



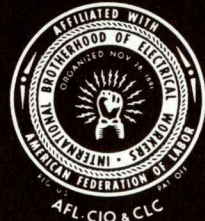
# utility reporter

VOL. XXII NO. 8

OAKLAND, CALIFORNIA

AUGUST, 1975

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



## State Association Opposes Nuclear Moratorium

Delegates to the California State Association of Electrical Workers in their semiannual meeting August 1 and 2 unanimously went on record opposing the Nuclear Power Plants Initiative which would phase out nuclear plants as a source of electrical energy in California. The action was taken by the delegates upon the recommendation of that body's Executive Board.

Ninth District International Vice President Vinson and James Lee, President of the California Building and Construction Trades Council, had addressed the delegates on the numerous problems facing organized labor, and part of these remarks were directed to the need for increased electrical energy and the need for greater use of nuclear and coal fuel sources for electrical energy.

Action was also taken to endorse the President's Labor and Management Committee recommendations to increase electric utility construction and output with

telegrams to be sent to federal legislators urging Congressional action on the recommendations.

Delegates to the conference represent some 90,000 I.B.E.W. members from approximately 44 local unions scattered throughout the State of California.

Friday sessions were devoted to committee activity. The Legislative Committee, Apprenticeship Committee, Safety Committee, Pension Reciprocity Committee and the Executive Board met in open sessions to gain ideas and input from interested delegates.

Guest speakers preceded the business session on Saturday. Harry Lucas from the Department of Rehabilitation reported on new programs on retraining and counseling of injured workers. Al Brundage, labor attorney, discussed the impact of the Supreme Court decision involving labor unions under the anti-trust laws and the need to gain passage of the situs picketing bill now

in the Senate. He also noted that the composition of the Supreme Court has changed to a more conservative point of view with the appointment of Burger, Blackman, Powell and Renguist. With Justice Renguist being 42 years old and appointed for life, we can expect to see more decisions like the Kennel case which appears to make subcontracting clauses illegal and subjects unions to anti-trust laws.

James Lee and Dick Mansfield from the Building Trades discussed pending legislation and the problems of creating construction jobs with environmentalists' opposition, particularly since the passage of Proposition 20, the Coast Planning Initiative.

George Smith, Director of the Ninth District of the U.S. Department of Labor, pointed out that the Department is now enforcing 134 laws where they had only 40 a few years ago. Party to the difficulties is occupational health; he noted that there are 44,000

toxic substances listed as being used in industry today and more being added daily. This resulting in thousands of health problem deaths.

I.B.E.W. Ninth District Vice President Vinson reported on recent labor agreement settlements in the utility and building trades fields, noting that those in the 9th District have been superior to those in other Districts. He also noted that in September 1974 the I.B.E.W. National Convention reported the I.B.E.W. had 1,115,000 members. Since then, due to increased unemployment and the state of the economy, we now stand at 955,525 members. In the 9th District two locals had been eliminated due to Western Electric shutdowns of their plants in Dublin, California and Vancouver B.C. These two locals accounted for over 1,000 members. Ninth District figures show a loss of some 6,000 active members since January 1975.

(Continued on page two)

### 9th District Progress Meeting Held



Attending Progress Meeting - L. to R. L.L. Mitchell, Bus. Mgr.; Jackie Oferssen, Rec. Secty.; Manny Mederos, Board Member; Howard Darington, President.

## YOUR Business Manager's COLUMN HOLIDAY — FOR WHOM?

L. L. MITCHELL

Labor Day 1975 will not be a holiday for the millions of unemployed. It will just be another day of worry over how to make the rent and the grocery bills.

Six and one-half years ago when the present National Administration took office, unemployment was at 3.4% and the cost of living was rising at an annual rate of 4.2%. Neither of these figures is one to which we should point with pride. However, today inflation is more than double and unemployment has tripled.

Government employment statistics, on job market areas with 6% or more unemployed with the rate expected to continue at or above that level for two months, revealed 45 such areas in June 1974. In June of 1975 nearly three times that number are shown with the total now at 129 such areas. June 1975 shows an increase of three million more unemployed over last January.

Statisticians say that 1% unemployment costs us 900,000 jobs; fifty billion dollars worth of unproduced goods and services; fourteen billion dollars in uncollected taxes. These are useful pieces of information but it really tells us nothing of the non-measurable costs to the individuals or the society as a whole.

We are supposed to be independent and self-reliant. How, in this society, can that commitment be met when there is no market for our skills? What cost assessment can we place on loss of human dignity created through reductions of living standards caused

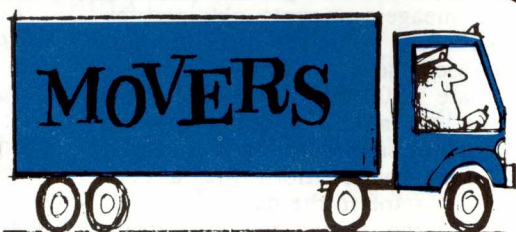
by an inability to obtain a job? What price can be placed on our children's college degree which went out the window with loss of a head-of-household's job? How can a statistician measure and relate the bitterness and misery of the unemployed and their dependents?

Administrative policies used in these last six years to stop what was said to be intolerable levels of inflation have failed, but they have not been discarded. We are in the worst recession since the 1930's. With the present weak and distressed economy we could be pushed further downward with added pressures of higher energy costs and increasing interest rates. These will serve as two examples of draining off monies needed to stimulate the economy. By deliberate action, the Administration is using unemployment as an inflation-fighting tool. We are told we will have to adjust and accept a lower standard of living as the means to end inflation.

The spirit of Labor Day, which is to honor the working men and women of our Nation, will be somewhat dampened because of the spectrum of high unemployment and inflation which is erasing the gains made in the standard of living of the average American.

While we observe Labor Day this year we should at the same time call for the rededication of this nation to a full-employment economy as pledged by the Congress in 1946. Jobs are what is needed and we should make it clear to the politicians that Labor is fed up with the nonsense that unemployment is the tool to control inflation!

... HAVE  
YOU  
MOVED?



MY NEW ADDRESS IS:

NAME \_\_\_\_\_

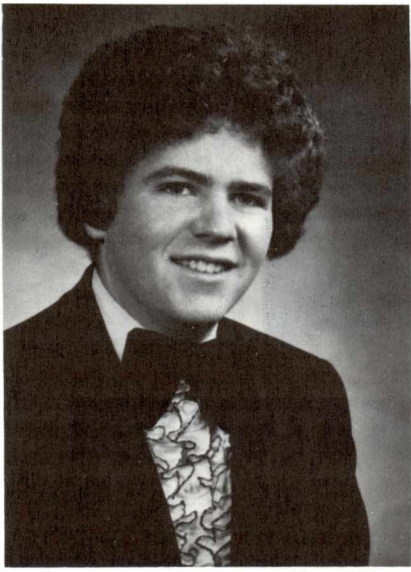
STREET \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

SOCIAL SECURITY # \_\_\_\_\_

RETURN TO:

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



Mark Gueldd

CALIFORNIA-PACIFIC UTILITIES COMPANY (Win-nemucca District): Results of negotiations were ratified by the membership on August 11, 1975. The Agreement included the following: 1) 1 year agreement; 2) improvement in the overtime section; 3) improved meal provisions; 4) an exchange of Veteran's Day for Thanksgiving Day; 5) improved vacations; 6) added new section to cover temporary upgrades; 7) added new section to cover the replacement of worn out or damaged tools; 8) a 6-1/2% general increase + 10c per hour for all classifications with a wage rate of \$6.00 per hour or less, and 15c per hour for all classifications with a wage rate of \$6.00 per hour and above. This brings the Journeyman rate to \$7.88 per hour.

# 1975 Local Union 1245 Scholarship Winner Announced

Mark R. Gueldd, son of Local 1245 member Rose Gueldd, has been announced by the contest judge, Peter Guidry, Director, Labor and Urban Studies Program, University of California, as the winner of this year's Competitive Scholarship Contest.

Mark, a graduate of De La Salle High School in Concord, California, plans to attend Diablo Valley College in Contra Costa County for one year and then go on to San Diego State for the next three years. He plans to major in Public Administration with emphasis on public relations and advertising.

The announcement and Mark's winning essay are printed below.

L. L. Mitchell  
Business Manager  
Local 1245, IBEW  
1218 Boulevard Way  
P.O. Box 4790  
Walnut Creek, CA 94596

Dear Brother Mitchell:

Enclosed are the essays which were sent to me for judgment in your letter of July 9, 1975. This was a very pleasant task for me knowing that each contestant worked diligently to write a good essay. The contestants deserve special notice for their efforts.

It is my judgment that Mark Gueldd submitted the best essay. Mr. Gueldd appeared to have the best grasp of the problem, and in the essay, he set forth several fundamental points of reasoning to support his position on the subject. His comments were clear, concise, and logically developed. Viewed from his basic premise, it becomes obvious to this reader that Mr. Gueldd did the necessary research on the subject which enabled him to draw upon organized labor's historical economic programs, when setting forth his ideas on labor's role in the current economic crisis.

Thank you for giving me an opportunity to participate more in the great things your local is doing. I regret that my schedule will not permit me to join in the ceremonies on August 23. We will be vacationing. Best wishes for your scholarship program, and for all the things you are doing.

Sincerely,  
Signed/Pete Guidry  
Peter Guidry, Director  
Labor & Urban Studies Program

The following is Mark Gueldd's essay

## WHAT ROLE SHOULD ORGANIZED LABOR TAKE IN THE CURRENT ECONOMIC CRISIS?

The economic crisis is the result of a serious lack of jobs, which leads to lack of buying. This in turn causes less production and therefore fewer workers are needed. This means that even fewer jobs are available. During the crisis this cycle increased the number of jobless to nine million. Therefore, the role that Organized Labor should take would be to help find these people employment, and to influence more spending not only by the people but also by the government.

Organized Labor has already worked effectively towards creating jobs by offering their present employees shorter hours, and by causing earlier retirement, which creates more job openings. They have also worked on programs to train unskilled workers for the few jobs that are available.

Labor has also worked at keeping the buying power of the people up. It has done this by working for increased wages, as well as bargaining for much better pension benefits. Better pensions act as a cushion to those affected by their early retirement. Improved medical and dental programs also allow more "spending" money.

Although all of these actions are very helpful, there are several other steps that can at least be endorsed by Organized Labor. For instance, Labor could work to release funds impounded by the Administration for the construction of facilities for health care, education, airports, mass transit, recreation, prisons, government offices, and neighborhood centers. Labor could also work to revive the nation's housing industry to provide homes for low and moderate income families. Other suggestions for Labor to work for would be: 1) the initiation of a national public works program to improve community environments, 2) revise federal monetary policies to increase the availability of money for construction, and 3) to provide incentives for the renovation and remodeling of existing unused or under-used buildings - thus, conserving energy and resources. All of these would create more jobs as well as cause great amounts of spending.

These suggestions are really not out of reach because of the tremendous influence and power Organized Labor has as far as Congress is concerned. In the House of Representatives, 279 of 435 are at least friendly to Labor and are expected to support Labor backed measures.

If Organized Labor can keep up its effectiveness in creating new jobs and keeping the public's buying power up, as well as using some of their influence in Congress, there won't be an economic crisis or a serious lack of jobs.

Mark Gueldd is the seventh winner of the annual scholarship contest which provides \$250.00 per year for four years.

The previous winners and titles of the essays are as follows:

- 1969 - Michael R. Knox - University of California  
"Why are Labor Unions Important to our Economy?"
- 1970 - Becky Renfro - California State Polytechnic University, Pomona  
"Why are Labor Unions Important to the Political Structure of the United States?"
- 1971 - Ray Albert Xuereb - San Francisco State College  
"Why Should 'Public' Employees Have the Same Bargaining Rights as Other Employees?"
- 1972 - Jone E. Lemos - California State College, Sonoma, Rohnert Park  
"What Should Organized Labor's Role be in the Ecological or Environmental Movement?"
- 1973 - Dennis Stout - University of California - Berkeley  
"What Should be Labor's Position on Nuclear Generation?"
- 1974 - Bradley W. Hitchen - Cal State University - Hayward  
"Energy Crisis - Fact or Fantasy?"

Each year the announcement of the contest, together with the rules and application are printed in the **Utility Reporter**.

## Nuclear Moratorium

(Continued from page one)

Summing up these figures, Charles Walker, I.B.E.W., C.O.P.E. Director under Joe Keenan, discussed the national political climate and the need for political involvement by each union member.

Citing recent disclosure of big corporate contributions to political campaigns which are illegal and pointing to the meager amounts obtained by labor through voluntary contributions, he stressed the need for each member to donate \$2.00 to C.O.P.E. He pointed out that labor's failure to provide financing of candidates by these small individual contributions was a contributing factor in the candidates' obtaining large sums from corporate

funds. If we had provided the funds, much of the pressure would have been removed.



Local 1245 has been a participant in the State Association for a number of years. L. L. Mitchell, Business Manager, serves on the Executive Board and Dave Reese is Secretary of the Apprenticeship Committee.

Local 1245 is entitled to twelve delegates at these conferences, although a full delegation did not participate due to distance and other work involvement. Local 1245 representatives were L. L. Mitchell, Mert Walters, Dave Reese, Al Sandoval, Wayne Weaver, Richard Robuck and Dale Turman.

## CHRISTOPHER J. CALHOUN

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

### the utility reporter

Telephone (415) 933-6060

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Published monthly at 1918 Grove Street, Oakland, California 94612. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, Ca. 94596. Second Class postage paid at Oakland, California.

**POSTMASTER:** Please send Form 3579, Change of Address, and all correspondence to the Utility Reporter, to P.O. Box 4790, Walnut Creek, Calif. 94596.

Subscription price . . . . . \$1.20 per year Single copies, 10 cents

## Brown Names His Farm Labor Board

Governor Edmund G. Brown Jr. last weekend made his appointments to the newly-created State Agricultural Labor Relations Board. Named as chairman was Bishop Roger Mahony, 39, Auxiliary Bishop of the Catholic Diocese of Fresno and secretary of the national Catholic Bishop's Committee on farm labor.

The Board was established by the Agricultural Labor Relations Act adopted this year by the state legislature. The act goes into effect on August 28.

Others named to the board are:

Leroy Chatfield, 40, a member of the Governor's staff who was the United Farm Workers' Union administrative officer in 1973-74.

Richard Johnsen Jr. of Sacramento, 50, a farmer and executive vice president of the Agricultural Council of California.

Joe Ortega, 44, executive director of the Model Cities Center for Law and Justice in Los Angeles and a "poverty lawyer."

Joseph Grodin, 44, a teacher of labor law at Hastings College of Law in San Francisco, who, the Governor's office said, spent 17 years with a bay area law firm representing both Teamsters and AFL-CIO unions.

If confirmed by the State Senate, the board will administer the Agricultural Labor Relations Act of 1975.

The positions carry salaries of \$42,500 a year each.

In order to provide for continuity on the board, the initial appointments were made for different periods. The chairman has a two-year appointment, Chatfield is named for a five-year term, Ortega four, Johnsen three and Grodin one.

Joe Grodin, for more than fifteen years represented Local Union 1245 in Arbitration, NLRB and Court proceeding. Local 1245 feels that the selection of Joe Grodin was an excellent choice and we wish to congratulate Joe on his appointment.

## Bargaining Rights Proposed for Retirees

Senator John V. Tunney (D-Calif.) today introduced legislation to protect the rights of retired workers.

The amendment to the National Labor Relations Act will require employers to bargain collectively over retirement benefits for retired employees.

Senator Alan Cranston (D-Calif.) has joined Senator Tunney in sponsoring the legislation.

"This amendment is necessary," Tunney said. Because of a Supreme Court Decision, **Allied Chemical and Alkali Workers of America, Local Union No. 1 vs. Pittsburgh Plate Glass Company** stated retirees' benefits do not need to be considered in a bargaining situation.

"I think the Court has ignored the intent of Congress as well as previous decisions of the National Labor Relations Board which held that retirees continue to be 'employees' under the Act so an employer is obligated to bargain about changes in their benefits," Tunney said.

Tunney said, "It makes good sense to overturn the Supreme Court's decision on this matter. In most cases, employers have already recognized the mutual interest they have with their employees in bargaining over retiree benefits. The widespread existence of such bargaining means that this legislation is needed primarily to avoid leaving the issue of retiree benefits up to chance in those few situations where employers might decide to deal with retirees on a unilateral basis.

"Legalisms aside, however, this legislation is vital because it would guarantee union members the freedom of action necessary to protect the interests of their fellow workers who have already retired. In this era of rampaging inflation, I believe it is essential that retired workers not be forgotten and that their unions have the protection of law as they fight to preserve a decent and dignified standard of living for their retired members."

## Retirees And Members On L.T.D.-Note!!!

The Federal Government, in an effort to limit rising Medicare costs, is limiting reimbursements to doctors for Medicare work to a national economic index. Beginning July 1, 1975 doctors who charge more than the "approved" rates (the reasonable charge for a service in the doctor's area) will not be reimbursed for the excess amount.

Retirees and employees on L.T.D. who are eligible for Medicare should find out if their doctor accepts Medicare assignments, which means that he will stay within Medicare limits in charging for his services. If the doctor does not, the individual will have to pay the difference between what Medicare pays and the doctor charges.

## Free Physician Choice Measure Gets Approval

The California Labor Federation sponsored bill to permit workers free choice of physician in workers' compensation claims cases passed the Senate Industrial Relations Committee on Wednesday afternoon by a five to two count.

Voting to send **AB 1287** by Assemblyman John Foran (D-S.F.) to Senate Finance Committee with a "do pass" recommendation were Senators George Zenovich (D-Fresno), Alan Robbins (D-N. Hollywood), Lou Cusanovich (R-Woodland Hills), Bill Greene (D-L.A.), Robert Presley (D-Riverside).

"No" votes came from Senators Newton Russell (R-Glendale) and John Stull (R-Escondido).

Another important State AFL-CIO-backed workers' compensation measure approved by the committee and sent to Finance with a "do pass" is **AB 1934** by Assemblyman Leon Ralph (D-L.A.), which will remove arbitrary limits in temporary benefits in workers' compensation cases.

**AB 1934** was given approval by all seven members of the Industrial Relations Committee.

Calif. AFL-CIO News

## Legislation Update

The following is an update on legislative bills that were printed in the last issue of the Utility Reporter.

**SB 719 - Roberti, to outlaw professional scribebreakers;**

SB 719, the anti-scab bill passed the State Senate and the Assembly Labor Relations Committee. It is now on the Assembly floor.

**AB 91 - McAlister, to boost the maximum weekly jobless benefits from \$90 to \$104;**

AB 91, won Assembly passage and is now in Senate Finance.

**AB 232 - Leroy Greene, to let workers keep all tips received and bar employers from deducting any portion of tips from wages due;**

AB 232, This bill is on the Governor's desk and may have been signed by press time.

**SB 261 - Roberti, the price marking bill, to require supermarkets or grocery stores selling consumer commodities at retail to have a clearly readable price indicated on each item offered for sale;**

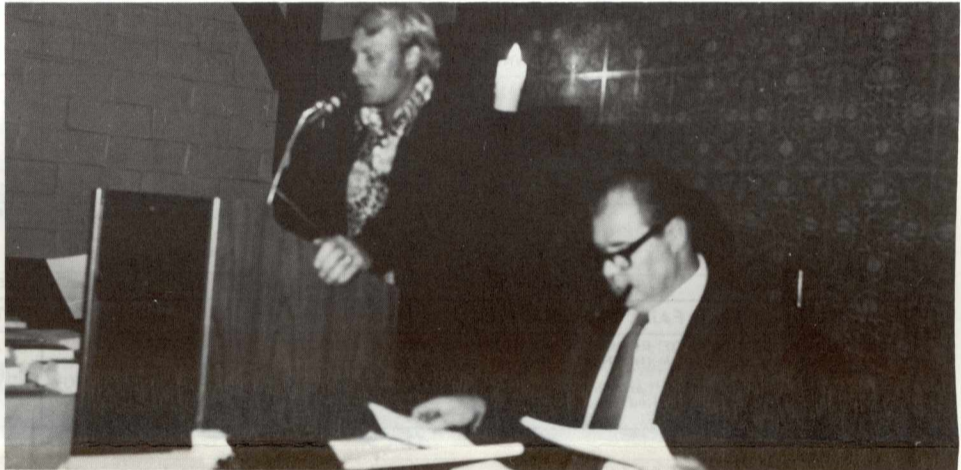
SB 261, the price marking measure, is one of the major consumer issues before the legislature this year. Its enactment is vital to protect the consumer's right to compare prices while shopping as well as protect the jobs of thousands of members of the Retail Clerks Union. It won Senate approval by a 21 to 4 vote and is now in Assembly Ways and Means.

**SB 743 - Moscone, to curb the unfair use of temporary restraining orders and preliminary injunctions to bar peaceful picketing;**

SB 743 won Senate passage by a 21 to 17 vote June 27 and is now on the Assembly Floor.

**SB 394 - Marks, to require the University of California to pay Building and Construction trades workers prevailing wage rates.**

SB 394 won Senate approval by a 21 to 14 vote last month and is now in Assembly Ways and Means.



Shown above Steward Bob Thomson is reporting to the stewards with Bus. Rep. Orville Own to the right.

## San Jose Stewards Meet

Shown below are shop stewards in the San Jose area.



## CLUW Challenges NOW On Seniority Question

Union seniority is not causing women to be laid off in the current period of unemployment in the United States, according to Olga Mader, president of the Coalition of Labor Union Women.

Her comments were in rebuttal to Karen DeCrow, head of the National Organization of Women (NOW).

Mader declared that NOW fosters "a myth that makes women victims of short-sighted feminists" when it infers that seniority rights are responsible for layoffs.

Mader cited data that more women are losing jobs in unorganized work places which do not provide seniority

protection than are being idled at work places under union contracts.

Without union contracts or seniority protection, older women are being "dumped in favor of younger personnel," Mader wrote.

She told DeCrow that attacks on the seniority system are "supportive of management's long opposition to seniority systems and a return to the law of the jungle at the work place."

She suggested that the NOW president "monitor those unorganized work places and insist that they lay off in line with company-wide seniority. I promise that you will help save more women's jobs than by attacking the seniority system."

# JOINT VENTURE ON APPRENT

FORM 22-1990

| VETERANS ADMINISTRATION<br>ENROLLMENT CERTIFICATION<br><i>(Under Chapter 34, Title 38, United States Code)</i>   |  | IMPORTANT - Schools or Training Establishments will use this form to certify the student's enrollment in the approved program of education or training. TYPE OR PRINT IN INK. If additional space is required, attach separate sheets and key answers to item numbers. Item 1 thru 3 and 15 thru 17 must always be completed. |                                |   |                  |
|--|--|---|--------------------------------|---|------------------|
| 1. CREDIT ALLOWED FOR PREVIOUS TRAINING  |  | 2. NAME OF COURSE OR CURRICULUM IN WHICH CURRENTLY ENROLLED OR POSITION FOR WHICH TRAINING  |                                |   |                  |
| 3. TYPE OF COURSE (Check one only and complete selected items as directed for the course)  |  |   |                                |   |                  |
| <input type="checkbox"/> UNDERGRADUATE STANDARD COLLEGE DEGREE (Complete items 4-8)  |  | <input type="checkbox"/> GRADUATE OR ADVANCED PROFESSIONAL DEGREE (Complete items 4-9)  |                                | <input type="checkbox"/> COURSE NOT LEADING TO STANDARD COLLEGE DEGREE (Complete items 4, 5, 8 and 10)  |                  |
| <input type="checkbox"/> COOPERATIVE COURSE (Not farm) (Complete items 4-7)  |  | <input type="checkbox"/> FARM COOPERATIVE (Complete items 4, 5, 10 and 11)  |                                | <input type="checkbox"/> APPRENTICE/ON-THE-JOB TRAINING (Complete item 14)  |                  |
|  |  |   |                                | <input type="checkbox"/> CORRESPONDENCE COURSE (Complete item 13)   |                  |
|  |  |   |                                | <input type="checkbox"/> FLIGHT TRAINING (Complete item 12)   |                  |
| LEGEND: IHL - Institutions of Higher Learning; BCL - Below College Level   |  |   |                                |   |                  |
| 4. PERIOD OF INSTRUCTION CERTIFIED   |  | 5. EFFECTIVE DATE FOR PERIOD SHOWN IN ITEM 4  |                                | 6. CREDIT HOUR LOAD   |                  |
| IHL-BCL-FARM CO-OP: Enter school year, fall term, summer or other period. CO-OP: Enter cycles of training as "classroom" and "on-job." STUDENT ENROLLED FOR LESS THAN 1/2 TIME: Certify for only one period of instruction - quarter, term, semester. NOT SCHOOL YEAR.   |  | IHL: Enter date of registration or date student was required to report in advance of registration and end of period. FARM CO-OP: Enter first and last date of student's period of enrollment. BCL-CO-OP: Enter first and last date of attendance or training.   |                                | 7. ATTENDANCE FOR CO-OP COURSE  |                  |
|  |  | 8. CHARGES FOR PERIOD OF INSTRUCTION  |                                | 9. TRAINING TIME FOR GRADUATE OR ADVANCED PROFESSIONAL COURSES  |                  |
|  |  | 5A. BEGINNING   |                                | 5B. ENDING  |                  |
|  |  | 6A. HOURS   |                                | 6B. HOURS   |                  |
|  |  | 8A. TUITION   |                                | 8B. FEES  |                  |
| 10. ADD. INFO. FOR COURSE NOT LEADING TO STANDARD COLLEGE DEGREE AND FARM CO-OP (If high school, complete A, B & D or C & D, as applicable)  |  |   |                                |   |                  |
| A. CLOCK HOURS OF ATTENDANCE PER DAY   |  | B. NO. OF DAYS PER WEEK   |                                | C. NO. OF HIGH SCHOOL UNITS FOR WHICH CURRENTLY   |                  |
| HRS.   |  | DAYS  |                                | D. DAYS OF REGULARLY SCHEDULED ATTENDANCE (Check applicable box(es))  |                  |
|  |  |   |                                | <input type="checkbox"/> 5 DAY WEEK (Mon. thru Fri.) OR <input type="checkbox"/> M <input type="checkbox"/> TU <input type="checkbox"/> W <input type="checkbox"/> TH <input type="checkbox"/> F <input type="checkbox"/> SAT |                  |
| 11. FARM COOPERATIVE   |  |   | 12. VOCATIONAL FLIGHT TRAINING |   |                  |
| DOES STUDENT'S PERIOD OF ENROLLMENT IN ITEM 5 ABOVE INCLUDE PRESCHEDULED CLASSROOM INSTRUCTION?  |  |   | A. DATE TRAINING BEGAN         |   | D. TOTAL CHARGES |
| <input type="checkbox"/> YES <input type="checkbox"/> NO (If "Yes," attach schedule of attendance for each prescheduled enrollment period)   |  |   | B. FLIGHT                      |   | C. GROUND        |
| 13. CORRESPONDENCE COURSE  |  |   |                                |   |                  |
| IMPORTANT - VA Form 22-1999c, Certificate of Affirmation of Enrollment Agreement, MUST be signed by this student and accompany the certification from before payment may be authorized by the VA for a correspondence course.  |  |   |                                |   |                  |
| A. DATE FIRST LESSON SENT TO STUDENT   |  | B. NUMBER OF LESSONS FOR WHICH STUDENT IS ENROLLED  |                                | C. CHARGE PER LESSON TO STUDENT   |                  |
|  |  |   |                                | D. WERE ANY LESSONS SERVICED PRIOR TO DATE ENTERED IN ITEM 13?  |                  |
|  |  | \$  |                                | <input type="checkbox"/> YES <input type="checkbox"/> NO (If "Yes", attach list showing lesson number and date serviced)  |                  |
| 14. APPRENTICE/ON-THE-JOB TRAINING   |  |   |                                |   |                  |
| IMPORTANT - A signed copy of the training agreement outlining the training program and wage scale as approved by the State Approving Agency, or for apprentice, any document signed by the trainee incorporating this agreement by reference, must be attached to this form.   |  |   |                                |   |                  |
| TRAINING DATES   |  | C. TYPE OF TRAINING (Check one)   |                                | D. NO. OF HOURS TRAINEE IS EMPLOYED PER WEEK IN THIS COURSE   |                  |
| A. BEGINNING   |  | B. ENDING   |                                | E. NO. OF HOURS IN STANDARD WORK WEEK   |                  |
|  |  | <input type="checkbox"/> APPRENTICESHIP <input type="checkbox"/> ON-THE-JOB   |                                |   |                  |
| IT IS HEREBY CERTIFIED THAT: (1) Facts stated above are true and correct. (2) Enrollment of this student does not exceed any limit established by the State Approving Agency for enrollment in this course. (3) This institution agrees to report promptly to the Veterans Administration any enrollment changes made in the student's institutional records which will affect his educational assistance allowance and any change due to unsatisfactory progress and/or conduct, and (4) FOR FLIGHT TRAINING - Student has private pilot's license and required Medical Certificate is on file in this institution. (5) FOR FARM COOPERATIVE TRAINING - Student is pursuing this course concurrently with agricultural employment. (6) FOR GENERAL SALES TRAINING COURSE - On the date training began or the first lesson was sent to the student, at least 50 per cent of students who completed the course in the preceding two-year period were employed in the sales or sales management field. (7) FOR ENROLLMENTS UNDER CHAP. 34 IN NONACCREDITED COURSES BELOW THE COLLEGE LEVEL OFFERED BY A PROPRIETARY PROFIT OR PROPRIETARY NONPROFIT EDUCATIONAL INSTITUTION - On the date training began or first lesson sent to student not more than 85% of the students enrolled in the course, including this student, are having all or any part of their tuition, fees, or other charges paid to or for them by the educational institution or the Veterans Administration under Chapter 31, 34 or 35, Title 38, United States Code. |  |   |                                |   |                  |
| 15. DATE SIGNED  |  | 16. SIGNATURE AND TITLE OF CERTIFYING OFFICIAL  |                                | 17. NAME AND ADDRESS OF SCHOOL OR TRAINING ESTABLISHMENT  |                  |
|  |  |   |                                |   |                  |
| CAUTION: Willful false statements concerning matters in any document required by this law may subject the person to fine or imprisonment or both.  |  |   |                                |   |                  |

Pacific Gas and Electric Company employees in a Division Apprenticeship classification that are veterans are now entitled to receive an educational assistance allowance from the Veteran's Administration.

A veteran is defined by law as one who is discharged after January 31, 1955 under conditions other than dishonorable from a continuous period of active duty of 181 days or more. If the period was less than 181 days, you may be eligible if the discharge was for service connected disability.

Those Division Apprenticeship classifications covered by these Standards are:

- Apprentice Machinist (Steam Generation)
- Apprentice Machinist (Materials Distribution)
- Apprentice Electrical Machinist (Hydro)
- Apprentice Electrician (Electrical Maintenance)
- Apprentice Electrician (Steam Generation)
- Apprentice Electrician (Materials Distribution)
- Apprentice Instrument Repairman
- Apprentice Lineman
- Apprentice Meterman
- Apprentice Measurement & Control Mechanic
- Apprentice Gas Control Mechanic
- Apprentice Welder
- Apprentice Rigger
- Apprentice Transmission Mechanic
- Apprentice Cable Splicer
- Apprentice Equipment Mechanic
- Apprentice Control Technician
- Apprentice Communication Technician
- Apprentice Electrical Technician
- Apprentice Fitter

All P.G.&E. Division Apprentices who are veterans and are currently in an Apprenticeship Program should immediately contact the Veteran's Administration Office (see phone numbers) and request Form 22-1990 (see page 4). This is the application that provides for VA benefits. Not only will the Apprenticeship fill out this form, but also a Company representative will have to fill out the reverse side as it directs itself to the Enrollment Certification of the Apprentice.

The Division of Apprenticeship Standards (D.A.S.), State of California will supply the veteran with a copy of the Apprenticeship Agreement. Upon completion of Form 22-1990 and after obtaining a copy of your Apprenticeship Agreement, plus a

## District Offices - D.A.S.

If you have any questions or problems, contact Dave Reese at Local Union 1245 headquarters in Walnut Creek, or contact one of the District offices of the Division of Apprenticeship Standards (D.A.S.) listed below:

| District Offices  | Address                      | Phone    |
|-------------------|------------------------------|----------|
| Bakersfield 93301 | 225 Chester Ave., Room 219   | 325-3816 |
| Eureka 95501      | 619 Second St.               | 442-5748 |
| Fresno 93721      | 2550 Mariposa St., Room 4070 | 488-5431 |
| Long Beach 90812  | 230 E. 4th St.               | 436-7295 |
| Los Angeles 90012 | 107 S. Broadway, Room 5034   | 620-2260 |
| Modesto 95535     | Modesto Junior College       | 529-3469 |
| Monterey 93940    | 884 Abrego                   | 375-6608 |

|                      |                               |          |
|----------------------|-------------------------------|----------|
| Oakland 94607        | 1111 Jackson St., Room 3043   | 464-1080 |
| Petaluma 94952       | 331 Keller St., Room 5        | 763-1523 |
| Redding 96001        | 2115 Akard Ave., Room 17      | 246-1410 |
| Sacramento 95814     | 714 "P" St., Room 1351        | 445-9273 |
| San Bernardino 92401 | 303 W. Third St., Room 219    | 888-9261 |
| San Francisco 94102  | 350 McAllister, Room 3052     | 557-0514 |
| San Diego 92101      | 1350 Front St., Room 3024     | 232-4361 |
| San Jose 95112       | 888 N. 1st St.                | 293-7000 |
| Burlingame 94010     | 100 El Camino Real            | 342-7478 |
| Santa Ana 92706      | 1619 W. 17th St., Room 3      | 543-9461 |
| Santa Barbara 93101  | 411 E. Canon Perdido          | 965-4460 |
| Stockton 95202       | 31 E. Channel, Room 336       | 466-3549 |
| Van Nuys 91405       | 6931 Van Nuys Blvd., Room 320 | 782-5613 |
| Ventura 93003        | 3418 Loma Vista Rd., Suite A  | 642-9679 |

# ICESHIP APPROVED BY STATE

FORM 22-1995

photostatic copy of your DD 214, present all of these documents to Company's representative to be submitted to the V.A. Do not send documents in separately, as this will delay recognition and subsequent payment of benefits.

For those veterans who are currently receiving VA educational benefits for outside education or a previous training program totally outside their P.G.& E. employment, shall, upon contracting the Veteran's Administration, request form No. 22-1995 (see page 5). This form is required to initiate a change of Program or Place of Training. The procedure to follow is similar to that spelled out above for the new applicant. Fill out Form 22-1995, request Company's representative to complete the form that indicates enrollment certification, and along with a copy of your Apprenticeship Agreement, present to Company's representative for submitting to the VA.

Anyone who was in an Apprentice classification on January 1, 1975 but had completed their Apprenticeship prior to August 1, 1975, may have Veterans' benefits coming, if they were formally denied inclusion.

The VA has agreed to honor claims for benefits retroactive to January 1, 1975 if the following procedure is followed:

Request a copy of the Apprenticeship Agreement from the Company, plus a completed Enrollment Certification form, and along with a copy of the denial of benefits letter you received from the VA return them to the Veterans Administration requesting your claim be reactivated. Keep in mind, whether you're a new applicant or one applying for a change of program, or attempting to reactivate your denied claim, it will take approximately 90 days before you can expect to start receiving your educational benefits.

If any questions should arise with regard to your claim, contact the nearest office of the Division of Apprenticeship Standards (D.A.S.) or Business Representative Dave Reese at the Local Union office. (see phone numbers)

Local 1245 has, for a long period of time, endeavored to encourage P.G.& E. to seek State approval on the Apprenticeship Program in order to provide these educational benefits. Through the years we have moved in this direction by utilizing the process of joint contract negotiations, by obtaining Journeyman retention, automatic progression, etc., through the last set of negotiations in 1974 whereby it was agreed Company and Union would review the practicability of establishing a tripartite Apprenticeship Training Program in conjunction with the Division of Apprenticeship Standards.

Listed below are area numbers to reach the Veterans Administration Regional Office in San Francisco.

## FX, toll-free numbers

|  |                 |
|--|-----------------|
| Fremont  | 796-9212        |
| Modesto  | 521-9260        |
| Monterey   | 649-3550        |
| Palo Alto  | 321-5615        |
| Sacramento   | 929-5863        |
| Salinas  | 663-3030        |
| San Jose   | 998-7373        |
| Santa Rosa   | 544-3520        |
| Stockton   | 948-8860        |
| Vallejo  | 552-1556        |
| <b>WATS</b>  |                 |
| Fresno   | (800) 652-1296  |
| All areas north of Sacramento to the Oregon Border |                 |
| Call WATS  | (800) 652-1240  |
| All veterans living in Sacramento may also use:    | (800) 652-1240. |

| VETERANS ADMINISTRATION<br>REQUEST FOR CHANGE OF PROGRAM OR PLACE OF TRAINING<br>(Under Chapter 34, Title 38, U.S.C.)  |   |  | 1 VA FILE NUMBER  |
|--|---|--|---|
| IMPORTANT - Before completing this form read the instructions on the reverse. Answer all questions fully. Type or print answers in ink. The law places certain restrictions on changes of program.   |   |  | 2 SOCIAL SECURITY NUMBER  |
| 3. FIRST NAME - MIDDLE NAME - LAST NAME OF APPLICANT   |   | 4. VA OFFICE WHERE RECORDS ARE LOCATED<br>(If known)   |   |
| 5. MAILING ADDRESS (No. and street or rural route, city or P.O., State and ZIP Code)   |   |  |   |
| 6. ARE YOU NOW ON ACTIVE DUTY IN THE ARMED FORCES?<br><input type="checkbox"/> YES (If "Yes," complete Item 7)<br><input type="checkbox"/> NO (If "No," attach DD 214, if not previously submitted)  | 7. DATE ACTIVE DUTY BEGAN   | 8. DO YOU EXPECT TO RECEIVE EDUCATIONAL BENEFITS FROM THE ARMED FORCES OR THE PUBLIC HEALTH SERVICE DURING THIS NEW PERIOD OF EDUCATION, OR IF YOU ARE AN EMPLOYEE OF THE UNITED STATES GOVERNMENT, DO YOU EXPECT TO RECEIVE EDUCATIONAL BENEFITS UNDER THE GOVERNMENT EMPLOYEE TRAINING ACT DURING THIS PERIOD OF EDUCATION?<br><input type="checkbox"/> YES <input type="checkbox"/> NO (If "Yes," give details in "REMARKS.") |   |
| 9. NAME AND ADDRESS OF PRESENT OR LAST SCHOOL OR TRAINING ESTABLISHMENT ATTENDED UNDER CHAPTER 34  | 10. TERMINATION DATE (Actual or expected) OF TRAINING PERIOD IN ITEM 9. | 11. REASON FOR CHANGING COURSE OR PLACE OF TRAINING  |   |
| PROGRAM OF EDUCATION AND ENROLLMENT INFORMATION  |   |  |   |
| 12. IF YOU WOULD LIKE PROFESSIONAL, EDUCATIONAL AND VOCATIONAL COUNSELING TO ASSIST YOU IN SELECTING AN EDUCATIONAL PROGRAM, PROVIDE A TELEPHONE NUMBER WHERE YOU CAN BE REACHED.  |   |  | TELEPHONE NUMBER  |
| 13. IF YOU HAVE SELECTED YOUR PROGRAM, WHAT IS THE FINAL EDUCATIONAL, PROFESSIONAL OR VOCATIONAL GOAL YOU PLAN TO REACH THRU THE PROGRAM FOR WHICH YOU ARE APPLYING? (Highest degree or occupation)  |   | 14. LIST THE COURSES OR DEGREES REQUIRED TO ATTAIN OBJECTIVE SHOWN IN ITEM 13. (List each diploma, degree, or vocational course)   |   |
| 15. EDUCATION OR TRAINING WILL BE BY<br><input type="checkbox"/> SCHOOL ATTENDANCE <input type="checkbox"/> FLIGHT TRAINING <input type="checkbox"/> APPRENTICESHIP OR ON-THE-JOB<br><input type="checkbox"/> CORRESPONDENCE <input type="checkbox"/> FARM COOPERATIVE |   | 16. NAME AND ADDRESS OF SCHOOL OR TRAINING ESTABLISHMENT   |   |
| 17A. HAVE YOU BEEN ACCEPTED BY THIS SCHOOL AND NOTIFIED THIS SCHOOL THAT YOU INTEND TO ENROLL?<br><input type="checkbox"/> YES <input type="checkbox"/> NO (If "Yes," see instructions on reverse)   | 17B. DATE YOUR PROGRAM WILL BEGIN (Mo., day, yr.)                       | 17C. NO. OF CREDIT OR CLOCK HOURS FOR WHICH YOU WILL ENROLL DURING THE FIRST QUARTER, TERM OR SEMESTER<br>CREDIT      CLOCK      UNITS   | 17D. DATE PROGRAM WILL END OR YOU EXPECT TO GRADUATE (Mo., day, yr.)  |
| 17E. IF ENROLLING ON A TERM BASIS, WILL YOU ATTEND: (Check one)<br><input type="checkbox"/> REGULAR SCHOOL YEAR(S) AND SUMMER SESSION(S) <input type="checkbox"/> SUMMER SESSION(S) ONLY<br><input type="checkbox"/> REGULAR SCHOOL YEAR(S) ONLY                       |   | 18. REMARKS  |   |
| ARMED FORCES EDUCATION SERVICES OFFICER'S CERTIFICATION  |   |  |   |
| I certify that this individual has consulted with me regarding his or her educational program.   |   |  |   |
| 19A. DATE SIGNED   |   | 19B. SIGNATURE AND TITLE OF EDUCATION SERVICES OFFICER (GS Grade or rank and branch of service)  |   |
| INFORMATION REGARDING PRESENT DEPENDENTS (Veterans only)   |   |  |   |
| 20A. MARITAL STATUS (Check one)<br><input type="checkbox"/> NEVER MARRIED <input type="checkbox"/> WIDOWED<br><input type="checkbox"/> MARRIED <input type="checkbox"/> DIVORCED   | 20B. DATE AND PLACE OF MARRIAGE   | 20C. WIFE'S MAIDEN NAME (First and last)   | 21. WAS YOUR CURRENT MARRIAGE PERFORMED BY:<br><input type="checkbox"/> CLERGYMAN OR OTHER AUTHORIZED PUBLIC OFFICIAL<br><input type="checkbox"/> OTHER (Explain) |
| 22. HAVE YOU HAD ANY PREVIOUS MARRIAGES?<br><input type="checkbox"/> YES <input type="checkbox"/> NO (If "Yes," give full information of termination of any prior marriage on a separate sheet)  |   | 23. HAS YOUR SPOUSE HAD ANY PREVIOUS MARRIAGES?<br><input type="checkbox"/> YES <input type="checkbox"/> NO (If "Yes," give full information of termination of any prior marriage on a separate sheet)   |   |
| 24A. FULL NAME OF CHILD  | 24B. DATE OF BIRTH (Month, day, year)                                   | 24C. PLACE OF BIRTH  | 24D. NAME AND ADDRESS OF PERSON HAVING CUSTODY OF CHILD   |
| 25A. ARE EITHER YOUR FATHER OR MOTHER DEPENDENT ON YOU FOR SUPPORT?<br><input type="checkbox"/> YES <input type="checkbox"/> NO (If "Yes," answer Item 25B and submit VA Form 21-509)  |   | 25B. NAME AND ADDRESS OF DEPENDENT PARENT(S)   |   |
| I HEREBY CERTIFY THAT all statements herein are true and complete to the best of my knowledge and belief. I authorize release of school and testing records to the VA for use in counseling me and supervising my program of education and training.                   |   |  |   |
| 26. DATE SIGNED  |   | 27. SIGNATURE OF APPLICANT (Do not print)<br>SIGN HERE IN INK  |   |
| PENALTY - Willfully false statements as to a material fact in a claim for education is a punishable offense and may result in the forfeiture of these and other benefits and in criminal penalties.  |   |  |   |

## Monthly Benefits

The monthly benefits for eligible veterans enrolled in State-approved apprenticeship and other on-the-job training programs, effective January 1, 1975, are as follows:

| Period of Training                     | No Dependents | One Dependent | Two Dependents | Each Additional Dependent |
|--|---------------|---------------|----------------|---------------------------|
| 1st 6 months                           | \$196         | \$220         | \$240          | \$10                      |
| 2nd 6 months                           | 147           | 171           | 191            | 10                        |
| 3rd 6 months                           | 98            | 122           | 142            | 10                        |
| 4th and any succeeding 6-month periods | 49            | 73            | 93             | 10                        |

# IBEW Ninth District Progress Meeting Held



**IBEW President Charles Pillard**

Delegates from Washington, Oregon, Nevada, California, Alaska, Hawaii and the Pacific Islands met in Seattle, Washington on August 13th, 14th and 15th for the annual I.B.E.W. Ninth District Progress Meeting.

International Vice President W. L. Vinson welcomed the delegates to the conference, and on the first day the delegates split into workshop sessions of the various trade branches.

Workshop sessions allowed the delegates to exchange information and discuss common problems in the particular branch of the industry covered by each local union. The utility branch, along with all others, is deeply affected by the energy problem and unemployment. In general, the utility locals are facing reduced promotional opportunities and curtailment of new jobs with less direct emphasis on unemployment. However, the future for holding the line by attrition in the utility industry gets less favorable each day as more and more restrictions are being placed on the utility companies by environmentalists and government agencies.

It was reported by Local 47, who represents employees of Southern California Edison, that a special Early Retirement option was offered by the Southern California Edison Company to help ease the layoff problems there. The company has planned a reduction in force and has offered an early retirement incentive to employees who are age 60 and over in an effort to reduce the number of employees that would be involved in a layoff. The special early retirement benefit is based on the estimated monthly Primary Social Security benefits and provides income in addition to the employee's regular early retirement benefits until he is eligible for Social Security. Eligible employees had until August 18, 1975 to apply for this benefit and must retire on September 1, October 1, or November 1, 1975.

On the second and third days of the conference all of the delegates met in general session where all the speakers emphasized the importance of the membership of unions becoming involved in the political processes. It was pointed out that the bad economic policies of the current administration of this country have created the unemployment and put us in a depression. Many I.B.E.W. locals, especially the construction locals, are the hardest hit by the economic situation.

It was reported that as a result of environmental problems the construction of power plants, both nuclear and conventional, was almost at a stand still and this further contributes to the shortage of jobs.

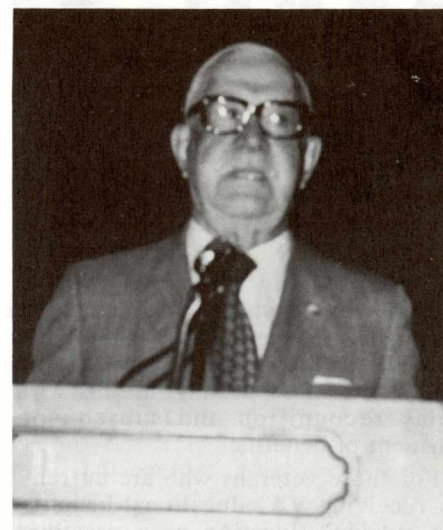
Mr. John Ellis, Vice President at Puget Sound Power and Light Company, Washington, told the delegates how the North-West Utilities (108 of them) got together over 10 years ago and developed a plan to build electric plants for the future, (the North-West currently has forty percent of the Hydro power production in the United States). Their plan called for the building of nuclear and fossil fuel plants as they had used up just about all of the available hydro sites. The construction of the plants have been delayed to the point where now the Utilities are preparing for planned brown-outs. Ellis said the reports and environmental impact statements were all filed on one plant and on the last day of the waiting period for the license an individual with \$32.00 filed a complaint. This means at least a nine month delay.

Ellis also said that users of electricity product by the proposed plants such as the Bonneville Power Administration must file an environmental impact statement even though they are not building anything. This is in addition to all the reports and statements filed by the builder of the plant.

On the third day of the conference, Senator Henry Jackson addressed the delegates stating that the American people are faced with two major problems — jobs and prices. He pointed out that the United States has in oil shale five times the oil reserves and one-half of the coal reserves of the world, and America can be put back to work by processing these resources and also answer the energy problem.

Top officers of the I.B.E.W., President Charles Pillard, Secretary Joe Keenan and Treasurer Harry Van Arsdale addressed the delegates to report the activity and progress the IBEW has made over the last year. President Pillard reported that unemployment in the United States has caused a drop in IBEW membership, but not as severe as other international unions.

Local 1245's delegates included L. L. Mitchell, Business Manager, Howard Darington, President, Ed "Bufflo" Horn, Vice President, Jackie Offersen, Recording Secretary, Richard Robuck, Treasurer, Manuel Mederos, Board Member, Business Representative Ed Buchanan, Jack McNally, Frank Quadros and Corb Wheeler.



**International Secty. Joe Keenan**



**International Vice-President W. L. Vinson**



**International Treas. Harry Van Arsdale**



**U.S. Senator Henry Jackson (Dem. Wash.)**



**International Executive Council Member Ralph Legion**



**Shown above at the Progress Meeting L to R Bus. Reps. Frank Quadros, Corb Wheeler, Ed Buchanan, and Vice President, E. "Bufflo" Horn.**



**Shown above are Delegates at the Progress Meeting.**

## Two Year Agreement with Berkeley

Local Union 1245 members employed by the City of Berkeley have ratified a new two year agreement with the City of Berkeley. Terms of the agreement provide for a \$91.00 per month increase for all classifications below the Journeyman level and \$113.00 for Journeyman level and above, to be effective July 1, 1975. Effective July 1, 1976, a 6-1/4% increase will be granted to all employees with provisions for reopening all wages if the cost of living increases 9.4% on an annual basis.

Also in 1976 the Union may request a reevaluation of public employees' retirement systems as applicable to the City of Berkeley.

Other provisions include:

1. 80 - 20 dental plan for em-

ployees and dependents effective July 1, 1976 with the full cost to be borne by the City.

2. Increase the annual tool replacement allowance to \$100 per year.
3. Provisions for upgrades in vacancies above the Journeyman classification, as well as provisions to allow employees subject to lay off to bump back into their former classifications.
4. Improvements in the grievance procedure for speedier resolutions.
5. Established inclement weather provisions.

Union's negotiating committee consisted of Shop Steward John Hall and Business Representative Veodis Stamps.

## The Affirmative Action and Seniority Issue

By WILLIAM E. POLLARD  
Director, Civil Rights Dept., AFL-CIO

Soaring unemployment, the result of the Nixon-Burns economic policy, has wiped out the jobs of millions of Americans and imperiled much of the social progress made because of the strong economic growth policies of Presidents Kennedy and Johnson.

**During the 1960s, 87 months of uninterrupted prosperity brought the unemployment rate to 3.4% when Nixon became President. Today that figure is 8.9%. In January 1969 unemployment among women was 4.6%; today it is 8.6%. Then black unemployment was 6.7%; now it is 14.6%.**

During the Kennedy-Johnson years, women and minority workers made unprecedented gains, not only because jobs were plentiful but because former bars to their progress were demolished by Title VII of the Civil Rights Act and because of the consequent development of "affirmative action" programs in hiring, upgrading, promotion and transfers.

But since 1969, when Richard Nixon instituted his "tight-money" policy to slow down the economy and inhibit growth, inflation and recession have combined to undo the gains workers had made. Under President Ford matters have become steadily worse.

**Unemployment has edged to the highest levels since the Great Depression, and many, though not all, of those who benefited from the good years when affirmative action was the keynote, have lost their jobs or are facing layoffs.**

**Clearly, the only solution is more jobs — a return to the full-employment policy set as a national goal by Congress during the Truman Administration.**

But instead of protesting the job shortage, many have persuaded themselves that the problem can be solved by still further erosion of workers' protection by such tactics as

- (1) turning full-time jobs into lower-paying and less rewarding part-time jobs — in other words by sharing poverty — and
- (2) by wrecking the seniority system under which workers who have given the greatest years to their jobs are the last to be laid off when the work-force is reduced.

In the interest of justice, the argument runs, workers who have had the advantage of steady jobs should be deprived of their jobs in order to give less fortunate workers a place in the workforce when jobs are in short supply.

**But the principle of seniority, which is one of the most important and hard-won clauses in most industrial union-management agreements, is not the villain in the unemployment picture. Its loss would be a tremendous setback to all workers, to the whole society, and to the idea of democracy.**

### NO QUARREL

In a period of full employment nobody quarrels with seniority. Everybody sees that some benefits are progressive. The worker who has spent 30 years on the job gets a bigger pension than the one who has only a few years service. The worker who has worked the longest gets the first choice of vacation dates. The worker who has spent the longest time on the graveyard shift gets first crack at a new opening on the day shift.

It is only right that the worker who has put the biggest part of his life into his job has the strongest claim to keep it.

**In other words, seniority translates length of service into a vested right. It is a tangible asset for any worker without regard to race or sex. Next to the union card itself, seniority is the worker's most valued possession. It is a contractual right.**

"Today as unemployment mounts, the seniority system is under attack," the AFL-CIO Executive Council has said, "not for what it does but for what it does not do. The seniority system is blamed for social conditions, particularly discrimination in hiring, that it did not cause."

What this country needs more than anything else is jobs. The AFL-CIO has supported legislation to put America back to work through tax cuts to stimulate the economy, job-creation measures, improved unemployment compensation and continued medical benefits for the unemployed.

Many persons confuse seniority with "affirmative action" programs.

### IMPACT FELT

**"Affirmative action" is a technical term for positive efforts to insure that employment opportunities are open to all. It means aggressive, positive ef-**

**forts to integrate instead of passive agreement not to discriminate. Affirmative action programs must be implemented at all time, but their greatest impact is felt when the economy and job market are expanding. Tampering with seniority is by no means affirmative action — it is purely negative.**

The antidote to recession is not destruction of the seniority system but creation of jobs. If the seniority system is destroyed, is there any reason to believe that women and minorities will be retained in lieu of others in the work place? What happens when the senior worker is a woman or a black?

The AFL-CIO rejects the notion that the seniority system must be destroyed just when it is needed most to protect all workers without regard to race or sex.

To suggest "phantom seniority" for an unidentified class or group of workers or prospective workers would place upon other workers the full burden of correcting the effects of discrimination they did not cause. They would be punished for a fault they did not commit.

**Gimmicks are not the answer to recession: Jobs are the answer.**

**Work-sharing won't create jobs; reducing wage rates won't create jobs; reducing paid vacations won't create jobs; reducing the work week won't create jobs; reducing fringe benefits won't create jobs; eliminating the seniority system won't create jobs.**

None of these gimmicks, singularly or collectively, can give any real help to the 8.2 million jobless Americans.

### FAIR MEASURE

The utilization of plant seniority to determine who will be upgraded, promoted and laid off in an economic down turn and subsequently recalled is a fair yardstick.

We suggest that those who attack the seniority system join the AFL-CIO in calling upon the President, the Congress and the nation to set full employment as a No. 1 national priority and stop seeking to pit worker against worker for the right to a job.

## Mt. Wheeler Power, Inc. Settles

Negotiations have been concluded and the membership ratified the results on August 23, 1975. The contract was open for wages only. Effective August 1, 1975, employees will receive a general wage increase of 8%, and on February 1, 1976, an increase of 2%. Various inequity adjustments were made on certain of the beginning classification wage rates. Negotiating Committee consisted of Business Representative John Stralla and employee members James L. Donathan and Sue Frates.

## California's Unemployment Increases

California's employment and unemployment figures for July were issued today by the state's Employment Development Department. The number of jobseekers was 983,400 — down by 37,800 from the record high of 1,021,200 in June. But total employment was also down, from 8,595,000 to 8,534,800 — a drop of 60,200 jobs over the month. The new result was a slight rise in the seasonally-adjusted unemployment rate, from 9.9 percent to 10.1 percent.

By comparison, in the same month last year, the number employed was 8,620,000, unemployment totaled 691,100 and the unemployment rate was 7.3 percent.

The largest decline in employment between June and July occurred in the education group, where 76,800 non-contract school personnel were laid off for the summer recess. However, total employment in education at 653,200 was still above the 625,100 recorded in July, 1974.

Agricultural employment was down by 11,300 jobs to 329,000 but this was still 13,400 higher than in the same month last year.

Employment in the manufacturing group was down by 6,300 jobs to 1,570,400, bringing the total decline in manufacturing to 139,200 jobs over the year since last July.

The large trade group was relatively unchanged over the month, declining by only 300 jobs to 1,776,700 in July. The other large group, those employed in the services industries, was also relatively unchanged, dropping by only 1,300 jobs to 1,584,400 in July. This was 27,600 more jobs in the services group than in the same month last year.

The construction industry was down by 600 jobs to a July total of 296,900. This was 22,400 above the July 1974 level but at that time a large trade dispute had reduced total employment in the industry.

Offsetting these declines were small increases in other industries. The transportation and utilities group was up by 4,300 jobs to 472,900 and the finance, insurance and real estate group was up by 3,300 to 446,100.

## Paradise I.D. Settlement

Local Union 1245 and the Paradise Irrigation District have agreed to a one year settlement, effective July 1, 1975, which provides for a \$40.00 per month increase for all employees in the bargaining unit. The District will also pay the 30% increase in insurance premium costs for employees and their dependents which covers medical, hospital and eye care.

Also obtained was payroll deduction for Union dues, an increase in standby pay, and District provided flu and poison oak shots, as well as free permits to fish on District property, and prorated insurance benefits for part-time employees.

Union's negotiating committee consisted of Jack Boles and Business Representative Dean Cofer.

## Work Off Those Calories

— Did you ever wonder how much exercise it would take to work off a high-calorie snack like a 12-ounce milkshake? Dr. Frank Konishi, author of *Exercise Equivalents of Foods*, says it would take 81 minutes of walking, 65 minutes of bicycling, 49 minutes of swimming or 42 minutes of jogging to make up for the 420-calorie treat. If you wanted a hamburger (worth 350 calories) to go with the milkshake, you would have to walk for 57 minutes, bicycle for 52, swim for 42 or jog for 35.

# The Safety Scene

## THE VAPOR FUSE

Gasoline doesn't make the world go around—but it makes the western world go.

Ever since the invention of the internal combustion engine, western civilization has run on gasoline—harnessing its horsepower to save labor for humans and horses, to drive and to fly, to cut distance and to cut grass.

And, foolishly, to clean. The U.S. Consumer Product Safety Commission estimates that 25,000 people require hospital emergency room treatment each year for injuries involving flammable liquids. More than half of those injuries are related to the improper use of gasoline, and most of those are burns caused by fires or explosions.

Today, despite the availability of relatively safe and efficient solvents and cleaning agents, people still use gasoline to clean clothes, floors, paint brushes, machine parts—just about anything, in short, that needs cleaning.

In one accident, two women were badly burned when vapor ignited after they used gasoline in a solution to wash their hair.

In another accident last year, a 78-year-old woman watched her grandson use gasoline to remove tar from the hair of his basset hound, "Ollie." Gasoline spilled on the basement floor and the vapor was ignited by the pilot light of a water heater, touching off a flash fire.

The young man wrapped a blanket around his grandmother to smother the flames and took her outside. He used a pillow to smother the flames on Ollie, who then ran away from home.

The grandmother had to be hospitalized for severe burns on her arms and legs. Fire department officials said all three were lucky to be alive.

The National Safety Council's files are filled with enough gasoline-fire case histories to fill this entire newspaper. And though the names and places change, the story is often the same: cleaning the gasoline; gasoline vapor; flash fire from a pilot light, spark or other ignition source; terror, pain, injury or death.

Gasoline is designed to burn. It vaporizes readily and the vapors can be exploded to provide power. But it can't use that power selectively. It isn't like an All-American who can be a tiger on the field and a gentleman away from the stadium. Gasoline will burn on your hands or arms as quickly as it will burn in your car's engine.

What does it take to make gasoline vapor burn? Only air and a source of ignition. You don't have to "shake well" before using or "spray on lightly" or "let set overnight." It's ready to go. Gasoline will produce flammable vapor even when its temperature is lowered to 40 degrees below zero.

Have you ever watched a cat sneak up on its prey? The cat will creep silently across the floor, then explode into action. Gasoline, when improperly used as a cleaning agent, can be a lot like a cat.

Suppose you leave an open container of gasoline on a basement work bench. Because it's heavier than air,

the vapor will sneak down the side of the bench, then creep across the floor to the flame in a furnace or water heater. Gasoline vapor can even seep through small openings such as the cracks under doors between rooms.

When gasoline is wrongfully used for cleaning floors or walls, it is deliberately spread over a large area. By increasing the surface exposed to the air, the amount of vapor is increased and, consequently, the fire and explosion hazard.

Because the pilot light of a furnace or heater is hidden from view, do-it-yourselfers frequently forget about it as an ever-present source of flame and ignition.

Even more of a problem than the pilot light is the burner, because of its heavy demand for oxygen. Air currents that flow from various parts of the room to feed the burner carry vapors to it, where it ignites and flashes back to the gasoline with explosive force. The vapor acts as a fuse—a very fast fuse.

An open flame isn't the only source of ignition for gasoline vapor. The electric arc that occurs when you flick a light switch or pull an electric plug out of a wall socket can ignite vapor. So can the sparks from an electric drill's motor.

As you can see, it's easy to start a fire with gasoline—that's what it's made for. But fortunately, it's even easier to follow this precaution:

**Don't use gasoline for cleaning!**

Instead, use a product that won't produce flammable vapor below 100 degrees Fahrenheit, such as mineral spirits.

Gasoline burns clean in an engine. But when you clean with it, it can play a pretty dirty trick on you and your family.

### WHAT TO LOOK FOR IN A SOLVENT

Water is nature's safest solvent. When mixed with soap or detergent, it will clean most things. But it won't clean a greasy auto part or a brush filled with oil-base paint. It usually takes a petroleum distillate to cut through gummy grease and most paints, varnishes and lacquers.

The problem is to choose a solvent that does the cleaning job with minimum fire and health risk. Gasoling and carbon tetrachloride are good solvents, but one is extremely flammable and the other highly toxic.

Chemists who work with solvents agree that the safest all-around agent is mineral spirits. If you purchase a solvent from your local hardware store or from one of the mail order houses, you will probably get mineral spirits in some form. It may be called safety solvent naphtha or high-flash naphtha. If none of these words appears on the label, look for the cautionary word, "combustible." That word means that the product will not produce flammable vapors at under 100 degrees, making it relatively safe to use under most household conditions. If possible, avoid products labeled "flammable." They present more of a fire hazard.

Finally, remember that the flammability, as well as toxicity, of vapors depends on their concentration. So when you use any petroleum-based solvent, remember to provide plenty of ventilation. Fresh air dilutes the hazardous vapors that threaten health and safety.

The pictures on this page show workers in Hong Kong plastering the outside of a building approximately 37 stories high.

This is how an employer in Hong Kong provides a safe place of employment for his workmen through utilization of safety devices such as, safety harnesses and lanyards, barricades or railings to prevent the people from working outside of the cage, and so forth. But the coolest item of all, is the scaffolds or "cages" the workmen are in, (or out of) are made of Bambo and are held together with lashing.

