Executive Board outlines furniture needs for new building

The Executive Board has reviewed a summary report of proposed space, furniture and equipment utilization for the new office facility now being constructed on Citrus Circle in Walnut Creek and is submitting proposed funding to the membership for purchase of its own telephone and intercom system and additional furniture for outfitting the new building. Due to the variety of office equipment and machinery available for paper and word processing and duplication methods further studies are being made by the Business Manager's office to assess the capabilities and costs of this phase of our operation in relation to possible improvements which could be made with other types of equipment as replacement or supplement to our present operations.

Proposed funding of additional office furniture at $40,000.00 and $20,000.00 for the purchase of a phone system is to be reviewed by members at the August unit meetings. Further proposals for equipment will be submitted later. (See Business Manager's Column).

In the present office building the Local has 8 individual rooms for offices, a library area, general office area, a print room, a dispatch room and a combination staff and Executive Board meeting room. We are using the library as offices and work area for staff and clerical help. In order to house staff and officers we have doubled up in individual offices. In some cases using tables as desks for these shared offices.

Inventory of furniture shows we can provide desks and desk chairs for all but five of the office spaces in the new building. General office and secretarial areas can be furnished with present furniture.

In assessing the need for furniture in outfitting individual offices the norm was set at 1 double pedestal desk, 1 desk chair, 1 side chair and a back storage, file and work surface classed in furniture vocabulary as a credenza. For the assistant business managers and officers, the number of side chairs will vary based on the number of persons who could be involved in an office discussion. In any event a small conference room for up to 8 persons is available in this work area for larger groups. Committees and work groups can be accommodated in the larger conference room or the general purpose room.

The cost of furnishing individual offices in the standard 1 side chair facility will be approximately $1,150.00 per office. Additional side chairs run $110.00 to $125.00 each.

In the general office area a better working atmosphere and improved efficiency can be provided with acoustical sound barriers to screen out interferences from telephone, traffic, general conversation, etc. These barriers are costly but the privacy and freedom from distraction which they provide are considered a definite plus by those consulted where they are used. These barriers are equipped with electrical and communications conduits and provide the ability to reorganize and rearrange work areas with ease and provide greater flexibility than fixed walls.

The appropriations will include the purchase and installation of a rolling side filing and record storage area in the general office to replace conventional 4 drawer files. This facility would provide the same storage as 22 5/8 file cabinets but use only 99 square feet of floor space for files and access areas. Conventional files of good quality cost in the area of $150.00 per cabinet, are 18" x 3' and would occupy 230.25 square feet of building. Access areas would require approximately the same floor area to be utilized when drawers are opened. Cost of files to equal this storage space would approach $7800.00. Total cost of this system has been quoted

President Howard Darington, left, and L. L. Mitchell, Business Manager, are shown breaking the ground on the site of the new Local Union Headquarters Building.

In my March 1975 column I gave a brief history of the growth of Local 1245 and the changes which this created in the type of facilities and the space which the Local needed to carry out its service and clerical functions. Since that time a building acquisition program was put together, submitted to the membership and adopted in the November 1975 unit meetings. In the April 1976 issue a chronology of progress on the building was printed with a prediction that approval would be received in mid-May and construction would start in late May with a completion date four months later.

The starting date was not met in this time period due to inability to gain approval of commissions which regulate site design, construction standards etc. During this period of delay studies have been conducted on heating and air conditioning, insulation materials, fire and burglary detection equipment, floor plans and layout. All approvals were finally attained, a building permit issued and on June 29, 1976 ground was broken. A new completion date of November 1, 1976 is predicted. However, predictions are just that and dedication will await the final inspection and receipt of the keys.

Elsewhere in this issue we have printed the floor plan which shows the layout for two general office areas, two conference areas, all purpose room, lunch room, library, sixteen individual offices, dispatch office, print room and storage of records which must be kept for varying periods required by law.

The new facilities will be a big improvement over the crowded facility we presently occupy and cannot even be related to the two rented rooms we started with in our formative days.

Over the years as we have expanded facilities we have had to upgrade and add both furniture and equipment. We are assessing the present furniture and equipment for its use and placement in the new facilities and seeking information on new equipment and processes for improving both quality and productivity of the services and materials produced in our home headquarters.

This review covers the cost comparison of owning telephone and intercom equipment vs. rental from Pacific Telephone and Telegraph, the use of a double head or tandem printing press which prints two sides at one time; automatic collating, stapling, folding and envelope stuffing...

(Continued on page three)
Executive Board outlines furniture needs for new building

(Continued from page one)

at $11,047.00. This cost seems high but when related to rental value of floor space for the same storage area and the cost of conventional files it is not excessive. For example, storage rental in the Walnut Creek area varies from 40 cents to 60 cents per square foot a month. The space saving of 99 over 232 square feet is 133 square feet not counting the access area. Excess space would then cost from $638.00 to $957.00 per year in rental costs. A ten year life expectancy would produce a considerable saving when looking at the purchase price of traditional files and the space utilization. Installations of this kind in existence in Walnut Creek area have been in use for much longer periods. Additional savings in filing and retrieval time with these systems cut operating costs as well.

In utilizing present furniture it will require some repair and refinishing of desks, chairs and work tables which have been in service since the 1950's. It is good furniture structurally, and can be put in good shape for much less cost than buying new furniture. The estimate provides $1500.00 for this purpose.

The furniture budget is of course based on a normal use of one 8' conference table, side tables for phone and coffee service and a visual center providing blackboard, screen and felt board. The estimate for furnishing the general purpose area is to provide the maximum capacity of 99 employees in the available space using tables in a classroom layout.

In general, the estimate is predicated on good quality furniture in a mid price range. The outfitting of each office is based on minimal need with the functional operation in which each office will be used. We are using all serviceable furniture we now have.

While $40,000.00 has been estimated, each order for the various pieces of furniture will be reviewed as it is placed to keep costs below that figure. The basis for this figure is as outlined in this summary:

- Furnish offices with new furniture - $5,500.00
- Filing system installed - $11,050.00
- 8' conference table - $500.00
- 7 credenzas (file storage furniture) - $3,000.00
- 24-2'x6' folding tables - $2,400.00
- 70-stack chairs - $2,170.00
- Acoustical barriers - $5,000.00
- 3 side tables (phones, etc. conference area) - $450.00
- 1 desk chair - $350.00
- 1 secretarial chair - $150.00
- Drafting table and lamp - $275.00
- Metal storage racks (supplies) - $2,600.00
- Visual centers (Blackboards, screens, etc.) - $800.00
- Refinish and replace old furniture - $1,500.00
- Tax (includes installation and 1 year warranty) - $2,265.00
- Incidents (pictures, plants, decorations) - $1,390.00

A total furniture budget of $11,047.00 is provided in the estimate. Additional money could be spent to buy new furniture if the LocalDept, Regional or International decision to purchase new furniture is to be made. Contingency funds of $1,047.00 are provided for this purpose.

An assessment of phones and intercommunications systems indicates that purchase of this equipment would provide a savings over using the regular telephone service charges. Comparing a 30 station private system with paging and intercom facilities the cost over a 5 year period in Pacific Telephone and Telegraph tariffs for use of the system would provide for the purchase and a four year service contract of our own system and produce a net saving of $7,000.00. Use after 3 years would be at much greater savings. This is assuming present tariffs and making no allowance for possible increases which the Pacific Telephone Company is now seeking or will be requesting in the future. For comparison purposes the 7% excise tax charges on Pacific Telephone and Telegraph services were considered as an offset against the 6-1/2% general sales tax charge in this area. The base charges from Pacific Telephone Company for incoming trunk lines and the toll and message unit charges would be the same under either system.

Direct purchase - $15,600.00
Telephone installation costs for service - $1,200.00
4 year service contract $15,900.00 (includes installation and 1 year warranty) - $2,160.00

Pacific Telephone installation - $18,780.00
Monthly charge (465.18x60) - $27,911.00
Less interface (7 costs) - $1,625.00
5 year cost - $7,386.00

Estimates have been prepared on cost figures obtained from suppliers under standard bid arrangements which only guarantee prices for 10 to 30 days. Contracts have not been drafted and price figures could be adjusted up or down as other bids will be sought. Each purchase will be reviewed before signed contracts are executed and final figures will be reviewed to keep costs within the proposed funding.

Editor's note: The floor plan above shows the interior layout of the new building. The 10,000 square foot building provides for twice the individual office space, doubles the size of the room for the printing equipment and gives the Local much more storage space. The general purpose room for staff meetings, special meetings, etc. is considerably larger than that provided at our present facility. Not shown is a loft space providing 500 + sq. ft. for storage of dead files.

Utility Reporter—July, 1976—Page Two
A three year agreement between Local 1245 and Sierra Pacific Power Company has been ratified. The agreement provides for an 8-1/2% general wage increase May 1, 1976; 8% effective May 1, 1977; and a wage opener on May 1, 1978. This brings the Lineman rate as of May 1, 1976 to $38.55 and on May 1, 1977, to $39.23. Other improvements include: 6 Utility Aides in San Joaquin Division only. Provides for continuation of past program using the classification of Utility Aides to provide work experience for inexperienced workers in the PG&E system during the summer months. Covered period is July 1, 1976 to June 30, 1977 and the clerical cross Hatch index.

No. 2231 signed 6-24-76
Provides for revision of Gas Plant Maintenance Department Lines of Progression to include the Power Plant Operator classification at the Geysers. Provides revision of the definition into Junior Clerk position at the Reno office.

Sierra Pacific Power Company
No. 2225 signed 7-2-76
Provides for placement of an apprentice Lineman who was injured on the job into Junior Clerk position at the Reno office.

(Continued from page one)
Local 1245 Service Award Dinners

Local 1245 members in the San Francisco area who reached their 20th, 25th and 30th anniversary of IBEW membership this year, received their pins at a dinner on June 15, 1976.

Business Representative Frank Quadros was the master of ceremonies and introduced Asst. Bus. Mgr. Jack McNally who was there representing L. L. Mitchell, Business Manager. He also introduced President Howard Darington and his wife Jeanne, Bus. Rep. Shirley Smith and her husband Stan to the pin recipients and their guests. One million, eight hundred seventy-three thousand, six hundred forty-two.

Brother McNally presented the pins and thanked the pin recipients for their many years of participation in the activities of the local union.

President Darington reflected on the history of union activity on the PG&E property and on the progress which has been made.

The following people received pins: Jay Burton, Sylvester Cruz, Bernice Hall, John Woolley, John O'Brien, Gene Sheldon, Richard Palik, John Bealle, Bruce Smith, Chris O'Grady, Mike McGovern, Paul Sulinski, Walt Nordenstedt, Joe Munoz, William Gallagher, Ernest Riebeling and George Kinsey.
The photo above and the two photos below show some of the participants of the Coast Valleys area service award dinner.

The two photos above and the photo below show the pin recipients. See story for names of members receiving pins.

COAST VALLEYS AREA

Local 1245 members in the Coast Valley area who reached their 20th, 25th and 30th anniversary of I.B.E.W. membership this year received pins at a dinner on June 26, 1976.

The dinner was held at the Sherwood Lake Recreation Room in Salinas, California. Business Representative Mark Cook opened the Pin Presentation program by introducing Business Manager L. L. Mitchell, President Howard Darington and his wife Jeanne, and Asst. Business Manager Jack McNally. L. L. Mitchell and Howard Darington expressed their appreciation on behalf of Local 1245 for the many years of dedicated service which the pin recipients had given to the Local.

The pins were presented by Business Manager Mitchell after the evening meal. The meal consisted of bar-b-que sirloin steaks, bar-b-que beans, french bread, tossed green salad.

Business Representative Mark Cook thanked John Collenbeck, Eugene Field, Bill Callahan, Leonard Payne, Bill Jones, Jerry Smith, Harold Zook, Joe Parra and Jack McNally, who cooked the meal and/or helped in the clean-up duties after the dinner.

There were a total of 115 people in attendance at the dinner. There were 56 pin presentations. The following people received 30 year pins: George Brown, Mark Cook, Guido Ghilarducci, Leroy Hicks, Ken Yackey, William Powers and Howard Searby.


The wives and lady or men friends of the recipients were invited and a good time was had by all.

The photo above and the two photos below show some of the participants of the Coast Valleys area service award dinner.

President Darington is shown making a few comments at the service award dinner.

L. L. Mitchell, Bus. Mgr. is shown thanking the members for their long-term support of Local 1245.
Ken Lohre and John Stralla attend Rocky Mountain Labor School

Business Representatives John Stralla and Ken Lohre attended the Rocky Mountain Labor School in Missoula, Montana. The classes and living quarters were on the campus of the University of Montana, and the session ran from June 20th through June 25th.

Over 150 people from the Rocky Mountain States participated in the program. The formal sessions were held in the mornings at 8:00 a.m. and all students would stay in the same room. Lavish leisure activities, which the students would split into three different groups for smaller classroom sessions. The smaller groups met in the afternoon.

The curriculum was general in nature with one ‘arbitration’ class which consisted of 5 daily sessions of two hours each. Business Representative Lohre attended the extended arbitration class, and Business Representative Stralla participated in a more general labor studies program. There were classes in “Law, Collective Bargaining, Labor History, Structure of the AFL-CIO”.

The instructors were all quite good, but three of them stood out, in the minds of Lohre and Stralla. Jonathon Goldberg, General Counsel of the Amalgamated Clothing and Textile Workers of America, Walter Lawrence, Instructor at the Center for Labor Education, University of Colorado, and Jack Flagler, Professor at the University of Montana, both did an excellent job and really stimulated the thinking of the students. Three million, four hundred forty-three thousand, five hundred ninety-one.

The instructors classes ran from 8:00 a.m. to 5:00 p.m. p.m. with late classes after dinner on three of the five days of instruction. The students represented a very diverse cross-section, from the small terms of the size and local Unions, to the level of knowledge and participation in the Labor Movement. They had firefigthers, steelworkers, carpenters, woodworkers, electrical workers, pressmen, typographers, etc., etc. All in all, many of the fire members, officers, and full-time people from Local Unions; full-time people from State Central Bodies, and from International Unions.

According to our delegates meeting new people and making friends with brothers and sisters in the labor movement was perhaps the most enjoyable part of the week. The happy sessions back at the dorms provided an opportunity for getting new ideas for problem solving and grievance handling.

Some of the materials presented to the school was beneficial in many respects and also interesting to note that many of the “new ideas” or correct ways to proceed in Arbitration has been a low key supporting tool of the three Local 1245.

LOCAL 1245 AND CITY OF HEALDSBURG REACH ACCORD

A one year agreement between Local 1245 and the City of Healdsburg provides for a 4% general wage increase. They had a 7/2% general wage increase for all others; a fully paid Dental Plan for employees - $25 deductible - pays 80% of covered services, deferred vacation clause; and provides for replacement of glasses broken on the job.

The members of the Negotiating Committee were: Robert C. Jensen, Clyde A. Boyd and Corb Wheeler.

Unemployment Drops

California’s unemployment rate dropped sharply last month, from 10.0 percent in May to 9.2 percent in June, it was reported today by the State’s Employment Development Department (EDD).

The number of employed was 8,683,000—up 88,400 since May and 145,200 higher than in June a year ago. The total employed was just 13,900 shy of the pre-recession record high of 8,698,900 in September, 1974.

The number of unemployed rose by 40,900 over the month to 950,000 but the increase was less than anticipated. John Lohre says this is partly because of seasonal unemployment because of the large numbers of summer graduates and other youth entering the job market at this time. Between May and June last year, unemployment rose by 82,900 (more than double this year’s rise) to peak at 1,045,500 and the unemployment rate then was 9.8 percent, seasonally adjusted.

The number of unemployed in all industries in California in June (excluding agriculture) set a new record total of 7,994,200 up by 48,900 from the May figure of 7,955,300 which was also a record. The previous high was in October, 1974. All major industries except construction shared the increase, and, compared with last June, the gains were greater than normally expected.

Financing Health Care

America remains the only western nation without a national health insurance program.

The United States spent on health care $118 billion in the fiscal year ended June 30, 1975, or 8.3 percent of the grass national product. Yet, this enormous expenditure left 38 million Americans without insurance coverage for their health care expenses. Much of the insurance coverage Americans do have is inadequate. Canada spends 7.5 percent of its gross national product on health. Yet for this smaller percentage Canada provides comprehensive health care for virtually its entire population. The major reason Canada achieves more health care for less expenditure is that it has a social insurance health program rather than a private insurance system.

America can afford a comprehensive national health insurance program.

What the U.S. cannot afford is to continue to spend health care dollars in the same old way. Congress has passed through a private insurance that cannot control costs or provide quality care since its sole function is to pay bills.

The key to controlling the escalating cost of medical care is control of financing. Bipartisan support—provides all nine of these essentials.

The delegates expressed the opinion that the school was beneficial in many respects and also interesting to note that many of the “new ideas” or correct ways to proceed in Arbitration was being looked into. The AFL-CIO, therefore, reached an agreement with the Tri-Dam Project.

LOCAL 1245 REACHES AGREEMENT WITH TRI-DAM PROJECT

General negotiations have been conducted between Local 1245 and the Tri-Dam Project resulting in an 8/12% general wage increase retroactive to March 1, 1976. The agreement also provided for up to $250 guaranteed sick leave upon retirement.

Bill Cashman and Business Representative Pete Dunton were the members of the Negotiating Committee.

The right of collective bargaining, including the right to strike, is a fundamental right of all workers. Public employees have been enjoined, harassed, dismissed, and otherwise mistreated in their attempts to organize and bargain collectively with their employers, a point that public employees have already made and one that the AFL-CIO agrees to.

The members of the Negotiating Committee were: Robert C. Jensen, Clyde A. Boyd, and Corb Wheeler.

TRI-DAM PROJECT AGREEMENT WITH

PART-5, INC.

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Questions and Answers on Public Employees

Q. Public employees have been in the news a lot recently. Just why are they getting so much attention from everybody?
A. For many years, public workers were content to follow the dictates of their bosses. But government unions are now beginning to realize that they make up a major part of the nation's labor force. They are starting to demand the same rights and opportunities provided other American workers. Nearly 15 million Americans are employed in government, and about 6 million federal employees are represented by unions. The 600,000 workers in the Postal Service have enjoyed the benefits of a union contract since 1970. Some 4.7 million state and local government workers are organized, a 10 percent increase since 1972.

Q. What do you mean by saying public employees don't enjoy the same rights as other American workers?
A. A harsh statement, but true. Just this year alone, the Supreme Court has decided that government employers can tell their workers where to live and how to wear their hair. The court also recently declared that public employees can be fired from their jobs, even if the employer is wrong. And public workers do not have the right to file a lawsuit to protect themselves when this happens. All of these employer 'rights' are not permitted for non-government bosses.

Q. That may be true, but don't public employees have the protections of merit systems which other workers don't?
A. In Theory, merit systems sound very nice. When they are put into practice, it's a different story. Fred Malek, an assistant for former President Nixon, once wrote a manual on how to get around the federal government's civil service laws. Just last month, a report was released on widespread scandals in the U.S. Civil Service Commission. It's obvious that any labor-management system operated by managers can be sent by managers.

Q. Where were the federal workers' unions when all this was going on? Why didn't they do something to stop favoritism and patronage in the government?
A. Federal workers covered by a union contract do have some protections from such abuses. But labor relations in the federal government takes twists and turns unknown for other workers. Established under a presidential order in 1962, replaced by another presidential order in 1970, and amended three times since then, federal labor relations is a system developed and operated almost solely by management. Contract interpretation and the resolution of disputes are ultimately management responsibilities. That's why we say federal employees should have the right to free collective bargaining.

Q. What about labor laws for state and local workers? Don't they have the right to collective bargaining?
A. Like some other selected groups of workers, public employees in federal, state and local governments were singled out as exceptions when the National Labor Relations Act was passed in 1935 and again when the Taft-Hartley amendment was enacted in 1947. Today, only 18 states provide comprehensive labor rights for state and local public employees.

Q. But workers in New York City have had collective bargaining rights for years. Hasn't that contributed to the city's financial problems?
A. The Conference Board, an independent management association, conducted a study of the city's financial condition and declared: "The proposition that New York City can solve its problems by eliminating 'waste' and 'extravagance' in the employment area is wishful thinking." The Conference Board found little evidence New York City was suffering from the unemployment of its employees. The root cause of the fiscal crisis felt by New York City and other local governments is persistent high unemployment. High unemployment erodes local tax bases, and creates heavy demands on public assistance programs.

Q. Isn't collective bargaining been the real reason why the United States Postal Service is millions of dollars in debt?
A. It's true that a large portion of the Postal Service's budget is spent on labor costs. But look at how the Postal Service has spent other funds: nearly $1 billion invested in bulk mail machinery that doesn't work. At the same time, managers in upper management have been extensive. There have been three Postmasters General since 1970, each with different ideas on how to run the USPS. Such management turnover cannot contribute to efficient operation in any organization, private or public.

Q. Since it is having so many financial problems, why doesn't government operate on a yearly balanced budget just like private businesses do?
A. In the first place, private enterprise faces the possibility of bankruptcy, and business managers are always pressured to "do better" than the year before. Government is different. There is little likelihood the federal government will ever go bankrupt. And government is not in the business of showing a profit. The effects of government spending then must be projected in terms of years, not months. A responsive, active government will pass laws which help private industry conduct business, while at the same time protect individuals.

Q. What about state and local governments? Aren't they just the same as the federal government?
A. The federal government has a responsibility to state and local governments, just as it does to business and people. During the 19th Congress passed a number of laws which support the buying power of individuals. This helps businesses because people still have some money to spend on essentials, even during times of high unemployment. The federal government should do the same for state and local governments. Our proposal now before Congress would provide federal loans to states and localities where unemployment exceeds 6%.

Richard F. McCoy

and

Joe L. McCay

could have won $50.00 if they had noticed their union membership card numbers in the June 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
If you Drink, Don't Drown

by Dorethea Guthrie

A bronzed, handsome young man is stretched out on the beach, hair still dripping from the surf. He is gazing at a sleek bikini-clad blonde who has just come out of the water. She is gazing at a sleek bikini-clad blonde who has just come out of the water. The cooler was loaded with cherry and orange-wheel garnish. A well-oiled boat operator, like the driver of a car, can be responsible for the injury or death of others. Although his victims — swimmers, skiers or passengers — may be sober, the condition of the person at the helm or tiller is the cause of the accident. **Stay dry or stay sober**

Of course, the easiest way to solve the drinking and drowning problem is to eliminate one of the dangerous elements. If you drink, don't go in or on the water. If you're going to go in the water, don't drink. But if drinking and water sports are combined, all the usual safety precautions are more important than ever.

Everyone on board must wear a personal flotation device at all times — no exceptions. Someone in the group should make it a point to stay sober enough to keep an eye on his friends after they start to tipple.

On boating trips or parties, the operator should not drink at all. If he does, the rule of thumb for drivers — one drink an hour or one hour before driving for each drink — is just as important for boaters. And no boater in the mood for love should ever turn off the craft's navigation lights — they are essential to avoid collision and aid rescue.

Probably the best protection against a drinking and drowning accident is a healthy respect for water and its potential for danger. Armed with that awareness, any smart swimmer or boater would have enough sense to stay dry — whether that means not drinking or not going near the water.

**Family Safety**