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Local Union 1245, AFL-CIO,
P.O. Box 4790,
Walnut Creek, Ca. 94596



Scientists' Statement on Energy Policy

Editor's Note: The following is a statement by 32 of the nation's leading scientists, including 11 Nobel Prize winners on nuclear power and the nation's limited energy options.

SCIENTISTS' STATEMENT ON ENERGY POLICY

WASHINGTON, D.C. JAN. 16 — We, as scientists and citizens of the United States, believe that the Republic is in the most serious situation since World War II. Today's energy crisis is not a matter of just a few years but of decades. It is the new and predominant fact of life in industrialized societies.

The high price of oil which we must now import in order to keep Americans at their jobs threatens our economic structure — indeed, that of the Western World. Energy is the lifeblood of all modern societies and they are currently held hostage by a price structure that they are powerless to influence.

In the next three to five years conservation is essentially the only energy option. We can and we must use energy and existing energy sources more intelligently. But there must also be long range realistic plans and we deplore the fact that they are developing so slowly. We also deplore the fact that the public is given unrealistic assurances that there are easy solutions. There are many interesting proposals for alternative energy sources which deserve vigorous research effort, but none of them is likely to contribute significantly to our energy supply in this century.

Conservation, while urgently necessary and highly desirable, also has its price. One man's conservation may be another man's loss of job. Conservation, the first time around, can trim off fat, but the second time will cut deeply.

When we search for domestic energy sources to substitute for imported oil, we must look at the whole picture. If we look at each possible energy source separately, we can easily find fault with each of them, and rule out each one. Clearly, this would mean the end of our civilization as we know it.

Getting Ready for Negotiations



Shown above are some of the members employed by the City of Redding. See page seven for more photos.

... HAVE YOU MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

SOCIAL SECURITY # _____

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

Our domestic oil reserves are running down and the deficit can only partially be replaced by the new sources in Alaska; we must, in addition, permit off-shore exploration. Natural gas is in a similar critical condition; in the last seven years new discoveries have run far below our level of gas consumption. Only with strong measures could we hope to reverse this trend.

We shall have to make much greater use of solid fuels. Here coal and uranium are the most important options. This represents a profound change in the character of the American fuel economy. The nation has truly great reserves of these solid fuels in the earth. Our economically recoverable coal reserves are estimated to be 250 billion tons and exceed the energy of the world's total oil reserves. Our known uranium ores potentially equal the energy of 6,000 billion tons of coal; lower grade ore promises even more abundance.

The U.S. choice is not coal or uranium; we need both. Coal is irreplaceable as the basis of new synthetic fuels to replace oil and natural gas.

However, we see the primary use of solid fuels, especially of uranium, as a source of electricity. Uranium power, the culmination of basic discoveries in physics, is an engineered reality generating electricity today. Nuclear power has its critics, but we believe they lack perspective as to the feasibility of non-nuclear power sources and the gravity of the fuel crisis.

All energy release involves risks and nuclear power is certainly no exception. The safety of civilian nuclear power has been under public surveillance without parallel in the history of technology. As in any new technology there is a learning period. Contrary to the scare publicity given to some mistakes that have occurred, no appreciable amount of radioactive material has escaped from any commercial

(Continued on page two)

YOUR Business Manager's COLUMN FOOD FOR THOUGHT

L. L. MITCHELL

This month the format of the Utility Reporter is altered from past issues. You will find less pictures and short articles due to the extent of material obtained at the Annual Utility Conference. It was felt that the material was of significance to all members and, although briefed from the three day session, is in more detail than would normally be carried in the usual news article.

With the exception of suggestions to local Unions on how to combat opponents of nuclear energy, we have reprinted, in its entirety, a speech delivered by International Representative Paul Shoop, because to try to edit it would have diluted its meaning. We believe this speech on nuclear energy to be thought provoking and worthy of your study as it addresses itself to a national issue which is being debated in California due to the circulation of an initiation petition which would establish a moratorium on building nuclear power generating plants. The daily press has provided extensive coverage of the arguments against nuclear

power and we feel you may like to compare Brother Shoop's comments with others you have heard or read.

Certain other information may have been referred to in my columns, or in articles in the Utility Reporter, but the conference digest gives a round up of information which you can review at one time. The statistical information may be of use as well as interest and the content also indicates areas of I.B.E.W. policies.

There is also a statement on energy policy by a group of eminent scientists which we believe to be worthy of your review. It is printed in our newspaper because it has not been publicized by the regular news media. The reason for this, we do not know, but we do feel that it has significance in a period when less qualified people are voicing opposition and getting greater publicity.

I would hope you might hang onto this issue and reread it at a future time for greater contemplation on the problems which it appears will be with us for some time.

**Be Informed
Attend Your Union
Meeting**

Medical Clinic Ordered to Cease Additional Billing

A temporary restraining order was issued Monday, March 31, by Santa Clara County Superior Court against a group of physicians, prohibiting them from collecting additional charges from industrially injured workers after the doctors had already been paid by the workers' employers.

Superior Judge Bruce F. Allen (Docket #327235) signed the restraining order.

The order, directed against Samaritan Medical Clinic of San Jose, was sought by Attorney General Evelle J. Younger on behalf of Roy J. Belle, Administrative Director of the Division of Industrial Accidents, who acted on complaints of injured workers and insurance companies.

"The employer or the employer's compensation insurance carrier is responsible for the payment of medical bills incurred for the treatment of industrial injuries," Bell said. "The injured worker has no liability, and any attempt to collect such bills from him is unlawful. It is doubly reprehensible when payment has already been made by the employer or carrier," Bell said.

The practice restrained by the court's order has been reported in other counties. "Unless this practice ceases throughout the State, we will ask the Attorney General to seek similar restraining orders against doctors and hospitals who persist in it," Bell said.

In the State's complaint, the Attorney General alleged: "At the time of the rendition of services, or sometime thereafter, defendants and each of them were and are informed that the compensation for the medical services rendered to said industrially injured individuals would be paid pursuant to the California Workmen's Compensation Act, as amended."

The Attorney General further alleged: "With respect to each industrially-injured individual who sought and presently seeks medical treatment from defendants, defendants and each of them have instituted the policy that as a condition to the rendering of medical services, each individual is required to acknowledge and accept financial responsibility for the payment of defendants' medical charges for the treatment of the industrially-related injury."

Also according to the complaint: "In further implementation of the policy, defendants and each of them have instituted and continue to assert

the procedure that any charges for medical treatment for industrially-related injuries will be placed on the private account of the individual. Thereafter, defendants and each of them proceed to file a health insurance claim and/or an industrial accident report with the employer or with the employer's designated workmen's compensation insurance carrier. The procedure adopted specifies that any payments received from the employer or the workmen's compensation insurance carrier as compensation for medical services rendered will be applied as a credit to the industrially-injured individual's private account. Any outstanding debit balance in the individual's private account representing charges for treatment of industrially-related injuries are requested and demanded by defendants to be paid by the industrially-injured individual."

The Attorney General's complaint continued: "Each industrially-injured individual is required to execute a form which acknowledges the policy of defendants and each of them that the individual will be held responsible for the payment of outstanding charges on his private account for medical treatment of industrially-related injuries.

"Upon the execution of the above-described form as a condition to the receipt of medical services, the industrially-injured individual is able to receive medical treatment from defendants and each of them for the industrially-related injury.

"Upon the rendition of the medical services to an industrially-injured individual, defendants and each of them execute a health insurance claim form and direct said form to the employer or the employer's designated workmen's compensation insurance carrier. Said form manifests a report of services and a billing for the charges by defendants for rendering such services. On each of said forms, defendants indicate that the injury or sickness arose out of the patient's employment.

"Said health insurance claim forms as completed by defendants are received and processed by the respective employer or the workmen's compensation insurance carrier. Upon receipt of approval, the insurance carrier issues a warrant for payment of an appropriate fee for the services rendered.

"Defendants and each of them have

Scientists' Statement

(Continued from page one)

U.S. power reactor. We have confidence that technical ingenuity and care in operation can continue to improve the safety in all phases of the nuclear power program, including the difficult areas of transportation and nuclear waste disposal. The separation of the Atomic Energy Commission into the Energy Research and Development Administration and the Nuclear Regulatory Commission provides added reassurance for realistic management of potential risks and benefits. On any scale the benefits of a clean, inexpensive, and inexhaustible domestic fuel far outweigh the possible risks.

We can see no reasonable alternative to an increased use of nuclear power to satisfy our energy needs.

Many of us have worked for a long time on energy problems and therefore we feel the responsibility to speak out. The energy famine that threatens will require many sacrifices on the part of the American people, but these will be reduced if we marshal the huge scientific and technical resources of our country to improve the use of known energy sources.

Signed by:

- * Nobel Prize in Physics
- ** Nobel Prize in Chemistry
- *** Nobel Prize in Physiology and Medicine
- Hans Bethe* — Organizing Chairman; Cornell University Laboratory of Nuclear Studies
- Luis Alvarez* — Lawrence Radiation Laboratory, Berkeley, Calif.
- Peter Auer — Laboratory of Plasma Studies, Cornell University
- William O. Baker — President, Bell Telephone Laboratories
- John Bardeen* — Department of Physics, University of Illinois
- Robert F. Bacher — Department of Physics, California Institute of Technology
- Felix Bloch* — Department of Physics, Stanford University
- Norris E. Bradbury — Former Director, Los Alamos Scientific Laboratory
- Harold Brown — President, California Institute of Technology
- Richard H. Chamberlain — Chairman, Department of Radiology, University of Pennsylvania
- Cyril L. Comar — Chairman, Department of Physical Biology, Cornell University
- Arthur Kantrowitz — AVCO-Everett Research Laboratory
- Ralph E. Lapp — Energy Consultant, Alexandria, Va.
- Joshua Lederberg*** — Department of Genetics, Stanford University
- Willard F. Libby** — Department of Chemistry, University of California, Los Angeles.
- Franklin A. Long — Center for Science, Technology and Society, Cornell University
- Edwin M. McMillan** — Director, Lawrence Radiation Laboratory, Berkeley, Calif.
- Kenneth S. Pitzer — Dept. of Chemistry, University of Calif., Berkeley, Calif.
- Edward M. Purcell* — Dept. of Physics, Harvard University
- I. I. Rabi* — Professor of Physics, Emeritus, Columbia University
- Norman Rasmussen — Dept. of Nuclear Engineering, Mass. Institute of Technology
- Roger Revelle — Director, Harvard Center for Population Studies
- Glenn T. Seaborg** — Associate Director, Lawrence Berkeley Laboratories
- Frederick Seitz — President, Rockefeller University
- Edward Teller — Lawrence Livermore Laboratory, Livermore, Calif.
- James A. Van Allen — Chairman, Dept. of Physics, University of Iowa
- Warren Weaver — Mathematician, New Milford, Conn.
- Alvin Weinberg — Former Director, Oak Ridge National Laboratory
- Victor F. Weisskopf — Department of Physics, Mass. Institute of Technology
- Edward Wenk, Jr. — Director, Program in Social Management Tech., U. of Washington
- Eugene Wigner* — Professor of Theoretical Physics, Princeton University
- Richard Wilson — Department of Physics, Harvard University

Cease Additional Billing

provided medical treatment to industrially-injured individuals and, as a condition to such treatment, have requested, demanded and required that such individuals acknowledge, agree and comply with defendants' aforementioned policy and procedure of imposing a financial obligation for medical treatment on industrially-injured individuals.

"In numerous situations to date, the appropriate fee paid by the insurance carrier was less than the dollar amount of the charges billed by defendants to the employer or the carrier.

"Pursuant to defendants' established policy and practice, defendants have held industrially-injured individuals personally responsible for the unpaid balance arising from the difference between the payment received from the workmen's compensation insurance carrier, if any, and defendants' charges for the medical services rendered in treatment of the industrial injury.

"Sometime after the rendition of services to industrially-injured individuals, defendants and each of

them have delivered to said individuals a due and payable bill for the difference between the payment received from the workmen's compensation insurance carrier, if any, and defendants' charges for the medical services rendered.

"In some cases, the industrially-injured individual paid to defendants the sum indicated on the billing. Said sum paid by the individual, in whole or in part, represented the difference, between the amount paid by the insurance carrier, if any, and defendants' charges as indicated on the health insurance claim form for the medical services rendered for treatment of the industrially-related injury.

"In some cases where the industrially-injured individual has not paid the difference, defendants and each of them have either turned the private account over to a collection agency for further action or have informed said individual that defendants and each of them will no longer provide any further medical services to the individual or his family," the Attorney General in part further alleged.



the utility reporter

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Bargaining Roundup

AD HOC NEGOTIATIONS...CLERICAL HOURS - P.G.& E.: Company and union are still meeting in attempts to resolve issues.

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

NUCLEAR POWER PLANT OPERATIONS - P.G.& E.: No change since last report.

SUBSTATION AND HYDRO INTERIM NEGOTIATIONS - P.G.& E.: Negotiations completed.

GAS METER SHOP CONSOLIDATION - P.G.& E.: No change since last report.

WATER DEPARTMENT INTERIM NEGOTIATIONS - P.G.& E.: Committee submitted proposal to Company and are awaiting date for meeting.

PRESSURE OPERATORS INTERIM NEGOTIATIONS - P.G.& E.: Committee prepared proposal for submission to Company.

GEYSERS POWER PLANT - P.G.& E.: Negotiations completed.

STEAM HEAT DEPARTMENT TRAINING COMMITTEE - P.G.& E.: Committee met with Company on March 24, 1975 and exchanged ideas for training programs. Company will submit proposal in the near future.

BUILDING DEPARTMENT TRAINING COMMITTEE - P.G.& E.: Committee met with Company on March 25, 1975 and exchanged views. Company will be proposing some ideas in the near future.

GENERAL CONSTRUCTION EQUIPMENT OPERATION AND GAS LINE OF PROGRESSION COMMITTEE - P.G.& E.: Committee met with Company on April 3, 1975. Company expects to have proposal ready to resolve remaining issues by early May 1975.

DIVISION MATERIAL DEPARTMENT AND MATERIALS DISTRIBUTION DEPARTMENT TRAINING COMMITTEE - P.G.& E.: Committee met with Company on April 22, 1975 and exchanged ideas. Company expects to have some proposals prepared within the next 30 days.

DATA PROCESSING INTERIM NEGOTIATIONS - P.G.& E.: Interim Negotiations Committee met with Company and exchanged ideas. It is expected that an early date will be set for future meetings.

BAY CABLEVISION, INC.: Negotiations completed and ratified by the membership.

OCEAN VIEW CABLEVISION, INC.: Negotiations to begin on improvements in the benefit plans. First meeting scheduled for May 9, 1975.

STORER CABLE TV (Fairfield and Rohnert Park): Negotiations completed and ratified by the membership.

CALIFORNIA-PACIFIC UTILITIES COMPANY (Lassen Clerical): Negotiations completed on wage bargaining for newly organized clerical employees and ratified by the membership.

CALIFORNIA-PACIFIC UTILITIES COMPANY (Needles District of the Colorado River Division): First negotiating meeting scheduled for April 28, 1975.

WESTNER COMMUNICATIONS, INC. (Western T.V. Cable and Concord T.V. Cable): Wage Negotiations Committee met with Company on April 1 and 23, 1975. The next scheduled meeting is April 30, 1975.

SIERRA PACIFIC POWER COMPANY: Wage Negotiations Committee met with Company on April 16, 17, 21 and 22, 1975. The next scheduled meetings are May 1 and 2, 1975.

CITIZENS UTILITIES COMPANY OF CALIFORNIA: Interim negotiations are expected to start in the early part of May 1975.

CITY OF SANTA CLARA: Union submitted proposals and met with Company officials on April 17, 1975. Another meeting is expected within the next two weeks.

PARADISE IRRIGATION DISTRICT: Union submitted their proposals. The next meeting date has not been scheduled at this time.

CITY OF GRIDLEY: Negotiating Committee scheduled to meet April 24, 1975.

Appointments

Labor Council Delegates

DELEGATES TO STANISLAUS AND TUOLUMNE COUNTIES CENTRAL LABOR COUNCIL:

Mike D. Johnson
James Virgo

DELEGATES TO SACRAMENTO CENTRAL LABOR COUNCIL:

Al Wolf
Al Sandoval

DELEGATE TO MARYSVILLE CENTRAL LABOR COUNCIL:

Allan Carrel

Negotiating Committees

PACIFIC GAS AND ELECTRIC COMPANY'S MATERIALS DEPARTMENT INTERIM TRAINING COMMITTEE:

Lawrence H. Casserly

TELEPROMPTER CORPORATION-UKIAH, WILLITS & FT. BRAGG:

Betty Frantzich

PLUMAS-SIERRA RURAL ELECTRIC COOPERATIVE, INC.

Hayward Hand, Jr.

Grievance Committee

GENERAL CONSTRUCTION:

Lawrence H. (Sandy) Sell
William R. Twohey

S.F. N. Bay Stewards Meet

On March 22, 1975, Business Representatives Frank Quadros and Corb Wheeler held a Shop Steward Training Conference for San Francisco and North Bay Division Stewards.

The morning session dealt with industrial accidents and worker's compensation procedures. Austin Morris,

attorney with the law firm of Brundage, Neyhart, Beeson and Tayer, was the featured speaker.

After lunch, Mike Bowman, Group Representative from Blue Cross, was on hand to cover the provisions of the new Blue Cross Medical Plan recently negotiated with P.G. & E.

(See Photos)



Shown above is Mike Bowman from Blue Cross and Bus. Rep. Frank Quadros.



Shown above and below are stewards at the S.F. and N. Bay Training Conference.



IBEW Utility Conferen

Delegates for Utility Local Unions in the 7th, 8th and 9th Districts of the I.B.E.W. attended the I.B.E.W. Utility Department's 17th Annual Utility Conference on March 19, 20 and 21, 1975. Local 1245's delegation consisted of President Howard Darrington, Vice President Ed Horn, Recording Secretary Jackie Offersen, Treasurer Dick Robuck, Northern Area Board Member Dale Turman, Business Manager L. L. Mitchell and Business Representatives Jack McNally, Dave Reese, Darrel Mitchell and Al Sandoval.

Vincent O'Reilly, Director, I.B.E.W. Utility Department, opened the conference with his report and outlook.

He reported the following 1974 average wage increases by type of utility:

	No. of Contracts	1974 average wage increase
Private Utilities	173	7.9%
Cooperatives	243	9.1%
Municipals and Public Utility Districts	97	8.3%

He also reported the average Lineman rate for 1974 by type of utility were:

	% Increase	c Per Hour	Hourly Rate
Private	8.8%	54c	\$ 6.60
Cooperative	9.3%	50c	5.81
Municipal and Government	8.6%	49c	6.21

Director O'Reilly added that an additional holiday, night shift premium, dental plan and 6 weeks vacation at 30 years were popular improvements to utility agreements in 1974, and cost of living clauses in one form or another were added to agreements more than ever before.

There were 22 strikes in utilities in 1974 with one strike at San Isabel Electric Coop in Pueblo, Colorado still continuing after 8 months.

In the area of organizing, O'Reilly reported that 57 new utility units were organized with Local 18 in Los Angeles winning bargaining rights for 2000 clerical workers at the Department of Water and Power, City of Los Angeles, being the largest group.

"Nineteen seventy four saw the beginning of layoffs in the utility industry, something very few of us have experienced in our working lifetime", O'Reilly stated. Many utilities have frozen new hires and have cancelled the use of outside line and tree trimming contractors. He said, "As of February 7th the records show actual layoffs at Jersey Central Power and Light, Metropolitan Edison, Pennsylvania Electric, Public Service Electric and Gas (New Jersey), Florida Power Corporation, New England Electric, Southern California Edison, Arizona Public Service, Tucson Gas and Electric, Georgia Power Company, Niagara-Mohawk Power Corporation and Pacific Gas and Electric Company.

Director O'Reilly stated that the reduction in utility construction crews has been mainly brought about by the decline of the housing industry. Actual housing starts for all of last year fell 35% from 1973. High cost of money, increased fuel and material costs and lack of prompt rate relief are other factors.

Looking at the gas industry, O'Reilly stated that this year's natural gas shortfall is threatening plant cutbacks or closings, primarily in the Ohio Valley, Southern New Jersey, Maryland and in scattered areas of the deep South. Many of our I.B.E.W. who represent gas utilities have ceased taking new customers with the resulting denial of job opportunities and even scattered layoffs.

Getting into the problem of utilities, O'Reilly stated that not getting proper rate increases, attacks by special interest groups, attacks on the nuclear power question, fuel shortages, construction delays and money costs do affect our members.

Consolidated Edison of New York, probably one of the most criticized utilities in the nation recently ran a full page ad regarding its problems. It was interesting to note that out of every dollar of revenue 23c went to taxes, 35c went for fuel costs, while only 12c went for wages and benefits. Net income was 8c, interest 6c, materials 10c and depreciation 6c.

Director O'Reilly stated, "If we are to continue to negotiate wage and benefit increases for our membership in an effort to keep up with inflation, we are going to have to take an active interest to see that our employers have the money to pay the bills in the first place."

I realize that this statement cannot be applied to each and every employer we deal with. In some cases the utility may not deserve our support. However, with all the attacks on rate increases, the push for zero economic growth, don't strip mine coal, stop nuclear power, don't build power plants, etc. your International Union, you, and the officers of your local union must take stand and be heard.

SAFETY

A safety report was made at the Conference by International Representative A. Neseth. The report included comments on the effectiveness of the Federal Program and State Program. It was pointed out that a recent study by the Senate Labor and Public Welfare Committee disclosed that despite the reporting requirement by OSHA, employers only report about 70% of their job accidents. The law specifies that employers must file a report with their nearest OSHA office within 48 hours of either a fatal work accident or an accident that hospitalizes five or more workers. After the report, OSHA is required by the law to order a high-priority inspection of that work place.

The Senate study checked OSHA records for the last six months in 1973. During that time OSHA had reports of 1881 workers losing their lives on their jobs. Employers only reported 1335 of those fatalities. The other 546 deaths (about 30%) were reported to OSHA from other sources, primarily the news media. This study, like others, found that enforcement of the job safety law varies widely from one OSHA office to another.



This photo shows IBEW Vice President 9th District, W. L. Vinson (standing) opening the Utility Conference. Others in the photo from L. to R. are: Thomas Pursley, I.E.C. Member 6th District; Ralph Legion, I.E.C. Member 7th District; Vincent O'Reilly, Director, Utility Dept.; Stan Thompson, IBEW Vice Pres. 8th District; Raymond Duke, IBEW Vice Pres. 7th District; Bob McDonald, I.O. Representative.

It was also pointed out that because of shoddy state programs and weak enforcement that Congress enacted the Federal safety law. Yet, since the law has been in effect, the agency has approved 25 state plans that would replace most of the enforcement in those jurisdictions. The law provides for state plans but it will insist that they be at least as effective as the standard under the Federal law. More than 40 states have submitted plans for approval and virtually all do not provide the effectiveness of Federal protection for the worker.

It was stated, however, that of the 25 states that have been accepted, 4 were worthy of support. California's CAL-OSHA was mentioned as one that is a viable and sound program. Unions in California have representation on rule developing committees, and also participate in official hearings where the safety laws are debated prior to acceptance.

This points out that most of the routine safety and health problems still must be resolved at the local level and through collective bargaining.

The International Office also reported some figures that were compiled over the last 5 years. They are based on reports that were sent in. The International Office states that reports have not been coming in like they should, however, the survey shows that:

On Fatalities:

1. Average age of victim is 35.
2. Average years of service is 10.
3. Average years in classification is 3.2.

On Lost Time Accidents:

1. Average age of victim is 36.
2. Average years of service is 13.
3. Average years in classification is 5.

This information shows that the victim of accidents is approximately 35 years of age. He shouldn't be considered a juvenile without experience, nor should he have the excuse of senility. He has been an employee for at least 10 years, and therefore, should be fairly knowledgeable about the company and the hazards that are inherent in the electrical industry. His average time in classification is just over 3 years, so it can't be said he is totally new to his job. Why is this worker reported as a fatality or a lost-time accident? The report, with the exception of only a few, show the worker failed himself in complying with existing safety standards and/or safe work practices.

FRINGE BENEFITS

Robert Bieritz, International Representative, Utility Operations Department, reported on three relatively new fringe benefits that are gaining popularity.

He reported on the history of dental plans and some of the problems encountered when establishing a dental plan. He pointed out that dental plans have become popular in the last few years and are on the increase in Utilities. The dental plan negotiated by Local 1245 on P.G.& E. was cited as a good sample plan to the delegates.

Bieritz reported that vision care plans are becoming popular, but to a lesser extent than dental. He pointed out that, as far as he knew, there were no I.B.E.W. Utility contracts that provided a vision care plan. He then explained some of the provisions that are generally contained in vision care programs. He pointed out some plans provide for \$5.00 deductibles, limits eye examinations to every twelve months, and limit new frames to every twenty-four months if needed. Some of the benefits that are commonly excluded are contact lenses (in some cases the plan would allow \$25.00 toward cost), coated lenses, and tinted lenses.

The third benefit covered by Brother Bieritz's report was prepaid legal service. He pointed out the high cost of obtaining legal assistance, the fact that the rich have always had access to quality legal help and that the poor is now beginning to have access to competent legal aid through neighborhood legal service groups sponsored and supported primarily through tax money, but the middle income American continues to encounter great difficulty in obtaining legal service of consistently high quality at a cost they can afford.

Bieritz pointed out that at this time there are very few unions that have negotiated group legal service but felt that such plans will grow in the future.

ce held in Los Angeles

Bieritz stated that there are two primary methods of providing the benefit:

1) Closed Panel - A certain group of lawyers agree to provide services at a fixed fee. This system is the least expensive but does limit the individual's right to selection. It serves to insure a specific group of attorneys the business from the group, thereby enabling them to scale down their fees.

2) Open Panel - This system enables the individual to choose his attorney. It proves to be more costly because there is no set maximum fee. The Bar Association sets only a minimum fee and the attorney's conscience controls the maximum. He cited an example of a legal plan which set a price for each hour of legal service and had a limit to the number of hours per year. He stated that caution must be exercised when preparing to set up legal service plans. At this time the I.R.S. code controlling tax exempt contributions is not clear in the legal service area. Each state has laws controlling the insurance areas.

PENSION REFORM ACT

Bob MacDonald, International Representative, reported on the Pension Reform Act of 1974. He reported that a study by the Labor and Treasury Departments found that 1,227 private pension plans were terminated in 1972, resulting in almost 50 million dollars of lost benefits to about 20,000 participants.

Brother MacDonald stated that this Act is the first major piece of legislation since Social Security to provide for security of workers in their retirement years. The Act does not require a company or organization to have a pension plan. But, if you do have a plan, the Act: 1) Establishes legal standards as to who is eligible to receive a private pension, 2) Assures the necessary funds are set aside to pay the benefits promised even if the company folds, 3) Makes the employer explain the plan and its benefits in clear and understandable language. Also requires the employer to furnish certain reports to the plan participants, 4) Establishes reporting procedures and penalties for noncompliance.

He also pointed out the following things that the bill does not do:

1. It doesn't cover federal, state or local government pension plans.
2. It doesn't set benefits levels. Vesting schedules, survivor options, etc. are only minimum requirements.
3. Many of the provisions won't take effect for several years.
4. It does allow the federal government to grant variances in several of the sections.
5. The termination insurance doesn't provide protection for workers who lost their benefits prior to July 1, 1974.
6. It does not cover plans maintained solely to comply with workers' compensation, unemployment or disability insurance laws.
7. It does not cover plans which provide benefits in excess of the limitations allowed for qualified plans under the Internal Revenue Service Codes.
8. It does not automatically provide for full pension coverage if a plan fails.
9. It does not cover plans established by labor unions which do not provide for employer contributions.

TESTING BY UTILITIES

On the third day of the Conference a report was given by International Representative Kenneth Edwards on testing by Utilities. In his opening remarks he stated, "In making an occupational choice, the task is essentially one of predicting whether or not the individual will do well on a particular job.

Obviously, the best way to find out is to let the individual work at the job, and then review the individual's performance to see how well he or she has done on it. Many feel that this is an expensive procedure—expensive to the organization which must bear the financial cost in the event the individual is a failure, and even more expensive to the individual in terms of the years lost from his life while he is on a job which he cannot do well, and from which he cannot profit either financially or in terms of personal satisfaction.

This, then, is the scientific basis for the use of tests in the selection and upgrading of personnel."

He pointed out that this basis was used by most Utilities as justification for the use of tests during the fifties and early sixties. He went on to say that the passage of the Civil Rights Act of 1964 and subsequent court cases have changed the application for tests. Under the new application, tests are required to be validated and must be job oriented.

Brother Edwards pointed out various court cases and E.E.O.C. guidelines that affect testing in employment.



This photo shows Business Representative Jack McNally talking to Business Manager Clyde Bowden of Local 387 Phoenix, Ariz. Bro. Bowden is a former member of Local 1245.

RECENT CASE DEVELOPMENTS

Utility Department Director O'Reilly reported on various court decisions that may affect Utilities and Local Unions. He reported on cases involving promotion by seniority under the Civil Rights Act, and now, because of the economic situation, demotion and layoff by seniority. Other cases he reported on involved settlement of disputes through arbitration rather than the N.L.R.B., organizing and election procedures, successor clauses in contracts, and the fining of supervisors who are still union members for crossing a lawful union picket line and performing struck work.

WORKSHOPS

On the second day of the conference the delegates broke up into four separate workshops to discuss developments and exchange ideas.

Clerical Workshop:

The participants in this workshop discussed various subjects that affected clerical workers. The problems with part-time employees during layoff periods, hours of work and benefits were discussed. The problems of organizing clerical workers, training, upgrades, and the Civil Rights Act were also discussed by the group. Jackie Offersen, Recording Secretary, was selected and reported on this workshop to the main body on the third day of the conference.

Generation Workshop:

This workshop dealt with the area of electric generation in Utilities. The discussions covered the areas of pollution and its cost in generating plants, fuel problems and nuclear power plants. Reprinted in this issue of the **Utility Reporter** is a speech given at the conference by International Representative Paul Shoop on nuclear power.

Gas Workshop:

At this workshop the participants discussed the problems of the natural gas industry. Two million, six hundred and eighty thousand, two hundred and sixty four. It was pointed out that there are only ten years of proven reserves of natural gas. Offshore drilling would provide more natural gas but it takes seven years after the start of drilling before any gas is realized. The possibility of synthetic natural gas and liquid natural gas was also discussed. Changing work methods, lack of welding because of plastic pipe, crew size and layoffs were other subjects discussed.

Darrel Mitchell, Business Representative, was selected, and reported on this workshop to the main body on the third day of the conference.

Electric Workshop:

This group discussed subjects that involved Utility Electric Department members. Some of the topics of discussion were: stepping of wood and steel poles, undergrounding of electric facilities, switching on underground facilities, and the problem of some states reducing the workers' compensation benefits of employees when it was found that a safety rule was violated. Business Representative Dave Reese gave a report to the group on Local 1245's activities with the State of California on cellon treated poles and defective steps on steel poles.

Brother Vincent O'Reilly and his staff of the Utility Department did an excellent job of putting this conference together. It provided an excellent forum for Local Union leaders to discuss the issues and problems facing Labor and Utilities today.

CONSUMER PRICE INDEX

The Consumer Price Index rose .38 percent in March. The Index now stands at 157.8.

The terms of the P.G.& E. agreements provide that if the May 1975 Consumer Price Index reaches 163.5 all wage rates will be adjusted according to the following schedule:

May 1975 C.P.I.	Wage Increase
163.5 - 164.2	1/2 %
164.3 - 165.0	1 %
165.1 - 165.8	1 1/2 %
165.9 - 166.6	2 %
166.7 - 167.4	2 1/2 %
167.5 - 168.2	3 %
168.3 - 169.0	3 1/2 %
169.1 and above	4 %

STANLEY BARTOLOMEI

could have won \$50.00 if he had noticed his Union membership card number in the February issue of the *Utility Reporter*.

Due to a typographical error, the membership card number hidden in the March issue of the *Utility Reporter* was a number that has not been assigned to any member in Local 1245. The correct number that should have been hidden is now hidden in this issue.

LOOK FOR YOUR CARD NUMBER

In Support of Nuclear Power

by Paul Shoop

International Representative IBEW

Foreward

The hands of the clock do not read twenty-three - fifty-nine as the prophets of doom cry. Their astigmatic condition has so blurred their vision that they cannot tell the right time. The correct time is zero-zero-zero-one.

The hellish devastation wrought by two atomic bombs was not the death knell of an age in eclipse, but the labor pangs of a new age aborning.

The speed of happening events lead some to despair, exclaiming that the world is slightly mad. It is not. Challenges are presented for which solutions must be found. All options are open.

The most formidable challenge is that of energy. Energy in all its forms. The world-wide shortage of energy. The distribution of energy. The dire consequence of the lack of energy. The final solution to the energy question will ultimately affect the four billion of us that call the earth home.

Tonight, as has occurred throughout countless millenia, much of the world's population will go to bed hungry. Tomorrow morning they will wake up hungry and go throughout the day without adequate rations. Debilitating hunger will shorten their lives and destroy their very will to live.

This nation is fortunate in having solved its farm problem. In one hundred years farm labor has dropped from 50% of the population to today's 2%. More amazing, is that these two percent can produce more than the other ninety-eight percent can consume. The nation has a surplus of farm commodities.

This revolution was accomplished when the muscle power of man and beast gave way to the power of engine and electric motor.

This is an industrial nation in which the life of the average citizen is infinitely better today, then when compared to any time in history. In part this is so because countless millions were freed from the necessary basic task of providing food. Their activities could be channeled to the production of goods and services.

If American industrial society is so lousy, why is the rest of the world trying to emulate it?

A HISTORY LESSON - HISTORY PAST

The principle of the steam engine was known to the ancient Greeks. Two factors kept it from developing for use other than a novel toy, a plaything. First and probably more important, the technology of the day made practical application impossible. Their craftsmen couldn't make a demonstration model as the necessary tools and materials were not available. The second factor influenced the first. Their economy was geared to production using the muscle of man, involuntarily held in the slave system. The inefficient animal harness of those days made manpower more productive than animal power. A great day for the animals but a poor day for man! Are these the good old days everyone wants to go back to? Let us hope not!

The classical ages give a clue to man's understanding of technology and energy use applied to his advantage.

Neo-lithic man had the brute strength of his body plus a few crude stone tools in his struggle for survival against a hostile environment. The humanoid, australopithecus never made it to this stage and was a victim of nature. Nature plays a rough game. It plays it for keeps. It permits only survival of the fittest.

The age of bronze was possible because of the low melting points of the constituent elements, copper and tin. Fires of wood created the required heat energy to accomplish this. A bronze ax was an immense technological advancement over one of stone. Life became better. Incidentally, another drop out occurred close to this time. The humanoid, homo neanderthalensis could no longer cope with his hostile surroundings and gave up the ghost.

The age of iron dawned several thousand years ago evolving into what we know today as the age of steel. The ancients discovered if certain ores (iron) were placed in a charcoal fire and "cooked" a superior metal was obtained. The technology associated with iron production requires energy. It takes more heat energy for iron production than bronze.

Charcoal is produced from wood. Over the centuries, the forests of Europe were cut down. A dilemma was reached. No wood, no charcoal, no iron, a reduction to the then known standard of living.

Fortunately, the use of coal was discovered. A whole new technology was developed. Coals higher heat energy value saved the day. Later, steel was found to be better than iron, but, it required even more heat energy to produce. The coking process provided higher heat energy and with other technological advances made possible the steel industry as we know it. As man's science and technology has expanded so has his need for more energy.

Oh, by the way, the forests of Europe did come back. They only did because technological advancement was made. Alternative energy sources were found.

THE FUTURE - A KNOWN AND UNKNOWN

Don't believe those that loudly claim there is an infinite source of energy at our finger tips. They lie. Of course they are referring to the sun. There is no infinite source of energy in our solar system.

Alas, our sun is very finite. Our sun is actually a star. This type star has a life of about 10 billion years. Compared to our life span, indeed, this is an extremely long time. However, the sun is already five billion years old.

As the fires of the sun gradually grow colder and go out (the sun is a type of fusion reactor) we on earth will go out, not with a great bang from a cosmic cataclysm, but with a whimper as we freeze to death in temperatures approaching absolute zero.

If our technology remains at today's level, if we have no scientific advancement and no growth of knowledge, mankind will surely follow those humanoids australopithecus, homo neanderthalensis and others into oblivion.

Space must be explored. A whole world has to be transported to another planet in some other solar system somewhere among the stars of our Universe or there is no purpose to our being.

Before leaving the sun, a few words about pollution. No pollution from the

sun? Guess again, because you have been told the big lie if you believe that there is none. Ever been sunburned? That is solar pollution caused by the ultra-violet component of the sun's rays. Ultra-violet rays are quite deadly and life on earth is tenable only because most are shielded out by our atmosphere. Another form of pollution is very familiar to our brothers in communications. This pollution is a result of the great magnetic storms associated with solar flares which are disruptive to wire-less communication on earth.

THE PRESENT

To dwell upon past glories is pleasant, to speculate about the future is stimulating, however, we must spend all our life in the present. The nuclear age has dawned. The infant is unable to defend itself from the attacks of a small band of determined fanatics who seek to destroy it.

These fanatics are misguided as that small group of Luddites in the 18th century. The Luddites were determined to push the hands of the clock backwards to prevent the industrial revolution in England.

Can this fanatical band succeed? Yes they can, if we allow them. These obstructionists, the self-proclaimed champion and salvation of the people are attempting to push the hands of the clock backward to the night time of a former age. Their altruistic motives are murky and not readily discernable. Let's look at these high priests of doom.

A SHREWD OBSERVATION

An observer has described these doomsayers of presenting a crisis theme. This crisis theme states that there is imminent danger for which immediate action must be taken. Only they recognize the imminent danger and only they are capable of initiating the immediate action which will remove the danger.

Reality, of course, is what they say it is. All other points of view are not valid and therefore false.

The fatal flaws of these doom peddlers are self-contradictory and include the elements of being:

Non-evidentiary
Non-verifiable
Undefined

These are the "big scare" tactics used successfully by many others. The past 40 years has seen many examples of this mad practice at the national level by various countries, some of which no longer exist.

THE OBSTRUCTIONISTS

Despite their claim of being environmentalists these fanatical prophets of doom are obstructionists. By definition an obstructionist is one who deliberately interferes with the progress of business. A better definition for this group cannot be found.

The IBEW is not against clean water and air. This does not necessarily make us environmentalists. By the same token these obstructionists have no claim to be environmentalists.

Who are these obstructionists? They are extremely articulate - well educated. Because of their assumed intellectual superiority they believe they have the instant solution to all problems that plague suffering bleeding mankind. Certainly they feel compelled to speak for the poor ignorant worker many levels below them. Make no mistake, these cunning wolves do not speak for the IBEW!

The gall of some obstructionists is unbelievable. In their publications they claim an important ally in their fight is the IBEW local union. That they do not know or understand us is obvious.

The most despicable obstructionist of all is one who at one time was in organized labor. As they jet around the nation they permit announcements heralding their approach which implies that they speak for labor. These jackals must be exposed for the phonies they are wherever they appear.

QUESTIONS UNANSWERED

Where does the money come from that obstructionists need for their devious schemes? They plead poverty. Court costs can run to several hundred thousand dollars. From our own experience of having passed the hat for worthy causes we know that sums of this magnitude cannot be raised with this method.

How do they bounce around the nation? Certainly expenses cannot be coming out of their own pocket. From their appearances they are not subsisting on a diet of bread and water either.

As business managers and representatives we are aware of the expense of doing business. Think about how they accomplish this! This is food for thought!

TACTICS OF THE OBSTRUCTIONISTS

The goal of the obstructionists is quite simple. Their aim is to delay, to delay, to delay. As yet, they have not stopped any projects. Their delaying tactics however have added millions in additional costs. By use of delaying tactics they hope to drive the cost of nuclear power so high that public outcry will stop further construction.

Lost revenue from a completed plant kept from operating amounts to about \$250,000 per day. Fixed costs on finance charges continue at thousands per day. Inflation adds additional cost to delay. Simply, these tactics are designed to drive costs to the breaking point.

Their delaying tactics were originally at the federal level. Lately they have shifted their emphasis to the state level. The most recent shift is to the local political subdivision. In yet another shift they now boast that they will elect members of Congress favorable to their cause.

Presently, they are most active in Iowa, California, New York, Vermont, Massachusetts, Michigan, Minnesota, and Wisconsin. Last year's general election found them active at the community level in Rowe and Montague, Massachusetts, Veron, Vermont, Atlantic City, New Jersey and elsewhere.

ANOTHER SINISTER TACTIC

As the self styled champion of the people obstructionists raise the "righteous cry," "power for the people." This campaign is directed against the IOU's the investor owned utilities. In their demented thinking they somehow equate public ownership as synonymous with free. They do not know that there are no free lunches.

While loudly damning the private sector, they have been quietly as ruthless with the cooperative, municipal and government sectors.

Ask our members from TVA, from Washington Public Power Supply System, from Dairyland Power Cooperative, from Omaha Public Power District, from the City of Los Angeles. They will tell you what the message of these obstructionists is. It is quite plain: Thou shalt not build.

NOT A TECHNICAL JUDGEMENT

Other obstructionists raise the issue that nuclear power involves a moral and/or political judgement and not a technical judgement. This raises several points.

Since they do not want the issue settled on technical judgement, suggests that technically nuclear power is justifiable. They know this and cannot defend their opposition on technical grounds.

The moral judgement solution, suggests that this group and this group alone is the arbiter of the nation's morals. Perhaps it is because they feel themselves superior to all others that they raise the moral issue. We riff-raff have no sense of right or wrong.

The political judgement solution conjures a solution by emotion. The political arena is where the obstructionists are actively operating using emotion. The image of the unnameable monster from the bottomless reactor pit of a modern scientific hell stalking the world devouring mankind is a well-known ploy of these propagandists.

These are acts of desperation. Their time is fast running out. Their frenzy is building to a high pitch. However, if we do nothing they have a chance of succeeding.

Most of the public does not give a damn one way or another about nuclear power. These "Big Brothers" are attempting to manipulate the public to further their Orwellian schemes that will pull western civilization into the abyss of a new dark age.

RESPONSIBILITY OF ACTION

Obstructionists have not borne the responsibility for their actions which have forced utility rates higher. The costs of the station kept from operating, the finance charges, the increases due to inflation have to be paid by someone. Since the obstructionists do not, guess who pays? You're right, it is the customers of the utility public, private or government.

Often obstructionists responsible for delays do not reside in the service area of the utility and will never assume any of the higher bills which they help create.

As champions of the people, so they say, they should be brutally candid admitting that they, in part, are responsible for the upward spiraling electric bills. Where is the moral responsibility of this group? Perhaps it is an intellectual slip of the mind?

THE IBEW

The IBEW is an organization of over a million members who work in the several branches of the electrical industry. In spite of the diversity of our labor, we are one folk united by our constitution.

Our goal is clearly defined in the "Objects" which preface the Constitution. Among them are:

- To secure employment
- To reduce the hours of daily labor
- To secure adequate pay for our work
- To seek a higher and higher standard of living

These are economic issues which depend upon an expanding economy if they are to be achieved. One common weal, therefore, is dependent upon the economic welfare of the nation and particularly upon the economic welfare of our various employers.

Because we are organized labor does not make us ignorant.

Because we desire material gain does not make us insensitive louts.

Because we are an organization and all organizations tend to be self-serving does not make us inhuman.

Because we desire the best for all does not make us fools.

WHY DOES THE IBEW SUPPORT NUCLEAR POWER?

Support of nuclear power is not strictly economic. Our members will continue to manufacture components, construct, operate, and maintain the nation's power plants regardless of the fuel necessary to generate electricity. Today, in addition to uranium, some of these fuels are: wood chips, coal, oil, natural gas, lignite, hydro, geothermal and even garbage.

The IBEW believes that nuclear technology is the only one developed to the point where it can replace the scarce, costly, environmentally unacceptable fossil fuels.

Other sources of energy such as solar, geothermal, wind, tidal, and fusion reactor require many years of research and development plus millions of dollars to perfect them to the point of commercial availability.

To insure our role as the leading industrial nation of the world, large amounts of additional electrical energy are required for our scientific and technological advancement.

The IBEW refuses to play an "iffy" game. If this happens and then that happens a nuclear holocaust will result. The safety record speaks for itself.

In part, this safety record has been achieved because of the exceptional skills of our members in all branches. They provide goods and services during manufacture, construction, operation, and maintenance of the nuclear stations.

As the organized labor union with the greatest number of its members involved in all aspects of the nuclear industry, we are concerned with the welfare of our members and families working and living near the nuclear installations. No fatalities have occurred at the nuclear power plants and no serious injuries have resulted from working with radioactive material. No proven genetic related incidents have occurred to our member's families.

For these reasons the IBEW continues to support the expansion of the nuclear industry. It is our opinion that nuclear power is safe, reliable, environmentally acceptable, and the best economic way to meet the power needs of the nation's consumers.

FUEL COST COMPARISON

This is an era of fuel adjustment clauses, where skyrocketing increases of fuel costs are passed on to the consumer. It is important that the least costly fuel is utilized.

A comparison of September 1974 fuel costs indicates nuclear fuel, by far, is less costly than fossil fuels. When a common denominator is applied to express the costs in cents per gallon or equivalent the fuel costs are:

Oil	33¢
Coal	19¢
Nuclear	3¢

Incidentally, that September 1974 oil cost of 33¢ was 13¢ in September 1973. The September 1974 coal cost of 19¢ was 9¢ in September 1973. By September 1975 it is safe to predict both oil and coal costs will be significantly higher.

A QUIET REVOLUTION

While the loud American nuclear power debate rages, across the pond, Europe has quietly committed itself to nuclear power. Last year's oil embargo accelerated European decision to cut the dependence on oil and go nuclear.

France - 10 operating reactors, 49 more on the way.

United Kingdom - 29 operating reactors, 13 coming.

Soviet Union - 16 operating reactors, 20 more to come.

West Germany - 37 more coming.

Spain - 32 more.

The third world also is joining the club. India has 3 operating reactors with 5 more to be built.

Oil rich Iran sitting on top of one of the world's greatest oil deposits has five 1000 mw reactors planned.

The industrial nations of the world know that they must have more electrical energy to survive. They are taking the steps necessary to assure those supplies. The emerging nations know that they must have electrical energy if they are to make the great leap into the modern industrialized world. Only the United States seems to be on a path which leads to self-destruction.

OUR FRIENDS

Among our valued friends we include our various employers. Across the bargaining table the adversary system prevails. This system demands, at times, hard positions be taken by both parties. Certain tradition, while not true, demands that we "take" everything while they "give" nothing. Be that as it may, that only applies across the bargaining table.

At this time, there is no table between us. Our friends need help in their struggle against the unfair attacks of the obstructionists.

Our friends are prone to ask for our aid. Let us take the initiative and offer it.

A VIEWPOINT

Since our founding in 1891 the IBEW has experienced many changes. In all the tomorrows that shall come, we will experience even more. The technology of our industry is not frozen to the 19th century where it began. It must not be frozen at any point in time.

The nuclear age just beginning, holds great expectations. We are aware of some benefits such as power production, industrial processes, medical application, agricultural research, space exploration, to name a few. Scientific and technological change will produce additional uses which man will employ for the benefit of all mankind.

The key to tomorrow is energy, especially electrical energy. Without this we shall not survive. The struggle we are involved in, is not one of economics but one of survival. Let the obstructionists pursue their suicidal tendencies. We know we must have more energy, for it will not be animals that are on the endangered list but mankind itself.

Western civilization, of which we are a part is closely bound to the pursuit of science and technology. Freedom and truth we seek. Science and technology are the keys to truth. Truth leads to freedom. We must remember that the search for truth carries us where it will, not where we will.

The time is not twenty-three - fifth-nine but zero-zero-zero-one. The old day has ended. A new day has begun.

Local 1245 Prepares for Negotiations - City of Redding



Pictured above is the Union's Negotiating Committee for members employed by the City of Redding. L to R: Donald C. Kinkade, Cody W. Taylor, Willie R. Stewart, Blair N. Noel, Charles Davidson and S.A. Vollmers.



Shown above are members employed by the City of Redding attending a meeting on March 18th in order to develop their proposals for upcoming negotiations.

The Safety Scene

Local 1245 Participates in Safety First Training

Most of the Cable Television agreements provide for a one hour Safety Meeting per month. In April, Local 1245 participated in the meetings of Monterey Peninsula Cable TV Co., Central California Communications Corp. in Salinas and San Luis Obispo, and Teleprompter of Los Gatos and Santa Cruz. Business Representative Dave Reese conducted the one hour of safety first meetings on these properties with the use of a film titled "Climbing with Confidence", which demonstrates the proper method of climbing poles. A booklet, developed by Local 1245, illustrating the proper care and use of climbing tools was also distributed to all members. Brother Reese also demonstrated to the groups the proper method of sharpening climbing gaffs and how to inspect climbing gear for wear and damage.

The sessions were well received by the members and more meetings of this nature are being scheduled for the future.



This photo shows Dave Reese demonstrating the proper method of sharpening climbing gaffs.



Business Representative Dave Reese is shown here inspecting climbing harness for wear or damage.

State Bans Short Handled Hoe

Secretary of Agriculture and Services Rose Bird and the Director of the State Department of Industrial Relations Donald Vial announced this week a ban on the use of the short-handled hoe by hired agricultural workers.

Prolonged use of the hoe by farm workers for thinning and weeding crops causes back injuries and, consequently, is declared an unsafe hand tool, Vial said.

The ban was ordered effective Monday, April 7 when Richard Wilkins, State Chief of Industrial Safety, concluded the case had been clearly established against the tool as shown by medical evidence and other expert testimony. In his administrative interpretation, Wilkins determined that the short-handled hoe is an unsafe hand tool within the meaning of Safety Order 3316 of Title 8, California Administrative Code.

Vial said, "The decision, though a long time in coming, reflects a growing concern for the health and safety of all workers in agriculture as well as industry. Chief Wilkins has made the right decision, based on the administrative regulation, the recent California Supreme Court decision, and the record developed from the recent public hearings."

The former Industrial Safety Board in 1973 had turned down a petition asking a ruling that the hoe was an un-

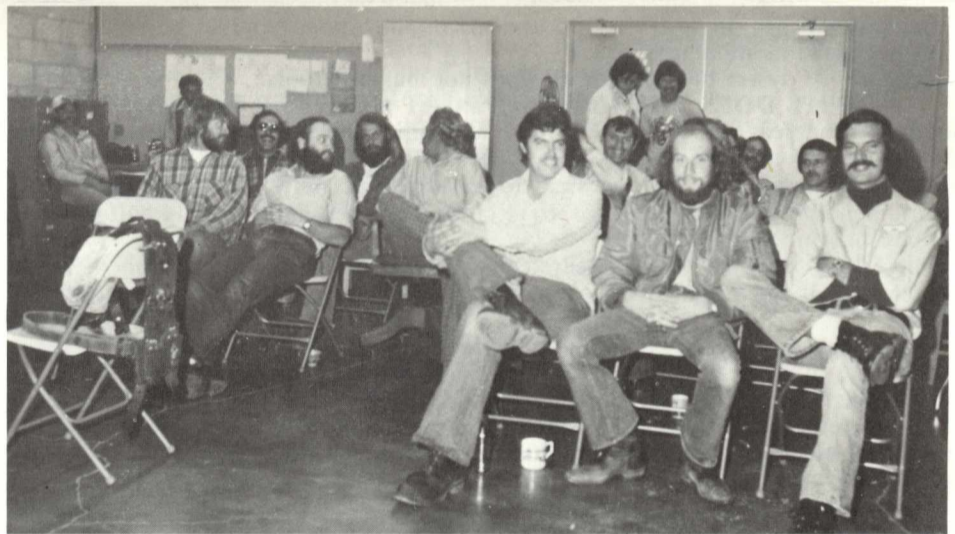
safe tool, on the grounds that the Board lacked authority to so rule. The California Supreme Court, however, ruled early this year that the decision was in error and returned the case to the State Division of Industrial Safety for further review.

Wilkins issued his ban on the hoe after studying testimony and evidence from medical experts and from farm workers, and after studying oral comments at two public hearings held in March. Wilkins concluded "there is significant causal connection between use of the hoe and back pain and back injury," because the tool can only be used in a stooped, bent-over posture.

Wilkins also concluded there are "reasonable and practical alternatives" to the use of the hoe. He cited substitution by the long-handled hoe, use of precision planting, use of herbicides for weeding, and the use of mechanical and electronic devices for thinning.

The type of hoe specifically banned is that having a thin blade, of different sizes and shapes, attached to a handle, usually wooden of less than four feet (4') in length.

Enforcement of the ban on the short-handled hoe will be made under authority specified in the California Occupational Safety and Health Act of 1973. Violations of the ban would be subject to citations and penalties specified in that law.



Shown above are C.C.C.C. members in attendance at their Safety First meeting in San Luis Obispo.

Accidents Always With Us

The forces of accidents are always with us and the man who ignores these forces, or elements, of accidents will, in all probability, one day be overcome by the "law of averages."

Inssofar as safety is concerned, it must be remembered that the elements of an accident are always in existence, waiting to come together and happen. An unsafe condition and/or an unsafe act can trigger it—a moment of thoughtlessness. We must always be on the alert.

I believe you'll agree with me that there is nothing unsafe about the following three things: a razor—provided it is used as it is intended; a fly—that may land on an individual;

and a nude man—in the privacy of his home.

But, take these three things and consider the soldier stationed in Arizona, in his barracks at an airbase, who started to shave one hot morning before dressing. A large fly landed on his buttocks and bit him. Without thinking, he swatted at it with his right hand, in which he was holding his sharp, straight-edged razor. He had to have four stitches in the back of his lap.

I think you'll agree with me that the independent conditions in this situation are in themselves safe, but bring into the picture one thoughtless, unsafe act, and you've got an accident.

NSC Safetynewsletter