

utility reporter

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



Legislative Panel OK's Public Employee Collective Bargaining Rights Bill

Agreement has been reached in a key Assembly-Senate joint committee to give California's 1.2 million public employes the most far-reaching collective bargaining law ever enacted for government workers in the United States.

For the first time, the state would specifically grant the right to strike to all employes of government (except federal), including teachers, unless a court rules such a strike would "endanger public health or safety."

Before a strike could be called, an exhaustive impasse resolving procedure would have to be used first.

And even then, the court could not

And even then, the court could not prohibit such a strike unless it also requires management and the union to accept settlement terms recommended by a tripartite panel.

Chances of passage by both houses

of the Legislature are regarded as excellent by legislative leaders.

Gov. Brown, unlike his predecessor Ronald Reagan, has said repeatedly he favors such legislation.

In fact, Brown campaigned on the issue in his fight for election. And in his inaugural address he listed collective bargaining for public employes as one of his Administration priorities.

This means that government workers at the local, county and state levels almost certainly will have a comprehensive collective bargaining law this year, although there could be modifications of the provisions agreed to by members of the special joint Assembly-Senate Committee on Public Employer-Employee Relations.

It has been learned that the proposal is to be based in large part on a massive 307-page study prepared last year under the direction of UCLA

Law Prof. Benjamin Aaron, one of the nation's most experienced labor relations experts.

That study, in turn, was the basis of a proposal backed by former Assembly Speaker Bob Moretti last year. But with the certainty of a veto by Regan, the measure was not pushed in the Legislature.

Now it has been significantly modified and approved by the joint committee, with Aaron serving as consultant.

Reagan vigorously fought all attempts to give public employes any right to strike, even though many experts, including the current chief of federal mediation, William J. Usery Jr., insists antistrike legislation "just does not work."

The latest proposal would include not only state, county and local government workers, along with teachers, but also employes of other government agencies such as the Southern California Rapid Transit District.

Several communities already have some form of collective bargaining

procedure including the City and County of Los Angeles.

But the proposed new law takes the process several steps further, especially in dealing with the threat of strikes. The local laws, where they do exist, are silent on the strike issue.

The terms, as agreed to by the special joint legislative committee, would create a full-time, five-member state Public Employee Relations Board (PERB), which would be appointed by the governor subject to ratification by the state Senate.

PERB would set up rules for conducting elections among government workers to decide which union, if any, they want to represent them. And the rules would include such matters as the proper bargaining unit.

This means PERB would decide whether all employees of a government unit could be in one bargaining unit and vote together in an election, or whether there would be separate units.

It sounds like a technical point, but the issue is critical for most unions.

Advisory Council Meets



Shown above are some of Local 1245's Advisory Council members as they participated in the February, 1975 Council meeting. See page two for another photo.

YOUR Business Manager's COLUMN UNEMPLOYMENT REACHES MEMBERSHIP

L. L. MITCHELL

Rising unemployment is a fact and much publicity is being given to plant shut downs and mass layoffs in large basic industries such as steel and auto. These, of course, are news because the layoffs are of large numbers at a single time and people can relate to these kind of figures.

Less notable are those on unemployment's rolls who are not laid off but become unemployed because of the completion of a project such as a housing development, shopping complex or large construction job such as an apartment building, manufacturing plant or a steam generating plant. These workers are generally building tradesmen and this occurs on every individual job. They return to the hiring hall and await the start of another such job. These people are now swelling the ranks of the unemployed because there are not as many large jobs being started now. However, their numbers are as large, if not larger, than those printed in the newspapers. Many of the building trades locals are reporting as high as 30% of their members not working.

Another group of workers feeling this pinch of unemployment is the utility worker. This is not publicized in the news because layoffs are generally progressive. While the end point numbers are large, no one pays much attention to the 50 to 100 or so this week or the next layoff of a

similar number which may come a week or a month later. Accumulation of these figures do become startling. My inquiries through other I.B.E.W. Locals show that a number of utility companies, both gas and electric, are in the process of reducing work forces. If these figures could be compiled they would be most revealing as to the scope of the difficulty we are facing because of the effects on the usual stability of employment in the industry.

The reasons for these cut backs are varied. Lack of construction which reduces need for main extensions and services; high costs of money which delay utility plant expansions; cut backs in natural gas supply which has caused some utilities to have to reject new customer applications; environmental restraints and plant siting problems either delaying or halting utility expansion projects; local ordinances restricting multiple housing structures etc., thus reducing need for additional utility facilities or upgrading. These are certainly not all the factors which could be named. These few do reveal the interactions of those in the complex world we live in and the interdependence which we as employees of any single company or within an industry have with the other segments of our society - national or worldwide.

(Continued on page two)

... HAVE
YOU
MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

SOCIAL SECURITY # _____

RETURN TO:
P.O. BOX 4790, WALNUT CREEK, CALIF. 94596

Unemployment in California

The number of unemployed in California in January was 921,200 — an increase of 133,600 jobseekers in one month. This resulted in an unemployment rate of 9.3 percent, up from December's 9.0 percent.

Commenting on the new figures, the State's Employment Development Department Director James Lorenz said the new figures were "absolutely unacceptable".

"I don't think it sufficient for us merely to report these figures. We also have to say that this situation caused by the economic downturn is absolutely unacceptable and that Government officials at all levels have got to start working to develop programs to get people back to work.

"While some of the increase in unemployment is seasonal, this dismal new record of 921,200 unemployed is a stark reflection of the deepening economic recession in the nation," Lorenz said, "and here in California job losses have been greater than seasonal in all but two major industries".

"And these figures don't count people who are so discouraged that they are no longer looking for work. We would estimate that this group would add at least another 130,000 jobless people in California, which means that the actual unemployment rate would be at least 10.4 percent in January. If that's so, then we are in double digit unemployment as well as double digit inflation".

Lorenz added that the latest figures were the result of a survey in mid-January "and all our indicators since then show that the total jobless is still on the increase".

Employment Development Department's January figures (attached) show that
(Continued on page seven)

YOUR Business Manager's COLUMN

Unemployment Reaches Membership

L. L. MITCHELL

(Continued from page one)

To get closer to home, P.G.& E. is now going through a reduction in force. At present no one can say where it will stop. General Construction employees in the Gas Department have been the most severely affected to date with employees up to five years having been given notice of layoff. The resulting demotions and transfers are affecting many with much greater seniority. The Electric Department of General Construction is also involved in this reduction process. Accumulative totals from mid 1974 to date will show some 300 have been laid off in that Department. This may not be an end point either. Notice is also out that East Bay may start reducing forces with some nine persons in the Concord District slotted for layoff. This does not make headlines in the daily press, but the numbers eventually become a part of the unemployment statistics.

In various conferences I have attended on measures which can be taken to alleviate the problem in the U.S., it is generally conceded that the key to turning things around lies in the hands of the Federal Government. State governments acting individually can have little impact on the national economy and could do nothing about problems in world affairs.

U Thant once stated, "It is no longer resources that limit decisions.

It is decisions that make the resources. This is the fundamental revolutionary change — perhaps the most revolutionary man has ever known." This is apparent when we consider material resources. When we opt for oil as a fuel for electrical generation instead of another, we naturally reduce its availability and use for other petroleum based products. These choices are being debated now and decisions will be made. Coupling our wisdom and technology, solutions will be found to these problems.

The use of our human resources is more difficult. The issue becomes one of money over people. Our most valuable resource is people. Decisions on how we use other resources will have no meaning if we cannot develop an answer to the human use of human beings. I believe in the profit system, and it can work. It cannot survive, however, if profit becomes the overriding concern. Greed on the part of some has put a monkey wrench in the gears and we're all suffering as a result. Massive unemployment as an answer to our economic ills can never be an acceptable one to a nation such as ours.

If we join our will to our capabilities and act with purpose and intelligence, we can and will find the solution to our present problem.

RON WEAKLEY NAMED TO NEW POST



RONALD T. WEAKLEY, former Business Manager of Local 1245, International Brotherhood of Electrical Workers (IBEW), has been named to a new position in the U.S. Department of Labor to help enforce the 1974 pension reform law.

WASHINGTON — Ronald T. Weakley, formerly Business Manager of Local 1245, IBEW, has been named to a newly-created position in the U.S. Department of Labor's office formed to help enforce the 1974 pension reform law.

Weakley will be acting assistant director, Division of Public Services, in the Office of Employee Benefits Security, which was created under the Employee Retirement Income Security Act (ERISA).

The office is part of the Labor Department's Labor-Management Services Administration. (LMSA).

Before coming to the Labor Department in 1971, Weakley was business manager and financial secretary of the then 13,000 member Local 1245 of the International Brotherhood of Electrical Workers (IBEW), which now represents some 18,000 public utility workers in Northern and Central California, Nevada, Oregon, Washington and Arizona.

He has been director of Technical Assistance in LMSA's Office of Labor-Management and Welfare-Pension Reports for the last four years, working closely with unions and other groups to help them comply with the Labor-Management Reporting and Disclosure Act and Welfare and Pension Plans Disclosure Act.

Weakley has served on a number of governor's councils in California including the Advisory Council of Atomic Energy and as co-chairman of the Transportation, Communications and Utility Section of the Industrial Safety Conference.

In 1972, Weakley coordinated the Labor Department's supervision of the United Mineworkers of America election.

He has been active in a number of West Coast labor-management relations programs and served four years in the U.S. Navy.

EDITOR'S NOTE: We would like to congratulate Ron Weakley on his new position with the U.S. Department of Labor and wish him our best.

Those of us who know Ron Weakley from his days as Business Manager, know that the interests of the working people of America, whom this pension law was designed to help, will be in good hands.



Shown above from left to right are Howard Darington, President, Jackie Offersen, Recording Secretary, L. L. Mitchell, Business Manager, and Dale Turman, Northern area Executive Board member, as Bus. Mgr. Mitchell reports to the Advisory Council.



the utility reporter

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Just buy the basic ingredients

by Sidney Margolius Consumer Expert for Utility Reporter

TV commercials for various products often mention they have special ingredients of some mysterious nature which they never actually identify. In fact, these unnamed ingredients most usually are:

- Aspirin
- Antihistamines
- Stomach coatings and other antacid ingredients
- Ammonia
- Twice as much ammonia.

Since these are all ordinary ingredients, some going back to grandma's day, the question is, why not just buy the basic ingredients and save money?

Anacin, of course, is the product that persistently advertised that it has more of the pain reliever "that doctors recommend." This pain reliever that doctors recommend is merely aspirin available at any pharmacy, department store or supermarket for 39-49c per 100 tablets and sometimes less. If you want more of it, simply take more of it.

Another widely-sold pain reliever at two and three times the price of ordinary aspirin is buffered aspirin. It is merely aspirin with a little antacid salts such as bicarbonate of soda to relieve any nausea some people might get from ordinary aspirin, especially when taken on an empty stomach.

Incidentally, the Federal Trade Commission, charged in a complaint issued last year that a number of pain relievers advertised as significantly superior to others really had aspirin

as their main ingredient. There's significant difference among various brands of aspirin, the FTC officially observed. The products in question include Anacin, Bufferin, Excedrin, Bayer Aspirin, Cope, Vanquish and Midol.

Similarly, when Contac's commercials compare it to a number of other products, such as cold tablets and night-time liquids, the basic active ingredient in all of these about which the advertiser is talking, is antihistamines. But Contac does not compare itself to other delayed-action antihistamine tablets, some of which are available at much lower prices under the private brand names of large retailers.

Antihistamines also are a major ingredient in a number of other preparations such as Coricidin and Inhiston.

Antihistamines inhibit allergic reactions and also tend to make you a little sleepy. The result is, a number of over-the-counter sleep preparations such as Somnex and Sleep-Eze are merely a form of antihistamine. Some brands also have a little aspirin.

Digestive remedies such as antacids have become big sellers. For years many were promoted with exaggerated claims of giving relief from "nervous emotional disturbances," "nervous tension headaches," "cold symptoms," "consumption of alcoholic beverages," "food intolerance" and so on.

As the result of recent action by the Food and Drug Administration, manufacturers of antacid products now may claim only that these products give relief from "heartburn," "sour stomach" and acid indigestion.

But in this instance, too, consumers could use merely the basic low-cost ingredients. The several hundred brands of antacid tablets, powders and liquids on the market contain a variety of ingredients. But one of the most familiar is simply sodium bicarbonate—ordinary baking soda. Another familiar ingredient is calcium carbonate.

One effect of the FDA's review was to require Alka-Seltzer to make clearer that its combination of aspirin and antacid should be taken only if the user actually has a headache as well as an upset stomach. Some medical experts felt that the combination was unnecessary and might be harmful to anyone suffering from serious gastro-intestinal problems. That's why some of Alka-Seltzer's recent commercials announcing, not too loudly, that you should be careful, or saying in a caption, "Use only as directed."

By spending \$20 million a year on advertising, Miles Laboratories had managed to make Alka-Seltzer the leading antacid product even though one of its basic ingredients is merely the familiar bicarbonate of soda. The Alka-Seltzer commercials had won awards in the advertising industry for their effectiveness in promoting what

buyers'
bailiwick

is an essentially over-priced product of which some doctors also were critical.

Another persistent promotion is for household cleaners which proclaim that they have (1) ammonia; (2) more ammonia, and (3) twice as much ammonia, which you are invited to smell to believe.

Ammonia, of course, may have been used as far back as prehistoric times, as indicated by plastic bottles found in some caves in North America. You can buy it for as little as 25-30c a quart.

Scouring powders often boast that they have chlorine which helps bleach sink stains. Chlorine bleaches, of course, are available for as little as 25c a quart if the price didn't go up again this week.

Perhaps the best example of how to turn a weakness into a virtue is the dog-food commercial proclaiming, "Top Choice has the vegetable protein that hamburger lacks."

Well! Vegetable protein is incomplete protein and nutritionally inferior to meat protein. Still, the commercial can't be said to be untrue. Hamburger does lack vegetable protein.

Copyright 1974, by Sidney Margolius

Big debate over computerized checkout

By Sidney Margolius Consumer Expert for Utility Reporter

Few issues have risen as much controversy recently as the food industry's plan to use a computer-assisted checkout system in supermarkets. The system is called the Universal Product Code (UPC). Each food package would be imprinted (some already are) with a series of vertical lines with numbers at the bottom. This is a price code for that item. At the checkout counter, a laser beam "reads" the code and signals a computer. The computer then prints the price on a cash register tape.

The most controversial aspect of this mechanized checkout is that individual prices on cans and packages may be eliminated. The only place you then would be able to see the price of the item before you buy it is on a shelf tag. You also will have a record of the name of the item and the price on the cash register tape you get with your purchase.

Besides eliminating the labor used in price-marking each item, the stores expect to save on maintenance of inventory records, and on calculating tax, coupons, bottle refunds, etc., notes Lynn Jordan, for the Virginia Citizens Consumer Council.

But the sore point is doing away with prices on items with total reliance on shelf stickers. Eliminating personnel in a time of growing unemployment itself is a concern. But even looking at this issue just from the shopping standpoint, consumers will

be hampered in comparing costs not only among different brands but among different forms of same product such as the canned, frozen and fresh prices of, say spinach.

The consumer advocates arguing against eliminating item prices feel that the shelf stickers aren't enough. They point out that shelf tags used in unit pricing often are missing, or in the wrong place or out of date.

Too, in a special bulletin produced by the Maryland and Virginia Consumer Councils, Mrs. Jordan points out that even with improved shelf tags, the normal "shelf drift", with products winding up elsewhere than above the right products, will cause price confusion.

No one wants to hamper progress, and those of us who criticize supermarket operating costs as too high can hardly complain about attempts to reduce them. But the elimination of price marking on individual items quite probably will make it harder to shop for the best values. The Consumer Councils' bulletin points out that eliminating price marking is less than 19% of the total savings supermarkets anticipate from the computer-assisted checkouts.

Thus, most of whatever savings are possible still can be achieved even if items are still marked.

In fact, supermarkets may be biting off more than they can chew. Not only is the equipment very expensive. But

one labor editor with long experience in price control points out that if price ceilings are required at any time, they will be easier to require and to police in supermarkets because of the computerized price information.

Because of the concern of the consumer groups that price markings will be eliminated, most of the supermarkets testing the system have agreed to keep them on for the time being. Some have said they will provide grease pencils so consumers can mark prices on packages themselves if individual prices are eliminated. This, however, is not a realistic alternative for harried shoppers in crowded markets.

Nor may supermarkets save as much in personnel at the checkout counters as they think. The main work still is in bagging.

Considering the issue objectively, as a long-time shopping specialist this writer recommends that individual item pricing be retained and that you tell stores that you still want individual marking if UPC comes to your neighborhood.

Consumers will be better able to compare prices in the stores and also with prices of goods bought earlier and still in cupboards. It's always helpful to see that a can of soup that cost you 21¢ a couple of weeks ago is 26¢ now. You may even decide to make your own soup.

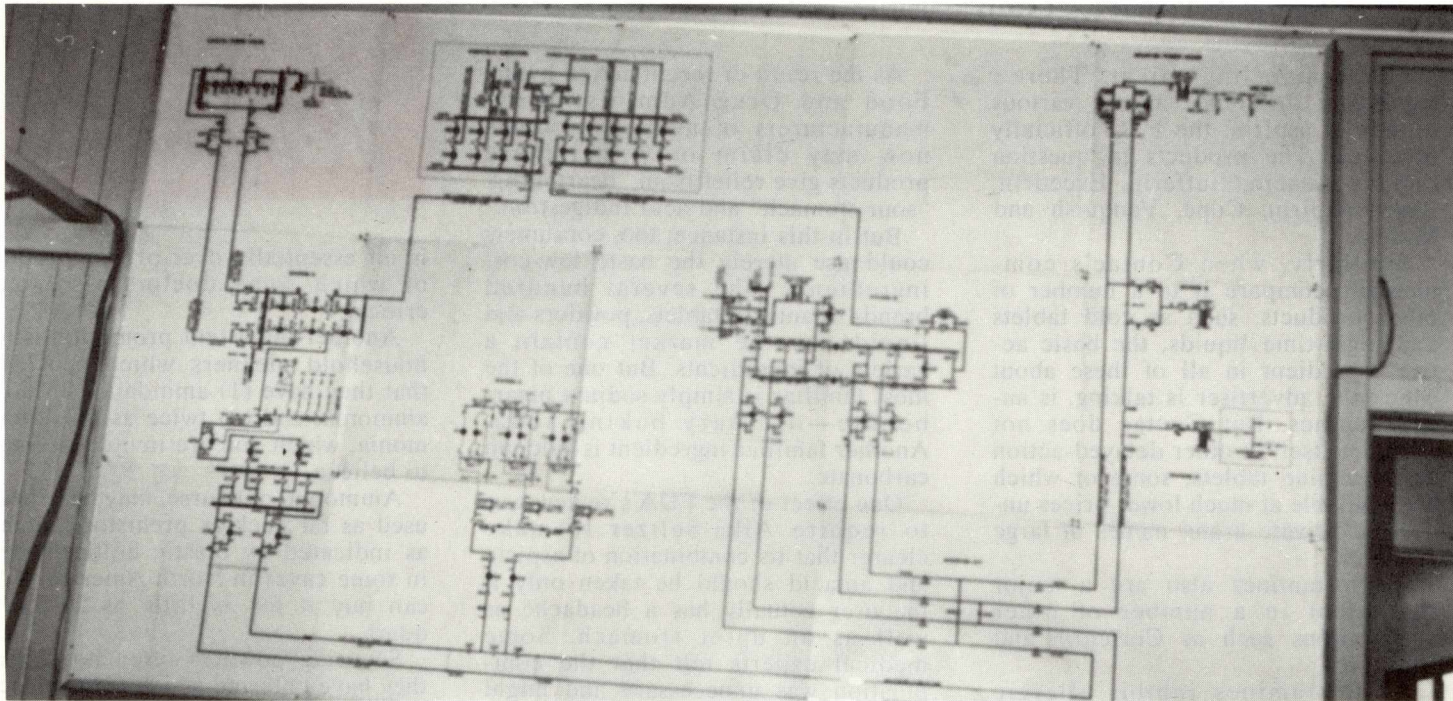
Copyright 1975 by Sidney Margolius

Thomas Xuereb

could have won \$50.00 if he had noticed his Union membership card number in the January 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

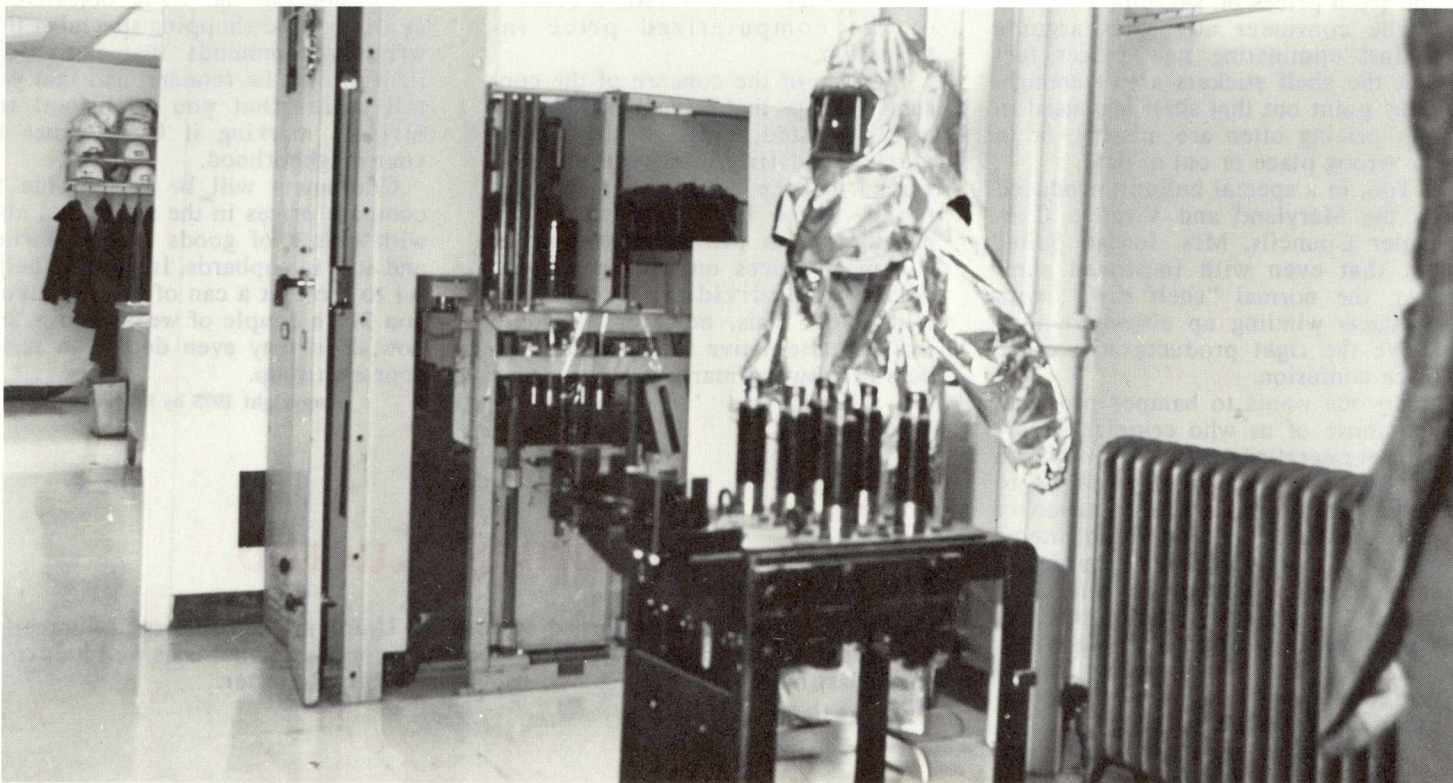
NEW TRAINING PROGRAM FOR P.E.



This photo shows the simulated system operating diagram. The simulated system has 500 KV, 230 KV, 21 KV and 12 KV, which are all color coded.



This picture shows Don Davis at the Simulator Master Console. At the Console, trouble can be set up anywhere in the Simulated system. The console has the capability, through five different timers, to set cascading trouble in the system.



This photo shows a cut-away view of metal clad switch gear (background) and a grounding "buggie" (foreground) used to teach proper method to install cluster grounds. Also in the picture is a hood and smock that is to be worn when operating indoor switch gear.

Local 1245 and P.G.& E. are currently in bargaining training and automatic progression to Journeyman to provide the training, the Company has built simulated Transmission and Distribution System.

Business Manager L. L. Mitchell, Sr. Assistant Business Manager John Wilder and Business Operations Supervisor, Substation Department, and Coordinator, Substation Department, conducted the Facility in Emeryville.

The system is comprised of a 15 KV revolving generator with a 10 horsepower D. C. motor as operated with a control board and synchronizing panel authentic for start up and controlling generators in

The simulated system of 500 KV, 230 KV, 21 KV power house substations and distributions center for the students to operate.

The instructor, through the simulator master console situations which the students are then required to

The system also has a miniature substation switch demonstrate the switching he would have to do in

Training in the proper methods of switching an

This simulated power system is the same as distribution system - for example, this miniature the P.G.& E. distribution system at the Emeryville of performing as any normal system, including load

In a separate classroom students will be rotated desk which will provide instruction on PDAC (Priority Control). This is designed to fit in electrically wire and 12 KV.

Classroom training includes audio-visual instruction training on dispatching.

Mr. Davis, Mr. Allen, members of Local 1245 commended for the excellent job done in developing year in designing and six months in construction.

Most utilities have some sort of operator training probably have the various capabilities of P.G.& E.

The training program will consist of three part classes operating simultaneously. Currently, superintendent are attending condensed sessions, and the training is tentatively scheduled for April 1975. It is projected training program will be developed for other Electric perform specialized switching operations.



(L. to R.) Business Manager L. L. Mitchell, Sr. M. A. Walters, and Assistant Business Manager demonstration by Don Davis of the PDAC (Priority Control) Unit.

P.G.&E. ELECTRIC OPERATORS

currently in bargaining over Electric Operators from Journeyman for system operators. In order the company has built a training facility which is a Simulation System.

Bill, Sr. Assistant Business Manager M.A. Walters, John Wilder and Business Representative Dave Reese visited the facility by P.G.&E. Donald R. Davis, Training Department, and Jack Allen, Training Coordinator, conducted the demonstration at Materials

15 KV revolving field three phase alternating D. C. motor as the prime mover. This unit is a synchronizing panel. The nomenclature will be like real generators in typical hydro plant. The 230 KV, 21 KV and 12 KV is tied together by distribution centers, with authentic control panels

operator master console, can set a variety of fault conditions then required to correct.

the substation switch yard which the student can simulate to do in an actual situation.

types of switching and grounding will be provided.

is the same as any normal transmission and distribution, this miniature system can actually be tied into the Emeryville facility. This system is capable of simulating, including load shedding.

Classes will be rotated through the operator of the day on PDAC (Primary Distribution Alarm and Control) electrically with the simulator system's 21 KV

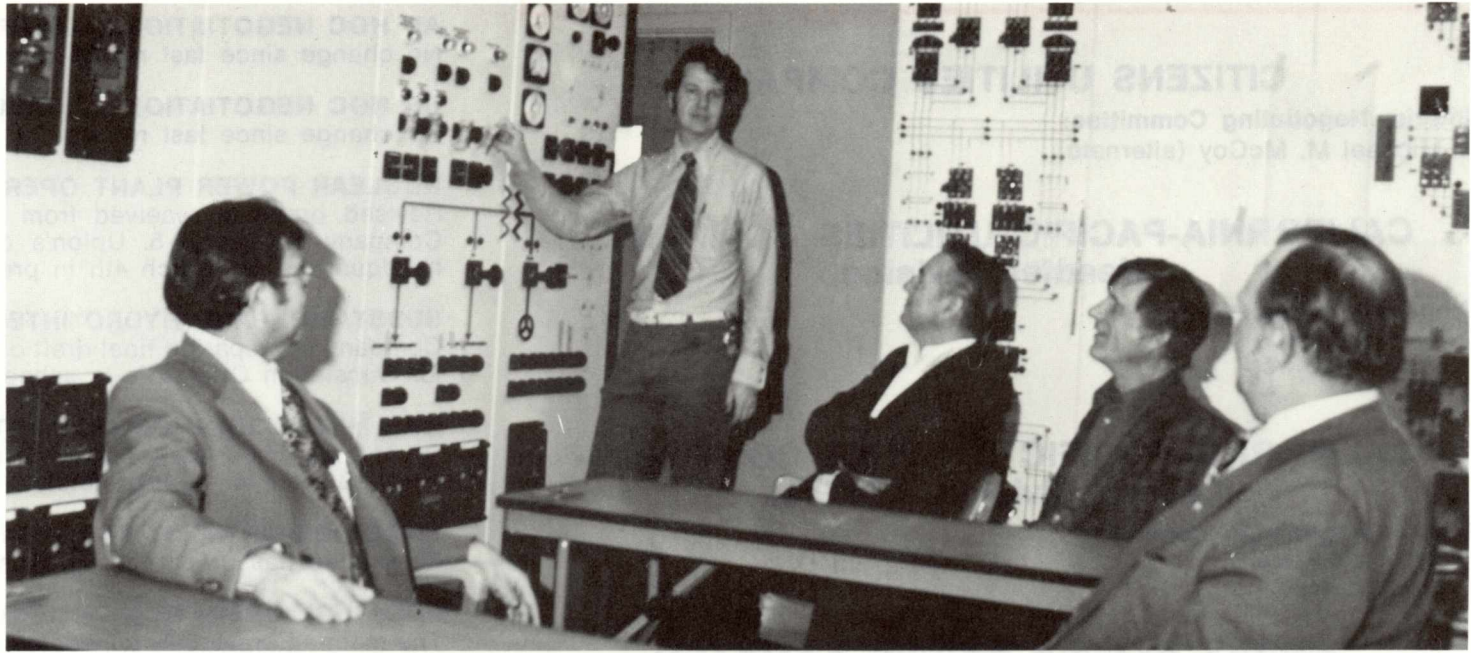
audio-visual instruction and separately located

classes of Local 1245 and others involved should be done in developing this facility which involved a major construction.

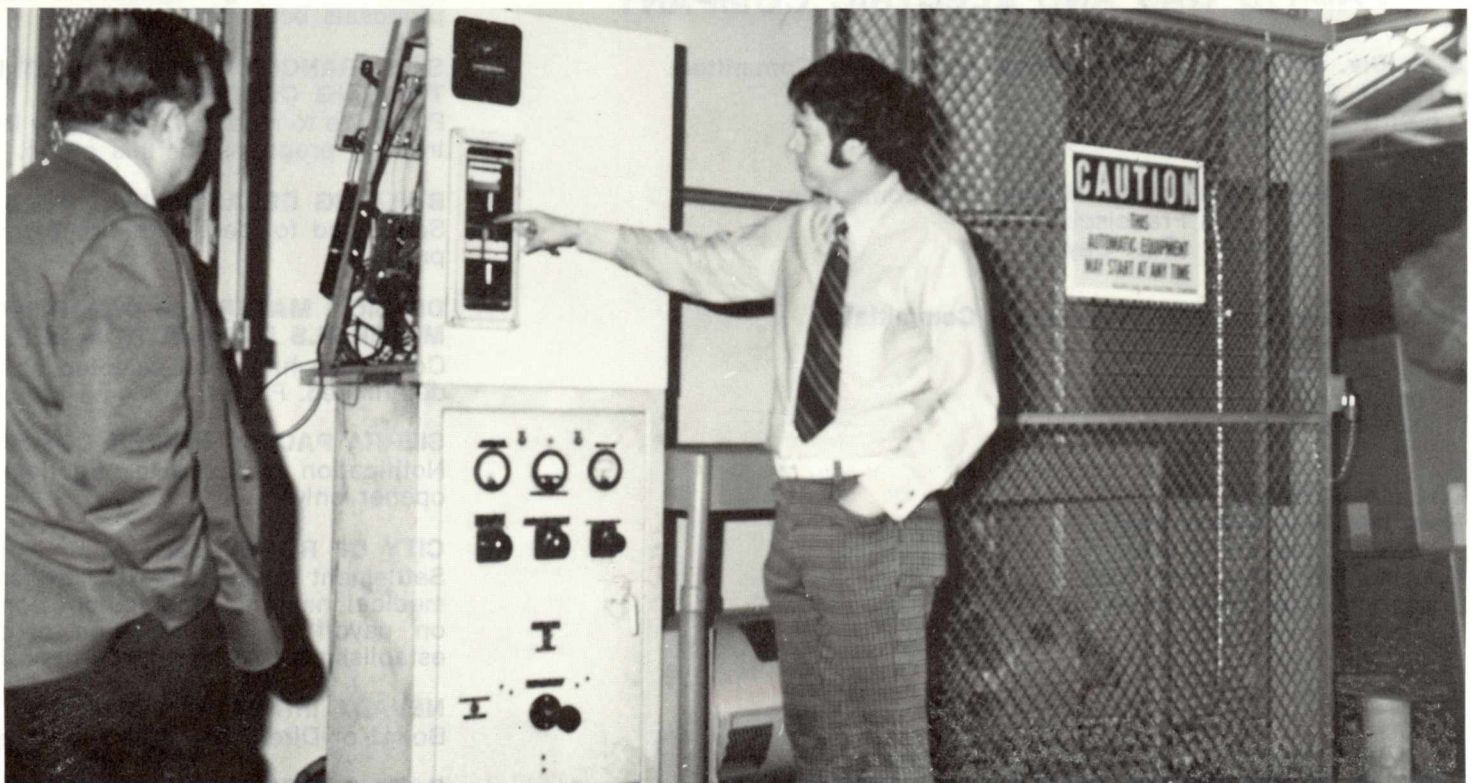
part of operator training facility; however, none of the facilities of P.G.&E.'s facility.

consist of three parts and provides for two separate

Currently, supervisors in the substation departments, and the first class for operators is ten. It is projected that a modified, specialized program for other Electric Department employees who are interested.



Jack Allen, instructor, is at the Generator Control Board and synchronizing panel to demonstrate the start up of the simulated Hydro Plant.



These two pictures show the generator and prime mover with Jack Allen pointing out the controls and relays.



L. Mitchell, Sr. Assistant Business Manager and Business Manager John Wilder observe the PDAC (Primary Distribution Alarm and Control) system.

Appointments

CITIZENS UTILITIES COMPANY

Interim Negotiating Committee:
Michael M. McCoy (alternate)

CALIFORNIA-PACIFIC UTILITIES COMPANY - Needles Division

Negotiating Committee:
Bob Scoular
Mike Andrews

CALIFORNIA-PACIFIC UTILITIES COMPANY - Lassen Division, Clerical

Interim Negotiating Committee:
Carolyn Price
Darla Base

SIERRA PACIFIC POWER COMPANY

Negotiating Committee:
Katherine Tindall
Ronald Walters
Robert Jacques
Gary Rials

PARADISE IRRIGATION DISTRICT

Negotiating Committee:
Jack Boles

CITY OF GRIDLEY

Negotiating Committee:
Cary E. Friedman

YUBA COUNTY WATER AGENCY

Negotiating Committee:
Donald J. Brown

CITY OF SANTA CLARA

Negotiating Committee:
Robert Behrke
Howard E. Peterson
Pasquale "Pat" Greco (alternate)
Richard F. Murphy (alternate)

PACIFIC GAS AND ELECTRIC COMPANY

S. F. Div. Steam Heat Dept. Interim Negotiating Committee:
Tim N. Chappelone
Fred B. Hartsfield

Building Department Interim Negotiating Committee:
David McKee (San Francisco)
Joseph E. Assante (East Bay)

Data Processing Interim Negotiating Committee:
Sadie Heitman
Blanca Gonzales
Frances Haller
Glenadine Tule

**Division Materials Dept.
Materials Distribution Dept.**
Marvin Coleman (Stockton)
Arthur Perryman (East Bay)
Sherman Fox (Emeryville)

Joint Grievance Committees

William K. Nata (NORTH BAY)
Demetrious "Jim" Kosta (STOCKTON)
Dennis Phipps (COLGATE)

Bargaining Roundup

AD HOC NEGOTIATIONS...CLERICAL HOURS - P.G.&E.
No change since last report.

AD HOC NEGOTIATIONS...CABLE SUBFOREMAN - P.G.&E.
No change since last report.

NUCLEAR POWER PLANT OPERATORS - P.G.&E.
Revised proposal received from Company. Meeting scheduled with Company on March 5. Union's committee to meet at Local Union headquarters on March 4th in preparation for this meeting.

SUBSTATION AND HYDRO INTERIM NEGOTIATIONS - P.G.&E.
Company is preparing final draft of training program. The first program for Substation Operators is scheduled to begin about April 1, 1975.

GAS METER SHOP CONSOLIDATION - P.G.&E.
No change since last report. Construction of the new Meter Shop has been delayed for approximately 1 year.

WATER DEPARTMENT INTERIM NEGOTIATIONS - P.G.&E.
Committee has prepared a proposal to submit to Company.

PRESSURE OPERATORS INTERIM NEGOTIATIONS - P.G.&E.
The meeting previously scheduled for February 11, 1975 was cancelled because of prior commitments. Next meeting is scheduled for February 25th. Three million, three hundred seventy-one thousand, one hundred seventy one.

GEYSERS POWER PLANT - P.G.&E.
Union has received a proposal from Company which is under consideration at this time.

PACIFIC GAS TRANSMISSION COMPANY
Members employed by P.G.T. have voted to accept an 8.5% increase effective January 1, 1975 with a cost of living clause for July 1, 1975.

BAY CABLEVISION, INC.
Union is attempting to set dates for first negotiating sessions.

OCEAN VIEW CABLEVISION, INC.
Agreement signed. Union seeking date to complete negotiations on medical insurance.

STORER CABLE TV (Fairfield and Rohnert Park)
Committee has had several negotiating sessions. Met with Company on February 6, 1975 and received Company's final proposal. Membership rejected the proposal because it did not contain ANY seniority provisions or union security provisions and the wages offered were inadequate. Federal Mediator is attempting to set up future meeting to resolve.

**CALIFORNIA-PACIFIC UTILITIES COMPANY
(Lassen Division - Clerical)**
Newly organized. First negotiating meeting was held February 28th.

**CALIFORNIA-PACIFIC UTILITIES COMPANY
(Needles District of the Colorado River Division)**
Letter requesting negotiations has been sent to the Company. No proposals been developed.

**SAN FRANCISCO STEAM HEAT DEPARTMENT - P.G.&E.
TRAINING COMMITTEE**
Plans are to meet with Company in the latter part of March to develop training programs for this group.

BUILDING DEPARTMENT - P.G.&E.
Scheduled to meet with Company late in March to develop training programs.

**DIVISION MATERIALS DEPARTMENT - P.G.&E.
MATERIALS DISTRIBUTION DEPARTMENT**
Committee has been selected at this time. Date of first meeting undetermined. Probably in late March.

SIERRA PACIFIC POWER COMPANY
Notification of desire to negotiate sent to Company. This is a wage opener only.

CITY OF ROSEVILLE
Settlement reached for 10% general wage increase, improvements in medical insurance and standby conditions, revisions and improvements on payoff on accumulation of sick leave upon termination, and establishment of meal provisions in connection with overtime.

NEVADA IRRIGATION DISTRICT
Board of Directors ratified the previously reported settlement.

DATA PROCESSING INTERIM NEGOTIATIONS
Committee selected. Meetings to be set.

extends ERISA report deadlines

We presently are down to 38 members working out of the Local 1245 Referral Office on Outside Line Construction. Thirty-four working for the Harker and Harker Company on the 230 K.V. Transmission Line extending from Austin to Waubuska, Nevada, with completion date scheduled for late March or early April; and 4 working for the Howard P. Foley Co at the Diablo Canyon Power Plant job on a week-to-week basis, with no presently scheduled completion date.

Future prospects for early 1975 are not very good.

There are several small substation jobs scheduled to be started in March and April, however none of them large enough to employ more than 5 or 6 men each.

There will be work starting up again with the Slater Electric Company on its job for the R.E.A. at Portola, Calif., when the snow melts down enough to allow work to start up again; and there is some more distribution work to be done in the Truckee area, again when the snow melts off enough to allow the work to start; and that is about the total extent of new work to be anticipated up to about June.

On the 230 K.V. Transmission Line job to be done for the Modesto and Turlock Irrigation Districts, bids are presently being taken for the tower footings on the Modesto Irrigation District portion of the job, with bids due in on March 14th. Allowing time for the completion of the tower footings, it begins to look like June or

July as the earliest date for the commencement of work on the erection of structures and the stringing of lines.

On the "talked about" distribution lines to be constructed for the R.E.A. system at Austin, Nevada, the power company is presently breaking ground for the construction of a substation at Austin, so it is beginning to look like the job may get started this year, however up to this time, we have not been able to get any scheduled starting dates on it.

On the 230 K.V. Tower Line job to be constructed from Waubuska through Winnemucca, Wells and Jackpot, Nevada, into Idaho, we keep getting reports that the job is expected to get started this year, but up to the present time have not been able to get any definite schedule dates.

The above lists all that we can anticipate in the Local 1245 area at the present time. While there will be some distribution work to be done on the various oil refineries in the Richmond and Martinez area in California, such work will be within the jurisdiction of Local 302 and workmen will have to be cleared out of that Local for such work.

One other report we have on the 220 K.V. Steel Tower job to be done out of Local 532 at Billings, Montana; schedules work to begin there in the latter part of March. Members interested in getting out on that job should make contact with the Local 532 office at Billings.

We are hopeful that more work will shape up for the balance of the year 1975 than has been above listed, however do not have any such definite information at this time.

The Local Union, together with Local 47, is scheduled to commence negotiations for improvements to the Outside Line Construction Agreement on April 15th. Suggestions received

The Department of Labor has announced that it intends to extend deadline dates for the filing of certain reports required by the Employee Retirement Income Security Act of 1974 (ERISA) until Aug. 31, 1975.

Under ERISA, plan administrators were required to file detailed plan descriptions with the Secretary of Labor and distribute a summary plan description to plan participants and beneficiaries and the Labor Secretary by April 30, 1975. The Labor Department action extends the filing period for these reports to Aug. 31, 1975.

The Labor Department said that attempts to meet the reporting and disclosure requirements without adequate time would lead to inadequate and incomplete documents to the detriment of participants and beneficiaries.

Final regulations implementing the reporting requirements are expected to be published in the Federal Register in March. Form EBS-1, which is to be used for reporting plan descriptions, is expected to be available at that time.

from the membership for recommended changes will assist the Committee in its preparations for such negotiations, and should be mailed to the Local Union Office.

Members desiring information concerning the progress of negotiations, or seeking additional information concerning job and work prospects, should direct such inquiries to the Local Union Referral Office.

Unemployment in California

(Continued from page two)

total unemployed has risen by 219,400 over the years since January, 1974, when the unemployment rate was 7.3 percent.

Lorenz pointed out that employment in California suffered "the largest decrease between any two months since employment records were begun in 1939".

Nonfarm employment declined by 206,900 over the month, he said. All industries except mineral extraction and government had far greater than usual losses for this time of the year.

"The economic decline has become a general widespread downturn; the slump is no longer only the result of shortages of energy or other basic materials. Double digit rates of inflation have eroded purchasing power and consumer confidence.

"This has been particularly obvious in sales of autos, furniture, TV sets and other household appliances. Business investment has been cut sharply. Home construction continues in a deep slump, resulting from the tight money market. And the very large accumulation of inventories, built up during the past few years mainly as a hedge against shortages and increased prices, is now being liquidated, resulting in a sharp drop in new production.

"These elements have resulted in mounting layoffs and sharply rising unemployment that we are witnessing today," Lorenz said. "Some industries, such as trade and government have not yet experienced the economic slump to the same degree as have construction and manufacturing. Growth in these industries, however, has slowed from the rapid expansion of the past several years.

"Based on this kind of information, we could expect unemployment in California to average about 950,000 in 1975, producing a rate of 10.5 percent — and some months it might reach 11 percent or possibly even higher," Lorenz said.

Does comfort come over the counter

By Marion Wells

In the hurry and flurry of today's fast paced society, "antidotes for anxiety" have become big business. The ads assure us we can banish bad moods and sleeplessness simply by popping a pill or potion... often with no prescription necessary.

Less widely advertised are the POSSIBLE PERILS OF CHRONIC, UNSUPERVISED SELF-MEDICATION. In susceptible persons, ingredients in various over-the-counter tension relievers and sleep inducers may produce such side effects as dry mouth, stomach irritation, dizziness, blurred vision, skin rash, and under some circumstances, perhaps even hallucinations or trouble with motor coordination.

What's more, self-medicators run the risk of undesirable drug interactions. Emanuel Cheraskin, M.D. of the University of Alabama, warns that "Drugs that depress the central nervous system sometimes intensify each other's effect, so that depression is actually increased rather than relieved. Such drugs include the barbiturates, other sedatives, tranquilizers, muscle relaxants, antihistamines, narcotic analgesics, pain relievers, and alcohol."

Additionally, there is even evidence to suggest that your children may pick up your pill popping patterns. If you are pregnant or when pregnancy is planned, it's a wise precaution to avoid taking ANY PRESCRIPTION OR NON-PRESCRIPTION REMEDY without your PHYSICIAN'S APPROVAL.

Authorities are now questioning how many nonprescription preparations actually produce the benefits for which you buy them. When it comes to relaxing or getting to sleep, it's been suggested that a significant percentage of the time, a "sugar pill" might do you as much or more good and be safer.

Where, then, can we find help in coping with our anxieties? A marked change in mood and behavior or severe or chronic tension or depression should be reported to a physician. Low thyroid, nutritional deficiency, diabetes, low blood sugar or even the aftermath of a bad case of flu may have much to do with feeling "up tight" or "let down." As Peter Steincrohn, M.D., points out, "Whatever lowers physical vitality may lower emotional vitality." If your physician suspects emotional problems are involved, he may suggest counseling. Ask him about the advisability of counseling.

On a day-to-day basis, a few simple strategies may help many of us cope with bad moods more effectively. One potent tonic for tension and "the blues" is un-

burdening yourself to a caring listener. Where families are concerned, Dr. Steincrohn writes, "Broken-down communications are the major reason why adolescents drop out and use crutches such as marijuana, LSD, and heroin to support them through the battleground of adolescence." Taking turns really listening can be a very therapeutic give-and-take in marriage.

Pinpointing your problem can help you deal with it. Try to identify your feelings and understand WHY you feel the way you do. List descriptive words which tell how you feel. Would a mood such as anxiety or anger sum them up? Can you trace that mood to a particular person or event?

"Feeling bad" may stem from suppressing emotions which demand expression. For example, "The child who is not permitted to grieve for a pet may find it difficult to channel his energies in a constructive way because so much energy will be used in keeping his true feelings hidden." If you're angry with someone, can you find a constructive means to communicate or otherwise get things "out of your system?"

Are you suffering frustration or boredom from staying "in the same old rut?" Why not search out opportunities for "self-realization?"

Could food have anything to do with your mood? After long periods without food, blood sugar may drop, while tension and irritability rise. If arguments are more frequent BEFORE breakfast or dinner, try postponing discussion till shortly after you've eaten something.

Caffeine makes some people nervous and jittery. Cases of "coffee nerves" have been mistaken for psychological troubles. Coffee, cocoa, chocolate, tea and cola beverages all may contain caffeine.

A final tension relieving hint. A series of studies have indicated that appropriate exercise can "... improve the ability to relax both immediately and over a sustained period." Authorities also know that prolonged periods of sitting in one position can tense you up. So the next time you want something to calm you down without slowing you down, try what may be one of the finest "relaxercises" money can't buy. GET UP AND TAKE A BRISK WALK.

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

The Safety Scene

Hazards of exposure to carbon monoxide

Leo Seidlitz, Ph.D.

It is well known that connecting a hose from the tailpipe of a car to its interior is a relatively painless and simple way to end it all. In fact, the Greeks and Romans used carbon monoxide (CO) both to commit suicide and to execute criminals. What is not as well known are the effects of a less-than-fatal dose of CO or the effects of chronic (continuous) exposure to lower levels of CO.

The potential for occupational exposure of workers to CO is greater than that for any other chemical or physical agent. More people succumb to acute CO poisoning than to any other single toxic agent, except for alcohol. If you work in a kraft pulp mill, petroleum refinery, iron foundry, sintering mill, auto repair shop or a warehouse you may be exposed to carbon monoxide. Other exposed occupations include arc welders (particularly when working with a carbon dioxide-shielded arc), traffic controllers, toll collectors, truck and bus drivers, tunnel workers, fort-lift operators, printers, construction equipment operators, cooks, bakers and fire fighters. Salamander heaters at indoor construction sites, furnaces, ovens, stoves, forges, kilns or any equipment or process where incomplete combustion occurs can be a significant source of CO.

Hazards of Carbon Monoxide

Carbon monoxide is a tasteless, odorless, colorless gas. Since you can't detect it by the senses, serious damage can take place without warning. CO has about the same weight as air, so it will not accumulate in high or low spaces. Instead, it tends to spread uniformly through the air.

The only significant way the gas can enter the body is by inhalation but it will not directly harm any cell of the human body. It does its dirty work after passing from the lung's air sacs into the blood stream by attaching itself to the hemoglobin found in the red cells of the blood.

Hemoglobin normally performs the task of distributing oxygen from the air sacs to the tissues of the body. When CO is present in the blood, it displaces the oxygen from the hemoglobin so that the red blood cells are not able to carry as much oxygen to the various parts of the body. In fact, CO is bound 200-300 times more tightly to hemoglobin than is oxygen. In addition, the oxygen that does get distributed by the red blood cells is taken up less efficiently by the tissues when CO is present. The harmfulness of these effects is increased by high heat or humidity or by physical exertion because of increased breathing rates. Fortunately, CO does not accumulate indefinitely in the blood, but rather reaches a final amount which depends on the concentration of CO in the air being breathed.

The initial symptoms of acute CO poisoning include headache and a feeling of oppression in the chest, followed by dizziness, nausea, weakness of leg muscles, mental confusion or perhaps drowsiness and finally, loss of consciousness. The victim at first becomes pale and then cherry red. This effect in non-whites can be checked by seeing if their mucous membranes become darker pink. The entire process is accelerated by physical exertion which, of course, requires more oxygen.

First aid consists of immediate removal to fresh air, including the administration of oxygen which should be available where CO exposure can be significant. Mouth-to-mouth resuscitation and external cardiac massage must be administered if breathing has stopped. Rescuers must be supplied with self-contained breathing apparatus.

Recovery may be complete if the exposure was short enough to prevent damage to vital organs, particularly the brain and heart. On the other hand, recovery may be apparent but pneumonia or damage to the brain, central nervous system, heart, blood vessels, or the kidney may show up days or even many weeks later. The damage to the brain and the central nervous system may be subtle and apparent only upon psychomotor testing or there may be permanent psychosis or paralysis resulting from the exposure.

The chronic, long-term effects of exposure to lower levels of CO are not as well established, but there is an increasing conviction that harmful effects do occur. Symptoms of this kind of exposure can include a sense of pressure in the head or other forms of headache, dizziness, weakness in the legs, fatigue and lack of energy. There may be deterioration of mental sharpness, visual sensitivity, reaction time, hand-eye coordination and other behavioral characteristics. Workers are less able to respond quickly and accurately to the demands of their job and, therefore, accident rates increase. CO accelerates the formation of cholesterol deposits in arteries (arteriosclerosis). By reducing the circulation of oxygen to the brain, heart, blood vessels and kidneys, CO may produce long-term damage to these organs. As stated earlier, CO itself does not accumulate in the body, but it is believed that the damage is due to the slow accumulation of many small effects produced by the lower concentrations of CO.

Methods of Protection

In workplaces where considerable amounts of CO are produced, continuous monitoring instruments should be set up. These instruments can be adjusted to give an alarm at a pre-set value. It is advisable that workers periodically check the alarm settings themselves because cases are known in which the settings were maintained at a dangerously high level. Total enclosure of some CO-producing processes might be possible, but if not, then local exhaust and adequate general ventilation must be provided. Workers exposed to CO who complain of fatigue and lack of energy often achieve a sense of well-being and increased energy if adequate ventilation is installed.

Whereas diesel engines do not emit CO, if properly adjusted, gasoline-powered

engines of course, can emit abundant amounts of CO, particularly when run at slow speed. It is imperative that the exhaust pipe be directly connected to an exhaust manifold.

If it is necessary to enter a confined space where CO is present or suspected to be present, breathing apparatus with compressed air supply must be worn. Canister masks, even with activated charcoal filters, are generally not adequate. No one should work alone in such spaces.

Workers having difficulty with their heart, blood vessels, or kidneys should not further strain these organs by exposing to significant amounts of CO. Likewise those suffering from anemia or respiratory diseases should avoid such exposure. Pregnant women are also at greater risk from exposure to CO.

Rotation of duties is a method of control of exposure to CO where the level is inherently high. For example, in New York City's Holland Tunnel, a vehicular tunnel, police are assigned to two hours duty in the Tunnel alternated with two hours of non-exposed duty. Intensive medical examinations of these people, even after eleven years of tunnel duty, have shown no effects due to CO.

OSHA requires that exposure to CO be no more than 50 parts per million (ppm) averaged over an eight-hour day. In 1972 the National Institute of Occupational Safety and Health (NIOSH) recommended that this level be lowered to 35 ppm with a ceiling of 200 ppm at any one time period. NIOSH states that the present limit of 50 ppm does not adequately protect workers having the conditions referred to above nor does it prevent the undersirable behavioral effects of CO. Even NIOSH admits that its reduced standard may not provide a margin of safety for workers with symptoms of heart or blood vessel disease. As a matter of fact, healthy workers engaged in heavy labor are not adequately protected by the new proposed standard. It is believed that the limit for such workers should be 1/3 to 1/2 of that for workers doing light activity.

As of yet, OSHA has not acted upon this or other NIOSH recommendations, even though it is obligated to do so by law. A single copy of the NIOSH recommendation, "Occupational Exposure to Carbon Monoxide" can be obtained free of charge by writing to: Office of Technical Publications, NIOSH, Post Office Building, Cincinnati, Ohio 45202.

It would be a serious omission to end this article without commenting on the relation of cigarette smoking and CO exposure. The serious effects of cigarette smoking are sometimes used as a cover-up or a convenient scapegoat in order to minimize the importance of occupationally related diseases. In the case of CO, there is no question that the harm done by industrial exposure can be made even more serious for smokers. Just one fact can substantiate this conclusion — the "air" inhaled while smoking contains about 700-800 ppm of CO, more than ten times the OSHA standard!

Labor Occupational Health Project Monitor

A SAFETY SERENADE

We can build a safety program and show that safety pays,
We can organize for safety in a hundred different ways,
We can hang our safety posters far and wide throughout every place,
We can quote our regulations 'til we're purple in the face,
We can hold our safety meetings every morning in the week,
And nod in blank agreement while the Supervisor speaks.

While these things contribute greatly to the goal we must achieve,
We'll never be completely safe until all hands believe
That accident prevention holds a challenge for mankind,
That safety is an attitude, a healthy state of mind,
It's something you can't legislate, no matter how you try it,
And though you're wealthy as a king, you'll find you cannot buy it.
It's something you can't force upon a mind antagonistic,
Nor can you win a doubting soul by quoting a statistic.
But every man can use it in the hectic daily grind,
To guarantee security and give him peace of mind.
For safety isn't just a word—it's more a way of life;
It helps avoid the grief and woe, the care and doubt and strife
That is the lot of some who scoff at accident prevention,
And sometimes have to settle for a disability pension.
A whole new way of life is yours in safety consciousness,
And in its sphere there is no room for chance or thoughtlessness;
So join the Safety Movement, lift yourself above the throng,
As you can set a good example — others then will go along."

Remember — "Safety is your Guardian Angel."

John Kapalka

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