds his child in the pediatrics area at the City of Hope, where a unique parent participation program integrates mothers and fathers into the pattern of care.

# City of Hope

This holiday season marks the 20th anniversary of a pilot program of nationwide significance in hospital care of young victims of leukemia at the labor-supported City of Hope, the national medical and research center where no patient pays.

Called the Parent Participation Program, it encourages mothers and fathers to take active, meaningful roles in the daily hospital care, and even in some treatment procedures, for their youngsters.

Labor has a very special stake in this program, as in every program at the free, nonsectarian, Pilot Medical Center. Union members and their families have constituted the overwhelming majority of patients at the City of Hope throughout its 61-year history.

Organized labor also has always been a vital, major source of support for the City of Hope, which provides patient care of unsurpassed quality in the major catastrophic diseases of cancer and leukemia; heart, blood and respiratory afflictions; pain; diabetes and other disorders of heredity and metabolism. The medical center also conducts basic studies in lupus, Huntington's disease and the neurosciences.

When the Parent Participation Program was launched in 1954, survival of the average child with leukemia was measured in mere weeks, or at best, a few short months. Three million, four hundred eighteen thousand, four hundred seventy-one.

Now, average survival time is approximately three years, and there are an estimated 400 leukemic children world-wide who have lived five years or more since diagnosis.

Of these, 36 — nearly 10 percent of the estimated total — have been treated at the City of Hope, and 14 are receiving no treatment and show no sign of the disease at this time!

A serious problem in treatment of leukemia is that sooner or later the leukemic cells develop resistance to the drug that is given. The patient's condition then grows worse.

By rotating the drugs before resistance occurs, it is possible to enhance their total effect. One such approach is being developed at the City of Hope.

City of Hope programs in pediatric leukemia and other dread diseases of childhood will be given added impetus when a new Children's Hospital Building of unique design is completed early next year. About the same time, a dramatic new Northwest "core hospital" Building will be completed, housing expanded out-patient services, radiology and nuclear medicine, including a supervoltage linear accelerator for cancer treatment, and other vital programs.

As a "think tank" for other hospitals, the City of Hope seeks higher quality, quantity, economy and efficiency in the delivery of health care. Many innovative features will be incorporated in the new buildings to achieve these goals.

Union members and their children will be major beneficiaries of the new facilities, where a harmony of beauty, comfort and efficiency will provide a unique setting for loving care and unsurpassed medical treatment.

## Daniel K. Ramsay

could have won \$50.00 if he had noticed his Union membership card number in the November issue of the Utility Reporter. This month's number is as well hidden as it was last month. Don't miss out, read your Utility Reporter.

### LOOK FOR YOUR CARD NUMBER

## YOUR Business Manager's COLUMN REFLECTIONS - PAST AND FUTURE

L. L. MITCHELL

(Continued from page one) without drastic reduction in fundamental living standards.

Bargaining this year will be more difficult if a turn around is not made in the near future. Our hope now lies in a new Congress which must face the issues and make the difficult decisions which should have been made before. No one likes to see more government involvement, but if our society is to survive it appears that we must accept, in fact, we must demand action at the Congressional level if the Administration does not provide the means and the incentives to bring the economy back to health by other means.

We as a Union and our members as citizens are going to have to become more involved in the political arena to let our legislators know our feelings

and our beliefs. We have had bad times before in our history and most certainly will have them in the future. Yet, the American experience has provided the means to weather the trying times and overcome our adversities. We have been and can still be the nation of hope and promise for the rest of the world if we face the challenge with determination and purpose.

This is what we will do and that is why we can still take time out to observe the holiday spirit and exchange traditional well wishes.

Your Officers know the problems of the future, but we face them with confidence that answers will be provided. So in the spirit of the season, I and the other Officers wish all a MERRY CHRISTMAS AND A HAPPY NEW YEAR!



### the utility reporter

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# HAPPY NEW YEAR!



The Officers, Business Manager, Staff and Clerical Staff of I.B.E.W., Local 1245, wish you the best during the Holiday Season.

## OFFICERS

Howard Darington  
E.M. "Buffalo" Horn  
Jaqueline A. Offerson  
James W. "Bud" Gray  
Manuel A. Mederos  
Dale Turman  
Guy E. Marley  
L. L. Mitchell

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Wayne Weaver  
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Florence Burgk  
Rose Guelld  
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Martha Kerr  
Ruth Mitchell  
"Richard" Keven Tryner

# Bargaining Roundup for all of 1974

## MUNICIPALITIES

**CITY OF GRIDLEY:** New Agreement with 7½% general wage increase effective 7-1-74. Other highlights of the Agreement are inequity wage adjustments ranging from \$40 to \$230 a month for various classifications; 90 days maximum sick leave accumulation; and a tentative agreement on an Apprenticeship program for Linemen.

**CITY OF HEALDSBURG:** Currently in negotiations.

**CITY OF LODI:** Two year Agreement effective 7-1-74. General wage increases of 7% effective 7-1-74; 3% effective 2-1-75 and 8½% effective 7-1-75. Other improvements include fully paid medical insurance, increase in City's contribution toward premium for dependents' medical coverage, change in hours of work, consolidation of all Memos of Understanding, improved fringe benefits and holiday pay.

**CITY OF OAKLAND:** Three year Agreement with 8½% wage increase effective 7-1-74. The rates for 1975 and 1976 will be determined by the Reading Formula with a range of 3% to 7½%; fully paid medical insurance for employee and 80% for dependents; improvements in the grievance procedure, and establishment of provisions for Agency Shop.

**CITY OF REDDING:** One year Agreement effective 7-1-74 with general wage increase of 10.5% in addition to several inequity adjustments. Other improvements included an 80/20 dental program with no deductible except for \$25 per year on fixtures; increase in City's contribution to insurance premium. Agreement provides for final and binding arbitration, elimination of standby time and a reduction in Workman's Compensation Supplemental Benefits from 100% to 75% of regular salary, effective 1-1-75.

**CITY OF ROSEVILLE:** Membership unanimously rejected City's latest offer of 9% increase in wages with minor improvements in medical plan, meal provisions and improvement in "on call" conditions. Negotiations have resumed.

**CITY OF BERKELEY:** a 5½% general wage increase applied 7-1-74 beginning the second year of a two year agreement.

**ALAMEDA BUREAU OF ELECTRICITY:** Current agreement runs 7-1-73 to 12-31-75. General wage increase to be effective 1-1-75 based on a formula involving PG&E is pending.

**CITY OF LOMPOC:** Effective 7-1-74, membership received a 5% general wage increase, together with certain inequities for certain classifications providing 1½% - 5%. Cost of living adjustment based on the Los Angeles-Long Beach CPI is to be applied in the first payroll period in January of 1975.

**CITY OF SANTA CLARA:** Current Agreement from 1-1-73 through 12-31-75. Effective the first payroll period in January of 1975, employees in Journeyman classification or above will receive a 9.66% increase; all others to receive an increase of 9.68%. City's contribution to hospital and medical insurance premiums will be increased to a maximum of \$45.76 per month. Parties are discussing the possibility of reopening and extending the Agreement with further increase to be applied 1-1-75.

## PRIVATE UTILITIES

### CALIFORNIA-PACIFIC UTILITIES COMPANY:

**Lassen Division:** Membership rejected Company's latest offer of settlement. Negotiations have resumed. Next negotiating meeting is 12-19-74.

**Needles District of the Colorado River Division:** One year Agreement with a 7% general wage increase effective 5-1-74 and 3% effective 11-1-74 and wage adjustments in several special classifications prior to general wage increase. Other improvements include preferential rehire rights for regular employees laid off for lack of work; a Tuesday through Saturday work week for 2 Combination Servicemen and "age" being added to the non-discrimination clause.

**Winnemucca District:** Wage opener only. Increase of 8.3% effective 8-1-74 and 1% effective 2-1-75 with two inequity increases prior to general increase. Clerical newly organized. Agreement to cover clerical employees under conditions of physical agreement. Substantial wage increase for all employees involved.

**SIERRA PACIFIC POWER COMPANY:** Two year Agreement effective 5-1-74. General wage increase of 9.5% effective 5-1-74, inequity adjustments prior to general wage increase, wage opener provision 5-1-75. Other improvements include an additional holiday, increased Company contribution toward dependent hospital insurance premium, fully paid life insurance, double time improvements, increased shift premiums, improved meter reader expense allowance and meal allowances, and provides uniforms for Gas Servicemen. Much of the contract language was amended for greater clarity and understanding.

**CITIZENS UTILITIES COMPANY OF CALIFORNIA:** Three year Agreement. Substantial wage increase with cost of living protection clause. Other improvements include fully paid life insurance. Numerous contractual clarifications and improvements were achieved including grievance procedure, promotion and demotion, seniority, vacation, expenses, headquarters assignments, Apprentice training and holidays. Due to the magnitude of the problems needing correction in this set of negotiations, interim bargaining is scheduled to handle these many problems with completion dates prior to 7-1-75.

**PACIFIC GAS AND ELECTRIC COMPANY:** Three year Agreement. General wage increase of 7% effective 1-1-74, 3% effective 7-1-74, 6% effective 1-1-75 with

wage opener based on CPI\*, wage opener provision for 1-1-76. Other increases were obtained in shift premiums, double time work and classification adjustments. (\* Currently in negotiations)

An additional holiday was established as well as provisions relating to funeral leave, jury duty, serving as a witness and legal adoption procedures. Improved vacation and bonus sick leave provisions are also contained in this Agreement. Also included are improved meal provisions for shift employees, systemwide method for equal distribution of emergency overtime, improved transportation allowance for attendance at extended training classes and increase in moving allowance. Provisions regarding job bidding and promotion and demotion and layoff procedures were revised and preferential rehire rights for laid off employees established.

Improvements pertaining to clerical only included rain gear provided by Company for Meter Readers, establishment of a joint committee to handle grievances relating to grading of clerical jobs, change of headquarters limited to 1 in filling any series of jobs and the three year bar for beginner's jobs eliminated in the demotion process.

General Construction obtained increased per diem for employees with Class A residence, improved expense provisions while working series of short assignments, increased mileage allowance, preferential consideration in temporary upgrades after 1 year of service, improvements related to long-range weather forecasting, and Union to be given monthly reports on promotions in each geographic promotion-demotion area.

Excellent advancements were made in joint activities which include establishment of a Joint Health and Safety Committee, provisions for Joint Labor-Management meetings at both the System and Division/ Department levels and the review of the practicability of establishing a tripartite Apprenticeship Training Program in conjunction with the State Division of Apprenticeship Standards. Grievance Procedure revisions will greatly expedite the settlement of grievances.

Benefit Agreement improvements include retirement at age 62 and over with no reduction in pension benefits and improved reduction factors for earlier retirement; improved post retirement Spouse's Option and pre-retirement Spouse's pension formula, increased, fully paid life insurance upon retirement, and fully paid medical coverage for covered employees and dependents for employees on L.T.D.

Health Plans: Effective 7-1-74, increased Company contributions toward medical insurance premiums for employees and dependents; some improvements in P.E. (self-funded) Plan and California Blue Shield Plan. Negotiations to continue on Medical Plans with results to be effective 1-1-75.

Interim negotiations have been concluded and the new Health and Dental Benefit Agreement (applicable to employees of PG&E, PGT and Standard Pacific Gas Line, Inc.) will include provisions of the Dental Plan, Kaiser Plan and Medical Service Plan. Effective 1-1-75, the Dental Plan will pay 60% of covered charges; the Blue Shield Plan will be carried by Blue Cross with all the improvements effective 7-1-74 as well as added coverage obtained during interim bargaining. The Kaiser Plan also has added benefits effective 1-1-75. The P.E. Plan will be discontinued on 12-31-74 and the contract with the carriers will be with PG&E rather than with P.S.E.A. (who will still handle signing up of members and sending out notices, as well as the open period from 11-14-74 to 12-8-74).

The Health and Dental Benefit Agreement will be printed in booklet form and pamphlets will continue to be provided by the carriers.

**PACIFIC GAS TRANSMISSION COMPANY:** Substantially the same settlement as that reached with Pacific Gas and Electric Company with the following exceptions: Establishment of a Labor-Management Committee to discuss problems not properly covered by the grievance procedure; establishment of an additional holiday; restructured and adjusted wages for clerical classifications resulting in automatic progression and a special wage adjustment to all clerical rates prior to the general wage increase; and language changes to reflect results of interim bargaining, letter agreements, etc.

**STANDARD-PACIFIC GAS LINE, INC:** Substantially the same settlement as that reached with PG&E.

## SPECIAL DISTRICTS

**SACRAMENTO MUNICIPAL UTILITY DISTRICT:** 1½ year Agreement providing for 10% general wage increase effective 6-23-74, and an additional 6% on 12-22-74, with a cost of living formula based on All Cities CPI. The Agreement also provided for several special pay adjustments for different classifications; an increase in shift differential, a tool replacement program; improved group hospital plan, modification of the grievance procedure and provisions for cooperation between District and Union in such areas as Apprenticeship training.

**TRUCKEE-DONNER PUBLIC UTILITY DISTRICT:** Resolution provided for a 9.5% increase for physical employees on 5-1-74 and a substantial increase for clerical employees. Other improvements included double time for callouts between midnight and 8:00 A.M.; increased vacation after fifteen years of employment; funeral leave to include all relatives and spouse's family; improvements in meal allowances and an inequity increase of 15¢ per hour for Linemen doing underground work.

## TRANSIT DISTRICTS

**ALAMEDA-CONTRA COSTA TRANSIT DISTRICT:** Currently in negotiations. No final settlement reached but tentative agreement reached on wages and other major issues.

**SACRAMENTO REGIONAL TRANSIT DISTRICT:** Two year Agreement with increase of 8½% to 13.9% in the first year, and 5% to 6% in the second year plus quarterly cost of living adjustments starting 1-1-75 of 1¢ per hour for each .5 change in the CPI. Other revisions include increased vacation allowance, additional sick leave accumulation, increased contribution by District for hospital and dental insurance (includes a portion of the premium cost for dependent coverage). Additional improvements were obtained in the bidding procedure, establishment of 1 additional classification resulting in upgrades for 2 employees and the establishment of a Joint Health & Safety Committee.

## TREES

**DAVEY TREE SURGERY COMPANY:** Wage increase of 7½% effective 12-30-74 based on CPI clause. (This is second year of a three year Agreement.)

**PACIFIC TREE EXPERT COMPANY:** Wage increase of 8% effective 1-1-75 based on CPI clause. (This is second year of a three year agreement.)

**UTILITY TREE SERVICE, INC:** Unfair Labor Practice Charges against Company for refusal to bargain are pending before the National Labor Relations Board in Washington, D.C.

**SOHNER TREE SERVICE, INC:** Currently in negotiations.

## RURAL ELECTRICAL ASSOCIATIONS

**MT. WHEELER POWER, INC.:** Two year Agreement. Substantial wage increase, double time for work performed on holidays, increased meal allowance and improved meal provisions, one additional floating holiday, improved sick leave provisions and grievance procedure.

**PLUMAS-SIERRA RURAL ELECTRIC ASSOCIATION:** One year Agreement effective 7-1-74. Wage increase of 7% effective 7-1-74 and 3% effective 1-1-75, plus one additional holiday.

## C.A.T.V.

**CENTRAL CALIFORNIA COMMUNICATIONS CORPORATION:** New Agreement - 3 year term effective 4-1-74. This first Agreement for the members resulted in significant gains in wages, hours and working conditions among which were Union Security, Union Shop, dues checkoff, no lockout by Employer, eight holidays, improved vacations, meal allowances, standby and overtime pay, Christmas bonus, Company provided tools, gloves and climbing gear, a Joint Safety Committee, uniforms - including laundering, reimbursement for cost of training courses up to \$100 per year, full expenses when away from headquarters, sick leave, funeral leave and group life and profit sharing plans.

**MONTEREY PENINSULA TV CABLE:** New Agreement - 3 year term effective 4-1-74 with a wage reopener provision in 1976. In addition to a substantial wage increase, improvements were obtained in nearly all other areas covering working conditions and benefits.

**OCEAN VIEW CABLEVISION, INC.:** New Agreement - 3 year term effective 10-1-74 with a wage opener provision in 1976. As with our other new Agreements, substantial gains were made for our new members in wages and working conditions, as well as benefits.

**TELE-VIEW SYSTEMS, INC.:** Three year Agreement effective 1-16-75. In addition to substantial wage increases, amendments or improvements were made in Union Recognition, Union Security and Activity, hours and overtime, standby and call-back, restructure of classifications, integration of sick leave with State Disability Insurance benefits, addition of funeral leave, Health & Welfare.

**TELEPROMPTER OF SANTA CRUZ:** This is a totally revised three year Agreement, effective 8-1-74. Improvements include a substantial wage increase for both physical and clerical employees, improved premium structure on medical insurance plan, sick leave, Recognition and Union Security, grievance procedure, seniority, promotion and demotion, hours and overtime, vacation, additional 2½ holidays, leave of absence, health and safety, expense and meal provisions.

**TELEPROMPTER OF MILPITAS:** Completely revised Agreement - 3 year term - effective August 1, 1974. Substantial wage increase. Essentially the same as Teleprompter of Santa Cruz with the same improvements, including additional holiday, improved expense and meal allowances.

**TELEPROMPTER OF NEWARK:** New Agreement - 3 year term effective 8-1-74. Essentially the same as Santa Cruz and Milpitas, with improvements in wages, working conditions, benefits as well as other areas.

**TELEPROMPTER OF LOMPOC:** Three year term effective 8-1-74 with significant wage increases and improvements in most other areas. Essentially the same as Teleprompter of Santa Cruz, Milpitas and Newark.

**TELEPROMPTER OF SANTA MARIA:** Three year Agreement effective 8-1-74. Substantial wage increases and many improvements, essentially the same as the other Teleprompter Agreements.

**TELEPROMPTER OF RENO:** Completely revised three year Agreement effective 10-1-74. In addition to substantial wage increases, this Agreement provides

improvements in Union Security, i.e., if the Nevada "Right to Work" law is modified or repealed, all covered employees shall, as a condition of employment, become Union members; improved grievance procedure, hours and overtime, shift premiums, standby, health and safety, expense provisions, additional holiday and 10% above regular pay when any employee acts as Working Foreman.

The Agreements for the six Teleprompter properties above (Teleprompter of Santa Cruz, Milpitas, Newark, Lompoc, Santa Maria and Reno) are now the same with the exception of wages and Union Security in Teleprompter of Reno.

## STORER CABLE TV (Fairfield)

**STORER CABLE TV (Rohnert Park):** Both of these properties were organized in 1974 and were recently certified by the National Labor Relations Board. One negotiating meeting has been held with the next meeting scheduled on 1-6 & 7-75.

## IRRIGATION DISTRICTS

**LINDMORE IRRIGATION DISTRICT:** One year Agreement, effective 9-1-74, provides increased sick leave accumulation (from 72 to 84 days), fully paid hospital insurance, increase in standby pay (from \$20 to \$25 per week), and a 7.7% general wage increase with special adjustment for classification of Shop Foreman and the establishment of a new classification of Lead Water Tender. It was agreed to review costs of dental insurance prior to next year's negotiations.

**NEVADA IRRIGATION DISTRICT:** The parties have reached tentative agreement on changes in medical and insurance benefits and/or improvements in sick leave. Expenses, wages and an inequity adjustment still being negotiated.

**OROVILLE-WYANDOTTE IRRIGATION DISTRICT:** Contract open for negotiations. Negotiating Committee members are James Higgins and Michael Keehn with assistance from Business Representative Tony Morgado.

**MERCED IRRIGATION DISTRICT:** 10% general wage increase effective 12-1-74. A number of classifications received special adjustments and a new classification was established by combining several lower classifications. Other improvements included reduction in the wage progression from 3 to 2 years for Ditchtenders; a \$10 per month uniform allowance for regular Park employees; and an increase in temporary employees' wage rate.

**PARADISE IRRIGATION DISTRICT:** Memorandum of Understanding, effective 7-1-74, provided for a \$70 per month general wage increase, fully paid medical, vision and dental plans; upgrade provisions; elimination of "comp time" for overtime and time and one-half; and a 1 week bonus vacation every 5th anniversary year of employment.

**RICHVALE IRRIGATION DISTRICT:** Open for negotiations. Negotiating Committee members are Troy Kellett and Business Representative Tony Morgado.

**THERMALITO IRRIGATION DISTRICT:** Opened in middle of term with wages predetermined. Benefit improvements included a fully paid dental plan, establishment of new classification of Warehouseman/ Draftsman, new retirement plan, fully paid, and improved standby provisions.

**TURLOCK IRRIGATION DISTRICT:** Union is currently in process of attempting to get exclusive recognition for a unit of Operations and Maintenance employees.

**TRI-DAM PROJECT:** Currently in negotiations.

## WATER AGENCIES

**PLACER COUNTY WATER AGENCY:** Tentative agreement has been reached on 4 classification inequity adjustments. Still bargaining on wages and working conditions.

**YUBA COUNTY WATER AGENCY:** One year Agreement, effective 7-1-74. 8% wage increase effective 7-1-74, 6% increase effective 1-1-75. Provides for payment of meal even if not eaten; bonus week vacation every fifth year... prorated if employment terminated.

## OUTSIDE LINE CONSTRUCTION

One year Agreement effective 6-1-74, with opener provision for both wages and changes 6-1-75. The Agreement included improvements in the grievance procedure, the referral procedure; increase in cost to the Employer for meals not provided; establishment of minimum rates for daily subsistence pay at all locations; increase in Employers' contribution to the Health & Welfare Plan; 9% increase to the Journeyman Lineman rate with rates for all other classifications increased through application of the previously agreed upon percentage formulas applied to the Journeyman Lineman rate.

## TELEPHONE CONSTRUCTION

One year Agreement effective 6-1-74. Agreement included elimination of piecework payments for work completed; improvements to referral procedure; provisions for greater authority for Union Stewards and protection against termination of Stewards for other than just cause; increase in penalty payments to employees for late payment of wages; increase in show-up pay when jobs are cancelled due to inclement weather or other reasons; additional holiday; changes to Apprentice Lineman progression schedule to reduce progression time and increase of wage rates for each progression step; 8.7% wage increase to the Journeyman Lineman rate with wage rates for all other classifications increased

(Continued on page seven)

# Local 1245 continues steward education program

## SACRAMENTO AREA

A joint Shop Stewards' meeting consisting of Local 1245's Stewards employed by PG&E in the Sacramento Division and employees of the Sacramento Municipal Utilities District was held in Sacramento on November 9, 1974.

Business Representative Al Sarcovall started the meeting by introducing Mert Walters, Sr. Assistant Business Manager, Al Wolf, Business Representative assigned to SMUD and Ken Lohre, Business Representative and Editor of the Utility Reporter.

Mert Walters then went over the responsibilities of the Shop Steward. Discussions on how to handle a grievance took place.

The general provisions of Cal OSHA were explained and discussed by Mert Walters and the Stewards.

After lunch the two groups of Stewards separated to discuss material pertaining to the individual groups.

The new grievance procedure was discussed by the PG&E Stewards. The S.M.U.D. Stewards discussed some of the current problems on the property and various methods of handling these and other future situations which might come up.

The function of organizing was stressed in the S.M.U.D. group as they have an open shop situation and organizing is a daily function of the Steward.



The photos above and below show some of Local 1245's Stewards at the Sacramento area Stewards' Meeting.



## U.S.B.R.



Shown above and below are some of the Stewards who work for U.S.B.R.



Shown above from left to right are: Mert Walters, Sr. Asst. Bus. Mgr., Al Wolf, Bus. Rep., and Al Sandoval, Bus. Rep.



Shown above from left to right are: Mert Walters, Sr. Asst. Bus. Mgr., Hank Lucas, Bus. Rep., John McManus, Bus. Rep. and Ed Fortier, Bus. Rep.

## SAN FRANCISCO - GENERAL OFFICE (Clerical)



Shown above are some General Ofc. and San Francisco clerical stewards.



This photo shows more of the clerical stewards.

## STOCKTON DIV.



Shown above and below are some of the stewards from the Stockton Division.



Shown above from left to right are: Larry Foss, Asst. Bus. Mgr., L. L. Mitchell, Bus. Mgr. and Pete Dutton, Bus. Rep.



This photo shows Bus. Rep. Dave Reese, left, Asst. Bus. Mgr. Larry Foss, and Pete Dutton, right.



Bus. Rep. Shirley Storey, left, and Sr. Asst. Bus. Mgr. Mert Walters are shown above.

# Bargaining Roundup

(Continued from page five)

through application of previously agreed upon percentage formulas applied to the Journeyman Lineman rate.

### FEDERAL GOVERNMENT

**UNITED STATES BUREAU OF RECLAMATION:** An Agreement providing a 10% general wage increase effective 7-7-74 was ratified by the membership, with a commitment to commence bargaining again in January of 1975. Other improvements include temporary upgrades in relief classifications, review of dual classifications annually, clarified status of employees while serving on Union Negotiating Committee, study on aerial patrol, increased shift differential, establishment of new classifications and reclassification of certain employees with inequity increases prior to the general wage increase.

### C.A.T.V. CONSTRUCTION

**C.A.T.V. DEVELOPERS ASSOCIATION:** This three year Agreement provided for application of an increase in the equivalent of 5.4% to the Lineman rate effective 4-1-74, with increases to other classifications in lesser amounts. No other changes provided for. Open for new negotiations 3-31-75.

**CATRONICS, INC.:** One year Agreement with wage rates and working conditions identical with those provided in the Agreement with the C.A.T.V. Developers Association, with the exception of minor differences in Health & Welfare insurance coverage; daily subsistence provisions and the referral system. Open for new negotiations 3-31-75.

### GENERAL

During the entire year numerous interim negotiating committees from the various companies involved met on frequent occasions and worked diligently to assist in bringing about the gratifying results of 1974 bargaining.

# The Safety Scene

Health's-a-poppin'

## Working out stress on the job and off

By Marion Wells

Research Director, AMERICAN PHYSICAL FITNESS RESEARCH INSTITUTE

"Stop the world, I want to get off" probably expresses how all of us feel at one time or another. It's time to become concerned, however, when pressures push us into a continual daily rat race which can be hazardous to our health.

A certain amount of stress is considered a normal and even necessary part of life. However, medical authorities recognize that an overload of stress can be a factor in a variety of ailments, such as ulcers, coronary disease, high blood pressure, headaches, allergies and various mental and emotional problems.

Experts say the capacity to cope with stress varies with the individual. Whether too much pressure becomes a pain in the stomach, a pain in the neck or a pain in the head also depends on you.

Susan M. Daum, M.D. and Jeanne M. Stelman, Ph.D. note that "The greater the amount of any single stress, the less energy will be available to handle some other stress. For example, a person who is subject to a great deal of noise on the job may be worn out by the end of the work day and unable to deal effectively with the worries and responsibilities of home and family." However, YOU can learn to recognize and reduce avoidable pressures before you reach the breaking point. Believe it or not, old, tensing habit patterns can be changed. Here are some hints you may find helpful.

Both emotionally and physically, stress can be partly an "occupational ailment." Findings suggest job pressure sources may include too much to do, uncertainty as to the responsibilities and scope of the job and a feeling of "no participation" in decisions affecting your work. If need be, can you ask your superiors for a clarification or reevaluation of duties, or consider switching jobs or departments?

Physically speaking, perhaps your work is LITERALLY putting you in a stressful position. According to two leading authorities on headache, "...distorted postures, assumed continually, will tense the involved muscles and will help, in susceptible individuals, to precipitate muscle-contraction headache." For example, try to avoid sitting slumped over a desk or typewriter or balancing a phone between ear and shoulder.

If your job calls for prolonged sitting or standing or maintaining any other posture for long stretches, can you take a minute at frequent intervals to "relaxercise?" Change positions, breathe deeply, move around a bit, shrug your shoulders and rotate your head to loosen up tight muscles.

During "break time" or after hours, physical activity (such as simple brisk walking) can provide a valuable tension release by giving you a "change of pace" and serving as an outlet for pent-up energy. On the other hand, caffeine is a powerful nervous system stimulant which can cause nervousness in susceptible individuals.

Especially if your job calls for reading or other close eye work, the wrong kind of lighting can "get on your nerves" by making it harder to see. You may lessen stress, annoyance, wasted energy and eyestrain by working under good illumination and eliminating glare. Experts also note that headaches can result "...from prolonged paper work under fluorescent light, which has a rather sneaky and UNDETECTABLE (to the naked eye) quality of variability from moment to moment, necessitating constant and fatiguing focal readjustment" (emphasis ours).

Do pressures have a way of following you around? Deliberate, periodic distractions from stress—a movie, book, physical activity or other diversion—may be beneficial. Also, make meals a time of refreshment, physically and emotionally.

Poor nutrition is, in itself, a stress factor. Make an effort to eat a balanced daily diet, including foods rich in the B complex and C vitamins, which are considered anti-stress factors. These nutrients are not stored in the body and must be supplied every day. Good sources of the B complex include FRESH, WHOLE GRAIN breads and cereals, brewers yeast, squash, legumes, eggs and organ meats. You'll find the vitamin C in citrus fruits, most berries, leafy vegetables, black currant and rose hips.

Some final thoughts. Try to avoid cutting time schedules too tight, and beware of allowing your family to become the target for pent-up job stress. This is only apt to create new pressures in the form of interpersonal tensions. Some simple readjustments may make it much easier for you to run your life instead of letting it run you!

Provided as a public service by the AMERICAN PHYSICAL FITNESS RESEARCH INSTITUTE (APFRI), 824 Moraga Drive, West Los Angeles, Calif. 90049.

**DRIVE SAFELY**

## One-For-One Rule Can Cut New Year's Traffic Toll

CHICAGO—Safety on the nation's roads over the upcoming New Year's holiday, the National Safety Council said, will hinge largely on how much drivers respect the one-for-one rule.

The one-for-one rule, according to National Safety Council President Vincent Tofany, means that a driver should wait at least one hour for every drink he takes before he starts to drive.

"The one-for-one rule is based on the fact that it takes about an hour for the body to get rid of the alcohol contained in an average drink," Tofany explained. "The rule is especially important to remember over this New Year's holiday, when alcohol and driving will become the key elements in many New Year's celebrations," he said.

According to Tofany, alcohol and driving may also become the key elements in many holiday highway tragedies. He estimated that half of all fatal traffic accidents are alcohol-related and added that motorists could substantially reduce this New Year's traffic toll by adopting a responsible attitude toward drinking and driving.

"If a motorist is going to drink and drive, it's essential that he limit his drinking and space his drinks,"

Tofany said. "A New Year's party-goer who plans to drink heavily should also plan for someone else to do the driving or take a taxi or other public transportation," he said.

The council projected between 170 and 230 traffic fatalities and 9,000 and 12,000 disabling injuries for the 30-hour New Year's holiday beginning at 6:00 p.m. Tuesday, December 31, and ending at midnight Wednesday, January 1. By comparison, the council estimated that 90 traffic fatalities and 5,000 disabling injuries might result from a comparable non-holiday period at the end of December.

The Council also estimated 2.9 billion miles would be driven over the holiday, resulting in a projected mileage death rate of 10.7 traffic fatalities per 100 million vehicle miles traveled. According to the council, a comparable, non-holiday period might result in a mileage death rate of 4.7 fatalities per 100 million vehicle miles.

The National Safety Council, based in Chicago, is a nongovernmental, nonprofit, public service organization dedicated to safety education and the development and implementation of accident prevention programs reaching every segment of American life.

## DRESSED TO KILL

Some people get dressed to kill every winter. The National Safety Council warns that winter wear can present special hazards to bundled-up bodies of every age, size and sex.

Here are a few toe-to-head tips for safety and warmth:

Leave your platform shoes, high heels, and clogs home when it's slippery underfoot. Wear medium- or low-heeled boots with a non-skid sole.

Slacks or long skirts are warm and practical, but make sure the fit is proper.

Midi and maxi coats, long capes, ponchos, and shawls may keep you from catching cold, but they can also catch you in escalators, revolving doors, elevators, or motor vehicle doors.

Long scarves, however fashionable, can also be a hang-up. Last year, a study in the *Journal of the American Medical Association* reported that nearly half the persons in accidents involving the wearing of scarves died.

If you wear mittens to drive, you may lose your mittens and your life. Driving gloves with fingers and leather palms insure against steering slippage.

Head-gear should not block hearing nor sight. Covering up a child's face with bulky hats and too

many mufflers may prevent him from hearing and seeing traffic dangers.

Buy flame-retardant sleepware, not too billowy, for your family, and warn them about getting too close to heaters, stoves, or candles.

National Safety News

### Short Clips

The recently-released 1974 *Accident Facts*, the National Safety Council's statistical yearbook, reports that accidents and fires cost the nation \$41.5 billion in 1973. This total accounts for wage losses, property damage, medical expenses, and insurance. Wage losses were the greatest portion of the total—\$13.3 billion were lost to the injured or disabled; another \$6.4 billion to those uninjured but otherwise involved in an accident.

According to the National Safety Council's 1974 *Accident Facts*, the Interstate System saved about 4,100 lives last year. The death rate on all roads was 4.3, compared with a preliminary estimated of only 2.4 for the Interstate System.

Three-thousand Americans died of poisoning last year—everything from medicines to mushrooms to shell-fish did them in.

National Safety News