



utility reporter

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



Regional Utility Conference in Las Vegas

The 18th Annual Regional Utility Conference was held on February 25, 26 and 27 at the Riviera Hotel in Las Vegas, Nevada.

The Utility Department of the I.B.E.W., headed up by Vincent A. O'Reilly, conducted the conference. Delegates from the 9th District (West Coast) and the 6th District (Minnesota and Illinois area) attended the conference.

The purpose of the conference is for the International Union to report to the Utility locals what has taken place in the past year and offer suggestions and recommendations for the future.

Opening the Conference, Vice Presidents W. L. Vinson, 9th District, T. E. Malone, 6th District, and Raymond Duke, 7th District were introduced and gave opening remarks.

George Smith, Regional Director of the 9th District, U.S. Department of Labor was introduced and gave a brief rundown on the activities of the Labor Department and in particular the new Pension Reform Act.

Vincent A. O'Reilly, Director of the I.B.E.W. Utility Department, made a comprehensive report on the activities of the I.B.E.W. Utility locals and the Utility industry in general. He reported on the following:

Layoffs — In 1975 there were numerous layoffs in the Utility industry with the heaviest in New York, Pennsylvania, New Jersey, Arizona and California. O'Reilly pointed out that the home building industry which was down 17% had its worst year in 29 years, and this was a major factor in the utility construction work. Layoffs have occurred where the Utility was unsuccessful in getting adequate rate increases.

Utility Agreement Settlements — Of the agreements processed by the Research Department, the average wage increases were up in 1975 over 1974. Increases averaged 7.9% in 1974 and averaged 9% in 1975.

Strikes — In 1975 there were 40 I.B.E.W. Locals with Utility jurisdiction on strike at one time or another against 11 investor-owned utilities, 4 rural electric coop's and 3 municipal utilities.

There were 3,620 less members involved in Utility strikes in 1975 than in 1974. However, the total lost time in 1975 was double that of 1974. The average strike lasted 77 days or four times longer than the national average reported by the Labor Department.



Shown in this photo from left to right are: Ralph Legion, International Executive Council member, I.B.E.W.; George Smith, Regional Director, U.S. Dept. of Labor; Stan Thompson, Vice President, Eighth Dist., I.B.E.W.; and Bob MacDonald, International Representative, I.B.E.W.

Organizing — I.B.E.W. Locals were busy in 1975, organizing 11 investor-owned utilities, 17 rural cooperatives and 20 municipal units. O'Reilly pointed out that there are still many workers who are not organized in the Utility Industry. He stated that to continue to be successful at that bargaining table we must organize the unorganized.

Utility Industry Problems — O'Reilly pointed out many areas where Utilities are having difficult times. In the regulatory field, getting rate increases whether general or offset is difficult. The cost of money for expansion, nuclear plant expansion and environmental obstacles are problem areas.

Director O'Reilly pointed to the need of Locals to get involved in political action. He made reference to Business Manager L. L. Mitchell's column in the November issue of the Utility Reporter, where Mitch reports on the intent of the California Public Utilities Commission to eliminate employee discounts and to force utilities to contract work out to the lowest bidder. O'Reilly stated that Commissions in other states (Florida, West Virginia and Montana), have questioned employee discounts.

Director O'Reilly stated that "for years our main problem with the industry has been strictly across the bargaining table. Outside forces have never been a factor. This is no longer true. Utilities are open season now and many are staffed with management not tuned to the times. They are subject to studies by outside consultants and all kinds of 'experts' who never climbed a pole, read a meter, repacked a valve or for that matter, operated a nuclear reactor. You had better make sure you know what is going on in your own utility commission. Get your message across or you might start coming out on the short end at the bargaining table. Politicians are elected. Make sure they remember that you and your membership have a say at the ballot box."

Continued on page three



Shown above from left to right are James F. Wilburn, Communications Tech. for PG&E in Fresno; Warren G. Manley, Gas Mechanic for PG&E in San Francisco; Howard Darington, President of Local 1245; and L.L. Mitchell, Business Manager of Local 1245, Brothers Wilburn and Manley are being sworn in as Executive Board Member-Southern Area and Executive Board Member-Central Area respectively. See your Business Manager's Column below for more details.

YOUR Business Manager's COLUMN

Changes in Executive Board and Staff

L. L. MITCHELL

In the past two months there have been a number of changes of officers, Executive Board, and staff members in Local 1245. The first change took place when Ed Horn resigned as Vice President. Dick Robuck, who was elected Treasurer in 1974, was appointed by the Executive Board to the position of Vice-President of Local 1245. Brother Robuck, a 1st Operator "A" for P.G.& E. in Chico, was initiated by Local 1245 in December, 1964. Dick is a member of Unit 3411 in Chico and has served as Vice Chairman of that Unit. Brother Robuck has served the Local as a member of the 1973-74 P.G.& E. Pension and Benefit Negotiating Committee and also as a Shop Steward.

The most recent changes were brought about by the resignations of Manny Mederos, Central Area-E-Board member and Vern Loveall, Southern Area E-Board member. Both Mederos and Loveall resigned

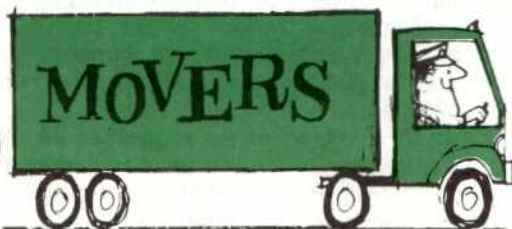
from the Board to join my staff as Business Representatives.

Warren Manley, Gas Mechanic for P.G.& E. in San Francisco, was appointed by the Board as the new Executive Board member-Central Area. Brother Manley, initiated by Local 1245 on April 1, 1963, has served the Local as a Shop Steward and is a member of Unit 2421 in San Francisco. Manley served on the Gas Interim Negotiating Committee and was a member of the 1973-74 P.G.& E. Pension and Benefit Negotiating Committee.

James F. Wilburn, a Communication Technician for P.G.& E. at Fresno, has been named the Southern Area Executive Board member. Brother Wilburn was initiated by Local 1011, I.B.E.W., in 1955 and deposited a travelling card in our Local in April, 1962. Wilburn is a member and recorder of Unit 1111.

Continued on page two

... HAVE YOU MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

SOCIAL SECURITY # _____

RETURN TO:

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

Agreement reached With Thermolito Irrigation District

On Feb. 9, 1976 the employees of T.I.D. voted 6 to 1 to accept the District's offer of settlement. The offer provided the following:

1. General wage increase of 3.8%
2. Rework the holiday schedule to provide one (1) additional holiday and swap two days to provide the day after Thanksgiving, the day before Christmas, and the day before New Years as holidays.

New Vice President and Business Representatives



Dick Robuck

3. Bonus week vacation every 5th year.
4. Pay \$12.00 of the increase in insurance costs.



Vern Loveall



Manny Mederos

YOUR *Business Manager's* COLUMN Changes in Executive Board and Staff

L. L. MITCHELL

Continued from page one

He previously served as Chairman and Vice Chairman of that same Unit. Jim is currently a delegate to the Fresno-Madera Central Labor council and has served on various Local Union elections and ballot committees. Brother Wilburn was a member of the 1973-74 P.G.& E. Wage and Contract Negotiating Committee and the Technician's Interim Negotiations Committee.

Vern Loveall will replace Jack Hill who is returning to P.G.& E. in the San Jose Division. Loveall's assignment will include the Mission District of P.G.& E., Davey Tree Co., Teleprompter of Los Gatos, Newark and Santa Cruz and Pacific Tree. Vern previously served as Business Representative in the San Joaquin Division.

Manny Mederos was hired to replace Darrell Mitchell, who has been transferred to the Business Representative assignment in Humboldt Division and the Ukiah District of North Bay Division. Brother

Mederos is assigned to the Diablo and Bay Districts of P.G.& E. in the East Bay Division. Manny is no stranger to this assignment as he was a Business Representative for 3 years in this same area.

Einar Peterson, Telephone Installer for Citizens Utilities in Elk Grove, California, has been named by the Board as the new Treasurer of Local 1245.

I would like to thank Ed Horn, Vern Loveall and Manny Mederos for their time and efforts on the Executive Board. I also thank Jack Hill for his efforts as a Business Representative.

I welcome Dick Robuck, Warren Manley, Jim Wilburn, Einar Peterson, Vern Loveall and Manny Mederos to their new positions with Local 1245. We have many challenges facing us in the near future, and they will require much dedication and effort as we strive to meet the needs of the membership of Local 1245.

See above and on page one for photos of the new Officers, Board members and staff members.

North Bay Happenings

By Corb Wheeler

Compliments are in order to Dave Cartwright, Storer Cable T.V., for his performance as a Shop Steward and his work on the Storer Negotiation Committee. Nice work Dave.

We wish to welcome the following new members into North Bay, I.B.E.W., Local 1245 following a special NLRB certification election with Napa Valley Cable T.V.: Tom Hoffman, Leo Jocko, Jay Muzzy, Greg Paoli, Mike Piper, Steve Potter, Jim Saunders, Tim Thorpe, Paul Wade & Jess Whitlatch.

Brothers Neil Bickerton and Larry Schubert are still performing in a superior manner on the Sohner Tree Service Negotiation Committee. They are indeed a credit to I.B.E.W., Local 1245 and its members.

Reports have been made indicating that Brother Darrell Mitchell, Business Rep., has been seen performing in the Ukiah District. I am sure that with the superior quality that we have in Shop Stewards such as Joe Pence, Larry Finch, Mike Wendt, Garry Sullivan, Booth White, Al Loewen, Bob McNeil, Jim Williamson, Bob Wattenburger, Rich Scaramella, Don Bettencourt, Russ Swinney, and George Hearst that they will keep him quite busy.

Brothers Jim Carlsen and Manuel Lownes have been appointed to the City of Healdsburg Negotiation Committee. They are both highly recommended and respected by the membership of the City of Healdsburg. We

know they will do a good job.

Compliments are in order to Brother Stan Sleeper for his fantastic help in organizing Napa Valley Cable T.V. His dedication as a loyal unionist cannot be exceeded. Thank you, Stan.

Brother Gary Hull, T & D Driver in Santa Rosa, is running for City Councilman of Santa Rosa. Anyone wishing to help out should contact him. We need more persons out of the Labor Movement on City Councils to give the working man proper representation. Good luck Brother Hull, you have our vote.

Brother Marshall Proschold recently had nose surgery, but I can't see any improvement. Better luck next time Marshall.

Brother Ken Delaca has been very active as a Shop Steward in Vallejo this last month. He is doing a tremendous job of representing his fellow Brothers three million four hundred eighteen thousand seven hundred four.

Newly appointed Shop Stewards in North Bay are Fred Lopez of San Rafael Gas, Norma Ricker of Vallejo Customer Services and Gary Silver of G.C. Look them up if you have any problems. Congratulations!

We are sorry to hear that Judy Obrien was ill this month and could not attend the Division Grievance Committee Meeting. Hope you get well soon Judy. Thank you Ruby Jefferson, for filling in for Judy on the Grievance Committee.

Unit 2211 Aids Ailing Member

Unit 2211 consists of members employed in the electrical departments of the City of Oakland, City of Berkeley and the City of Alameda. The Unit is called Oakland General.

Approximately one month ago the members at the City of Oakland became aware that one of their brothers, Nelson Pagan, was suffering from cancer.

Brother Pagan has worked for the city of Oakland for only 2 years and consequently is not eligible for any benefits from the city. City employees are not required to join the state disability program, therefore Pagan is not entitled to any benefits there.

The City of Oakland, at the request of the 39 employees in the department, set up a procedure which allowed them to donate a portion of their vacation to Pagan. A total of 45 days were donated by the employees.


Nelson Pagan, age 27, is married and has two small children. The 45 vacation days have been used and Brother Pagan is currently off the job and is not receiving any benefits or pay.

In addition to the vacation days which were donated, the unit has raised approximately \$700 by individual donations.

The members of Unit 2211 submitted a motion to the Executive Board of Local 1245 to donate funds to Brother Pagan. The Board voted to donate \$200 at the March meeting. This contribution is subject to membership approval of the Board action and this will take place at the April Unit meetings.


The members of Unit 2211 ask that anyone who desires to make a contribution should send a check or money order to:

Harry Dederman
c/o Local 1245, I.B.E.W.
P.O. Box 4790
Walnut Creek, CA 94596



the utility reporter

Telephone (415) 933-6060



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KENNETH O. LOHRE	Managing Editor
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JOHN J. WILDER	Assistant Editor
LAWRENCE N. FOSS	Assistant Editor

Executive Board: Howard Darington, Richard Robuck, Jacqueline A. Offersen, Dale Turman, Warren Manley, James Wilburn and Guy E. Marley.

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Regional Utility Conference in Las Vegas

Continued from page one

International Office Representative Bob Bierit of the Utility Department reported on trends in collective bargaining. He reported that because of inflation, wages have been the priority and gains in benefits have been less than in many of the past years. He also reported on the Metric Conversion Act of 1975, which was signed into law on December 23, 1975. The law provides for voluntary conversion to the metric system. This will have significant impact on the members of the I.B.E.W. Because the Utility Industry doesn't manufacture any hard goods, the conversion to the metrication will take place over a longer period of time than for many other industries. As the suppliers of material and equipment convert utilities will follow three million four hundred forty three thousand eight hundred thirty-two.

He stated that learning the metric system may be a problem for some and will effect their ability to do their job. Also, members who supply their own tools will have an added expense.

Brother Bierit also reported on the EEOC, challenging the Male Gender Titles. In some cases, titles used in the Utility Industry may have to be reviewed to remove the "man" reference. The EEOC's insistence upon this change is to remove the stigma of sex discrimination.

He also reported on the regressive trends of Utility Management. Takeaway proposals by management in bargaining are on the upswing and have been a real problem for many locals.

Avery T. Neseth, I.O. Representative assigned to the Utility Department, reported in the area of safety. He reported that many of the I.B.E.W. Locals were active in their respective states working on developing State OSHA plans and standards. He also pointed out that the International Office had not been receiving reports from the locals on all serious accidents that occurred and asked that locals try to do a little better job of reporting.

I. O. Representative Bob McDonald reported on the latest developments on the Employee Retirement Income Security Act (ERISA).

A film on collective bargaining was shown to the delegates with a discussion by I.O. Representatives James Conway, R.F. Lythgoe and Al Coughlin on experiences, preparation techniques of bargaining.

One full day of the Conference was devoted to workshops. The four workshops: Generating, Clerical, Gas and Electric covered problem areas that are unique to their department.

Paul Shoop, I.O. Representative who is very much involved in the Nuclear Power issues, gave a report on the latest development in this field.

All in all the Conference was very informative and provided much information to help the locals do a better job. The I.B.E.W. Utility Department is to be congratulated for a job well done. The delegates from Local Union 1245 were: Business Manager L. L. Mitchell, Sr. Assistant Business Manager M. A. Walters, Business Representatives Dean Cofer, Jack McNally, Orville Owen, President Howard Darington, Vice President Dick Robuck, and Board Members Vern Loveall and Manuel Mederos.



This photo shows some of the participants of the clerical workshop at the Regional Utility Conference.



Shown in the forefront of this photo are President Howard Darington and Bus. Rep. Dean Cofer. In the background are more conference delegates.



Business Manager L.L. Mitchell is shown reviewing some of the material distributed at the Utility Conference.



Vince O'Reilly, Director of the I.B.E.W. Utilities Dept. is shown at the podium with Ninth District Vice President W.L. Vinson.



Robert S. Acker
and
D. E. Foster

could have won \$50.00 if they had noticed their union membership card numbers in the February issue of the **Utility Reporter**. This month's numbers are as well hidden as they were last month. Don't miss out, read your **Utility Reporter**.

LOOK FOR YOUR CARD NUMBER

Local 1245's Annual Financial

SIDNEY RUBIN
 Certified Public Accountant
 2525 Van Ness Avenue, Room 215
 San Francisco, California 94109
 Telephone: 771-2577
 January 29, 1976

SIDNEY RUBIN, CPA

EXHIBIT A
 (continued)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 STATEMENT OF RECORDED CASH RECEIPTS AND DISBURSEMENTS
 FOR THE YEAR ENDED DECEMBER 31, 1975

GENERAL FUND

Details of Balance — General Fund:	
Wells Fargo Bank, Commercial Account:	
Bank Statement Less Outstanding Checks	\$ 77,865.20
Deposits Cleared after close of Bank Statement.....	14,354.34
Wells Fargo Bank, Savings:	
Savings Account	481,937.32
Seven Savings Certificates.....	848,952.91
Contingency, Petty Cash and Change Funds.....	1,700.00
Total Per Prior Page	<u>1,424,809.77</u>

TO THE OFFICERS AND MEMBERS OF THE
 INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 1218 BOULEVARD WAY
 WALNUT CREEK, CALIFORNIA

I have examined the Statements of Recorded Cash Receipts and Disbursements of your Local Union for the year ended December 31, 1975 and the related Statement of Assets, Liabilities and Equity at December 31, 1975. My examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as I considered necessary in the circumstances. The following summarizes information included in these financial statements which are a part of this report:

Cash and Stock Fund at Cost at 12/31/74:	
General Fund	\$ 981,554.65
Replacement Fund	46,819.04
Scholarship Fund	18,646.24
Fund for Organizing Expenses	484.88
Supplemental Retirement-Severance Fund	107,256.72
	<u>1,154,761.53</u>
Receipts*	\$2,730,180.64
Disbursements*	<u>2,275,306.51</u>
Increase	454,874.13
Cash and Stock Fund at Cost at 12/31/75:	
General Fund	\$1,424,809.77
Replacement Fund	51,562.76
Scholarship Fund	18,919.33
Fund for Organizing Expenses	509.57
Supplemental Retirement-Severance Fund	113,834.23
	<u>1,609,635.66</u>
Liabilities and other Assets Net	(10,868.24)
Equity	<u>1,598,767.42</u>

*Exclusive of transfers between funds.

At December 31, 1975 liabilities exceeded non cash assets. Details of the liabilities are shown in the Statement of Assets, Liabilities and Equity.

In my opinion the accompanying financial statements present fairly the recorded cash receipts and disbursements of Local No. 1245 for the year ended December 31, 1975 and the equity of Local No. 1245 at December 31, 1975 in accordance with the accounting principles stated in Note 1 to the Statement of Assets, Liabilities and Equity and on a basis consistent with that of preceding periods.

SIDNEY RUBIN

SIDNEY RUBIN, CPA EXHIBIT A
 INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 STATEMENT OF RECORDED CASH RECEIPTS AND DISBURSEMENTS
 FOR THE YEAR ENDED DECEMBER 31, 1975

GENERAL FUND

Cash Balance December 31, 1974	\$ 981,554.65
Receipts:	
Local Union Portion of Receipts:	
"A" Members' Dues	\$ 55,090.10
"BA" Members' Dues	2,039,655.94
Initiation Fees	7,308.49
Reinstatement Fees	70.00
Difference in Dues	1,415.75
Agency Fees	4,759.00
Working Dues — Outside Line	9,019.20
Total	<u>2,117,390.48</u>
Reimbursements to General Fund:	
Receipts Held for Members' Credit or to be refunded	5,006.96
Members' Credits applied to Dues, Etc.....	(976.05)
Interest	72,062.10
Dividends	188.00
Refunds and Reimbursements:	
From Replacement Fund	29,515.64
From Scholarship Fund	1,000.00
Members Group Life Insurance Premium	9,293.91
Staff Salary	1,880.84
Agreement Printing Costs	2,165.78
Conference and Convention Expenses and Advances	1,678.30
International Per Capita	385.70
Fire Insurance	755.00
Others, Details in Quarterly Financial Statements	2,197.39
Total	<u>125,153.57</u>
International Portion of Receipts:	
"A" Members' Per Capita	93,402.70
"BA" Members' Per Capita	406,276.00
Initiation Fees	7,380.48
D.B.A.F. Fees	94.00
Reinstatement Fees	70.00
Difference in Per Capita	90.40
Agency Fees	1,054.00
Pension Reinstatement Fees	50.00
Total	<u>508,417.58</u>
Total Receipts	2,750,961.63
Disbursements — Schedule 1	2,307,706.51
Cash Balance December 31, 1975	<u>1,424,809.77</u>

SIDNEY RUBIN, CPA EXHIBIT B
 INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 STATEMENT OF RECORDED CASH RECEIPTS AND DISBURSEMENTS
 FOR THE YEAR ENDED DECEMBER 31, 1975

REPLACEMENT FUND

Cash Balance December 31, 1974	\$46,819.04
Receipts:	
Transfers from General Fund	\$32,400.00
Interest	1,859.36
Total of Receipts and Balance	81,078.40
Disbursements:	
Transfer to General Fund to Purchase Autos	29,515.64
Cash Balance December 31, 1975	<u>51,562.76</u>
Details of Balance:	
Wells Fargo Bank — Savings Account	51,562.76

EXHIBIT C

SCHOLARSHIP FUND

Cash Balance December 31, 1974	18,646.24
Receipts:	
Interest	1,273.09
Total of Receipts and Balance	19,919.33
Disbursements:	
Transfer to General Fund for Scholarships	1,000.00
Cash Balance December 31, 1975	<u>18,919.33</u>
Details of Balance:	
Twin Pines Federal Savings & Loan Assn.:	
Certificate	9,722.76
Certificate	7,736.32
Savings Accounts	1,460.25
Total As Above	<u>18,919.33</u>

SIDNEY RUBIN, CPA SCHEDULE 1
 INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 STATEMENT OF RECORDED CASH DISBURSEMENTS
 FOR THE YEAR ENDED DECEMBER 31, 1975

GENERAL FUND

Affiliation Fees:	
International Brotherhood of Electrical Workers	\$510,629.20
San Francisco CLC	1,080.00
Santa Clara CLC	79.20
Alameda CLC	2,460.00
Joint Executive Conference of No. Ca. Electrical Workers ..	100.00
Nevada State AFL-CIO	1,296.00
Nevada State Electrical Assn	165.00
Sacramento CLC	315.42
Contra Costa CLC	2,701.80
California Federation of Labor	25,949.85
California State Assn. of Electrical Workers	1,800.00
Marin County CLC	468.00
San Joaquin & Calaveras CLC	1,012.50
Butte-Glenn CLC	301.20
Napa-Solano CLC	734.40
Kern-Inyo-Mono CLC	1,012.50
Fresno-Madera CLC	701.01
Sonoma, Mendocino, Lake CLC	480.00
Merced-Mariposa, CLC	234.36
Stanislaus-Tuolumne CLC	300.60
Marysville CLC	60.00
Five Counties, CLC	112.50
	<u>551,993.54</u>
Staff Expenses:	
Salaries	696,276.16
Hotels	7,350.26
Meals	21,717.99
Other Transportation	3,158.16
Automobile Expenses	44,359.59
Parking and Tolls	3,263.00
Mileage	2,176.37
Transfer to Replacement Fund	32,400.00
Auto Insurance	5,300.02
Auto Registrations	2,583.50
Moving	1,139.43
	<u>819,724.47</u>

Report for 1975 Reprinted

SIDNEY RUBIN, CPA

SCHEDULE 1
(continued) (2)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1975

GENERAL FUND

Research and Education:			
Utility Reporter	\$ 34,250.49		
Public Relations	399.58		
Subscriptions and publications	4,933.40		
Miscellaneous Meeting Expenses	577.47		
Shop Stewards' Conferences	6,228.48		
Scholarship Awards and Plaque	1,031.32		
Film & Recorder	55.96		
Unit Officer Conference	251.68		
Educational	185.38		
Dues for Membership to:			
Research Institute of America	990.00		
Commonwealth Club	191.65		
Cal. Council for Environmental & Economic Balance	1,000.00		
Others, Details in Quarterly Financial Statements	215.00		
		\$ 50,410.41	
Office Expenses:			
Clerical Salaries	121,179.62		
Rent	18,800.00		
Telephone and Telegraph	41,447.07		
Postage and Meter Expense	16,354.76		
Supplies and Printing	21,234.13		
Equipment Maintenance	4,687.21		
Equipment Rental	631.54		
Furniture and Equipment	14,805.06		
Data Processing	30,349.46		
Janitorial	3,389.76		
Personal Property Taxes	1,345.71		
Mileage	94.95		
Medical Examination	20.00		
Christmas Cards	177.07		
		274,516.34	

GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Other Salaries and Expenses:			
Executive Board	\$32,073.42	\$15,461.32	\$ 47,534.74
Advisory Council	8,849.41	13,307.18	22,156.59
Trustee Committee	1,536.91	383.62	1,920.53
Organizing	413.33	538.39	951.72
Conference and Convention	8,841.48	17,024.67	25,866.15
Grievance Committee	105.52	6,549.91	6,655.43
Review Committee	1,710.02	1,149.85	2,859.87
P.G.&E. Arbitration	899.07	4,080.67	4,979.74
Local Investigating Committee	24.03	844.66	868.69
Industrial Safety		350.80	350.80
Shop Steward		167.95	167.95
P.G.&E. Apprenticeship	110.88	79.66	190.54
Building Committee	1,328.04	168.04	1,496.08
Joint Apprentice Training-Safety		305.29	305.39
Joint Labor Management Meeting	391.53	748.72	1,140.25
Policy and Resolution	4,031.42	595.55	4,626.97
Ways and Means	809.34	196.60	1,005.94
Administrative (Benefit)	436.76	145.18	581.94
Executive Board Communications	554.70	148.85	703.55
General Construction Lay-Off	857.97	325.56	1,183.53
Benefit Committee	2,228.45	1,354.80	3,583.25
SPP Ballot		251.50	251.50
By-Law Revision	245.40	9.25	254.65
Outside Line Construction		60.00	60.00
SPP Apprenticeship	57.64	113.46	171.10
SPP Arbitration	102.64	198.73	301.37
EEOC Title 7 Compliance	44.64	198.73	44.64
Local Election	430.35		430.35
PG&E Ballot	2,122.57	1,027.53	3,150.10
Pacific Tree Apprenticeship		6.42	6.42
Hospital Plan	1,332.21		1,332.21
USBR — Craft Training		44.65	44.65
TV Cable — Arbitration	4.18		4.18
Outside Line Ballot	3.69		3.69
Joint Apprentice Training — Outside Line		74.15	74.15
Total Various Committees	69,545.60	65,712.96	135,258.56

SIDNEY RUBIN, CPA

SCHEDULE 1
(continued) (4)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1975

GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Other Salaries and Expenses: (continued)			
Negotiating Committees:			
Calif-Pacific Utility Co.	\$ 1,083.72	\$ 1,276.13	\$ 2,359.85
Sacramento Municipal Utility Dist.	2,053.12	1,370.36	3,423.48
Citizens Utility	2,423.56	1,741.51	4,165.07
Placer County Water Agency		12.25	12.25
City of Healdsburg		167.78	167.78
Teleprompter	109.88	103.96	213.84
State Cable TV		21.85	21.85

Outside Line Construction	657.76	649.57	1,307.33
Nevada Power	296.88	214.27	511.15
City of Redding		583.26	583.26
Concord TV Cable	287.60	89.93	377.53
Outside Telephone Construction	270.40	561.53	831.93
City of Gridley		68.10	68.10
City of Santa Clara		46.74	46.74
Nevada Irrigation District		70.97	70.97
Mt. Wheeler Power	371.24	72.62	443.86
Paradise Irrigation Dist.		9.80	9.80
City of Oakland		13.34	13.34
City of Berkeley		19.80	19.80
Oceanview Cable		19.95	19.95
Yuba City Water Agency		20.75	20.75
Plumas-Sierra R.E. Coop.	159.68	99.86	259.54
U.S. Bureau of Reclamation	1,177.46	3,616.07	4,793.53
Oroville-Wyandotte Irrigation Dist.		198.12	198.12
Tri-Dam		21.40	21.40
City of Roseville		22.75	22.75
City of Alameda		66.73	66.73
Truckee Donner PUD	18.36	38.37	56.73
Turlock Irrigation Dist.		270.10	270.10
Pacific Gas Transmission		415.23	415.23
Sohner Tree	411.62	174.38	586.00
City of Lodi	55.08	104.10	159.18
Davey Tree		115.20	115.20
Bay Cablevision		37.94	37.94
Sacramento Transit Authority		152.50	152.50
Pacific Tree Expert		14.30	14.30
Richvale Irrigation District		3.32	3.32
Tele-Vue Cable	379.09	91.78	470.87
CATV Developers	145.20	358.64	503.84
Storer Cable TV	416.00	270.99	686.99
Western Cable TV	133.68	40.13	173.81
Thermolito Irrigation Dist.		7.50	7.50
Total Various Negotiating Com.	10,450.33	13,253.88	23,704.21

SIDNEY RUBIN, CPA

SCHEDULE 1
(continued) (5)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1975

GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Other Salaries and Expenses(continued):			
P.G.&E. Company:			
Wage and Contract	\$ 6,493.64	\$ 3,254.21	\$ 9,747.85
Pension and Benefit	916.79		916.79
Departmental:			
Substation Operations	1,123.99	628.54	1,752.53
PLO Reorganization	301.14	262.60	563.74
Gas Meter Shop	220.40	72.80	293.20
Gen. Const. Lines of Progression	2,318.78	497.03	2,815.81
Ad Hoc — Cable Sub Foreman	1,337.75	667.51	2,005.26
Nuclear Power Plant Operators	2,217.59	2,406.93	4,624.52
Pressure Operators	647.91	343.61	991.52
Clerical Job Grading	1,769.18	995.06	2,764.24
Data Processing	549.26	82.01	631.27
Steam	202.88	66.04	268.92
Geyser Power Plant	116.08	12.25	128.33
Bldg. Dept.	124.11	39.50	163.61
Material Handling	870.24	519.93	1,390.17
Water Dept.	605.15	167.26	772.41
Clerical Lines of Progression		25.76	25.76
Terminal Operators	200.64		200.64
Total P.G.&E. Co.	20,015.53	10,041.04	30,056.57
S.P.P. Company:			
Wage and Contract	5,151.02	1,910.88	7,061.90
Membership Supplies:			
Scrolls and Pins		344.00	344.00
International Supplies		1,194.60	1,194.60
Election Expenses		82.80	82.80
Agreements:			
City of Redding		736.98	736.98
PG&E Health & Dental Benefits Agreements		2,389.08	2,389.08
Sierra Pacific		1,684.41	1,684.41
U.S. Bureau of Reclamation		1,743.30	1,743.30
Citizens Utility		1,775.36	1,775.36
PG&E Physical Agreement and Wage Schedule		12,339.75	12,339.75
PG&E Clerical Agreement and Wage Schedule		3,329.48	3,329.48
PG&E Benefit Agreement		4,779.18	4,779.18
Sacramento Transit Authority		939.33	939.33
City of Santa Clara		185.35	185.35
Total Membership Supplies		31,523.62	31,523.62
Total Other Salaries and Expenses	105,162.48	122,442.38	227,604.86

SIDNEY RUBIN, CPA

SCHEDULE 1
(continued) (6)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1975

GENERAL FUND

Membership Benefits:		
Group Life Insurance	\$87,639.24	
Flowers	219.82	

Continued on page six

1975 Financial Report Reprinted

(continued)

Pins Award Dinners	2,770.43	
Unit Meeting Prizes	600.00	
Utility Reporter Readership Contest	50.00	
Memorial Bibles	311.72	
Donations in Lieu of Flowers:		
Contra Costa County Heart Assn.	20.00	
Easter Seal Society	20.00	
Roseville Com. Hos. — Nuclear Medical Dept.	20.00	\$91,651.21
Donations:		
Local 2131 Rucker Strike Fund	1,000.00	
SMUD Memorial Structure	250.00	
International Guiding Eye	203.00	
Various Election Committees, Details in Quarterly Financial Statements	450.00	
City of Hope	100.00	
National Labor Council	100.00	
IBEW Cal. Nev. Apprentice Graduation	100.00	
Three others under \$100. each, Details in Quarterly Financial Statements	190.00	2,393.00
Payroll Taxes:		
Employee Portion:		
US Income Tax Withheld	(149,977.60)	
California Income Tax Withheld	(28,944.75)	
FICA Withheld	(33,995.04)	
SDI Withheld	(3,895.67)	
US Income Tax Forwarded	155,347.37	
California Income Tax Forwarded	28,632.95	
FICA Forwarded	34,441.36	
SDI Forwarded	4,046.11	
Local Union Portion:		
FICA	34,441.36	
California Unemployment Insurance	4,793.99	
Federal Unemployment Tax	1,074.91	
Nevada Unemployment	189.57	46,154.56

SCHEDULE 1
(continued) (7)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1975

GENERAL FUND

Employee Benefits:		
Health and Welfare Plans	\$32,778.09	
Group Life Insurance Withheld	(6,793.07)	
Group Life Insurance Forwarded	14,517.82	
Staff Pension Plan Forwarded	70,714.00	
Clerical Pension Plan Forwarded	10,600.00	\$121,816.64
Other Disbursements:		
Legal Fees	42,182.02	
Audit Fees	3,125.00	
Hall Rentals	16,174.30	
Refunds	3,961.59	
PRD Service Charges (various employers)	1,853.64	
Workman's Comp. Ins.	17,300.18	
Consultant Fees	1,365.00	
Funds Advanced — To Be Reimbursed	1,701.85	
Transcripts	1,111.96	
Purchase 11 Autos, Cost \$53,165.64, Less Trade-In Allowance \$23,650., Cash Paid	29,515.64	
Fire Insurance	905.00	
Bank Charges	48.00	
Bank Trust Fee	1,526.80	
Travel Insurance	590.00	
Write Off Returned Checks	80.50	121,441.48
Total Disbursements		2,307,706.51

EXHIBIT D

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH RECEIPTS AND DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1975

FUND FOR ORGANIZING EXPENSES

Cash Balance December 31, 1974	\$ 484.88
Receipts:	
Interest	24.69
Total of Receipts and Balance	509.57
Disbursements:	NONE
Cash Balance December 31, 1975	509.57
Details of Balance:	
Wells Fargo Bank, Savings Account	\$ 509.57

EXHIBIT E

SUPPLEMENTAL RETIREMENT-SEVERANCE FUND

Balance December 31, 1974	107,256.72
Receipts:	
Interest	5,792.10
Dividends	785.41
Total of Receipts and Balance	6,577.51
Disbursements:	NONE
Balance December 31, 1975	113,834.23

Details of Balance:

Fifteen American Savings and Loan Accounts	91,416.96
Three Dodge & Cox Stock Fund Accounts — At Cost	22,417.27
Total As Above	113,834.23

EXHIBIT F

SIDNEY RUBIN, CPA
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF ASSETS, LIABILITIES AND EQUITY
AT DECEMBER 31, 1975 (See Note 1)

ASSETS

Cash Accounts and Stock Fund at Cost:		
Commercial Account — General Fund	\$ 77,865.20	
Cash Funds and Deposits Cleared after Close of Bank Statement — General Fund	16,054.34	
Seven Savings Certificates — General Fund	848,952.91	
Savings Account — Replacement Fund	51,562.76	
Savings Account and Certificates — Scholar. Fund	18,919.33	
Savings Account — Fund for Organizing Expenses	509.57	
Savings Account and Stock Fund at Cost — Supplemental Retirement-Severance Fund	113,834.23	
Total Cash and Stock Fund at Cost		\$1,609,635.66
100 Shares Pacific Gas and Electric Common Stock—at cost		3,388.17
Air Transportation Deposit		425.00
Advances to Energy Workers Center, Inc.		84,299.93
Fixed Assets:		
Automobiles (27) At Cost	117,714.69	
Less Allowance for Depreciation	55,200.00	62,514.69
Furniture and Office Equipment—at cost	65,784.49	
Less Allowance for Depreciation	22,312.00	43,472.49
Total Assets		1,803,735.94

LIABILITIES AND EQUITY

Liabilities:

IBEW Per Capita Portion of October, November and December Receipts to be forwarded	90,900.85	
Payroll Taxes	2,510.12	
For Supplemental Retirement—Severance (Note 2)	111,557.55	204,968.52

Equity:

General Fund	1,525,499.08	
Replacement Fund	51,562.76	
Scholarship Fund	18,919.33	
Fund for Organizing Expenses	509.57	
Supplemental Retirement—Severance Fund	2,276.68	1,598,767.42
Total Liabilities and Equity		1,803,735.94

Notes: 1. The accounts are maintained on a cash basis. Assets and Liabilities consist of those arising from cash transactions and all other material assets and liabilities. Depreciation has been computed on depreciable assets, at \$100. per month on automobiles and 10% per year on furniture and equipment. Prepaid and delinquent dues and unpaid operating expenses are not included in this statement.

2. The amount shown as a liability for supplemental retirement-severance has been computed on the basis of amounts previously established and vested percentages.

Energy Workers Center, Inc. Annual Financial Report

JANUARY 27, 1976

TO THE BOARD OF DIRECTORS
I.B.E.W. LOCAL UNION 1245
ENERGY WORKERS CENTER, INC.
1218 BOULEVARD WAY
WALNUT CREEK, CALIFORNIA

I have examined the Statement of Assets, Liabilities and Net Worth of the I.B.E.W. Local Union 1245 Energy Workers Center, Inc. at December 31, 1975 and the related Statement of Income and Expense for the year then ended. My examination was made in accordance with generally accepted auditing standards and included such tests of the records and such other auditing procedures as I deemed necessary in the circumstances.

In my opinion the accompanying financial statements present fairly the assets, liabilities and net worth of the I.B.E.W. Local Union 1245 Energy Workers Center, Inc. at December 31, 1975 and its income and expenses for the year then ended in accordance with generally accepted accounting principles and on a basis consistent with that of preceding periods.

SIDNEY RUBIN

EXHIBIT E

SIDNEY RUBIN,
I.B.E.W. LOCAL UNION 1245
ENERGY WORKERS CENTER, INC.
STATEMENT OF ASSETS, LIABILITIES AND NET WORTH
DECEMBER 31, 1975

ASSETS

Wells Fargo Bank:		
Commercial Account		\$ 2,603.99
Savings Account		4,962.64
Deposit on Property Purchase		5,000.00
Fixed Assets:		
Land		52,000.00
Building	\$141,384.14	
Less Depreciation	23,121.00	118,263.14
Total Assets		182,829.77

Continued on page seven

Calif. AFL-CIO Exec. Council Takes stand Against Prop. 15

Calif. AFL-CIO Exec. Council Takes Stand Against Prop. 15

The Executive Council of the California Labor Federation, AFL-CIO, which represents 1.7 million AFL-CIO union members in California, issued the following statement today in opposition to Proposition 15, the nuclear shutdown initiative facing California voters on the Tuesday, June 8, 1976 primary election ballot:

As California voters, we are opposed to Proposition 15, the Nuclear Power Plants Initiative, on the June 8 primary election ballot.

It is unwise, unnecessary measure that would force the shutdown of existing nuclear power plants in the state.

The fact is nuclear energy is safe. No member of the public has ever been injured or killed in the 20 year history of nuclear energy in the United States.

The impact of Proposition 15, if approved, would be devastating. It would:

- (1) Impose a "no growth" economy on California, thereby increasing unemployment in a state already burdened by approximately one million jobless workers.
- (2) Increase our dependence on foreign oil controlled by the multi-national oil companies and the Arabs.
- (3) Place further fuel cost hardships on low and fixed income citizens.
- (4) Force California to burn coal to generate electricity, thereby increasing air pollution and worsening the environment.
- (5) Abandon plans for mass transit and water pollution control facilities because of energy deficiency.

Banning nuclear energy as Proposition 15 would do, means greater unemployment and massive increases in utility costs to both workers and industry. California cannot afford to close the door on any energy source.



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Energy Workers Center, Inc. Annual Financial Report

(continued from page six)

LIABILITIES AND NET WORTH

LIABILITIES

Wells Fargo Bank Loan, Including Accrued Interest of \$182.28	36,638.84	
Lease Deposit	795.00	37,433.84

NET WORTH

Cash Advanced by IBEW Local Union 1245	84,299.93	
Gain Through December 31, 1974	54,220.87	
Gain for the year per Statement of Income and Expense (below)	6,875.13	145,395.93
Total Liabilities and Net Worth		182,829.77

STATEMENT OF INCOME AND EXPENSES YEAR ENDED DECEMBER 31, 1975

Income:		
Rents		25,680.00
Interest and Other		1,498.72
		27,178.72
Expense:		
Interest	2,346.53	
Property Tax	4,293.79	
Depreciation	3,530.00	
Utilities and Gardener	4,250.62	
Maintenance and Repairs	4,361.15	
Insurance	1,521.50	20,303.59
Gain for Year		6,875.13

Brother Paul Humphrey retires

Paul Humphrey, Hydro Electrician with 23 years service in Local Union 1245, was honored by his co-workers and friends at a retirement party in Paradise on February 20, 1976. Approximately 120 friends gathered to honor Brother Humphrey and wish him well. Paul's retirement from PG&E, at the youthful age of sixty-two, became effective March 1, 1976.

Brother Humphrey started with Pacific Gas and Electric Company on 5/23/53 in DeSabra Division and joined the Union in December of the same year. Paul started work as a

Choreman, progressed to Hydro First Operator, and completed his service as an Electrician. His service with the Local Union included stints as a Shop Steward and as a Unit Officer.

Business Representative Roy Murray from the Walnut Creek office, who was assigned to DeSabra for eleven years, was on hand to present Brother Humphrey with his IBEW retirement scroll. The current Business Representative, Dean Cofer, presented Paul with his IBEW retirement pin and thanked him for his outstanding service to the brotherhood during the past 23 years.



Business Representative Roy Murray, right, is shown presenting an I.B.E.W. Retirement Scroll to Brother Paul Humphrey.

Appointments

Negotiating Committees

- N.E.C.A. LINE CONSTRUCTION: Roy Murray, David W. Miles, James P. Holt
- CITY OF HEALDSBURG: James D. Carlsen, Manuel F. Lownes, Corbett L. Wheeler
- CITY OF LODI: Gary C. Mai, Mike Williams, Henry B. Lucas
- YUBA COUNTY WATER AGENCY: Donald J. Brown, Anthony Morgado
- STORER T.V. CABLE-Rohner Park Division: Dave Cartwright, Corbett L. Wheeler
- CALIFORNIA PACIFIC UTILITIES-Needles: Mike Andrews, Anthony Frazier, Wayne Weaver
- MONTEREY PENINSULA TV CABLE: Ernest M. Jones, John J. Wilder, Mark Cook
- P.G.&E. DEPARTMENTAL-STEAM-GEYSERS P.P.: Raymond F. Gallagher, John J. Wilder
- BAY CABLEVISION: Robert Gray, Veodis Stamps
- JOINT GRIEVANCE COMMITTEE-Humboldt Div.: C. H. Parton Jr.

Conference Delegates

- JOINT EXECUTIVE CONFERENCE OF NORTHERN CA. ELECTRICAL WORKERS RENO, NEVADA, MAY 1, 1976: John J. Wilder, John Stralla, Al Wolf, Ed Fortier, Al Sandoval
- CA. LABOR FED. AFL-CIO PRE-PRIMARY CONVENTION SAN FRANCISCO, APRIL 14, 1976: L. L. Mitchell, H. Darington, R. Robuck, W. Manley, D. Turman, M. A. Walters
- IBEW NATIONAL TELEPHONE CONF. NEW ORLEANS, LOUISIANA, APRIL 21-23, 1976: Dean Cofer, John J. Wilder
- WESTERN REGIONAL COPE AREA CONF. SAN FRANCISCO, APRIL 6, 1976: L. L. Mitchell, H. Darington, M. A. Walters
- 7TH ANNUAL "UNIONIST OF THE YEAR DINNER" OAKLAND, APRIL 2, 1976: L. L. Mitchell, D. H. Reese, V. Stamps

The Safety Scene

Usery denies Political Pressure on Job Safety, Health Standards

Labor Sec. W. J. Usery, Jr., says he has not been subject to "political pressure" in the setting of standards on occupational health and safety and that the department is committed to "the most professional approach" in this area.

Usery's statement came in response to a letter from AFL-CIO President George Meany pointing out that President Ford's New Hampshire campaign pledge to have OSHA treat "businessmen as friends, not enemies," was followed by reports of delays in publishing OSHA standards until after the election.

After obtaining a copy of a Labor Dept. memorandum, the New York Times reported that many standards due to be published now would be delayed until March and April of 1977.

Meany told Usery that the story indicated "a repeat of the 1972 attempt by the Nixon campaign to barter the health and security of American workers for campaign contributions to an incumbent Republican president."

Usery replied that he, too, "was shocked and dismayed at the New York Times article of Mar. 4."

"There is no truth to the implications of political maneuvering set forth in the article, for neither Dr. (Morton) Corn nor I have ever been

subjected to any political pressure in the operation of OSHA," Usery wrote.

In addition to saying he had instructed Corn, the new assistant secretary for OSHA, to treat businessmen as friends, Ford also said in New Hampshire that he was aware many in business would like "to throw OSHA in the ocean."

Consequently, Meany had written to Usery that "you and Assistant Sec. Corn must make it crystal clear to employers and the White House that enforcement of the OSHA law of the land will be vigorous and fair and that the issuance of standards will not be compromised in an election year — or any year."

Usery replied that "the time required to deal with the complex scientific and technical requirements in developing safety and health standards is the result of many factors but not politics."

Nixon Administration attempts to keep OSHA quiet and inoffensive to business until after the 1972 election were revealed in July 1974.

The Senate report on Watergate brought to light that an internal Labor Dept. memorandum drafted by George C. Guenther, then assistant secretary for OSHA, proposed that "no highly controversial" standards be issued between March 1972 and the November elections.

The 1972 Guenther memo came in reply to a White House demand that every federal agency draw up a "responsiveness plan" on what it could do to aid the Nixon re-election effort.

"An Administration charged with enforcing the law under this system of government must not be able to pick and choose which laws it is going to enforce simply because the head of that Administration is up for election," Meany said in his letter to Usery.

The original newspaper stories Meany cited blamed the delays on the inflationary impact statements demanded by the Ford Administration before such federal actions can be taken.

In a related development, those impact statements have been challenged by the Oil, Chemical & Atomic Workers. The union filed suit in federal district court in Washington, D.C., to stop OSHA's consideration of inflationary impact, arguing that the law does not allow such dilution of its safety and health standards.

The suit asks an injunction to end the resulting delays and seeks promulgation within 30 days of OSHA standards for arsenic, noise and 11 toxic substances.

The suit also calls for "prompt completion" of hearings on coke oven

Carter named chief of Industrial Safety Division

Arthur R. (Art) Carter, secretary-treasurer of the Contra Costa Central Labor Council since 1968, has been named as chief of the State Division of Industrial Safety.

Carter succeeds David Chambers, who resigned to accept an appointment to the California Youth Authority Board.

Carter served as a business representative for Hospital Workers Local 250 of the AFL-CIO Service Employees International Union in San Francisco from 1965 through 1967. His appointment is subject to Senate confirmation.

The Department of Industrial Relations and its Division of Industrial Safety serve as the main enforcement arms of the California Occupational Health and Safety program (Cal/OSHA) under the over-all direction of secretary Rose Bird of the Agriculture and Services Agency.

emissions and the scheduling of hearings within "reasonable time" for a list of other hazardous substances.

The Labor Dept. memo on which the New York Times story was based cited a September 1975 deadline for new standards on many of those same substances, several of which have known cancer-causing qualities.

The delay from last September was blamed on preparation of economic impact statements.

The timetable for a ruling on levels of allowable noise in the workplace called for a decision in March of this year. The memo proposed it be moved back to 1977.

AFL-CIO News

Extend Camper Exhausts

Every camper is urged to inspect the tailpipe and tailpipe connections on his truck-camper vehicle before leaving home. The National Highway Traffic Safety Administration reports four deaths from carbon monoxide poisoning inside camper units. The probable cause is standard exhaust pipes that do not extend all the way out from under the truck body and its slide-in or cap-type camper unit. Any leakage in the flooring of the camper or truck body can allow a lethal flow of exhaust fumes into the camper compartment.

Family Safety

Higher Workers' Compensation Minimum Medical Fees Announced

A new schedule of minimum medical fees charged for treatment and care of industrially-injured workers was announced today by Franklin O. Grady, Administrative Director, State Division of Industrial Accidents.

The schedule, effective May 1, will increase charges up to 40 percent, which "reflects the current practice of medicine in California", according to Grady.

Grady said his main considerations in ordering the new schedule were that workers who suffer job-related injuries or illnesses should receive quality medical care and, at the same time, that workers' compensation premiums should reflect actual cost of medical care.

Grady points out that because industrially-injured workers now have free choice of physicians, it is especially important that physicians treating such cases receive remuneration in accord with that generally received for medical procedures and services.

Under the existing minimum fee schedule, in effect since 1974, Grady believes the workers' compensation insurance carriers have been paying 30 to 40 percent above the minimum

for medical treatment. Consequently, premium rates based upon the current fee schedule have resulted in a workers' compensation insurance payout of \$70 million to \$80 million in excess of premiums received.

At public hearings on the new minimum fee schedule held last December, the California Medical Association and other labor and management groups argued that a new schedule should approximate usual and customary charges by physicians in California. That should result under his order, Grady said, and physicians treating the industrially-injured or ill should willingly follow the new schedule.

Grady said that it has become increasingly difficult to promulgate a statewide fee schedule because of rapid changes in medical fees and increasing regional differences in medical charges.

The schedule now in effect provides a fixed dollar multiplier to the unit value of each procedure as set forth in the California Relative Value Study of 1964. The conversion factor or multiplier is \$8.00.

Under the newly adopted schedule, the 1964 California Relative Value Study is supplanted by the 1974