Advisory Council meets in Chico

President Darington opened the August 6th and 7th Joint Advisory Council-Executive Board meeting. Lee Thomas led the flag salute.

Brother Darington outlined the schedule for the day and then asked all present to introduce themselves.

The first item of discussion was how to improve unit meeting attendance. Ad Council members brought up various problems and suggestions on how to improve unit meeting attendance.

Dave Reese, Asst. Bus. Mgr., gave a report on his activities in the area of safety. Brother Reese raised a current problem concerning the wiring of insulators without the use of ladders. Brother Reese reported on a member in the San Francisco area being overcome by fumes inside a man-hole.

The Advisory Council members raised a number of questions and outlined some safety problems in their respective areas.

President Darington opened discussion on a proposed policy that the Local Union believe in and recommend that all members observe all safety rules.

Political and economic conditions in the various areas were reported on by Advisory Council members.

The general subject of good and welfare of the Local Union was discussed by the Council.

Business Manager Mitchell reported on his activities for the past three months. He indicated that the Local has been continuously in bargaining on many non-PG&E groups. Brother Mitchell has been directly involved in taking care of many membership problems.

(Continued on page four)

Notice to Outside Line Members on NEBF benefits

On Labor Day of 1974 a new law was enacted to protect the interests of workers in pension and welfare benefits connected with their jobs. Its title is "Employee Retirement Income Security Act of 1974," but it is often referred to by its initials — ERISA.

ERISA requires plan administrators — the people who run plans — to tell you the most important facts you need to know, in writing and free of charge. They must also let you look at plan documents, and buy copies of them at reasonable cost if you ask. ERISA says that pension plans must give you certain minimum rights. For example, ERISA controls when you can join the plan. Also, a great many people have control over employee benefit plans.

ERISA says that these people — called "fiduciaries" — must act solely in your interest and must be prudent in carrying out their plan duties.

ERISA also has other special rules that limit what a fiduciary is allowed to do. Fiduciaries who violate ERISA may be removed, and may have to make good losses they cause to the plan.

Because ERISA contains many provisions which may affect your retirement benefits you should contact Board of Trustees, National Electrical Benefit Fund, 1730 M Street, N.W., Washington, D.C. 20036, Area Code 202-293-1611 (Employer Identification Number 53-0181657) before making decisions about your future or retirement plans.

ERISA requires the Board of Trustees, the administrator of NEBF, to file certain information about the plan with the U.S. Department of Labor. A description of the plan's provisions must be filed with the Department of Labor by May 30, 1976.

The Board of Trustees must also file an annual report with the Department of Labor by October 15, 1976. The annual report gives detailed financial information about the plan. The Board of Trustees is also required to send a summary of the annual financial report to you, at no charge.

In addition, plan documents and other plan information must be provided to you by the Board of Trustees if you request this information in writing. The Board of Trustees may make a reasonable charge for these documents. You may wish to find out how much the charge will be before making a written request. However, all plan documents must be made available for your examination at Room 600, 1730 M Street, N.W., Washington, D.C. and certain other locations, such as local chapter offices and local union offices, at no charge.

ERISA also requires the National Electrical Benefit Fund to meet certain new standards for pension plans. These minimum standards determine when an employee must become entitled to benefits.

(Continued on page three)
Bargaining Roundup

INTERIM NEGOTIATIONS

PACIFIC TREE EXPERT COMPANY: No progress to report on interim hospital negotiations.

SACRAMENTO MUNICIPAL UTILITY DISTRICT: Have had one meeting on interim negotiations regarding Lignes of Progression, Lignes of Demotion and Job Definitions for various classifications within the electric group (including electrical classifications in the Substation Department and hydro and nuclear generation departments). A further meeting will be scheduled for the near future.

GENERAL NEGOTIATIONS & WAGE OPENERS

CITY OF SANTA CLARA: Union has submitted proposal to the City and City is now considering a counter proposal for Union. No meetings scheduled at this time.

JONES INTERCABLE: Company has submitted new offer to Union. Union is attempting to get Company to accept a counter proposal before calling a new meeting date for negotiations at this time.

NEVADA IRRIGATION DISTRICT: District has notified Union of its desire to meet and confer. No meetings scheduled at this time.

CALIFORNIA-PACIFIC UTILITIES COMPANY (North Tahoe): Following rejection by the membership of Company's proposal in July, the District is scheduling negotiations on August 17th.

CALIFORNIA-PACIFIC UTILITIES COMPANY (Winemucca District): Negotiations have resumed on Monday, August 9th. Union and Company met on that day and meeting dates selected.

TRUCKEE-DONNER PUBLIC UTILITY DISTRICT: Written proposals have been submitted by Union but no meeting date is yet scheduled.

TRI-DAM PROJECT: Union has served notice of intent to open and amend the Memorandum of Agreement. Union has also submitted proposals to the Project. Negotiations will resume in September.

THERMALITO IRRIGATION DISTRICT: Union has notified the District of its desire to meet and confer. No meetings scheduled at this time.

CALIFORNIA-PACIFIC UTILITIES COMPANY (South Tahoe): Following rejection by the membership of Company proposal in July, meeting was scheduled to resume negotiations on August 17th.

CALIFORNIA-PACIFIC UTILITIES COMPANY (Lassen): Notice to negotiate has been sent to Company. Proposals will be submitted at a later date and meeting dates selected.

CONCORD CABLE TV: Negotiations have resumed following rejection of Company's last proposal on Monday, August 9th. Union and Company met on August 13th and Union submitted new proposal which Company is now studying. Next meeting scheduled for August 20th.

OCEAN VIEW CABLE TV: Company and Union will meet in Seaside on August 24th to commence negotiations on this time.

STATE CABLE TV: Union has submitted written proposals to Company and will meet during the first week of September for negotiations.

CATRONICS: Written proposals have been submitted by Union but no meeting date has as yet been selected.

TRUCKER-DONNER PUBLIC UTILITY DISTRICT: Membership rejected District's latest proposal on August 13, 1976. Union is seeking new date to resume negotiations.

LETTER OF AGREEMENT SUMMARIES

Sierra Pacific Power Company
No. 2225 signed 7-2-76
Provides for transfer of an employee, who was injured on the job, from a helper to the position of Junior Clerk in the Reno Clerical Group.

Pacific Gas and Electric Company
No. 2237 signed 8-3-76
Provides for changing the starting time at the G.C. Services Dept. at Davis Service Center.

No. 2240 signed 8-6-76
Provides for the allocation of a Gas Serviceman, who was injured on the job, into a later relief position in San Jose. When a Service Operator vacates this position, the employee will be appointed to that position.

No. 2244 signed 8-12-76
Provides one additional opportunity under G11 of the Master Apprenticeship Agreement, for an apprentice who suffers a disability and is unable to return to that same apprenticeship.

YOUR Business Manager's COLUMN

NEW SAVINGS FUND BENEFIT

(Continued from page one)

sheltered plan enables corporate employers to qualify for an 11% investment credit instead of 10% under the 1975 Tax Reduction Act. This type of plan is known as a Tax Reduction Act Stock Ownership Plan or TRASOP.

TRASOP benefits both the employer and the employees. An employer gets the benefit of immediate cash it would have otherwise paid in income tax.

An employer gets the use of the amount of the 11% investment tax credit and the employees are allocated stock in the amount of the 11% investment credit.

Following bargaining sessions with PGE, the Company has agreed to establish a TRASOP fund by taking the additional 11% investment tax credit for 1975. The Company has to take this credit on Sept. 15, 1976. (Their income tax filing date) The 11% credit amounts to a little more than 2 million dollars and will be allocated by the plan trustee to an account for all employees of the Company who have at least three years service. The allocation is based on an employee's total compensation as a percentage of the total payroll of all employees with at least three years of service. Compensation of an employee in excess of 100,000 dollars per year will be excluded. The employees allocation then becomes that percentage of the 11% investment credit. These allocations must remain in the plan for at least 48 months (7 years) after the allocation is made. Withdrawals can be made when an employee terminates employment, dies or receives benefits from Long Term Disability. The current law allows this 11% additional tax credit for TRASOP only for the tax years 1975 and 1976.

However, Congress is currently acting on legislation to extend this benefit into the future.

Some of the other amendments to the Savings Fund Plan include immediate vesting of Company contributions and earnings thereon which cannot be forfeited; allows a participant with 5 years or more a minimum contribution of 1%—(previously it was 2%); establish a claims and appeals procedure. The amendments to the plan are retroactive to January 1, 1976.

The newly amended plan has been submitted to the Securities and Exchange Commission for approval. After the SEC approves the plan a prospectus will be given to all plan participants.
LINECO HAS NEW ADDRESS

All insurance claims or inquiries should be directed to the following new address:

American Benefit Plan Administrators, Inc. (ABPA)
500 South Virgil Ave., Room 340
Los Angeles, Ca. 90020
ATTN: LINECO

The new phone number is - 213/386-2703

If members have any problems, they are urged to contact the Local 1245 Union Office - 415/933-6060.

Proposals for SMUD General Negotiation

PROPOSALS FOR GENERAL NEGOTIATIONS - S.M.U.D.: Proposals for upcoming general negotiations with Sacramento Municipal Utility District will be accepted at the September Unit meetings. This is the last chance to get your proposals in!

WITHDRAWAL FROM SOCIAL SECURITY: S.M.U.D.: The committee for the study of the question of whether or not to withdraw from the Social Security program has been formed. It is expected that the Board of Directors will approve the committee at its meeting on August 19th.

Notice to Outside Line Members on NEBF benefits

(Continued from page one)

eligible to participate in a plan, when he or she has a vested right (one which cannot be taken away, except in limited circumstances) to certain benefits, and the rate at which benefits must accrue in the participant's behalf.

The National Electrical Benefit Fund has NOT been amended to meet all of these standards yet. ERISA requires that NEBF apply the new standards to the plan year starting on January 1, 1976. But ERISA does not require the plan to make amendments by January 1, 1976. The amendments may come later. When they are made, they must be applied back to January 1, 1976. For example, if you were not eligible to join the plan under the rule in force on January 1, 1976, but the amendment would make you eligible, the plan must count you as a member starting with January 1, 1976.

As a result of the modifications which will be made, your right to a pension and the form and amount of your pension may be affected. Regardless of your age, if you are thinking about changing jobs or retiring you should contact the Board of Trustees, National Electrical Benefit Fund, Room 600, 1730 M Street, N.W., Washington, D.C. 20036, about your pension situation before making any decisions.

If you have any questions about this Notice or your rights, contact the Board of Trustees. Also, the nearest Area Office of the Labor Department has people who will be able to assist you or provide you with additional information.

Your Local Union will also be glad to help you whenever possible. Call or write Local 1245, IBEW, P.O. Box 4790, Walnut Creek, CA 94566.

Communication

You shout, then I shout,
I don't hear you, you don't hear me.
The noise is too loud.
We can't meet here.

You talk, then I talk,
Your words are beautiful, you listen to them.
My words are beautiful, I listen to them.
We can't meet here.

You whisper, then I whisper,
You tell yourself your secrets, I'll tell myself mine.
They're still secrets.
We can't meet here.

You listen, then I listen.
You learn my needs, I learn your needs.
You have sorrows and joys too, haven't you?
We can meet here.

James F. Wilburn

Utility Reporter—August, 1976—Page Three
items connected with the new building. "Mitch" has been involved in the courts taking legal action on behalf of several different employer groups. He has assisted the Construction Commission in trying to force utility contractors to bid and the Local has testified at hearings. The question of eligibility of PG&E employees has been removed from the determination. The question of eligibility has been made as yet.

The Nevada Public Service Commission did vote to reduce rates schedules in Nevada which adversely affects other utility companies. The Union plans to over-rule the action of the commission. Three million dollars is estimated.

Brother Mitchell stated that some of the irrigation districts are having financial difficulties which will affect current and future negotiations with these groups. Larry Foss, Assistant Business Manager, reports the PG&E property. Two million, six hundred twenty-seven dollars is involved.

On Sunday, the roll call was taken and then a discussion of the building. The status of the building and the articles were discussed by the Advisory Council. The next item of discussion was the new policy and meetings.

Three Registered Nurses from the California Nurses Association strike against a Chico hospital for 51 days up to the point of strike and asked for the opportunity to explain the issues in the strike and ask for support. Several other items were discussed by the Council, and adjourned at noon.

This photo shows some of the guests and Ad Council members at the Chico meeting.
Local 1245 President Howard Darington is shown listening to a question from the floor.

Assistant Business Manager Larry Foss is shown reporting on grievance activity on the PG&E system.

Building. "Mitch" also reported that the Local has begun legal action on behalf of the membership employer groups. He stated that the California Public Utilities Commission has testified at hearings on the subject and no. The question of elimination of employee rates for non-employee groups has been removed from the rate case, but no final decision has been reached. The Union plans to file a suit in an attempt to force utility companies to put all new contracts for employee groups on the floor. The Commission did vote to discontinue the employee rate, but the question of its adverse affects on our members employed by the utility companies has not been resolved. The Union plans to file a suit in an attempt to keep the employee rate. Three million, fifty-six thousand, four hundred twenty-three thousand, four hundred and one dollar, was the new policy on guests to the Advisory Council.

The California Nurses Assoc. who had been on strike and the articles in the July issue of the Utility Reporter, was the new policy on guests to the Advisory Council. Warren Manley, Einar Petersen, Dick Robuck and Ed additional Advisory Council members and guests are shown in this photo.

Another view of those attending the Advisory Council meeting in Chico, California.

Some of the Chico area guests can be seen in this photo.
Local 1245 Shop Stewards attend conference


Brother Lucas asked the stewards to introduce themselves and give their work location. He then outlined the program for the day and gave the names of the negotiating committee members.

Dave Reese then called on Larry Gromachey to explain OSHA and its relationship to federal employees. Gromachey handed out a U.S. Dept. of Labor booklet entitled "Occupational Safety and Health for the Federal Employee" to all the stewards. Mr. Gromachey then went through the material in the booklet.

Business Manager Mitchell addressed the stewards on the activities of his office. He thanked the members for their activity and wished them well in their upcoming negotiations. He stressed the need for political activity by the Local Union on behalf of not only federal and public employees, but for the general membership in the private sector as well.

Hank Lucas brought the group up to date on some of the arbitration and court cases involving the members employed by the U.S.B.R.

Business Representative Ed Fortier reviewed the facts regarding the Bureau's attempt to change the status of the tandem relationship with PG&E and S.M.U.D. in respect to negotiating wages and job definitions.

After lunch the stewards split into three different caucus groups to make and discuss proposals for the forthcoming negotiations.

At 4:30 p.m. all three groups reported back together and reported on the proposals which each respective group came up with.

It was announced that the Union's negotiating committee for U.S.B.R. consisting of Bill Peitz, Chester Wright, John Bradney, Dan Davidson, Dave Taylor and Hank Lucas were to meet in Walnut Creek on August 15th through August 17th to formulate a package from the many proposals discussed at the pre-negotiations conference. Seven hundred sixty-five thousand, two hundred seventy four.

The meeting ended with brothers Walters and Lucas thanking the stewards for giving up a Saturday for important Union activity.

Russell Yaws
Ray Williamson
Robert Petty

could have won $50.00 if they had noticed their union membership card numbers in the July 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
Jackson group combines Unit meeting and picnic

Jackson Unit No. 2513 held its annual unit meeting - family picnic on July 6, 1976 in the Jackson City Park. This event has been held every year for many years. The picnic was a big success this year with approximately 50 people from Jackson, Tiger Creek, Lone and Mokelumne Hill attending. Business Manager L. L. Mitchell, Asst. Bus. Mgr. Jack McNally, Bus. Rep. Pete Dutton and Central Area Board member Warren Manley were also in attendance. The picnic began with a short social interlude and then the unit held its regular meeting. Business Manager Mitchell spoke briefly to the membership during the meeting.

Immediately following the meeting, "Chef" Everett Davis served Bar-B-Qued steak and the members and their families helped themselves to salad, vegetables, beans, rolls, soft drinks and beer.

Everett Davis, Line Sub-Foreman in Jackson, makes all the arrangements and does the cooking as well. Each member pays for the food for themselves and their families. One hundred seventy-eight thousand, and four. But ice water should not be applied to the wound because cold can intensify the shock turned off, so the underlying layers of skin can be removed before he can reach in his mouth and pull it out. If he is too heavy to hold, you can perform the same maneuver while straddling the victim as he lies on his back.

If he is a heart attack victim, ask him. A heart attack victim should be given the next dose of the drug as quickly but not forcedly and forcefully. Hopefully the plug of food will be dislodged so that you can reach in his mouth and pull it out.

Use of cancer-causing chemicals

(Continued from page eight)

- Acrylonitrile
- Aqueous acrylonitrile
- Bis-chloromethyl ether
- Bis-(2-chloroethyl)ether
- Butadiene
- Carbon disulfide
- Benzene
- Benzenesulfonic acid
- Benzene-1,2-diol
- Benzidine
- 3-Bromopyridine
- 4-Bromopyridine
- 3,4-Dichloroaniline
- 4-Chloroaniline
- 3-Chloroaniline
- 4-Chloroacetamide
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**The Safety Scene**

**Are your first aid skills up-to-date?**

How would you save a person who stopped breathing?

Centuries ago the victim would have been beaten with stinging nettles to bring him around. In the 1800's, a fireside bellows was used to pump air into a victim's lungs. North American Indians tried to revive apparently unconscious patients by blowing smoke into an animal bladder attached to the victim's rectum. In the early 1800's drowning victims were bunched along on the back of a horse.

No one uses those techniques today. But some people still cling to the old back-pressure-arm-lift method, even though scientific tests have shown that mouth-to-mouth resuscitation delivers more oxygen to the blood and enables the first-aider to do a better job of monitoring the victim's response.

Are your first aid skills up-to-date? If you haven't had a course lately, you may be surprised to discover that much of your know-how is obsolete. To find out if you need a refresher course, consider what you would do in the following situations. (Answers are on page 7.)

1. One night you come upon a car which has run off the road and hit a tree. The front end is completely smashed and the driver is unconscious. He's bleeding heavily but his breathing is okay. There are no other passengers. What should you do?
   - A. Leave the victim in the car, call an ambulance.
   - B. Call an ambulance, then gently move the victim to a level spot on the ground outside the car where you can monitor his vital signs and give him first aid.
   - C. Call an ambulance. Then improvise a stretcher from a blanket and carry the victim to a nearby home. Give him first aid.
   - D. Move the victim gently to your car and take him to the hospital.
   - E. None of the above.

2. You're taking a pan of bacon off the stove when you accidentally pour hot grease on your hand. The pain is tremendous. What should you do?
   - A. Quickly rinse the grease in cold water, apply a burn ointment and rush to the hospital.
   - B. Stick your hand in cold water.
   - C. Use a spray-on antiseptic, then bandage the wound.
   - D. Wash the wound with soap and water, then bandage it.
   - E. None of the above.

3. The grandparents come to visit. Grandmother has trouble with insomnia and takes sleeping pills at night. Because she doesn't like the child-proof cap, she leaves the bottle open on the night stand. In the morning her three-year-old finds the bottle and swallows half the contents. You catch her in the act. What is the best way to make her vomit the medicine?
   - A. Give her a glass of concentrated salt water.
   - B. Give her a glass of mustard and water.
   - C. Stick the blunt end of a spoon into her throat.
   - D. Give her a tablespoon of syrup of ipecac.
   - E. None of the above.

4. Your family goes ice skating on a cold day in January. One of the kids is wearing very tight skates, and his toes become frostbitten. What should you do?
   - A. Rub the toes gently with fresh snow.
   - B. Rewarm the foot rapidly by putting it in warm water.
   - C. Bring the child indoors and let the toes rewarm gradually in the warm air of the room.
   - D. None of the above.

5. Your eight-year-old daughter scrapes her knee on the sidewalk while playing hopscotch. The knee is bloody, but the wound is not serious enough to take her to a doctor. What should you do?
   - A. Apply iodine and bandage the wound.
   - B. Use a spray-on antiseptic, then bandage the wound.
   - C. Wash the wound with soap and water, then bandage it.
   - D. Wash the wound, use an antiseptic, and then bandage it.
   - E. None of the above.

6. You're in the middle of a dinner party when one of the guests suddenly turns pale and collapses. Everyone panics. The victim's wife turns to you and screams, "He's having a heart attack! Do something!"
   - A. Call an ambulance.
   - B. Ease the victim onto the floor and put pillows under his head and shoulders to aid blood flow and assist breathing.
   - C. Get a nitroglycerin tablet from another guest who has heart problems and put the tablet under the victim's tongue.
   - D. Start CPR (cardio-pulmonary-resuscitation).
   - E. None of the above.

7. While on vacation in California you go for a hike and stumble across a sunbathing rattlesnake. He strikes and bites you in the lower leg. What should you do?
   - A. Run to the nearest vehicle and rush to the nearest hospital where antivenom shots are available.
   - B. Make cross-shaped cuts over the fang marks, suck out the venom and go for help.
   - C. Apply a tourniquet, make cross-shaped cuts over the fang marks, suck out the venom and go for help.
   - D. None of the above.

8. A fellow employee has epilepsy. Normally it's controlled by medication, but one day he forgets to take his pills and has a seizure while you're talking to him. He starts thrashing and having convulsions. What should you do?
   - A. Lay him on the ground and hold him down firmly so that he doesn't hurt himself.
   - B. Splash cold water in his face to help bring him back to normal.
   - C. Lay him on the ground, put a coat under his head, and stick a pencil between his teeth to prevent him from biting his tongue.
   - D. None of the above.

9. You're first at the scene of an auto accident and you discover that one of the victims has a severely crushed arm and is losing blood fast. Bandaging does no good, so you apply a tourniquet, then accompany the victim to the hospital. When you loosen the tourniquet:
   - A. Every 10 minutes.
   - B. Every 15 minutes.
   - C. Every 20 minutes.
   - D. Every 30 minutes.
   - E. Not at all.

**State urges employers to report Use of cancer-causing chemicals**

The State announced today a crackdown on employers who fail to report use of cancer-causing chemicals, or who neglect to practice strict safeguards in the use of such chemicals which can endanger the health of workers.

Art Carter, State Chief of Industrial Safety (DIS), announced that employers using these hazardous materials must immediately report the use to his office or face legal penalties. Users must also meet State health standards for worker protection.

Carter said his office has initiated in-plant inspections to identify potential health hazards associated with use of the cancer-causing chemicals. The program has already shown apparent widespread disregard among employers of the reporting requirement, in effect for the past two years.

"There are an estimated 4,000 to 6,000 possible users in California industry," Carter said, "but only 21 employers have thus far reported—strong enough proof of the extent of the violation. To be most effective in protecting California workers, State safety and health standards should have voluntary compliance. But when employers do not act on their own, I intend to identify violators and enforce compliance," Carter said.

Carter said he is urging employers using the 14 carcinogens either to find substitutes or comply with the law and report any use before the State takes enforcement action.

Now before the Legislature is Senate Bill 1678 (authored by Senator Arlen Gregario) which would implement a long-term program to monitor industrial use of these same cancer-causing materials, plus asbestos, vinyl chloride, and other carcinogens which may eventually be identified.

Among the cancer-causing substances covered by the reporting requirement are:

- Benzidine (and its salts), which is used in production of dyes, rubber, fireproofing materials, and printing ink.
- Alpha-Naphthylamine, commonly used in manufacture of food color dyes, paints, plastics, rubber, and petroleum.

(Continued on page seven)