



utility reporter

VOL. XXIV NO. 1

OAKLAND, CALIFORNIA

JANUARY, 1976

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



PG&E Negotiations stalled, Committees evaluating positions

Since the last issue, the negotiating committees for Local Union 1245 and Pacific Gas and Electric Company have had four meetings - December 23, 1975, and January 6, 13 and 16, 1976. This makes a total of nine meetings between the parties to date.

The primary issue standing in the way of agreement between the parties is PG&E's proposal for restructuring the wage progressions for "D" and "C" Clerks, including the freezing of the first five steps in the "D" Clerk wage progressions.

Company originally proposed to reduce the wage progression for "D" Clerks and equivalent from five years to three years, with expansion of the wage progressions for "C" Clerks and equivalent from eighteen months to forty-two months. Company also proposed freezing the entry level wage rate for Meter Readers, together with revisions of the rates to be paid to the various levels in the wage progression.

During the course of negotiations the parties have exchanged various proposals, including job definitions, restrictions on "D" Clerk duties, etc. Union, in an effort to reach agreement, counter-proposed a modified restructuring which provides for a four year wage progression for "D" Clerks and an increased progression for "C" Clerks from eighteen to thirty months, with an overlap of two steps which would reduce the total time for progression from the bottom of "D" to the top of "C" by six months if an employee is promoted from the top of the "D" to the appropriate step of the "C" after six months at the top of the "D".

In exchange for such restructuring, Union proposed a modification of the Clerical Grade Index Plan which

would have the effect of reclassifying some current "D" jobs to "C".

At press time the basic area of disagreement between the parties regarding this proposal is the number of points by which the "C" Clerk range in the Clerical Grade Index Plan would be reduced.

Company originally proposed that the entry level of certain physical beginning classifications - Choreman, Routine Hydro Clerk, Routine Plant Clerk, Routine Shop Clerk-G.C., Engineer's Aide-G.C., Garageman, Gardener, Groundman (not including G.C.), Helper (not including G.C.), Pipeman, Night Groundman and Janitor, together with a number of single rated classifications, be frozen. While the parties have discussed the matter of physical starting rates, the actual positions of the parties have not been firmed up.

The last meeting was further complicated by Company proposing the application of the freeze to five additional classifications - Assistant Compressor Plant Operator, Auxiliary Operator, Materials Man, Operator in Training and Terminal Operator.

The general wage increase has not been discussed further than the previously reported positions of the parties. Company's offer of 7.6% and Union's proposal of 12.5% remains unchanged.

Negotiations were recessed on January 16, 1976, to permit the two negotiating committees to consult with their principals. Union's committee consulted with the Local Union Executive Board which gave the negotiating committee a vote of confidence and instructed them to continue bargaining and seek a package for submission to the membership.

Inter-Union Gas Workers Conference



The above photo is a "wide angle" view of a majority of the participants in the Inter-Union Gas Workers Conference. See page three for more photos.

Impasse at SMUD

On Thursday, December 18, 1975, SMUD's negotiating committee made an offer of settlement to this year's negotiations which the Union agreed to submit to its membership for consideration on December 21, 1975, but would not recommend. Local Union 1245 membership employed by the Sacramento Municipal Utility District rejected that offer by a vote of 261 to 57.

In early morning negotiations on Monday, December 22, 1975, the Union and District returned to the bargaining table and reached a compromise agreement contingent upon approval by Union's membership and SMUD's Board of Directors. Upon reaching this compromise agreement, SMUD's negotiating committee met in closed session with the District's Board of Directors. After several hours, a public meeting was held at which time the Board of Directors, over the Union's objections, unilaterally passed a Wage and Benefit Resolution which adopted the District's offer which had been overwhelmingly rejected by Union's membership.

Provisions of the District's offer which were implemented by the Board of Directors included an 8% general wage increase which was effective on December 22, 1975, and a District paid dental plan for hourly-rated employees and their dependents, to be effectively approximately April 1, 1976. Also included was an increase in the mileage allowance, District payment of 75% of the Kaiser rate increase to be effective January 1, 1976, and expansion of the rest period rule of double time penalty for working into a rest period - this to include non-work days as well as regular work days. Replacement items added to the Tool Replacement Policy were shanks for Lineman and Tree Trimmers and nut and bolt bags for Linemen.

Union called special meetings for Tuesday, December 23, 1975, to inform the membership of the Board's action and to explain the existing alternatives. Union's membership passed a motion directing the negotiating committee to exhaust all legal means to reach agreement with the District and, at the same time, set January 7, 1976 as a date for the negotiating committee to report back and to take whatever action the membership feels appropriate.

In a letter dated Friday, December 26, 1975, Union charged SMUD with meeting and conferring in bad faith and strongly suggested that the Union and the District return to bargaining. On that same date, Union advised the California State Conciliation Service of the situation and requested that body's assistance in trying to reach a mutually satisfactory agreement between SMUD and Local 1245.

On Monday, December 29, 1975, SMUD notified Union of its willingness to resume negotiations on January 2, 1976, with assistance of a State Conciliator.

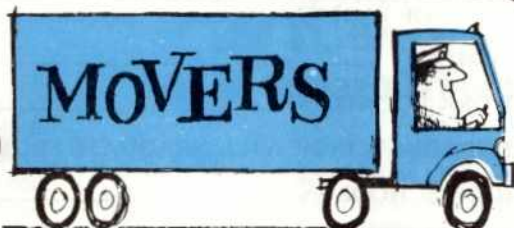
The parties met on January 2, 1976 and after a short time SMUD made it crystal clear that they had nothing other than a possible restatement of its proposal to offer. The State Conciliator then declared an impasse.

On January 7, 1976, Unit 3911, with later approval of Unit 3912, directed the negotiating committee to continue to attempt to negotiate in good faith and try to reach agreement with the District. The question of any future action to take a strike vote was left in the hands of the Negotiating and Executive Committees.

Members of Union's negotiating committee are Tim Curtis, Dick Daugherty, John Hall, Jack Noble, Tom Smiley and Bill Taylor, together with Business Representative Al Wolf with assistance from Senior Assistant Business Manager Mert Walters.

At this writing Union's committee is continuing its efforts to find a means to resume bargaining.

... HAVE
YOU
MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

SOCIAL SECURITY # _____

RETURN TO:

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

Appointments

Delegates

INTER-UNION GAS WORKERS CONFERENCE

L.U. OFFICERS: L.L. Mitchell, H. Darington, J. Offersen, E. Horn, M. Mederos, D. Turman, G. Marley, R. Robuck

SIERRA PACIFIC POWER COMPANY: Jay Killgore, Gas Serviceman - Ron Borgognone, Light Crew Foreman

PACIFIC GAS & ELECTRIC COMPANY: Jim Dietz, Light Crew Foreman - Paradise, Pamela Jackson, Clerk C - San Mateo, Jim McCauley, Light Crew Foreman - Oakland, Warren Manley, Gas Mechanic - San Francisco, Gary Abrahamson, Corrosion Mechanic - Oakland

UTILITY CONFERENCE

L.U. OFFICERS: L.L. Mitchell, H. Darington, J. Offersen, V. Loveall, M. Mederos, R. Robuck

BUSINESS MANAGER'S STAFF: M. Walters, D. Cofer, O. Owen, J. McNally

PENSION, PROFIT SHARING AND OTHER DEFERRED COMPENSATION PLANS COURSE

BUSINESS MANAGER'S STAFF: J. McNally

OCCUPATIONAL ALCOHOLISM PROGRAM

L.U. OFFICERS: G. Marley, E. Horn, D. Turman

Negotiating Committee

OROVILLE-WYANDOTTE IRRIGATION DISTRICT

Truman M. Journey and Robert I. Warka

Ballot Committee

SOHNER TREE BALLOT COMMITTEE

William M. Wisler, R. Mitchell and C. Wheeler

Local 1245 and City of Alameda Settle

Results of negotiations between Union and the City of Alameda were ratified by the membership employed by the City on December 15, 1975.

The 1 year Agreement provides for a 5% general wage increase effective January 1, 1976, bringing the Lineman rate to \$8.33 per hour, plus 80% of the cost of living increase between January and July, 1976, to be effective July 1, 1976. An inequity adjustment of 5% for all classifications below Apprentice for employees with ten or more years of service was added prior to the general wage increase.

Other improvements include increased vacation allowance at an earlier date and, with the approval of supervision, birthday holiday may be taken any time during the calendar year in which the birthday falls.

Dental Plan coverage was increased to full family with no deductible and a \$1,000 maximum per patient per calendar year, with the City paying all

premiums. The Medical Plan was also increased to full family coverage with the City paying the full premium.

The Agreement includes a "buy back" provision for up to 30% of unused sick leave upon voluntary termination for employees with ten or more years of tenure. The Agreement also now includes a tool replacement provision, and employees will be paid double time for all hours work on official holidays.

Union's negotiating committee members were Daryl A. Lyerla, Ralph Murphy, Robert P. Viera and Business Representative Veodis Stamps.

Attend Unit Meetings

Local 1245 Renews Competitive Scholarship Contest

The Executive Board of Local 1245, IBEW, has announced the eighth annual competitive scholarship contest.

The purpose of this contest is to provide a grant in aid for scholarships to college, thereby making financial assistance available toward the attainment of a higher education.

- The grant will be as follows: \$250.00 per year for four (4) years, as long as a C (2.0) average is maintained and the parent maintains their membership in good standing in Local Union 1245.
- In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted or the legal ward of a member of Local Union 1245. You must also be a high school senior who has graduated or is graduating in 1976. A copy of your diploma or a letter from your high school stating that you will graduate in 1976 must be attached to your scholarship application.
- The Scholarship Grant will be made only to that candidate who intends to enroll in any college certified by their State Department of Education and accredited by the local Accrediting Association. Applications may be secured by addressing the Recording Secretary of Local Union 1245 or by calling the Union Office or by using the form printed in the Utility Reporter.
- Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.
- All applications shall be accompanied with a written essay, not to exceed five hundred (500) words, on the subject "Nuclear Power Plants — Is There An Alternative Now?"
- Essays should be submitted on 8½"x11" paper, on one side, preferably typed and doubled spaced with applicant's written signature at the conclusion of the essay.
- Applications and essays must be mailed to I.B.E.W. Local Union 1245, P.O. Box 4790, Walnut Creek, California 94596, by registered or certified mail only, and be received no later than 10:00 a.m. on Wednesday, March 31, 1976.

APPLICATION
for
LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL-CIO, COMPETITIVE
SCHOLARSHIP CONTEST

Sponsored by
LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

P. O. Box 4790 Telephone
Walnut Creek, California Area Code 415
94596 933-6060

DATE _____

I hereby make application to enter the Competitive Scholarship Contest sponsored by Local Union 1245, I.B.E.W., AFL-CIO:

NAME _____ Date of Birth _____
(Last) (First) (Init.)

ADDRESS _____ Home
(Street) (City) (State) (Zip#) Tel. _____

NAME OF PARENT _____

COMPANY _____

WORK LOCATION _____

I GRADUATED OR WILL GRADUATE FROM _____

HIGH SCHOOL IN _____


WHICH IS LOCATED AT _____

I EXPECT TO ATTEND _____ COLLEGE OR SCHOOL
LOCATION _____

(Candidate's Signature)


This is to certify that I am a member in good standing of Local Union 1245, I.B.E.W. and the Candidate, whose name is signed to this application is my _____ and will graduate during the term ending _____ 1976.

Parent's signature and Card No.



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

Inter Union Gas Workers Conference



The photos shown above and below give a closer view of some of the conference participants.



Shown above are some of the members of the gas-service workshop held on the second day of the conference.



President Howard Darington, left, and Bus. Mgr. Mitchell are shown discussing proposed conference by-law changes during the coffee break.

Local 1245 and City of Santa Clara settle

On December 24, 1975, Local 1245 members employed by the City of Santa Clara ratified the results of 1975 negotiations.

The 1 year Agreement provides for a 12% general wage increase to be paid the first pay period in January of 1976, which brings the Lineman rate to \$8,478.

A cost of living adjustment based on the increase in the San Francisco/Oakland CPI from October 1975 to March 1976 will be effective the first pay period of July, 1976.

Inequity adjustments were made for the Senior Electric Estimators and the Line Truck Drivers. Duties of Line Truck Drivers were also adjusted to include those of Equipment Operator,

bringing this work back into the I.B.E.W. bargaining unit.

In addition, the City is to provide life insurance in the amount of \$25,000 and fully paid medical insurance for employees and dependents. The Agreement includes a long term disability plan providing for 66-2/3% of employee's monthly salary after 60 days for 2 years with a maximum of \$1500 per month. The City will pay an additional \$3.00 per month for dental insurance.

Employees with ten years of service will have an additional holiday - Friday after Thanksgiving.

Serving on Union's negotiating committee were Robert Behrke, Howard E. Peterson and Business Representative Orville Owen.



Ronald T. Weakley, former Bus. Mgr. of Local 1245, is shown prior to introduction as guest speaker. Ron is with the U.S. Dept. of Labor as Asst. Director in charge of ERISA.



This photo shows OSHA representative Ken Larson as he answers questions posed by the delegates.

Agreement reached between Local 1245 and Truckee Donner Public Utility Dist.

Members of Local 1245 employed by the Truckee Donner Public Utility District ratified results of 1975 negotiations on November 18, 1975.

The one year Agreement, effective June 1, 1975, provides an 8.5% general wage increase, bringing the Lineman rate to \$7.90 per hour.

New classifications of General Clerk Trainee, Temporary Clerk and Bookkeeper were added and a new job description for the Water Department Working Foreman was agreed upon. Top wage rate for General Clerk is 5.83 and Bookkeeper is \$6.09, each with a three year progression.

Members now have a new medical insurance program, 85% of the premium paid by Company for employee and dependents. A new maternity leave section was added to the Agreement as well as a new section on upgrades which provides for the higher rate on upgrades, but if employee works in a lower classification, pay will not be reduced.

Language was clarified in the leave of absence section and the funeral leave section. Employees who accrued sick leave prior to June 19, 1973 will be paid for all unused sick leave on the books.

Members of Union's negotiating committee were Bruce Grow and Business Representative John Stralla.



L. L. Mitchell, Business Manager and Financial Secretary, is shown reporting to the conference on recent arbitration decisions and current problems in bargaining.

Negotiations Completed between MID and 1245

Negotiations between Union and District on the wage opener of the third year of a three year Agreement were ratified by the membership employed by Merced Irrigation District.

Inequity adjustments were made in the classifications of Pump Foreman, Maintenance Foreman, Shop Foreman, Weed Control Foreman, Pump Electrician, Nightman and Warehouseman. These increases were applied prior to the general wage increase of 8% which was effective January 1, 1976.

The classifications of Groundman I and II were combined into a single wage progression of Equipment Groundman.

Union's negotiating committee was composed of Al Mancebo, Charlie Winder, Gene Victor and Business Representative John T. McManus.

Teleprompter of Los Gatos and Local 1245 settle

Negotiations between Company and Union were completed on December 16, 1975, and Union's membership employed by TPT of Los Gatos ratified the results on January 6, 1976.

The two year Agreement provides for a general wage increase of 8-10%. Two additional holidays were gained as well as improvements in the grievance procedure and standby provisions.

The language of the Agreement was changed to conform to all the other Teleprompter Agreements with Local 1245.

Members of Union's negotiating committee were Jack Torrez, Business Representative Jack Hill and Assistant Business Manager John J. Wilder.

MYRON W. FULLER

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

1976 - Attend your Local 124

San Joaquin

				Feb	Mar	Apr	May	June	
1111	FRESNO Eagles Hall 1528 Van Ness	Chairman: J. Airheart	Tuesday 7:30 p.m.		3	2	6	4	1
1112	BAKERSFIELD Central Labor Council 200 W. Jeffrey	Chairman: R. Foxe	Thursday 7:30 p.m.		12	11	15	13	10
1113	MADERA Malik's Lounge 427 So. Gateway	Chairman: R. Hatcher	Thursday 7:30 p.m.		5	4	8	6	3
1116	CORCORAN Club Room 901 Chittonden	Chairman: F. Richmond	Thursday 7:30 p.m.		19	18	22	20	17
1117	WASCO Power Club 1101 12th St.	Chairman: T. Caterlin	Wednesday 7:00 p.m.		11	10	14	12	9
1118	CRANE VALLEY Power House No. 2 Office	Chairman: E. Prindiville	Tuesday 7:30 p.m.		10	9	13	11	8
1119	BALCH Power House	Chairman: R. Kramer	Wednesday 6:30 p.m.		11	10	14	12	9
1120	SELMA Masonic Lodge 2012 High	Chairman: R. Clark	Tuesday 5:00 p.m.		17	16	20	18	15
1121	COALINGA Power Club Jayne & Merced Ave.	Chairman: E. C. Lucero	Wednesday 7:30 p.m.		18	17	21	19	16
1123	MERCED Pine Cone Coffee Shop 2000 E. Childs	Chairman: N. S. Covert	Tuesday 7:30 p.m.		10	9	13	11	8
1124	LOS BANOS Fireman's Hall 520 "J" St.	Chairman: F. Wright	Wednesday 7:30 p.m.		11	10	14	12	9

Coast Valleys

				Feb	Mar	Apr	May	June	
1219	HOLLISTER Paine's Restaurant 421 East	Chairman: T. Thompson	Monday 7:00 p.m.		2	8	5	3	7
1211	SALINAS American Legion Hall 14 W. Laurel Drive	Chairman: J. Smith	Tuesday 8:00 p.m.		3	9	6	4	8
1212	MONTEREY Carpenters' Hall 778 Hawthorne	Chairman: M. Vela	Wednesday 7:00 p.m.		4	10	7	5	9
1218	LOMPOC 514 South I St.	Chairman: C. Centeno	Monday 7:30 p.m.		9	15	12	10	14
1217	PASO ROBLES Elks' Lodge 1420 Park Street	Chairman: J. St. John	Tuesday 7:00 p.m.		10	16	13	11	15
1215	SAN LUIS OBISPO Elks' Lodge 222 Elk Lane	Chairman: A. Moore	Wednesday 8:00 p.m.		11	17	14	12	16
1216	SANTA MARIA Vandenberg Inn 1316 So. Broadway	Chairman: J. Herrmann	Thursday 8:00 p.m.		12	18	15	13	17

Pipe Line

				Feb	Mar	Apr	May	June	
1311	BARSTOW Desert Inn 25210 West Main St. Barstow	Chairman: W. Blevins	Thursday 4:45 p.m.		5	4	8	6	3
1312	NEEDLES Employees Club Room C.P.U. Service Center	Chairman: A. Frazier	Wednesday 5:15 p.m.		4	3	7	5	2

San Jose

				Feb	Mar	Apr	May	June	
1501	SAN JOSE CLERICAL Clover Hall 99 N. Bascom	Chairman: Barbara Symons	Thursday 8:00 p.m.		5	4	1	6	3
1511	SAN JOSE Clover Hall 99 N. Bascom	Chairman: D. Ailor	Tuesday 8:00 p.m.		17	16	20	18	15

San Jose - Continued

				Feb	Mar	Apr	May	June	
1512	BELMONT Good Shepherd Hall 1336 5th Avenue	Chairman: J. Morgan	Wednesday 8:00 p.m.		11	10	14	12	9
1513	SANTA CRUZ Arion Hall 230 Plymouth St.	Chairman: R. L. Thomson	Tuesday 8:00 p.m.		10	9	13	11	8
1514	SAN JOSE AREA - G.C. Clover Hall 99 N. Bascom	Chairman: Bill Twohey	Tuesday 8:00 p.m.		3	2	6	4	1

				Feb	Mar	Apr	May	June	
2301	EAST BAY CLERICAL Golden Gate Lanes El Cerrito	Chairman: Enid Bidou	Tuesday 5:30 p.m.		17	16	20	18	22
2311	OAKLAND Edgewater-Hyatt House 455 Hegenberger Road	Chairman: R. Sherbourne	Tuesday 5:00 p.m.		3	2	6	4	1
2312	EAST BAY AREA - G.C. Edgewater-Hyatt House 455 Hegenberger Road	Chairman: R. Brewer	Wednesday 5:30 p.m.		11	10	14	12	9
2314	HAYWARD Elegant Ranch 22865 Atherton	Chairman: J. Obermeyer	Wednesday 8:00 p.m.		11	10	14	12	9
2315	LIVERMORE Eagles' Hall 525 N. Livermore Ave.	Chairman: J. Donahue	Thursday 7:30 p.m.		5	4	1	6	3
2316	CONCORD I.B.E.W. Hall Pacheco	Chairman: R. Bennett	Thursday 8:00 p.m.		12	11	8	13	10
2317	ANTIOCH Antioch Women's Club 509 "G" Street	Chairman: P. Nelson	Tuesday 8:00 p.m.		10	9	13	11	8

San Francisco

				Feb	Mar	Apr	May	June	
2401	SAN FRANCISCO CLERICAL Sheraton Palace Hotel Mkt. & New Montg.	Chairman: F. S. Carrillo	Wednesday 5:30 p.m.		11	10	14	12	9
2412	SAN FRANCISCO War Memorial Center 6655 Mission Street Daly City	Chairman: R. Fitzsimmons	Wednesday 7:30 p.m.		4	3	7	5	2

Stockton

				Feb	Mar	Apr	May	June	
2513	JACKSON Carpenter's Hall 1/2 Mi. S. Hwy. 49	Chairman: M. Parker	Tuesday 7:00 p.m.		3	2	6	4	1
2512	ANGELS CAMP Veteran's Building Main Street	Chairman: N. Hewett	Wednesday 5:00 p.m.		4	3	7	5	2
2511	STOCKTON I.B.E.W. #591 Hall 427 W. Fremont	Chairman: F. Prescott	Thursday 7:00 p.m.		5	4	1	6	3
2517	SONORA I.O.O.F. Hall	Chairman: W. Algeo	Tuesday 7:30 p.m.		10	9	13	11	8
2515	MODESTO Sundial Lodge Rm. #138 808 McHenry	Chairman: J. Simmons	Wednesday 7:30 p.m.		11	10	14	12	9
2516	LODI Sr. Citizen's Hall 113 N. School Street	Chairman: A. Goehring	Thursday 7:30 p.m.		12	11	8	13	10
2514	TRACY Norm's Pizza Parlor 2227 Tracy Blvd.	Chairman: C. Schleiss	Tuesday 7:30 p.m.		17	16	20	18	15

Humbolt

				Feb	Mar	Apr	May	June	
3111	EUREKA Veterans' Mem. Bldg. 10th & H Streets	Chairman: H. Daxington	Tuesday 7:30 p.m.		17	9	13	11	8
3112	GARBERVILLE-WEOTT Veterans' Hall Conger & Locust	Chairman: C. R. Gordon	Thursday 5:00 p.m.		19	11	15	13	10

5, IBEW Unit Meeting! - 1976

Shasta

			Feb	Mar	Apr	May	June
3212	REDDING Holiday Inn 1900 Hilltop Road	Chairman: R. M. Hafner	Tuesday 7:30 p.m.	3	2	6	4 1
3211	RED BLUFF Elks Lodge No. 1250 355 Gilmore Road	Chairman: H. Iness	Thursday 7:30 p.m.	5	4	8	6 3
3216	TRINITY New York Hotel Weaverville	Chairman: L. Wells	Tuesday 7:30 p.m.	10	9	13	11 8
3213	BURNEY Woodworker's Hall	Chairman: A. L. Beebe	Thursday 7:30 p.m.	12	11	15	13 10

De Sabla

			Feb	Mar	Apr	May	June
3412	QUINCY P.G. & E. Service Cntr.	Chairman: Dave Ostrander	Monday 7:30 p.m.	9	8	12	10 7
3417	PARADISE Veterans' Memorial Bldg. Skyway	Chairman: G. E. Van Buren	Tuesday 7:30 p.m.	10	9	13	11 8
3411	CHICO Retail Clerk's Hall First & Sheridan Ave.	Chairman: H. R. Arbuckle	Wednesday 7:30 p.m.	11	10	14	12 9

Drum

			Feb	Mar	Apr	May	June
3511	AUBURN BPOE No. 1691 195 Pine Street Auburn	Chairman: P. Harrigan	Thursday 7:30 p.m.	19	18	15	20 17
3513	GRASS VALLEY Elks Hall 129 1/2 Pine Street Nevada City	Chairman: R. M. Butler	Wednesday 7:30 p.m.	18	17	21	19 16

Colgate

			Feb	Mar	Apr	May	June
3611	MARYSVILLE Labor Temple Bridge & Sutter Sts.	Chairman: Larry Casserly	Tuesday 5:30 p.m.	17	16	20	18 15
3613	OROVILLE Eagles' Hall Meyers & Montgomery	Chairman: Gary Hall	Thursday 7:30 p.m.	19	18	15	20 17

North Bay

			Feb	Mar	Apr	May	June
3712	SANTA ROSA Labor Center 1706 Corby Avenue Santa Rosa Ave. Off Ramp	Chairman: C. R. Morgan	Tuesday 8:00 p.m.	3	2	6	4 1
3714	UKIAH Ukiah Grange South State	Chairman: W. C. Teach	Thursday 8:00 p.m.	5	4	1	6 3
3716	NAPA Pancake House Soscol Avenue	Chairman: Wm. B. Balsley	Tuesday 8:00 p.m.	10	9	13	11 8
3717	FORT BRAGG - PT. ARENA Presbyterian Church Pine and Main Fort Bragg	Chairman: D. C. McDonell	Wednesday 5:00 p.m.	4	3	7	5 2
3711	MARIN COUNTY Sams 209 Third St. San Rafael	Chairman: Al Simontacchi	Thursday 7:30 p.m.	12	11	15	13 10

Sacramento

			Feb	Mar	Apr	May	June
3811	SACRAMENTO Dante Club 2330 Fair Oaks Blvd.	Chairman: G. Johnson	Tuesday 7:30 p.m.	3	2	6	4 1
3815	SACRAMENTO-DAVIS (G.C.) Dante Club 2330 Fair Oaks	Chairman: M. Harrington	Thursday 7:30 p.m.	5	4	1	6 3
3812	VACAVILLE Chamber of Commerce 400 Monte Vista Street	Chairman: R. Spencer	Thursday 7:00 p.m.	12	11	8	13 10

Sacramento - Continued

			Feb	Mar	Apr	May	June
3813	PLACERVILLE Eagles' Hall 2850 Coloma Street	Chairman: W. Tomlinson	Tuesday 5:00 p.m.	17	16	20	18 15

Irrigation Districts

			Feb	Mar	Apr	May	June
1122	MERCED IRRIGATION DISTRICT Pine Cone Coffee Shop 2000 E. Childs	Chairman: Wm. Soito	Tuesday 7:30 p.m.	17	16	20	18 15
2518	TURLOCK IRRIGATION DISTRICT Divine Gardens Motel 1119 Pedros Road Room 101-C Turlock	Chairman: F. La Chapell	Tuesday 7:30 p.m.	17	16	20	18 15

Sierra Pacific

			Feb	Mar	Apr	May	June
3311	RENO Carpenter's Hall 1150 Terminal Way	Chairman: J. Norlen	Tuesday 7:30 p.m.	3	2	6	4 1
3315	ELY Mt. Wheeler Public Library	Chairman: J. Thomas	Tuesday 7:30 p.m.	17	16	20	18 15

Public Agencies

			Feb	Mar	Apr	May	June
1411	CITY OF SANTA CLARA Clover Hall 99 N. Bascom	Chairman: H. E. Peterson	Thursday 8:00 p.m.	12	11	8	13 10
2211	OAKLAND GENERAL Edgewater-Hyatt House 455 Hegenberger Road	Chairman: H. Dederman	Thursday 5:00 p.m.	12	11	8	13 10
3011	SACRAMENTO REGIONAL TRANSIT DISTRICT 1412 21st Street Sacramento	Chairman: J. Rodgers	Wednesday 3:00 p.m. & 4:45 p.m.	11	10	14	12 9
3911	SACRAMENTO MUNICIPAL UTILITY DISTRICT Dante Club 2330 Fair Oaks Blvd.	Chairman: R. Daugherty	Wednesday 8:00 p.m.	4	3	7	5 2
3912	FRESH POND - (SMUD) Round Table Pizza 512 Main St. Placerville	Chairman: J. Noble	Monday 7:30 p.m.	9	8	12	10 14

Pacific Gas Transmission

			Feb	Mar	Apr	May	June
3023	WALLA WALLA Touchet Fire Station	Chairman: O. D. Reiber	Wednesday 7:00 p.m.	11	10	14	12 9
3024	REDMOND 86 Corral Club Stockman's Room North 6th Street	Chairman: T. Touchon	Thursday 7:00 p.m.	12	11	15	13 10
3021	SANDPOINT Traveler's Hotel	Chairman: W. Miller	Wednesday 7:00 p.m.	11	10	14	12 9

Citizen's Utilities

			Feb	Mar	Apr	May	June
4012	SUSANVILLE Grand Cafe Main Street	Chairman: F. Milton	Wednesday 7:30 p.m.	4	3	7	5 2
4013	ALTURAS Benny's 1200 W. 4th	Chairman: E. Seminario	Tuesday 5:15 p.m.	3	2	6	4 1
4014	ELK GROVE Pizza Barn 8610 Elk Grove Blvd. Elk Grove	Chairman: Sue Adams	Wednesday 5:30 p.m.	18	17	21	19 16
4015	BURNEY - C.U.C.C. Woodworker's Hall	Chairman: Michael M. McCoy	Thursday 5:30 p.m.	12	11	15	13 10

Trees

			Feb	Mar	Apr	May	June
4411	DAVEY TREE - LAS VEGAS I.B.E.W. Hall 4321 E. Bonanza Road	Chairman: C. A. Davison	Tuesday 7:30 p.m.	17	16	20	18 15

Membership responds to request for participation

TO HELEN

*It seems our lives could be compared
With water ever flowing
Encountering other brooks and streams
And through encounters growing
Starting out while very young
As tiny babbling streams
As peaceful and as carefree
As childhoods restful dreams
Sometimes stilled in somber ponds
As a gray and cold sun rises
Other times rushing down a hill
Thrilled with lifes surprises
As water drowns or enriches life
We too are given powers
To cause a friend to turn in pain
Or soothe his troubled hours
We and water travel on
Through beauty and through strife
Dark waters and then rainbow spray
The two combined are life*

Shannon Casebeer

FRIENDSHIP

*When friends are new and life unsure
and future filled with doubt
sometimes it's hard to find a way
to bring true friendship out.*

*As in the manner of roulette
racing, twirling, spinning
relationships like games of chance
cause loss along with winning.*

*Likes and dislikes must be known
and feelings all expressed
but often times while finding out
we lose what we love best.*

*And if you say too much too soon
and try to learn in haste
misunderstanding may result
and crush friendship to waste.*

*But as in chess we learn to risk
the loss and tearing pain
in hopes of understanding more
and being close again.*

Shannon Casebeer

Bargaining Roundup

TRI-DAM PROJECT: Last meeting held on January 13, 1975. At the present time, committees are discussing Long Term Disability Plan. Have asked for bids and as soon as cost factors are known, further negotiating sessions will be scheduled.

NEVADA IRRIGATION DISTRICT: District's latest offer was rejected by the membership on December 17, 1975.

Last meeting was held on January 13, 1976. The Board of Directors were to meet on January 14th, after which further meetings of the committees will be scheduled.

At the present time, the District has offered an across-the-board increase of \$50.00 per month and has agreed to pick up 3% underfunding on the Pension Plan. District has also agreed to pay any increase in premiums resulting from changes in Medical Plan in July. Also agreed to at this time is an additional holiday - Admission Day.

OROVILLE-WYANDOTTE IRRIGATION DISTRICT: No meetings have been held since notification by Union of its desire to bargain with the District. Union is awaiting word from the District as to first meeting date to commence actual bargaining.

KONOCTI CABLE TV: Have had two negotiating meetings to date. Next meeting scheduled for January 22, 1976.

CALIFORNIA-PACIFIC UTILITIES COMPANY (Lassen): Meeting was held in San Francisco with Federal Mediator on December 12, 1975. No changes were made in Company's offer.

A membership meeting will be held on January 15, 1976 in Susanville to vote on Company's last offer and decide on a course of action should the offer be rejected.

TELEPROMPTER OF NEWARK AND TELEPROMPTER OF MILPITAS - Clerical: Committee discussed Union's wage proposal with Company on December 16 and 17, 1975. Union is awaiting a written proposal from Teleprompter.

In an effort to expedite this proposal, Union telephoned Company on Friday, January 9, 1976 for further discussion.

THERMALITO IRRIGATION DISTRICT: Union's membership employed by the District rejected District's latest offer on January 12, 1976. The rejection was based on the insufficiency of the proposed general wage increase. Negotiations are to resume the first week of February.

SOHNER TREE SERVICE, INC.: Local 1245 members employed by Sohner Tree Service, Inc. rejected Company's latest offer by a special mail ballot conducted in Walnut Creek on January 12, 1976.

Basis of the rejection were the low proposed wage rates, improper sick leave, no Pension Plan, poor medical coverage and having to get permission to perform tree work on own time.

Union has requested further bargaining but no meetings have been scheduled at this time.

INTERIM NEGOTIATIONS:

PG&E STEAM HEAT TRAINING COMMITTEE: Committee will meet with Company on January 20 or 21 to discuss Company proposal. Union feels this proposal is inadequate.

PG&E BUILDING DEPARTMENT TRAINING COMMITTEE: Committee has received the first lesson in Company's proposed Training Program.

At the present time, Committee is studying this lesson and awaiting receipt of further lessons. It is hoped another meeting can be scheduled in the near future.

CALIFORNIA-PACIFIC UTILITIES JOINT BENEFIT NEGOTIATING COMMITTEE: Joint Committee will meet with California-Pacific Utilities Company on January 29, 1976 in San Francisco, at which time Company will respond to proposals made at our last bargaining session.

THE LINEMAN

*Another day, another dollar
He quips as he turns off the clock
How about fixing me breakfast today
And I'll fill up the coffee pot.*

*He gets out of bed and heads for the kitchen
Such a terrific guy
But I wish he'd have turned off the light when he left
Cause it hurts when it shines in my eyes*

*You gonna get up "honey," he yells
From the kitchen as he's running the tap
Be there in a second sweetie, I groan
I wish he would get off my back*

*I snuggle up to my pillow, the electric blankets on high
It would sure be nice if he'd fix it himself
I yawn, then I close my eyes*

*He stomps back in the room and says rather sharply
Hey! Are you gonna get up?
I say, Honey please let me sleep in today
And turn off the light so its dark*

*A naughty word escapes his lips
He grabs his boots off the floor
See you tonight, he snarls grabbing his coat
He slams the bedroom door.*

*So let him get mad, who cares anyway
I'm tired and I need my rest
But what if he falls off a pole or something
Or what if he gets in a wreck*

*I'm up in a flash put my slippers on
Run a brush through my straggly hair
Sometimes I wish I think to myself
That he didn't even live here*

*A smile hits his face as I enter the kitchen
He jumps up and grabs me a chair
Coffee ready in a second he says
How could I sleep with a guy like that near*

*After he's eaten his breakfast
And he's gotten his line boots on
He hugs me, says Thanks for the breakfast
I'm sad now, cause soon he'll be gone*

*He picks up his lunchpail and heads for the door
I follow, he puts his hand on my head
He leans down and kisses my forehead
Tells me softly, Why don't you go back to bed.*

Jacilyn Wells
Wilseyville, Calif. 95257

Pregnancy no bar to unemployment benefits

The U.S. Supreme Court has struck down a provision of Utah's unemployment compensation law that makes women workers automatically ineligible for jobless benefits during their last three months of pregnancy and the immediate six weeks following delivery.

The decision means the state may no longer deny unemployment benefits to pregnant women workers

LOCAL 1245 AND CITY OF ROSEVILLE SETTLE

Local 1245 members employed by the City of Roseville have ratified a 1 year Agreement effective January 1, 1976 which provides for a 5% general wage increase. Other improvements include added flexibility in the use of vacations and the use of up to three days of sick leave for funeral leave in the event of the death of an immediate family member.

The City has also agreed to bilateral development of a Memo of Understanding to consolidate language in the existing employee manual for printing and distribution to employees.

Union's negotiating committee was composed of Paul B. Jefferson and Business Representative Edward A. Fortier.

Turlock I.D. and Local 1245 reach agreement

On December 22, 1975, Local 1245 members employed by Turlock Irrigation District ratified the results of bargaining between Union and the District.

The 1 year Agreement includes a 6% general wage increase retroactive to December 1, 1975 and increased life insurance up to age 65 at a reduced cost to employee. The waiting period on disability insurance was reduced from 180 to 90 days and sick leave was increased from 10 to 12 days per year with accrual after 6 months and full accumulation.

A funeral leave provision was added to include stepparents and stepchildren. Other gains included improved employer contribution on medical insurance and hospital benefits to be retroactive to December 1, 1975. Vacations may now be deferred for 24 months instead of 12 months.

A policy on rest periods and for overtime payment if employee is required to continue work or is called back during rest period was established. The District also agreed to review the present Pension Plan and to study alternative plans.

Improvements were also made by clarification of the existing language in job descriptions, temporary upgrading, lunch period, meals provisions and a provision was added to the grievance procedure allowing the use of a tape recorder during fact finding sessions.

Serving on Union's negotiating committee were Lynda Jackson, Virgil Vaughn, Dennis Larson, Arlan Babb, Frank La Chapell, Frank Cumpston, Jim Virgo, John Tenbrink and Business Representative Pete Dutton.

simply because it presumes their condition makes them unable to work. At least 14 states have laws almost identical to the Utah statute.

The Utah unemployment compensation system deems a woman ineligible for benefits "during any week of unemployment when it is found...that her total or partial unemployment is due to pregnancy."

Another provision of the state law amounts to a blanket disqualification for benefits during an 18-week period preceding and following childbirth.

The Supreme Court, noting the state's presumption often has been or could be inaccurate, observed in a three-page, unsigned ruling:

"It cannot be doubted that a substantial number of women are fully capable of working well into their last trimester of pregnancy and of resuming employment shortly after childbirth."

Indeed, the high court noted, the principal figure in the suit that prompted its ruling worked intermittently as a clerical employee for portions of the 18-week period during which she was conclusively presumed to be incapacitated.

Such a presumption thus violates the 14th Amendment to the Constitution, the court observed, and must be replaced by "more individualized means when basic human liberties are at stake."

The high-court decision evolved

from the case of a young Utah woman, Mary Ann Turner, who was dismissed from her job in November 1972. She was due to give birth in June 1973.

Turner received unemployment compensation until Mar. 11, 1973—12 weeks prior to the expected date of the birth of her child. When the payments ended, she sued in the state courts, charging violation of her 14th Amendment rights. The Utah Supreme Court ruled that the law did not violate any of her constitutional protections.

"What she should do," the Utah Supreme Court suggested tongue in cheek, "is work for the repeal of the biological law of nature. She should get it amended so that men shared equally with women in bearing children."

But the U.S. Supreme Court apparently was not amused. It vacated the Utah ruling and remanded the case for further proceedings.

The high court relied in its decision on a 1974 case involving a Cleveland school teacher who was forced by law to take a mandatory leave, without pay, five months before the date her child was due to be born.

The Utah case "is virtually identical" to the Cleveland litigation, attorneys said.

Calif. AFL-CIO News

Richvale Irrigation District and Local 1245 reach settlement

Results of negotiations between Union and District were ratified by the membership employed by the District on January 8, 1976.

The 1 year Agreement, effective January 1, 1976, provides an 8% general wage increase and adds \$1.00 per day on car hire, bringing this to \$9.00 per day.

Union's negotiating committee members were James Higgins, Michael Keehn and Business Representative Tony Morgado.

Agreement reached with Placer County Water Agency

The 1 year Agreement ratified by Local 1245 members employed by the Placer County Water Agency included a 6% general wage increase, effective January 1, 1976, and a fully paid Vision Care Program for employees only.

The Agency has made a commitment for a bilateral development of a Memorandum of Understanding to consolidate language in the existing employee manual for printing and distribution to employees.

Union's negotiating committee was composed of Robert J. Coolidge and Business Representative Edward A. Fortier.

New rules to end sex bias in granting credit

New federal regulations aimed at ending discrimination on the basis of sex or marital status in the granting of credit took effect on Oct. 28.

A year after Congress passed the Equal Credit Opportunity Act, and following public hearings and a tug of war between lenders and consumer groups over draft language, the Federal Reserve Board issued rules implementing the law. One hundred seventy six thousand, three hundred sixty-five.

Aimed primarily at protecting women, the law covers banks, finance companies, department stores and all companies that issue credit cards.

Local 1245 and Teleprompter of Ukiah, Willits and Ft. Bragg complete negotiations

Negotiations were completed between Company and Union on December 17, 1975, and Union's membership ratified the results on January 8, 1976.

The two year Agreement provides for a general wage increase of between 8 and 10% effective January 1, 1976 as well as an improved grievance procedure.

The language of this Agreement was also changed to conform to the other Agreements existing between Union and Teleprompter Corporation.

Union's members of the negotiating committee were Jerry Hamilton, Betty Frantzich, Business Representative Jack Hill and Assistant Business Manager John J. Wilder.

A key provision, which would also benefit men, would require a creditor to give the reasons, on request, for terminating or denying credit. However, reflecting compromises in drafting the rules, the creditor does not have to provide the reasons in writing.

Consumer groups support a bill proposed by Sen. Joseph R. Biden, Jr. (D-Del.) that would require a creditor to put in writing the reason for denying credit. Other major regulations provide:

A ban on the use of sex or marital status in credit scoring systems.

A ban on creditors inquiring into birth control practices or into child-bearing capabilities or intentions or assuming from her age that an applicant or applicant's spouse may drop out of the labor force or have income interrupted due to childbearing.

A creditor may not discount part-time income, but could examine the probable continuity of an applicant's job.

A creditor may ask to what extent an applicant relies on alimony or child support or maintenance payments to repay the debt, but the

applicant must first be told such disclosure is not necessary if this income is not relied on to obtain credit.

As of Nov. 1, 1976, creditors must identify for reporting purposes those accounts that both spouses may use or be liable for so that a credit history can be established for each spouse.

No later than Feb. 1, 1977, the creditor must inform holders of existing accounts of a right to have credit history reported in both names.

Effective Nov. 30, 1975, creditors must keep applications and other materials, including any written allegations of discrimination, for 15 months following the date the creditor gives notice of action to an applicant.

The regulations define discrimination under the law as treating "an applicant less favorably than other applicants on the basis of sex or marital status."

The law provides that an aggrieved applicant may sue creditors for actual damages and for punitive damages up to \$10,000. In class actions, penalties up to \$100,000 or one percent of the creditor's net worth, whichever is less, may be assessed.

Letter to the Editor

As a member in good standing of local 1245 and a member of my employers safety committee, I would like to complain in the strongest terms to the one sided B.S. you've been printing in the 'Utility Reporter' on Nuclear Power Plants. I think it's quite obvious your only concern is to create a few more jobs, and to hell with the environment or anybody else on the planet.

DAVID MADER

Editor's note: I disagree with your conclusions, but you are entitled to your opinion.

The Safety Scene

Have you seen this form posted at your headquarters?

STATE OF CALIFORNIA
AGRICULTURE AND SERVICES AGENCY

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS AND RESEARCH

CAL/OSHA No. 102

Complete no later than one month after close of calendar year. See back of this form for posting requirements and instructions.

Form Approved
OMB No. 44R 1453

SUMMARY OF
OCCUPATIONAL INJURIES AND ILLNESSES
FOR CALENDAR YEAR 19____

Use previous edition of this form for summarizing your 1974 cases. This edition is for summarizing your cases for 1975 and subsequent years.

Establishment:
NAME _____
ADDRESS _____

INJURY AND ILLNESS CATEGORY	TOTAL CASES	DEATHS	LOST WORKDAY CASES				NONFATAL CASES WITHOUT LOST WORKDAYS	TERMINATIONS OR PERMANENT TRANSFERS
			Total Lost Workday Cases	Cases Involving Days Away From Work	Days Away From Work	Days of Restricted Work Activity		
CATEGORY	Number of entries in Col. 7 of the log.	Number of entries in Col. 8 of the log.	Number of checks in Col. 9 of the log.	Number of entries in Col. 9A of the log.	Sum of entries in Col. 9A of the log.	Sum of entries in Col. 9B of the log.	Number of checks in Col. 10 of the log.	Number of checks in Col. 11 of the log.
INDUCC	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
OCCUPATIONAL INJURIES	10							
Occupational Skin Diseases or Disorders	21							
Dust Diseases of the Lungs	22							
Respiratory Conditions Due to Toxic Agents	23							
Poisoning (Systemic Effects of Toxic Materials)	24							
Disorders Due to Physical Agents	25							
Disorders Associated With Repeated Trauma	26							
All Other Occupational Illnesses	29							
TOTAL OCCUPATIONAL ILLNESSES (Sum of Codes 21 through 29)	30							
TOTAL OCCUPATIONAL INJURIES AND ILLNESSES (Sum of code 10 and code 30)	31							

I certify that this Summary of Occupational Injuries and Illnesses is true and complete, to the best of my knowledge.

Signature _____
Title _____
Date _____

This is NOT a report form. Keep it in the establishment for 5 years.

State workers compensation awards continue upward trend

Claims for benefits filed with the State Workers' Compensation Appeals Board (WCAB) in the third quarter of 1975 dropped slightly below the total for the previous quarter, but increased 7.5 percent above claims filed in the third quarter of 1974.

The rise in new claims for the third quarter above a year earlier, reported by Franklin O. Grady, Administrative Director of the State Division of Industrial Accidents, continues the long-term upward trend.

Cases filed before the WCAB involve only disputed claims for benefits to be paid by employers under state worker's compensation law.

New filings of 22,530 cases in July-September this year compares with 22,542 cases filed in the second quarter of 1975, and with 20,969 cases filed a year earlier in the July-September quarter of 1974.

Awards to injured workers determined by WCAB judges in July-September of this year totaled \$69,078,258, compared with awards of \$72,018,398 made in the previous

quarter to workers as compensation for job-related injuries or illnesses. In the last two quarters of 1974, WCAB judges awarded \$58,164,194 in July-September and \$61,073,938 in October-December. For the twelve-month period that ended last September 30, awards totaled \$271,620,603.

The above dollar amounts awarded by the WACB represent payments for benefits allowable under the law, but do not include awards for temporary disability, medical treatment, and for certain other benefits the cost of which cannot immediately be determined or which may continue for indefinite periods (for example, 240 weeks of temporary disability may be paid within five years after injury).

Benefits due workers who become ill or injured as a result of job-related factors may include, under California law, medical treatment; temporary disability payments to make up partially the workers' wage loss; compensation for partial or total permanent disability; and vocational rehabilitation for workers who

On December 29, 1970, the President signed the Williams-Steiger Occupational Safety and Health Act of 1970, known as OSHA, which became effective April 28, 1971.

The purpose of the Act was "to assure so far as possible every working man and woman in the Nation safe and healthful working conditions and to preserve our human resources."

Under the authority vested in him under the Federal Act, the Secretary of Labor adopted recordkeeping and reporting requirements for all employers in the private sector on July 2, 1971.

Section 18 of the Federal Act permits States to assume responsibility for development and enforcement of occupational safety and health standards. States wishing to develop and enforce such standards had to submit a State Plan for the development of such standards and for their enforcement.

California's Occupational Safety and Health Plan was accepted by the Department of Labor on April 24, 1973, and the enabling legislation required by the Plan—the California Occupational Safety and Health Act—was passed and approved by the Governor on October 2, 1973, and took effect immediately.

Neither the California Occupational Safety and Health Act passed in 1973 nor the more recent amendment to Section 6410 of the California Labor Code, which became effective January 1, 1975, alters the responsibility of employers in the private sector to maintain records on occupational injuries and illnesses. The legislation merely extended the employer's recordkeeping obligation to include public agencies as well and placed responsibility for prescribing and providing the forms necessary to maintain the required records with the Division of Labor Statistics and Research and the responsibility for enforcing by citation and penalty assessment violations of the recordkeeping requirements with the Division of Industrial Safety.

For the members of Local 1245 that work in States other than California, Federal regulations provide that States which administer their own safety activities under approved State plans, as does California, must require employers to record the identical information called for on OSHA Forms 100, 101, and 102, but may require employers to record additional information as well. States may also extend recordkeeping requirements to all employers regardless of size although Federal law exempts small employers from OSHA recordkeeping. California's recordkeeping requirements mirror the Federal regulations. Small employers are exempt from CAL/OSHA recordkeeping and CAL/OSHA Forms 100 and 102 mirror the Federal OSHA forms. If you are in doubt as to what requirements your state has to comply with, contact your Business Representative.

An employer is exempt from keeping CAL/OSHA records if he had no more than seven employees at any one time in the previous calendar year. In determining whether the small employer exemption applies, an employer must count all employees, whether full- or part-time, in each of his establishments anywhere in the nation.

The Secretary of Labor is empowered to grant recordkeeping variances where a firm petitions to keep records in a manner that deviates from the guidelines. This authority has not been delegated to the States, even for States with approved Safety and Health Plans. A petition for a recordkeeping variance must be submitted to the Bureau of Labor Statistics, U.S. Department of Labor. While petitions were considered, it is important that uniformity of recordkeeping be maintained, and very few petitions have been granted throughout the entire country. Your employer may have obtained a variance for recordkeeping in your headquarters. This would allow the employer to deviate from the recordkeeping and posting requirements. In any event, if this form is not posted in your headquarters, notify your Business Representative.

The summary form must be posted no later than February 1, and must remain in place until March 1st.

WATCH OUT FOR THE OTHER GUY — Bicycle riding in California resulted in 114 deaths last year, according to the California Traffic Safety Foundation. In over 70 percent of the accidents, either the motor vehicle driver did not see the bicyclist or the bicyclist did not see the motor vehicle. The majority of the accidents were caused by the bicyclist failing to yield the right-of-way.

qualify. Benefits are also awarded dependents of workers who die as a result of job-related illness or injury.

The Division of Industrial Accidents has functional responsibility for workers' compensation programs administered by the State Department of Industrial Relations, which is headed by Donald Vial.

Are X-Rays Dangerous?

Americans make an estimated 112 million trips a year to medical facilities for diagnostic X rays and about 68 million visits for dental X rays. Improvements in equipment have made it possible for X rays to reveal more than ever before, but they must be used with caution. X rays kill or seriously alter living cells in the body. While a small amount of X rays will do no permanent damage, too much radiation may make cell damage and cell change irreversible. If you are concerned that you may be getting too many X rays, the American College of Radiology suggests that you tell your doctor or dentist how often, or for what purposes, you have been X-rayed in the past year. Then ask whether, in view of this exposure, more X rays would be advisable.