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



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 52.5 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

(Continued on page two)



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.

YOUR Business Manager's COLUMN

USE AND EQUIPPING OF THE NEW BUILDING



L. L. MITCHELL

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)

... HAVE YOU MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

SOCIAL SECURITY # _____

RETURN TO:
P.O. BOX 4790, WALNUT CREEK, CALIF. 94596

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 expensive. 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.

Conference areas will require the purchase 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 crowd within 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 to 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 5 offices with new furniture	\$ 5,500.00
Filing system installed	11,050.00
8' conference table	500.00
4 lobby chairs and table	600.00
7 credenzas (file storage furniture)	3,000.00

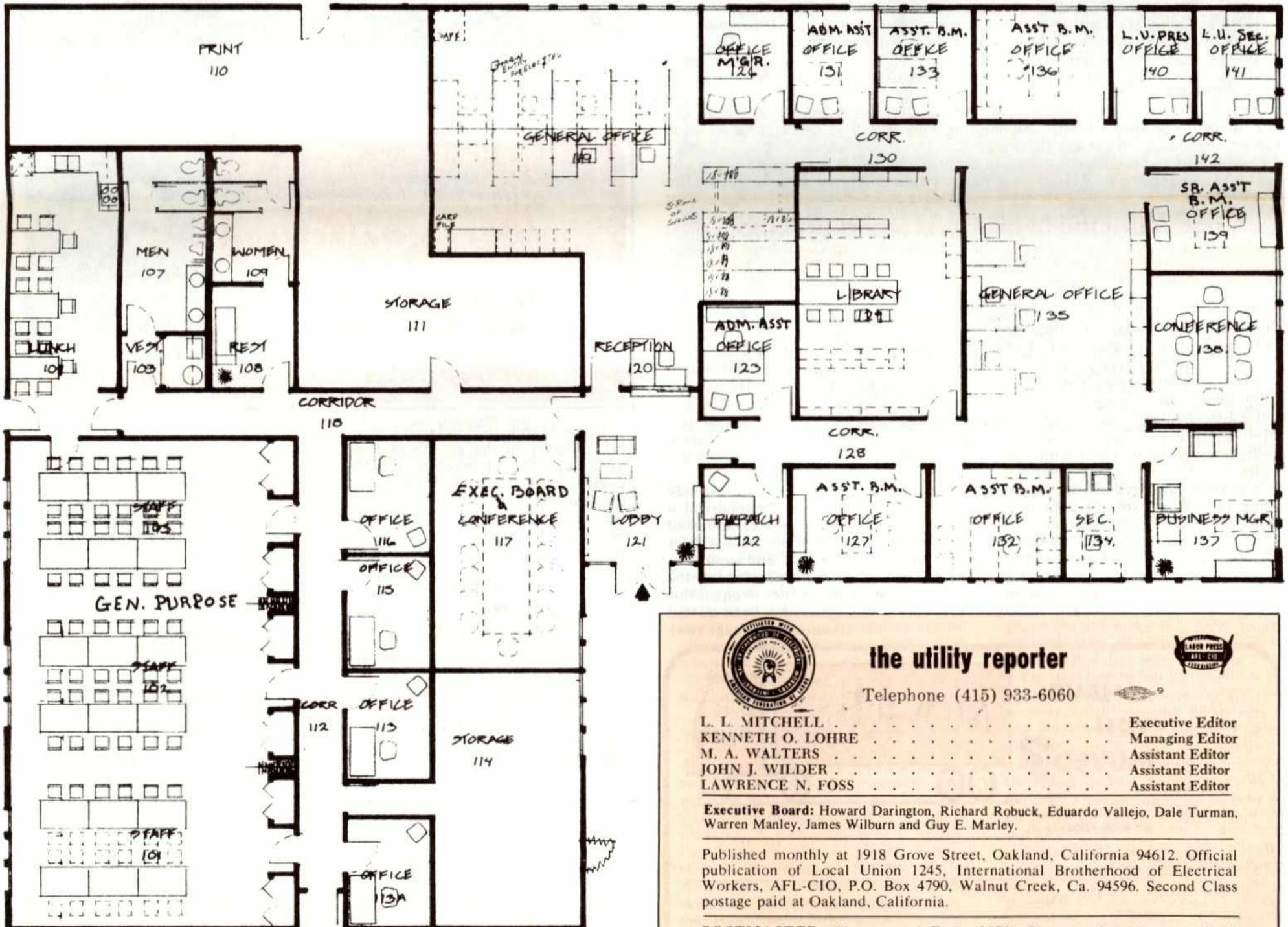
24-2'x6' folding tables	2,400.00
70-stack chairs	2,170.00
Acoustical barriers	5,000.00
3 side tables (phones, etc. conference area)	450.00
1 desk chair	350.00
1 secretarial chair	150.00
Drafting table and lamp	275.00
Metal storage racks (supplies)	2,600.00
Visual centers (Blackboards, screens, etc.)	800.00
Refinish and repair old furniture	1,500.00
tax	2,265.00
Incidentals (pictures, planters, decorations)	1,390.00
	\$40,000.00

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 phone 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 \$7,706.00. Use after 5 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
Touch tone	720.00
paging	1,200.00
(includes installation and 1 year warranty)	
4 year service contract \$1.50x30 a monthx48	2,160.00
	\$19,680.00

Pacific Telephone installation	1,878.00
Monthly charge (465.18x60)	27,911.00
less interface (?) costs	1,625.00
5 year cost for Pacific Telephone	27,386.00

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.



the utility reporter

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LETTER OF AGREEMENT SUMMARIES

Pacific Gas and Electric Company

No. 2216 signed 6-29-76

Outlines procedure for obtaining nuclear reactor licenses for Diablo Canyon Power Plant positions on initial manning of the plant and outlines previously negotiated procedures for placement if someone were to fail to meet the requirements.

No. 2218 signed 6-18-76

This agreement provides a new hours' schedule for the Stockton Division Operators as a result of the increased number of operators being utilized.

No. 2219 signed 6-18-76

Provides for revision of Gas Plant Maintenance Department Lines of Progression to include the Power Plant Operator classification at the Geysers.

No. 2223 signed 6-25-76

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 provides for 6 Utility Aides in San Joaquin Division only.

No. 2224 signed 6-18-76

Provides for reclassification to Clerk C of two clerks in the San Joaquin Division due to job analysis program of the Company.

No. 2227 signed 7-14-76

Provides for placement of an employee in a Distribution Operator position at Edenvale under 205.19 and 206.13 of the Agreement.

No. 2230 signed 7-7-76

Provides for placement of 2 incumbent Clerk D's in the Coast Valley Division into Clerk C positions due to the recently negotiated lowering of the points on the clerical cross Hatch index.

No. 2233 signed 7-9-76

Provides for reclassification of a Heavy Truck Driver in Fresno to that of a Materials Leadman in line with the 1972 Materials Department Negotiations.

No. 2234 signed 7-15-76

Provides the employees who man the "Pony Express" service with a three day holiday for the Labor Day weekend.

No. 2235 signed 7-20-76

Because of change in utilization of Company's launch, the Letter provides for revision of the definition and rate of pay of the Launch Captain.

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.

Settlement Reached Between Local 1245 and Sierra Pacific

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 effective 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 \$8.55 and on May 1, 1977, to \$9.23. Other improvements include improved medical plan (in seven areas); higher pension and improved early retirement benefits; four weeks vacation at sixteen years and five weeks vacation at 23 years; increased

mileage allowance from 9 cents to 15 cents per mile; increase Meter Reader allowance from \$65 to \$75; an additional \$2 per day for incidental expenses while assigned out of town; and improved Dental Plan from 50% to 80% for covered expenses.

The Negotiating Committee members were: Ron Walters, Kathy Tindall, Barry Mitchell, Russ Kuchler, Gary Rials, Business Representative John Stralla and Asst. Bus. Mgr. John Wilder. The alternates were: Madeline Cherry, Jay Killgore and Gerald Fondy.

Appointments

Negotiating Committees

- MOUNT WHEELER POWER, INC. - effective 6/28/76: Ernie Flangas, Dale Salvi, John Stralla, John Wilder.
NEVADA IRRIGATION DISTRICT - effective 6/28/76: C. B. Laird, C. F. Mildred, Ed Fortier, Kent Pascoe, Larry Richerson.
CAL PACIFIC UTILITIES CO. - WINNEMUCCA - effective 6/28/76: Lloyd Evans, Donald Rose, John Stralla, John Wilder, Terry Gust - Alternate.
SACRAMENTO RTD - effective 6/28/76: John Rogers, Vernon Flanary, Wesley DuVall, Alvin Wolf, Ned Fox - Alternate.
CAL-PACIFIC UTILITIES - SOUTH TAHOE - effective 6/28/76: Larry Lynch, John Wilder.

Balloting Committees

- SIERRA PACIFIC POWER CO. - effective 6/28/76: Frank Frugoli, Ethel Larson, Jack Larramendy, Ralph Walker.
BYLAW AMENDMENT - effective 6/24/76: R. Robuck, D. Turman, W. Manley, J. Wilburn, R. Stalcup.

Grievance Committees

- DeSABLA DIVISION: Ron Powell, Joint Grievance Committee
COLGATE DIVISION: Harold Crowhurst, Joint Grievance Committee.
GENERAL OFFICE: Bettie Charles, Joint Grievance Committee.
GENERAL OFFICE: William Attinger, Chairman, Joint Grievance Committee.

Central Labor Councils

- SAN FRANCISCO - effective 6/28/76: Appoint - Warren Manley, Ron Fitzsimmons.
NINTH DISTRICT PROGRESS MEETING - August 25, 26, and 27, 1976: President Darington, Business Manager Mitchell, Delegates; Vice President Robuck, Recording Secretary Vallejo, Treasurer Petersen, Participants.
ROCKY MOUNTAIN LABOR SCHOOL: Ken Lohre, John Stralla.
A. PHILIP RANDOLPH INSTITUTE NATIONAL CONFERENCE: Veodis Stamps.
CONTRA COSTA LABOR COUNCIL COPE DINNER: Ed Marley, Bill Twohey, Roger Stalcup.

City of Lodi and Local 1245 Reach Agreement

Subject to language clarification, a one year agreement between Local 1245 and the City of Lodi was ratified by the membership providing a fully paid dental plan for employees; a fully paid hospital plan for employees and 66-2/3% paid for dependents; a sick leave conversion plan upon retirement; City to pay full compensation to any represented employee who becomes eligible for benefits under Workers' Compensation laws for the period of time between the injury and the first day of eligibility for benefits; pay for all temporary upgrades of four hours or more; inequity adjustment for

Warehouse, 5% prior to the general wage increase and the Assistant Estimator reclassified and Project Engineering Estimator plus 5% prior to the general wage increase; and a general wage increase of 5% on July 1, 1976 and an additional 2-1/2% on April 1, 1977. (Impasse was declared on June 25, 1976 and the Union and City contacted the State of California Conciliation Service. Mediator Roland Lane entered into the negotiations on July 7, 1976.)

The members of the Negotiating Committee were: Gary Mai, Mike Williams and Business Representative Hank Lucas.

YOUR Business Manager's COLUMN USE AND EQUIPPING OF THE NEW BUILDING

L. L. MITCHELL

(Continued from page one)

machines; improved filing equipment and the use of microfilm record storage including automatic retrieval readers and print out equipment; plain bond paper copier machines; word processing systems utilizing electronic editing, tape storage and print out; computer and central terminal on line service for input and retrieval from current computer services. All of this means large expenditure of Union funds.

It is certain that additional furnishings will be required for we are adding offices to eliminate doubling up and also replace make do furniture which is now used to perform our daily chores. This is inconvenient and hampers production. We do have reasonably new and efficient furniture for a number of individual offices and the general clerical office. Costs of refurbishing old furniture, use of current furniture and needs for new furniture has been made and the Executive Board has submitted a proposed figure for repair and refinishing of used furniture and purchase of added furniture and cost of purchase of our own phone system for the members to review at the August unit meetings.

Details of these proposals will be found in this issue of the paper on pages one and two.

Viewing similar office operations and their utilizations of new machinery and equipment it appears there is a need to modernize some of our processes. Use of additional

equipment and newer systems which utilize new types of mechanical processes may allow us to keep pace with present work loads and still add new services without increasing, and possibly reducing, operating costs.

Total expenditures for all equipment and furnishings which are possible to be recommended to provide the most up to date operations could approach \$300,000.00. This may sound like a phenomenal cost, but much of the costs have offsetting values in providing capability for new and better processes, greater efficiency, savings in time and space, and eliminate or reduce rentals or outside service costs.

Every effort was made to obtain cost figures to be able to present them at one time. This was not possible as it became apparent that furniture and communications facilities would have to be ordered before other costs could be discussed if we are to obtain delivery within time deadlines of construction or occupancy. The study is continuing and it is hoped that we can prepare data to make further recommendations in the near future.

The proposals being submitted are believed to be the best figures obtainable and represent the maximum which will be spent on that particular proposal. It is also the conviction that these costs are necessary to maximize the use of our new facility and increase the services and efficiency of the Union, its Officers and employees.

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.



Some of the "Dinner" participants are shown in this photo.



This photo shows all of the people who attended the Service Award Dinner.



Shown above is a close-up view of some "Dinner" participants.



These close-up shots, above and below, show more people at the "Dinner."



Shown above, from left to right, are: Bus. Rep. Frank Quadros, Bus. Rep. Shirley Smith and her husband Stan Smith.



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-qued sirloin steaks, bar-b-qued 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.

Those who received 25 year pins were: Ernie Moore, Ed Sisemore, D. A. Benadom, Harry Azzopardi, Royce Herrier, Gerald Dyer, Gordon Morse, Burt Brughelli, John Petersen, J. P. Robedeau, Richard Clark, Robert Knudson, Ron Harmon, Charles Dow, A. A. Ranzoni, Homer Bailey, W. R. Bast, Willard Williams, R. C. Rogers, Eugene Field, John Natalie, Bill Marbach, Austin Harvie, John Culbertson, and Leonard Castelberry.

The following people received 20 year pins: Valerie Vance, Robert Withers, John Silva, Jose Olivio, G. C. Berry, Clint Grinnell, Charles Sullivan, Richard Bauman, Lachlan Van Bibber, Geno Pini, Jerry Crews, Bill Shaw, Felix Catherin, Milton Macettini, Neil Senko, John Callenback, Bill McCutcheon, Byron Hightower, Harry Deen, Ray Dominguez, Louis Bunch, Darrell Williams, James Mauzey, and W. L. Jones.

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.



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



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 general sessions were held in the mornings at 8:00 a.m. and all students would stay in the same room. Later in the morning the students would split into three different groups for smaller classroom sessions. The smaller groups met in the afternoons also.

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", etc.

The instructors were all quite good, but three of them stood out, in the minds of Stralla and Lohre. Arthur 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 Minnesota. They did an excellent job and really stimulated the thinking of the students. Three million, four hundred

forty-three thousand, five hundred ninety-one.

The classes ran from 8:00 a.m. to 5:00 p.m., with late classes after dinner on three of the five days of instruction. The students represented a very wide perspective, both in terms of the types and size of Local Unions, to the level of knowledge and participation in the Labor Movement. They had firefighters, steelworkers, carpenters, woodworkers, electrical workers, pressmen, typographers, etc., etc., etc. There were many rank and file 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

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 for the Electric Department and a 7% 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.

most enjoyable part of the week. The rap 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 students in conjunction with the instruction have been placed in Local 1245's library, and other materials were given to the research department for use in bargaining and Steward training.

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 and Collective Bargaining are already being utilized by Local 1245.

LOCAL 1245 REACHES AGREEMENT WITH TRI-DAM PROJECT

General negotiations have been concluded between Local 1245 and the Tri-Dam Project resulting in an 8-1/2% general wage increase retroactive to March 1, 1976. The agreement also provided pay for 25% of unused sick leave upon retirement.

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

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 8,685,000 — up 88,400 since May and 145,200 higher than in June a year ago. The total employed was just 13,900 short 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. June is invariably a peak month 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 1,004,500 and the unemployment rate then was 9.8 percent, seasonally adjusted.

The number of employees 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 7,945,300, 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.

Editorial

The right of collective bargaining, including the right to strike, is a fundamental right of all workers. Public employes have been enjoined, harassed, dismissed, and otherwise mistreated in their attempts to organize and bargain collectively with their employers. Unfortunately, continued efforts by public employes to change intolerable conditions through union organization and collective bargaining are too often limited by repressive legislation and judicial decisions.

The AFL-CIO continues to support legislation which would guarantee the right of all public employes to organize, bargain collectively, and would insure the right to strike.

Furthermore, the AFL-CIO supports provisions to protect the job rights, employment conditions and other benefits of workers involved in any federal, state and local legislation to reorganize or consolidate the delivery of public services.

The AFL-CIO also urges enactment of federal legislation as soon as possible to provide effective and appropriate protections for the pension rights of employes of state and local government agencies.

The federal employe is the forgotten worker in U.S. labor relations policy. Legislation is needed which will clearly recognize the rights of federal government employes and the responsibilities of labor and management. Such national policy must also include the employes paid through nonappropriated funds and those employed by the Government Printing Office.

The present labor policy applicable to federal government employes is administered by the Executive Branch on general authority contained in Executive Order 11491, as amended.

This policy presently rests on a one-sided employer imbalance of power. Federal government workers are entitled to and must receive the same equity and justice enjoyed by those employed in private enterprise.

Most importantly, federal employes should have the statutory right to organize and bargain collectively with their employer.

Some fringe benefits available to federal workers are presently less than those enjoyed by many workers in private enterprise. It is time that federal employes received employer-paid life insurance, health insurance, and dental care. When federal employes are required to work on a holiday, they should be paid for the holiday plus time and one-half for the time worked. These are conditions enjoyed by the workers in major private enterprises.

The AFL-CIO opposes any tampering with the wages and benefits established under the prevailing wage rate system which has provided a measure of equity to blue-collar federal workers.

Each of these areas would be a proper subject for good faith collective bargaining, but until that goal is achieved we urge the immediate attention of Congress to correct these inequities.

—From the AFL-CIO presentation to the Democratic and Republican platform committees.

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 gross 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 7.3 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 expense 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; that is, 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. The current system of private insurance, supplemented with public funds for Medicaid for the poor and Medicare for the aged, is too diffuse to have the leverage necessary to force economies.

The current system is also wasteful; in 1974, private insurers took \$3.6 billion out of the \$28.4 billion paid in premiums for administrative costs. This represents 12.8 percent of premium income; in contrast, Canada spends less than 4 percent on administrative costs.

Private health insurance carriers have little incentive or will to use the leverage of benefit payments on health care providers to control costs. Only a social insurance program, which channels all payments for health services through a single government agency, can contain escalating costs.

There have been a number of proposals made to meet the problem of financing health care.

An effective national health insurance program for America should include the following elements:

- A comprehensive single standard of benefits.
- Universal coverage.
- Access to health care as a matter of right.
- Incentives for reform of the delivery system.
- Built-in quality control.
- Strong cost control.
- Minimum administrative overhead cost.
- Equitable and progressive financing.
- Strong consumer representation.

Of the major health insurance programs submitted in the 94th Congress, only one—Health Security, introduced by Congressman Corman and Senator Kennedy with bipartisan support—provides all nine of these essentials.

—From the AFL-CIO presentation to the Democratic and Republican platform committees.

The Safety Scene

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 also just come out of the water. Behind them, the blue of the ocean meets a cloudless blue sky. And in her hand is a cocktail, complete with cherry and orange-wheel garnish.

Hundreds of thousands of people saw this attractive liquor advertisement in national magazines last year, and the sponsors hope it prompted people to buy — buy some booze, and maybe take it along the next time they go for a swim.

Thousands do just that every year — take a cooler of beer or a vacuum jug of martinis to the beach, set up a poolside bar, or take a few cans of brew along on a fishing trip. They might think twice before drinking and driving, but they think nothing of drinking and diving.

In the drink

"Everyone knows now that alcohol is an important factor in highway deaths, but the role of alcohol in drownings has been neglected by the press and professional journals," says Dr. Park E. Dietz of Johns Hopkins University.

Dr. Dietz conducted a study of drowning accidents in the Baltimore area, and his results showed that 47 per cent of the victims had alcohol in their blood. Most of them had more than .10 per cent, making them legally impaired in driving ability in most states.

Some public health officials who are on the scene of drownings or near drownings not only confirm Dietz' results — they make 47 per cent sound like a modest figure.

John Palmer, chief of police in Lake Geneva, Wisconsin, a popular midwestern resort area, says, "I'd say 50 per cent of the water rescues or drownings we see involve people who have been drinking."

"Ninety per cent," says Gene Bergman, beach patrol captain at Fort Lauderdale, Florida.

"Eighty per cent of the rescues in negligent boating accidents," says Douglas D'Arnall, marine safety captain in Huntington Beach, California.

Of course, of those accidents that did involve drinking, no one can say whether or not alcohol was the only fatal factor. For instance, last year six young people met on a beach in northern California for a rollicking swimming party. The cooler was loaded when they arrived, and by the middle of the afternoon, they were loaded. One of them went in for a swim, but began to struggle about 50 feet from shore. Another member of the group went in after him but was unable to save his friend or himself. So a third went after the first two. By the time

help arrived, four of the original six had plunged into the water to save the others — and all four drowned.

Would the multiple tragedy have occurred if the swimmers had not been drinking? No one will ever know. But just maybe, if any one of the four had been sober, he would have had the judgment or coordination to save himself if not his friends. Two million, six hundred seventy-nine thousand, nine hundred four.

Dietz feels the correlation between drinking and drowning is beyond dispute. He reasons: "It's inconceivable that half of the people exposed to the possibility of drowning — that is, those in, on or near the water — have been drinking, but almost half of the drowning victims have. To us, those figures suggest causality."

Young, old, in between

There's no typical victim of a drinking/drowning incident. Some life guards say young people are more likely to feel their oats after a few drinks. They try a few silly water stunts, only to find that alcohol has washed away their judgment, coordination and sense of balance. They get in trouble, and the beach patrol has to come to the rescue.

But older doesn't always mean wiser. Florida officials say they see elderly men who stumble into the water after drinking lunch in a bar.

D'Arnall finds middle-aged men seem more likely to be involved in boating accidents. "Lots of the younger kids are on smaller craft for sport, not for drinking. But older men may go out in a larger boat for a fishing trip, and they drink all day long," he says.

Many accidents involving drinking swimmers happen in the early afternoon, right after lunch. But the problem continues after dark, when somebody who's tossed down a few can't resist the romantic appeal of a moonlight dip. Some people even think that going into the water will sober them up.

The problem of drinking swimmers can be controlled to some extent through regulations that prohibit the use of alcohol on the beach. Such regulations are enforced in Fort Lauderdale.

"Most drinkers we rescue are immediately arrested for violation of a city ordinance that prohibits anyone under the influence to be on a city beach," says Bergman of the beach patrol.

Yet many supervised swimming areas allow booze on the beach. And there are always scheduled, unsupervised areas where anyone who pleases can drink like a fish — and



then try to make like one.

Drinking boaters are not so easily policed, and beach officials agree that they are an ever-present problem. All kinds of people think booze and a boat just naturally add up to good times. Fishermen or motorboaters spend the afternoon with a few friends and a few beers. In some areas rafting parties are popular: several boat owners tie their craft together for an evening, then return to home port when the party's over. Some resort areas have bars right on the water, so drinkers can bar-hop by boat.

The trouble is that driving a boat under the influence can be as risky as driving a car. The boat owner must be able to see well, stay aware of the weather and his environment and exercise judgment — all abilities that start to diminish soon after he starts drinking. 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