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 for 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 on the Supreme Court has changed to a more conservative point of view with the appointment of Burger, Blackman, Powell and Requist. With Justice Requist 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 injury, which is an industry problem.

The spirit of Labor Day, which is to honor the working men and women of our Nation, will be somewhat dampered because of the spectrum of high unemployment and inflation which is erasing the gains made in the standard of living of the average American.
1975 Local Union 1245 Scholarship Winner Announced

Mark R. Gueld, son of Local 1245 member Rose Gueld, has been announced as the winner of the annual scholarship contest, together with the rules and application. Mark Gueld 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 - Berkeley
   "Why are Labor Unions Important to the Political Structure of the United States?"

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 - Jose C. Lemos - California State College, Sonoma, Rohnert Park
   "What Should be Labor's Position on Nuclear Generation?"

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: Facts or Fantasy?"

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 Gueld submitted the best essay. Mr. Gueld 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. Gueld 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

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 kinds of 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 Sandol, Wayne Weaver, Richard Robuck and Dale Turman.
Governor Edmund G. Brown Jr. last week made 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 8.

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 proceedings. Local 1245 feels that the selection of Joe Grodin was an excellent choice and we wish to congratulate Joe on his appointment.

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. The amendment is "nursery," Tunney said. Because of a Supreme Court Decision, Allied Chemical and the Board Workers of America, Local Union No. 1 vs. Pittsburgh Plate Glass Company stated retirees' benefits do not need to be considered in bargaining with unions.

"I think the Court has ignored the intent of Congress as well as previous decisions of the National Labor Relations Board which indicates 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 an 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 rampant 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 have the individual will have to pay the difference between what Medicare pays and the doctor charges.

Free Physician Choice Measure Gains Approval

The California Labor Federation sponsored bill to permit workers a 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 Cusano (R-Woodland Hills), Bill Greene (D-L.A.), Robert Presley (D-Riverside).

"No" votes came from Senators Newton Russell (R-Grendale) and John Stull (R-Encino-El Segundo).

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.

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 stribeckers;
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;
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 protecting 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.

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 Her comments were in rebuttal to SB 719, the anti-scab bill passed the State Senate and the Assembly Labor Relations Committee. It is now on the Assembly floor.

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 you that we will empty those women's jobs than by attacking the seniority system."
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 from 1 to 15 and item 17 must always be completed.

NOT SCHOOL YEAR. Enter school year, fall term, semester.

B. NUMBER OF LESSONS FOR WHICH STUDENT IS ENROLLED (Include years, quarters, terms, semesters, etc.)

C. TYPE OF TRAINING

(1) FOR FLIGHT TRAINING – Student has private pilot’s license and required Medical Certificate is on file in this institution.

(2) FOR FLIGHT TRAINING – Student NOT holding a private pilot’s license but the training is being provided in accordance with Part 61 of the Federal Aviation Regulations (FAR’s). This training is being provided to prepare the student to obtain a private pilot’s license and associated medical certificate.

(3) FOR FLIGHT TRAINING – Student is preparing for or is actively engaged in an approved course of study to obtain a private pilot’s license and associated medical certificate.

D. TOTAL CHARGES

(Complete items 4-7) (Complete items 4, 5, 10 and 11)
photostatic copy of your DD 214, present all of these documents to Company's representative to be submitted to the VA. 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 15, 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
Montebello 521-2910
Monterey 649-3550
Palo Alto 321-5615
Sacramento 929-5863
Salinas 663-3000
San Jose 998-7737
Santa Rosa 544-3520
Stockton 948-8860
Vallejo 552-1556
WATS
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
REQUEST FOR CHANGE OF PROGRAM OR PLACE OF TRAINING
(Under Chapter 34, Title 38, U.S.C.)

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.

1. NAME OF APPLICANT

2. VA FILE NUMBER

3. Mailing ADDRESS (No. and street or route, city or P.O., State and Zip Code)

4. VA OFFICE WHERE RECORDS ARE LOCATED (If known)

5. PHONE NUMBER

6. ARE YOU NOW ON ACTIVE DUTY IN THE ARMED FORCES?

7. DATE ACTIVE DUTY BEGAN

8. DO YOU EXPECT TO RECEIVE EDUCATIONAL BENEFITS FROM THE ARMED FORCES OR THE PUBLIC HEALTH SERVICE DURING THIS PERIOD OF EDUCATION?

9. NAME AND ADDRESS OF PRESENT OR LAST SCHOOL OR TRAINING ESTABLISHMENT ATTENDED UNDER CHAPTER 34

10. TERMINATION DATE (If change of program or place of training period in item 9)

11. REASON FOR CHANGING COURSE OR PLACE OF TRAINING

12. IF YOU WOULD LIKE TO ATTEND A PROGRAM OF EDUCATION AND ENROLLMENT INFORMATION

13. IF YOU HAVE SELECTED YOUR PROGRAM, WHAT IS THE FINAL EDUCATIONAL, PROFESSIONAL, OR VOCATIONAL GOAL YOU PLAN TO REACH WITH THE PROGRAM FOR WHICH YOU ARE APPLING (Highest degree or institution)

14. LIST THE COURSES OR DEGREES REQUIRED TO ATTAIN OBJECTIVE SHOWN IN ITEM 13. (Include diploma, degree, or vocational course)

15. EDUCATION OR TRAINING WILL BE

16. NAME AND ADDRESS OF SCHOOL OR TRAINING ESTABLISHMENT

17A. HAVE YOU BEEN ACCEPTED BY THIS SCHOOL AND NOTIFIED WHAT YOU INTEND TO ENROLL?

17B. DATE YOUR PROGRAM WILL BEGIN (Month, day, yr.)

17C. NO. OF CREDIT OR CLOCK HOURS FOR WHICH YOU WILL ENROLL DURING THE FIRST QUARTER, TERM OR SEMESTER

17D. NAME AND ADDRESS OF PERSON WHO WILL BE RESPONSIBLE FOR YOUR CREDIT OR CLOCK HOURS

17E. IF ENROLLING ON A TERM BASIS, WILL YOU ATTEND FALL, WINTER, SPRING, OR SUMMER SESSIONS?

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 and rank of branch of service)

INFORMATION REGARDING PRESENT DEPENDENTS (Veterans only)

20A. MARRITAL STATUS (Check one)

20B. DATE AND PLACE OF MARRIAGE

20C. WIFE'S MAIDEN NAME OR SECOND NAME

21A. HAVE YOU HAD ANY PREVIOUS MARriages?

21B. DATE OF BIRTH (Month, day, year)

21C. NO. OF CREDIT OR CLOCK HOURS FOR WHICH YOU EXPECT TO GRADUATE (Month, day, yr.)

22A. NAME AND ADDRESS OF PERSON HAVING CUSTODY OF CHILD

22B. DATE OF BIRTH (Month, day, year)

22C. PLACE OF BIRTH

23. HAS YOUR SPOUSE HAD ANY PREVIOUS MARRIAGES?

24A. FULL NAME OF CHILD

24B. DEPENDENTS' NAME

24C. PLACE OF BIRTH

25A. ARE EITHER YOUR FATHER OR MOTHER DEPENDENT ON YOU FOR SUPPORT?

25B. NAME AND ADDRESS OF PARENT'S DEPENDENT

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 (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:

<table>
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<th>Period of Training</th>
<th>No. Dependent</th>
<th>One Dependent</th>
<th>Two Dependent</th>
<th>Each Additional Dependent</th>
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<td>$196</td>
<td>$220</td>
<td>$240</td>
<td>$10</td>
</tr>
<tr>
<td>2nd 6 months</td>
<td>147</td>
<td>171</td>
<td>191</td>
<td>10</td>
</tr>
<tr>
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<td>98</td>
<td>122</td>
<td>142</td>
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<td>49</td>
<td>73</td>
<td>93</td>
<td>10</td>
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Utility Reporter—August 1975—Page Five
IBEW Ninth District Progress Meeting Held


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 benefit 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 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 Roback, Treasurer, Manuel Mederos, Board Member, Business Representative Ed Buchanan, Jack McNally, Frank Quadros and Corb Wheeler.

Utility Reporter—August 1975—Page Six
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 employees with provisions for reopening all wages if the cost of living increases 9.4% in 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 employees and dependents effective July 1, 1976 with the full cost to be met 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 layoff to bump back into their former classifications.
4. Improvements in the grievance procedure for speedier resolutions.
5. Established inclement weather provisions.

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 progress of black and other minorities made since the war. The problem has been compounded by the strong economic growth policies of Presidents Kennedy and Johnson.

During the 1960s, 87 months of uninterrupted prosperity brought the unemployment rate down to 3.4% by the time Richard Nixon left office. But that figure is 8.6%. 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 workers who had never before known economic opportunity were now at work. But since 1969, when Richard Nixon instituted his "tight-money" policy to slow inflation, both women and minority workers have lost their jobs or are facing layoffs. 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. But instead of protesting the job shortage, many have persuaded themselves that (1) the unemployment is due to lack of "affirmative action" programs and (2) by wrecking the seniority system under which workers who have given the most years to their jobs are the last to be laid off, 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 work-force 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.

The utilization of plant seniority to determine who will be upgraded, promoted and transferred, reduces retrenchment to a job.

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

The antidote to recession is not destruction of the seniority system but creation of jobs. The seniority system is destroyed if it is created only 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 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. Working-shorts 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. Only a program that 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.

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 2.5% retroactive to December 1975. Both increases were made on certain of the beginning classifications below the Journeyman level and above, to be effective July 1, 1976 with the full cost to be met by the City.

In March 1976 the Union and Management presented a proposal for an additional 6-1/4% increase effective November 1, 1976. At that time the Local negotiated an overall 8.9% increase in wages. 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 upgrading, promotion and transfers were removed. But since 1969, when Richard Nixon instituted his "tight-money" policy to slow inflation, the work-force has been reduced. 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. But instead of protesting the job shortage, many have persuaded themselves that the unemployment is due to lack of "affirmative action" programs and by wrecking the seniority system under which workers who have given the most years to their jobs are the last to be laid off, the work-force is reduced.

"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 37,300 from the record high of 1,021,200 in January. But total employment was also down from 8,950,000 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%.

The largest decline in employment between June and July occurred in the education group, where 76,800 non-teaching jobs were lost. This was the third straight month of decline and brought the total unemployment 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 by the City of Berkeley, also was relatively unchanged, dropping by only 1,300 jobs to 1,584,400 in July. This was 27,600 more jobs in the service group than in the same month last year.

The construction industry was down by 600 jobs to a July total of 296,900. The transportation and utilities group was down by 4,300 jobs to 296,900. 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 beginning on 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 same 3% increase in insurance premium costs for employees and their dependents which covers medical, hospital and eye care.

Union's negotiating committee consisted of Business Representative Richard Nixon and Union's negotiating committee consisted of 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 a recent study, said that 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, cycle for 52, swim for 42 or jog for 35.

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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—har-
matically designed 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 in your car’s engine. Gasoline is designed to burn. It takes a petroleum distillate to cut through gummy grease and most paints, varnishes and lacquers. When mixed with soap or detergent, it cleans 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. Gasol
ine 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. 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.

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.