



utility reporter

VOL. XXIV NO. 9
OAKLAND, CALIFORNIA
SEPTEMBER, 1976
Official Publication of I.B.E.W.
Local Union 1245, AFL-CIO,
P.O. Box 4790,
Walnut Creek, Ca. 94596



Shown above from left to right are: Sr. Asst. Bus. Mgr. Mert Walters, Bus. Mgr. L. L. Mitchell, Gary Abrahamson, Ron Goldsmith and Pat Nickeson.

Union's PG&E Negotiating Committee Appointed

President Darington appointed Gary Abrahamson, Mary Ann Agler, William Attinger, Howard Stiefer, Patrick Nickeson, Michael Del Rio, Ronald Fitzsimmons, Ronald Goldsmith, Marvin Rubendall and Bill Twohey to the P.G.& E. Negotiating Committee. The Committee met at Union Headquarters to begin reviewing unit proposals and developing a package proposal which will be submitted to P.G.& E. President Darington appointed Don Findley, Roger Stalcup, Gene Wallace and Joe Green to a special General Construction Advisory Committee and Jack Hill, Larry Hope, Louise Roche and Robert Salazar to a special Clerical Advisory Committee. These Committees have met and made recommendations to the General Negotiating Committee on the special problem areas of General Construction and the Clerical Bargaining Unit. The Committees met during the weeks of September 13 through September 24. The General Negotiating Committee is scheduled to meet again beginning on October 5, 1976 to develop proposals which will be submitted to P.G.& E. in the near future.



The photos above show, from left to right, Marv Rubendall, Bill Twohey, Ron Fitzsimmons, Mike Del Rio and Howard Stiefer. photos of the negotiating committee.

Local 1245 Officers Propose to Improve Communication Capabilities

Over the years our expanding membership, more complex laws and problems have increased the need for faster and better methods for membership communications. The principle method of informing our members concerning the various activities of the Union is through printed material. The volume of material now produced and distributed severely taxes the productive capability of our print room. The Local Union members have requested more and more comprehensive information from the Local Union officials. The Local Union officers, responding to membership desire and need, are attempting to improve the communication process between the Local Union officials and the members. In the past couple of years, more material has been printed monthly and mailed to members: to all units, the Executive Board report, as well as all unit motions with the Executive Board reply; to Executive Board members, the Executive Board minutes; to Advisory Council members, the Advisory Council minutes; to Shop Stewards, a monthly news letter, etc. As the need arises, we also produce unit officers' manuals, Let-

ters Of Agreement, Labor Agreement clarifications, Job Definition and Lines of Progression booklets at our facility. We are considering furnishing interested members with current copies of the results of interim negotiations, Letters of Agreement, Review Committee decisions, etc. We are in the process of producing a Business Rep's Handbook and a Shop Stewards' Handbook. All these efforts have and will continue to place a greater demand on our print room.

To better produce and mail this printed material, the Local Union officers are asking the members at the October Union meeting to approve proposal to authorize the purchase of equipment to increase the productive capability of the print room. Proposed is the purchase of four major items: a collator, an inserter, a tandem head press and a power paper cutter.

The collator would substantially reduce the employee time now spent to place the pages of a multiple page document in order, staple and prepare them for envelope insertion. For example, each month we send out 330 sets of the Executive Board report. Currently, collating an 11 page

(Continued on page two)

The Non Voter — America's Greatest Tragedy

By George Meany
President, AFL-CIO

Labor Day—the day America sets aside to honor the workers who have built this country—had special meaning this year.

After all, 1976 is both a bicentennial year and a presidential election year. The bicentennial is a celebration of 200 years of freedom, and the presidential election is the single most important exercise of that freedom.

As Americans have spent 1976 reliving and relearning the history of 1776, they have repeatedly heard the brave words from the Declaration of Independence—the self-evident truths that all men are created equal, endowed by their Creator with certain unalienable rights to life, liberty and the pursuit of happiness and that governments derive their just powers from the consent of the governed.

In those words, Thomas Jefferson accurately expressed the desires and needs of the workers of that period, who had no rights. Look at the record:

For the workers of Colonial America, freedom was an illusion. Indentured and slave labor undercut wage rates. If workers couldn't pay their bills, they ran the risk of imprisonment for debt. Compounding these problems was the absence of any kind of a mechanic's lien; it was not uncommon for journeymen to be denied payment for work performed. And they had no recourse.

Such experiences led those workers to organize for mutual protection and economic justice. They were joined by artisans who had belonged to craft guilds in Europe and thus knew the value of concerted action.

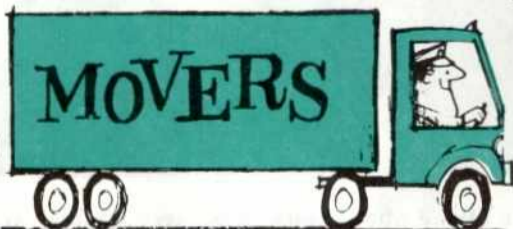
Colonial backbone

In colony after colony, these workingmen, mechanics and artisans formed the backbone of the "Sons of Liberty"—the patriots who organized to carry on opposition to British rule. It is not happenstance that the five Americans killed in the Boston Massacre were workers. They wanted what workers have always sought—equality with what were then called the landed and merchant classes.

So when Jefferson wrote of equality, the workers knew what they wanted and what they had to do to win it. They had to fight. They had to fight the concept that "rights" belonged only to those who owned property.

(Continued on page six)

... HAVE YOU MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

SOCIAL SECURITY # _____

RETURN TO:

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

Local 1245 Officers Propose to Improve Communication Capabilities

(Continued from page one)

Executive Board report takes about 4.4 hours; using the proposed collator the same job could be reduced to about .3 hours. Stated another way, we can now produce 9 such sets in a 40 hour workweek; with a new collator we could produce 133 such sets in the same time. Without the new collator, we would have to use 14 people to produce the 133 such sets in a 40 hour workweek, or, using only our print room personnel, take 14 weeks to produce them.

An inserter folds and inserts material into an envelope, then seals and stamps the envelope so it is ready for mailing. We now do this task by hand, sometimes using several clerks to expedite an important mailing. We experimented during the 1976 PG&E proposal ratification balloting sent to 11,650 members, by using our regular method on one of the ballots and using a borrowed inserter on another. Our regular way took 4 people one whole week to complete; using the inserter, one person took 8 1/2 hours to complete the task. Using the inserter on this specific job can allow a reduction of four days in the time necessarily allowed to submit a proposal to the PG&E employees thus permitting such ratification in a shorter period of time.

The tandem-press allows printing both sides of a sheet of paper at once. This will cut the time required for two-sided printing in half. We print about half of our present volume on two sides. The rapidly increasing cost of postage and paper will undoubtedly cause more two sided printing. Using our single head press, two sided printing requires a 5 hour drying time between runs, causing extra handling of the paper - realigning the sheets and stacking - for the second run. It took 10.8 hours to print one of the recent agreements, the tandem-press could do the same job in 5.3 hours; one Executive Board report required 7.8 hours to print, with the tandem-press the job could be done in 4 hours. We could also print single side two color printing in one pass, which would be an extra benefit. If the tandem-press is approved, and because trade-in value is very nominal, we plan to keep the present press for back up during servicing of the other press or to permit

two jobs to be printed at a time, further increasing productivity. With our volume of printing a paper cutter provides several advantages: we can purchase paper in bulk form, at reduced cost, and cut it to desired size. The printing press will take paper up to 17 x 11 inches in size. Up to eight 4 1/4 x 5 1/2 inch pages can be printed on a sheet, then using the paper cutter, the properly folded sheet can be cut to produce a multipage document. This procedure, used in commercial print shops, will save even more time and consequently make our print room more efficient. Currently when we need to cut large amounts of paper we must take the paper to a job shop to have it cut at a cost of \$4 - \$7 per job (not counting the cost of lost time in transportation).

The initial purchase price of the print room equipment which will be voted on during the October Union meeting totalled about \$62,000 according to the prices obtained over a month ago: the collator about \$20,000, the inserter about \$9,000, the tandem head press about \$29,000 and the power paper cutter about \$4,500. The salesman cautioned that the price may rise up to 10% in the near future which could make the cost as much as \$68,000.

In summary, the collator and the inserter complement are both used to process the finished printed paper for distribution. Assembling, stapling, stacking, folding and inserting copies require a large part of the work time of our print room employees because we do not now have integrated equipment to perform the same functions. The \$29,000 investment in this equipment produces a dramatic reduction in work time required to process printed material for distribution. The major difference between the proposed press and the present press is that the proposed press has a second printing head which allows both sides of the paper to be printed with one pass of the paper through the machine. The \$29,000 investment in a tandem-press would supplement and upgrade the productivity of the printing equipment. The cutter would allow greater flexibility in paper purchase, with attendant economies, and could also be used to give a more professional appearance to our printed production, particularly the booklets.

The new office building has enough space in the print room to hold all of the proposed equipment.

PROPOSED NEW COPY MACHINE

Another proposed purchase related to communication, but not part of the print room, is the proposal to purchase a new and additional copy machine. The Local Union office has a copy machine purchased several years ago which has seen a considerable amount of use and requires an increasing amount of maintenance making it unavilable during down time. The current machine copies with a thermal process utilizing special paper. New copiers on the market print clearer copies, utilize ordinary paper, and are faster. The Union officers are submitting, during the October Union meeting, a request for the member's approval to authorize the purchase of a new copy machine. The machine would supplement the present machine, produce better copies, and be utilized in the office area of the new building. The proposed copier utilizes the electrostatic copy process (similar to Xerox) which allows the use of plain paper rather than special paper. The machine will also make copies on both sides of the page by recycling the copy after the first pass. The proposed purchase would cost about \$5,700. With the volume of copies we make, the cost per copy is estimated to be about 5c each. The present machine would be kept for now, as an emergency backup during down time, and as a second copy machine for use in the conference room area of the new building.

Unemployment rises in California

Despite a substantial increase in employment and a similar decrease in unemployment, California's seasonally adjusted unemployment rate rose from 9.4 percent in July to 9.9 percent in August. This was reported by the State's Employment Development Department.


Total unemployment (including jobseekers entering the labor market as well as those laid off) was estimated to be 876,900 in August, compared with 921,500 in July. But the decrease of 44,600 in the number of jobseekers was smaller than normal for this time of year — a decrease of 93,300 would have been necessary to leave the rate unchanged after allowing for normal seasonal changes in the labor force between July and August.

The increase in employment from 8,646,700 in July to 8,685,900 in August was also less than normal despite the fact that the August total was the second highest on record (the highest was 8,698,900 in September 1974). On a seasonally-adjusted basis, the increases in some industries were offset by slight decreases — or less-than-normal increases — in other industries. This was partly because of several trade disputes, since striking workers are not counted as employed or unemployed. Workers in canneries and in the tire industry were involved in trade disputes during the August employment survey.

At 9.9 percent, the unemployment rate is the same as it was in January. It was 9.5 percent in February and March, 9.6 percent in April and 10.0 percent in May. It fell sharply to 9.2 percent in June, then rose to 9.4 percent in July. Last August, the rate was 10.3 percent, and the jobless total was 902,400 and total employment was 8,517,900.




The above photo shows Bus. Rep. Darrel Mitchell, right, presenting Stanley G. Fahnholz, Lineman, North Bay Division, with the IBEW Life Saving Award for his heroic action in saving the life of Richard Thomas. Brother Stanley arrived at a Santa Rosa construction site and was immediately called to assist Richard Thomas who had fallen beneath an earth moving tractor. Brother Stanley cleared his breathing passage and restrained others from recklessly moving the injured man in order to avoid further damage to his legs and back. Using a makeshift stretcher Brother Stanley was able to pull the man from under the tractor and applied bandages and compresses to one leg where the flesh had separated from the bone from ankle to hip. Richard Thomas made a full recovery and doctors credited Stanley Fahnholz with saving his leg as well as his life. PG&E has also honored Brother Stanley by awarding him the John A. Britton Award Citation for heroism.



the utility reporter

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Published monthly at 1918 Grove Street, Oakland, California 94612. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, Ca. 94596. Second Class postage paid at Oakland, California.

POSTMASTER: Please send Form 3579, Change of Address, and all correspondence to the Utility Reporter, to P.O. Box 4790, Walnut Creek, Calif. 94596.

Subscription price \$1.20 per year Single copies, 10 cents



This photo shows the clerical advisory committee meeting with the two clerical members of the general negotiating committee. Shown in this photo are: Louise Roche, Bill Attinger, Larry Hope, Mary Ann Agler, Jack Hill and Robert Salazar.



Shown above is another view of most of the members of the general negotiating committee.



This photo shows the G.C. advisory committee meeting with the two G.C. members of the general negotiating committee. Shown in this photo are: Don Findley, Roger Stalcup, Gene Wallace, Joe Green, Marv Rubendahl and Bill Twohey.

Appointments

Negotiating Committees

MERCED IRRIGATION DISTRICT

Harold Eugene McAdams
Albert Mancebo
John Goodson
Leroy Williams
Vern Loveall

THERMOLITO IRRIGATION DISTRICT

Dale L. Loomis
Tony Morgado

Bargaining Roundup

IN NEGOTIATIONS

CITY OF SANTA CLARA: No activity since last report. As soon as counter offer is received from City, further meetings will be scheduled.

NEVADA IRRIGATION DISTRICT: Have had one meeting with another scheduled for September 13th. Proposals have been exchanged.

NAPA VALLEY CABLE TV: Last meeting held on August 18th. Exchanged counter proposals. No further meetings scheduled at this time.

JONES INTERCABLE: Union requested mediation. Met with Federal Mediator Maggie Jacobson on September 21st.

STATE TV CABLE: First meeting was held on September 17th. Union has submitted proposals and an early settlement is expected.

CALIFORNIA-PACIFIC UTILITIES COMPANY (Lassen Division): Union to meet with membership to develop proposals. No meetings scheduled to date with Company.

OCEANVIEW CABLEVISION, INC.: Have had three meetings to date. Union presented wage proposals to Company and the last meeting was held on September 17th.

TRUCKEE-DONNER PUBLIC UTILITY DISTRICT: No progress. Waiting for meeting date.

CATRONICS: Met on September 3rd and exchanged views. No further meetings scheduled.

THERMALITO IRRIGATION DISTRICT: First meeting between Union's and District's negotiating committees was held on September 14th. Union has submitted written proposals.

OROVILLE-WYANDOTTE IRRIGATION DISTRICT: Union has served notice to bargain on the District but no meetings have as yet been scheduled.

PACIFIC TREE EXPERT COMPANY: No progress to report.

Federal Warranty Law improves consumer complaint capabilities

The federal warranty law that went into effect last July suggested that businesses set up complaint resolving units to settle consumer disputes that occur over warranties. On July 4, rules went into effect establishing requirements for such units.

The new rules set by the Federal Trade Commission require companies to indicate clearly at the beginning of their warranties if such units are available. The warranty also is to contain the name and address or telephone number where the consumer may contact the unit.

Also, companies are required to include a brief description of how the dispute resolution unit works, the time limits the consumer has in using the unit and the kind of information needed for the unit to promptly resolve the warranty dispute.

Companies who set up such units are required to provide it with information necessary for settling a consumer dispute.

The units themselves are required to be adequately funded and competently staffed. Measures for insuring the independence of the unit from the pressures of the warrantor are also required; additional requirements are set forth to insure the independence of any member who is part of such a unit.

The unit is required to render a decision within forty days of receiving notice of a dispute; such a decision within forty days of receiving notice of a dispute; such a decision is to include appropriate means of settlement such as the repair or replacement of the product or a refund, along with a date by which time this is to occur.

The consumer and the company are then to be notified of the unit's decision. The unit shall also inform the consumer that if he is dissatisfied with the decision or the company's performance on the decision, he can take separate legal action such as suing in small claims court where the decision of the unit is admissible as evidence.

LETTER OF AGREEMENT SUMMARIES

Pacific Gas and Electric Company

2247 signed 9-28-76

Provides for placement of a Lineman who was injured on the job, into an Operator-in-Training classification in San Jose.

No. 2250 signed 9-28-76

Provides for placement of a Light crew Foreman, who was injured on the job, into a clerk C vacancy in the Gas Department in Santa Cruz.

Sierra Pacific Power Company

No. 2251 signed 9-23-76

Provides for reclassification of a meter Reader, who was injured on the job, to a Customer Service Clerk in the Reno Clerical Group.

No. 2252 signed 9-23-76

Provides for revision of work day schedules for three electric Troublemakers in the Tonopah District.

Do Not Look for Card Number

Readership Contest Over

The Executive Board, acting on a unit recommendation, voted to discontinue the Utility Reporter readership contest and replace it with a new program designed to increase participation in unit meetings. There were no winners in the August readership contest.

Political Recommendations

The Executive Board Urges Your Support of these Endorsed Candidates

President

Jimmy Carter

California State Assembly

Assembly District

1. Betty Smith (D)
2. Barry Keene (D)
3. George C. Shaw (D)
4. Vic Fazio (D)
5. Eugene T. Gualco (D)
6. Leroy F. Greene (D)
7. Norman S. Waters (D)
8. Mike Gage (D)
9. Michael Wornum (D)
10. Daniel E. Boatwright (D)
11. John T. Knox (D)
12. Tom Bates (D)
13. John J. Miller (D)
14. Bill Lockyer (D)
15. S. Floyd Mori (D)
16. Art Agnos (D)
17. Willie L. Brown Jr. (D)
18. Leo T. McCarthy (D)
19. Louis J. Papan (D)
20. Open
21. Victor Calvo (D)
22. Richard D. Hayden (R)
23. Open
24. Leona H. Egeland (D)
25. Alistair McAlister (D)
26. Carmen Perino (D)
27. John E. Thurman Jr. (D)
28. Henry J. Mello (D)
29. Martin Dodd (D)
30. Ken Maddy (R)
31. Richard Lehman (D)
32. Bill Kennedy (D)
33. Stephen Schilling (D)
34. Larry Chimbole (D)
35. Gary K. Hart (D)
36. Jane McCormick Tolmach (D)
37. Arline Mathews (D)
38. Betty Mann (D)
39. Jim Keysor (D)
40. Tom Bane (D)

Assembly District

41. No Endorsement
42. Patrick Johnston (D)
43. Howard L. Berman (D)
44. Alan Sieroty (D)
45. Herschel Rosenthal (D)
46. Charles Warren (D)
47. Teresa Hughes (D)
48. Maxine Waters (D)
49. Julian C. Dixon (D)
50. Curtis R. Tucker (D)
52. Charles J. "Chip" Post III (D)
52. Vincent Thomas (D)
53. Cindy Wear (D)
54. Frank Vicencia (D)
55. Richard Alatorre (D)
56. Art Torres (D)
57. Mike Cullen (D)
58. Fred W. Chel (D)
59. Jack R. Fenton (D)
60. Joseph B. Montoya (D)
61. Patricia Ostrye (D)
62. Sandy Baldonado (D)
63. Bruce E. Young (D)
64. James E. Gonsalves (D)
65. Bill McVittie (D)
66. Terry Goggin (D)
67. Open
68. Walter M. Ingalls (D)
69. Neal Gibbons (D)
70. Bruce Nestande (R)
71. Chester B. "Chet" Wray (D)
72. Richard Robinson (D)
73. Dennis Mangers (D)
74. Ronald Cordova (D)
75. Tom Suitt (D)
76. Ronald Kirkemo (D)
77. Tim Cohelan (D)
78. Lawrence Kapiloff (D)
79. Peter Chacon (D)
80. Wadie P. Deddeh (D)

Vice-President

Walter Mondale

Representatives in Congress

Congressional District

1. Harold T. (Bizz) Johnson (D)
2. Oscar Klee (D)
3. John E. Moss (D)
4. Robert L. Leggett (D)
5. John L. Burton (D)
6. Phillip Burton (D)
7. George Miller (D)
8. Ronald V. Dellums (D)
9. Fortney H. (Pete) Stark Jr. (D)
10. Don Edwards (D)
11. Open
12. David Harris (D)
13. Norman Y. Mineta (D)
14. John J. McFall (D)
15. B. F. Sisk (D)
16. Leon E. Panetta (D)
17. John Krebs (D)
18. Dean Close (D)
19. Dan Sisson (D)
20. Patti Lear Corman (D)
21. James C. Corman (D)

Congressional District

22. Robert L. Salley (D)
23. Anthony C. Beilenson (D)
24. Henry A. Waxman (D)
25. Edward R. Roybal (D)
26. Bruce Latta (D)
27. Gary Familian (D)
28. Yvonne Brathwaite Burke (D)
29. Augustus F. (Gus) Hawkins (D)
30. George E. Danielson (D)
31. Charles H. Wilson (D)
32. Glenn M. Anderson (D)
33. Ted Snyder (D)
34. Mark W. Hannaford (D)
35. Jim Lloyd (D)
36. George E. Brown, Jr. (D)
37. Open
38. Jerry M. Patterson (D)
39. William E. "Bill" Farris (D)
40. Vivian Hall (D)
41. King Golden Jr. (D)
42. Lionel Van Deerlin (D)
43. Pat Kelly (D)

California State Senate

Senate District

1. Randolph Collier (D)
2. Albert S. Rodda (D)
5. Milton Marks (R)
7. John A. Nejedly (R)
9. Nicholas C. Petris (D)
11. Alfred E. Alquist (D)
13. John Garamendi (D)
15. Rose Ann Vuich (D)
17. Phil Harry (D)
19. Sabrina Schiller (D)

Senate District

21. Raymond J. Loftus (D)
23. David A. Roberti (D)
25. Ronald Barbatoc (D)
27. James Q. Wedworth (D)
29. Bill Greene (D)
31. Renee Simon (D)
33. Betty Wilson (D)
35. Paul Bell (D)
37. Paul B. Carpenter (D)
39. Bob Wilson (D)

United States Senator

John V. Tunney (D)

Recommendations on California Propositions:

Editor's note: Space requirements limit our ability to give the detailed arguments and rebuttals for and against the fifteen propositions on the November 2nd general election ballot. Detailed arguments for and against the propositions and the rebuttals to some of these arguments are contained in a pamphlet which will accompany your sample ballot. We urge you to take the time to read both sides very carefully.

Any recommendation we make is done with the sincere belief that we are carrying out the responsibilities which the membership has charged us with under Article 1, Section 2, paragraph 1 of the Local Union Bylaws, Policy 19 and 19A, and in conjunction with the International Constitution, Article 19, Section 1, Sub-section 5, which in essence states that we consider all political actions and candidates and educate the membership in areas that affect working men and women.

Proposition No. 1 — Digest: The Housing Finance Bond Law of 1975. Provides for sale of up to \$500 million in state bonds for use by the California Housing Finance Agency to make loans for housing developments.

VOTE YES

Assembly Bill 1x—This Act provides for a bond issue of five hundred million dollars (\$500,000,000) to provide funds for financing housing.

Proposition No. 2 — Digest: The Nejedly-Hart State, Urban and Coastal Park Bond Act of 1976. Provides \$280,000,000 for park, beach, recreational, and historical preservation purposes.

VOTE YES

Senate Bill 1321—This Act provides for a bond issue of two hundred eighty million dollars (\$280,000,000) to be used to meet the recreational requirements of the people of the State of California by acquiring, developing, and restoring real property for state and local park, beach, recreational, and historical resources preservation purposes.

Proposition No. 3 — Digest: The Residential Energy Conservation Bond Law. Provides \$25,000,000 for financing residential energy insulation and solar heating and cooling systems.

VOTE YES

Senate Bill 1524—This Act provides for a bond issue of twenty five million dollars (\$25,000,000) to provide funds for financing residential energy insulation and residential solar heating and cooling systems.

Proposition No. 4 — Digest: University of California. Competitive Bidding. Grounds for Denial of Admission. Authorizes Legislature to require competitive bidding for contracts. Prohibits denial of admission for race, religion or ethnic heritage.

VOTE YES

Senate Constitutional Amendment 14—Amends subsections (a) and (f) of section 9 or Article IX: to authorize the Legislature to require the University to follow competitive bidding principles in making contracts for construction, sale of real property and purchase of materials, goods and services; and to prohibit denial of admission to the University on grounds of race, religion or ethnic heritage as well as sex. Financial impact: None in the absence of exercise of authority conferred on Legislature.

Recommendations on California Propositions:

Proposition No. 5 — Digest: Interest Rates Allowable. Increases maximum contract rate of interest collectible by nonexempt lenders for nonpersonal, nonfamily and nonhousehold loans.

VOTE YES

Senate Constitutional Amendment 40—Except as to specified exempt lenders, such as banks, credit unions and savings and loan associations, the Constitution permits interest charges of no more than 10% per annum. This amendment would retain the 10% limit on loans made primarily for personal, family or household purposes but would, as to other loans by nonexempt lenders, increase the maximum permissible rate of interest to the higher of (a) 10% or (b) 7% plus the prevailing rate currently charged by the Federal Reserve Bank of San Francisco for monies advanced to member banks. Financial impact: No fiscal effect on state or local government.

Proposition No. 6 — Digest: Bills and Statutes—Effective Date. Governor's Consideration. Referendum. Extends time for Governor's veto and changes effective dates of statutes under specified circumstances.

VOTE YES

Assembly Constitutional Amendment 75—Extends from 12 to 30 days the time for Governor's veto of bills submitted to him after adjournment of Legislature for interim study recess at end of first year of legislative session. Provides that bills passed during a regular legislative session which become law by reason of Governor's failure to act within above-mentioned period shall go into effect on January 1 following their enactment unless referendum is proposed, in which event they become effective 90 days after enactment if referendum does not qualify for ballot within such 90-day period. Financial impact: Undeterminable.

Proposition No. 7 — Digest: Judges. Censure, Removal, Judicial Performance Commission. Legislative Constitutional Amendment Article VI. Renames Commission. Authorizes Commission to admonish judges. Expands grounds for censure, removal of judges.

VOTE YES

Assembly Constitutional Amendment 96—Amends section 8 to change name of "Commission on Judicial Qualifications" to "Commission on Judicial Performance." Amends section 18 to permit Supreme Court to censure or remove judges for "persistent failure or inability" rather than for "willful and persistent failure" to perform their duties; to permit Commission to admonish judges who act improperly or are derelict in performance of their duties; and to provide that Commission recommendations for censure, removal or retirement of Supreme Court judges be determined by seven court of appeals judges selected by lot. Financial impact: Minor if any effect on state costs.

Proposition No. 8 — Digest: County Superintendents of Schools and Boards of Education. Authorizes appointments of county school superintendents, establishment of joint county school boards and superintendents by majority vote.

NO RECOMMENDATION

Assembly Constitutional Amendment 77—Amends Article IX to authorize selection of county school superintendents either by appointment of the county board of education or election, at the option of the electorate. Transfers responsibility for the establishment of the salaries of county superintendents from the Legislature to the county board of education. Empowers two or more counties to establish by majority vote of their electorates a joint board of education, and county superintendent of schools. Specifies that joint boards of education and superintendents shall be governed by state statute and not county charter provisions. Financial impact: Indeterminable.

Proposition No. 9 — Digest: State Constitutional Offices. Filling Vacancies In. Confirmation. Requires legislative confirmation of Governor's appointees to fill vacancies in constitutional offices.

VOTE YES

Assembly Constitutional Amendment 94—Requires confirmation by Legislature before Governor's appointees to fill vacancies in offices of Superintendent of Public Instruction, Lieutenant Governor, Secretary of State, Controller, Treasurer, Attorney General and on State Board of Equalization may take office. If Legislature does not act within 90 days of Governor's nomination and is at the end of such 90-day period not in recess, appointees may take office as if confirmed; if Legislature is then in recess, the 90-day period is extended to six days following reconvening of the Legislature. Financial impact: No direct state fiscal effect.

Proposition No. 10 — Digest: Property Taxation by Local Governments Whose Boundaries Include Area in Two or More Counties. Prohibits property taxes without voter approval.

VOTE YES

Senate Constitutional Amendment 46—Adds Section 14 to Article XI. Unless approved by majority vote of qualified voters of local government voting on question, prohibits local governments formed after adoption of section 14 and whose geographic boundaries include area in two or more counties from levying property taxes. Financial impact: No direct state or local fiscal effect.

Proposition No. 11 — Digest: Tax Rates on Unsecured Property. Requires Legislature to adjust ratios to maintain equality between unsecured and secured property.

VOTE YES

Senate Constitutional Amendment 53—Amends Article XIII Section 12 to provide that Legislature shall adjust tax rates on personal property, possessory interests in land and on improvements on land exempt from taxation in any year when assessment ratios are changed to maintain equality between property on secured and unsecured rolls. Financial impact: No direct state or local fiscal effect.

Proposition No. 12 — Digest: Loans by State for Energy Conservation Improvements in Residential Structures. Authorizes low interest state loans for residential insulation and solar heating or cooling systems.

VOTE YES

Senate Constitutional Amendment 45—Adds section 12 to Article XVI to authorize Legislature to provide program of state loans at lower than prevailing interest rates to finance installation of energy insulation, solar heating or cooling systems in residential structures. Financial impact: No direct state or local fiscal effect.

Proposition No. 13 — Digest: Greyhound Dog Racing. Establishes a state commission to license and regulate the conduct of and wagering on greyhound dog races.

NO RECOMMENDATION

Initiative Measure—Establishes California Greyhound Racing Commission to license and regulate the conduct of greyhound races by qualified greyhound racing associations. Applicants for a first license shall pay a fifty thousand-dollar non-refundable application fee. Once issued, licenses shall automatically be renewable for three-year periods unless revoked for just cause. The pari-mutuel method of wagering shall be permitted on greyhound races. A specified percentage of proceeds from pari-mutuel wagering shall be deposited in a Greyhound Racing Fund in the State Treasury, which fund shall be available for specified public purposes when appropriated by the Legislature. Financial impact: Indeterminable.

Proposition No. 14 — Digest: Agricultural Labor Relations. Reenacts Agricultural Labor Relations Act of 1975 with amendments and requires state legislative appropriations to implement.

VOTE YES

Initiative Measure—Repeals Agricultural Labor Relations Act of 1975; reenacts as Agricultural Labor Relations Act of 1976. Makes technical amendments to maintain status quo under 1975 Act, except requires new appointments to Agricultural Labor Relations Board. Additional amendments require: access for union organizers to property of employers for certain periods; minimum of 50% of employees to petition for decertification of union; Legislature to provide appropriations necessary to carry out the Act; Board to provide employer-supplied lists of agricultural employees to persons involved in elections. Permits Board to award treble damages for unfair labor practices. Financial impact: Proposition would result in minor, if any, increased costs to the state.

Proposition No. 15 — Digest: Chiropractors, Board of Examiners. Licensing Requirements. Adds two public members to Board of Chiropractic Examiners. Increases educational and licensing requirements.

VOTE YES

Senate Bill 1416—Amends initiative statute relating to chiropractors to provide for addition of two public members to State Board of Chiropractic Examiners. Requires chiropractic school or college to be accredited by Council on Chiropractic Education, or equivalent, before graduates thereof are eligible to apply for chiropractic licenses. Increases minimum education requirements necessary to practice chiropractic to include, among others, 60 prechiropractic college credits. Authorizes Board to accept diplomate certificate and results of National Board of Chiropractic Examiners examination in lieu of all or part of California Board examination. Financial impact: Insignificant.

ATTENTION All Local 1245 members in the Sacramento Area

A bill introduced by Assemblyman Fazio from the 4th Assembly District has become law and provides that the directors of Sacramento Municipal Utility District shall be elected on a geographical basis which have been termed "wards". The new law will provide the right of each ward to elect its own director on the board rather than all directors being elected at large.

Your Executive Board has endorsed the 3 candidates for the Board of Directors and urges your active support of these candidates.

These candidates and the wards from which they will be elected are as follows:

**1st Ward - Gary Hersch
2nd Ward - Warren Standeven
5th Ward - Rich Castro**

The non voter — America's greatest tragedy

(Continued from page one)

While everyone knows blacks and women had to fight long and hard for voting rights, it is often forgotten that workers, too, had a tough fight to achieve a voice in the nation's political life. In 1790, Pennsylvania extended the franchise to all who paid any kind of tax, however small. Thirty years later, New York and Massachusetts finally granted workers the right to vote—that most basic of all rights.

The right to vote for workers gave the labor movement its initial impetus. These workers and the labor movement they were beginning to develop had many complaints—complaints they set out to correct through this newly-won power of the ballot.

Among the earliest goals of the labor movement were establishment of a free, comprehensive public education system, an end to child labor, a universal 10-hour day, and direct election of public officials.

It took many years to win each of these goals, but each was won through the ballot box. Workers in the 1800s took seriously the concept that governments derive their just powers from "the consent of the governed." That meant political action, and politically active they were.

In the 1880s, a forerunner to the AFL-CIO spelled out labor's intent to advance its legislative program by helping to elect candidates sympathetic to worker interests. Today's labor movement shares that conviction. And we carry it forward with the most intensive political action program of any organization in America.

To us—and we believe to all who cherish freedom—the right to vote is the most precious of all rights, because it means the people decide. They decide between political parties and candidates. They decide the programs and policies their government will follow.

But sometimes people forget how vital that right really is. Sometimes they ignore their responsibility to help make those decisions.

Voting 'no'

For example, in 1974, when America selected one-third of the Senate, the entire House of Representatives and numerous governors and state legislators, only 38 percent of the eligible voters cast ballots. That 38 percent expressed confidence in America. The remainder voted, "No."

Why did millions of eligible voters decide not to vote? Certainly, many were discouraged and disenfranchised by the confusing, needlessly restrictive voting registration laws. This barrier, that prevents millions of Americans from voting, must be eliminated.

But millions more found their excuse for not voting in rationalizations.

For example, they said, they were "turned off" by Watergate. Or, one vote doesn't make any difference. Or, there's not a "dime's worth of difference" between the parties and the candidates.

None of these excuses really makes sense.

Watergate was a reason to get "turned on" to politics. A reason for every American to exercise the right to vote and to vote for individuals of integrity who would not engage in the dirty business that Watergate represented.

One vote does count. The 1960 election of John F. Kennedy and the 1968 election of Richard M. Nixon were decided by very small margins. Yet both elections changed America for many years to come—one for the better, one for the worse. In every election year there are scores of examples of contests decided by one, two or a handful of votes.

And, most important, there is a difference between parties and candidates. In seeking the "consent of the governed," both political parties adopt platforms that address themselves to the basic issues confronting this nation. The platforms and the candidates outline different approaches to solving America's problems. That is as it should be, and it is up to the voters to decide which approach makes sense.

Since the AFL-CIO takes political platforms seriously, we presented our ideas to the platform committees of both parties, asking both to answer this question: "Which way, America?"

The parties have answered. They have chosen their candidates and outlined their policies. It is now for us, the voters, to choose. It is now up to the governed to say how they want the nation to proceed and who shall lead it.

Back to work

While America faces many problems and while the platforms of both parties differ on many issues, it seems to us in the labor movement that there is one key issue—one issue more important than all the others. That issue is putting America back to work—achieving full employment.

Since no rational politician is going to support unemployment, it is important to examine with care the programs and policies a candidate proposes to achieve full employment.

For example, the Nixon-Ford Administration has, for the past 7 1/2 years, pursued economic policies based on the premise that more and larger tax cuts for industry and the creation of more wealth for the wealthy will—somehow, someday—reduce unemployment. Obviously these policies have failed.

The government's official unemployment rate of 7.9 percent for August means that no real progress has been made in cutting unemployment since January. True unemployment, which includes workers not counted by the government—those who have given up hope and the idle hours of those forced to work part-time because full-time work is not available—is 10.3 percent, that means 10 million workers with jobs.

The AFL-CIO believes the government must play an active role in stimulating the economy to create jobs for unemployed workers. By lowering interest rates and allocating credit to such important areas of the economy as housing and industrial expansion, the private sector would be able to create new jobs. That's the first necessary step.

Next is the huge backlog of socially-useful projects that have not been built because of the financial squeeze on state and local governments—sewer and water treatment facilities, libraries, mass transit, hospital modernization and the like. Starting these projects would, of course, provide useful employment for hundreds of thousands of construction workers, who have been plagued by depression-level

jobless rates. These construction workers are employed by private contractors. In addition, many more jobs would be created in private businesses which supply the construction industry—from lumber products to transportation.

Finally, and only if these efforts do not significantly reduce unemployment, then the government should act as the employer of last resort and put the unemployed to work, primarily at the state and local level, providing the essential services of government.

We see unemployment as more than an economic issue. It is also the major social issue in America.

Because of present economic policies, some 20 million American workers will be unemployed at some time this year. The average period of unemployment now lasts nearly four months. Such massive, chronic unemployment is the direct cause of serious social problems.

For the individual jobless worker there are mental anxieties—loss of self-esteem, fear of harassment over unpaid bills, idle hours, stresses and strains on family relationships, sometimes leading to divorce, alcoholism, drug abuse and crime. Physical health too, is affected at a time when there is no money for doctor bills.

Great stress

High unemployment creates stresses and strains within society further widening the gap between the haves and the have-nots. The longer people are out of work, the more desperate their situation becomes. Yet the longer people are unemployed, the easier it is for the well-off and the comfortable to shut their eyes to the human problems caused by unemployment.

Just as America could not survive as a nation that segregated its races, it cannot survive if it segregates its people between those who work and those who are always jobless.

Solving the unemployment problem is the key to solving the problems of poverty, adequate housing, decent medical care and civil rights. These problems cannot be solved by welfare programs, by a dole. They can only be solved by jobs.

So, when workers go to the polls on Election Day, the single most important issue in their minds will be jobs.

Between now and Election Day, we in the AFL-CIO will do everything in our power to urge union members and their families to register. We will provide them with information about the candidates and how they stand on the issue of jobs, as well as the many other issues facing America. And we will help union members get to the polls on November 2.

You see, we believe that democracy works best when there is maximum citizen participation in the political process. And, while we are pleased at figures that show union members are registered and vote in higher percentages than the population at large, we are not satisfied.

That is why we urge all Americans to register to vote.

To forget again would be tragic.

Labor Day this year was much more than the annual holiday which salutes the workers of America or marks the end of the summer or even the traditional beginning of the presidential election campaign.

It is time to revive the true spirit of freedom—the real spirit of the bicentennial. Fireworks and parades are all fine. But the free choice of the nation's leaders and the free determination of the path the nation will take—that is what matters.

So we would like to see the greatest outpouring of voters in the nation's history. We want November 2, 1976—the bicentennial Election Day—to be the biggest and the best in America's 200 years.

If that happens—if Americans vote in overwhelming numbers—then the nation will be safe. For the people—not just a small fraction of the electorate—will make the decision.

And we in the labor movement have steadfast confidence in the people, in their decision, in their votes.

That's why we say to our fellow Americans: Vote as you please, but—for freedom's sake—please vote.

Local 1245 and Concord Cable TV reach agreement

CONCORD CABLE TV: Local 1245 membership employed by Concord Cable TV has ratified a three year agreement providing for a 7% general wage increase in each of the first two years and an opener on wages and medical plan contributions in the third year. The initial general wage increase is retroactive to June 1, 1976. The agreement also provides an additional holiday (day after Thanksgiving); established a 1 to 9 shift with a 5% shift premium for Technicians; substantial improvement in the medical plan premium structure; and an additional one hour's pay for standby on holidays. Various language changes for clarification were also made.

Cal Pac Utilities Co. (Winnemucca Dist.) and 1245 reach settlement

CALIFORNIA-PACIFIC UTILITIES COMPANY (Winnemucca District): Members of Local 1245 employed by the Winnemucca District of California-Pacific Utilities Company have ratified a one year agreement providing for an 8% general wage increase retroactive to August 1, 1976; also changed probationary period from three to six months; the funeral leave policy is now included in the contract; inclement weather section improved; and the agreement now provides for the use of up to three days of sick leave when presence is required due to illness in the immediate family.

Local 1245 Service Award Dinner

Local 1245 members in the North Bay area who reached their 20th, 25th and 30th anniversary of IBEW membership this year received pins at a dinner on August 20, 1976 in Santa Rosa.

Business Representative Corb Wheeler was the master of ceremonies and introduced L. L. Mitchell, Bus. Mgr. and Executive Board members Dale Turman and Jim Wilburn.

The following people received pins: L. L. Gruenhagen, L. F. Shurtleff, R. C. Stolzheise, W. S. Templeman, J. A. Wood, E. O. Anderson, R. R. Anthony, C. J. Armstrong, H. W. Arrasmith, W. C. Bagley, J. A. Bergue, K. L. Brant, M. L. Bryan, L. A. Carman, P. M. Curry, L. H. Decker, T. Edwards, A. E. Elton, J. L. Emery, L. H. Fessler, C. L. Fleming, R. E. Gallemore, E. Grebnav, H. E. Harding, B. J. Hedin, A. A. Hodge, F. W. Jagers, S. C. Jensen, E. J. Kelly, J. Mackenzie, R. A. Meek, F. J. Mercer, D. C. Monti, J. F. Parker, R. Pearson, J. W. Pickens, S. A. Pinkerton, C. M. Posey, G. M. Poulton, K. L. Rawles, J. D. Ramsey, W. G. Schar Schmidt, R. P. Schlegel, R. M. Steel, K. Summers, D. J. Travaglini, K. Waters, L. W. Weaver, W. S. Wilson, H. R. Worthington.



The photos above and below show the pin recipients at the North Bay area, Local 1245 Service Award Dinner.



Corb Wheeler, Business Representative, is shown explaining the program for the evening.



Business Manager L. L. Mitchell is shown thanking the pin recipients for their many years of service to Local 1245.



Shown above and below are the members and their spouses as they enjoy the evening activities.



Recent Settlements

OROVILLE-WYANDOTTE IRRIGATION DISTRICT: Membership employed by Oroville-Wyandotte Irrigation District has ratified a one year agreement providing for a 6% general wage increase; a 2.3% increase in District's contribution to the medical plan; and an agreement for continuing negotiations to revise the Retirement Plan prior to January 1, 1977 as well as the establishment of a formalized Apprentice Training Program by January 1, 1977.

MT. WHEELER POWER, INC.: Results of negotiations which were completed on August 11th have been ratified by the membership. The one year agreement provides a 5% general wage increase effective August 1, 1976 with an additional 2% on February 1, 1977. It was also agreed that the cooperative would pay for certain travel time when attending seminars and schools; notices of reprimand will be removed from employees' file one year after the effective date of the issuance of the warning; and ad-

ditional pay when required to travel by plane or helicopter when patrolling lines, etc.

CALIFORNIA-PACIFIC UTILITIES COMPANY (South Tahoe): The membership has ratified a one year agreement providing for an 8% general wage increase effective September 1, 1976. The agreement changed the probationary period from three to six months and a new section was added to allow the use of up to three days of sick leave when employee's presence is required due to illness in the immediate family.

WESTERN CABLE TV: The three year agreement ratified by the membership provides for a 7% general wage increase the first year with full retroactivity; 7% the second year, and a wage reopener the third year. The agreement greatly improved the medical plan premium structure, added one hour's standby pay for holidays, an additional holiday (floating), and the agreement was clarified by various language changes.

The Safety Scene

KNOW BEFORE YOU MOW!

The shiny new power lawn mower you bought last year, with all the latest improvements, may be old-fangled before long.

The U. S. Consumer Product Safety Commission (CPSC), concerned about the large number of power mower injuries that occur each year, contracted Consumers Union (an independent organization) to draft a new set of power mower safety standards. CU went about their task with gusto, and the proposed standards have manufacturers in an uproar.

If these standards are adopted, here are some of the features you'll be seeing on mowers built after 1976: a "deadman control" system to stop the blade automatically whenever the operator leaves the operating position; an alternative means of stopping the blade in case someone tries to foil the deadman controls by snipping the wires; protection on all sides of the blade to guard against injury from thrown objects; a warning label that shows fingers sliced off a hand with bright red blood spurting from the stumps.

New price tag

There will be one other noticeable feature on those safer mowers: a price tag approximately \$40 higher than before.

Are all those improvements really needed? Are they worth the price?

The lawn mower is a common household device that inflicts a surprisingly large number of injuries. Some people — including many children — are even killed by mowers.

Of the 150,000 mower injuries each year, about 70 per cent are caused by contact with the whirling blade. No wonder — your rotary mower blade can reach a speed of 200 mph. Most blade accidents occur when the person doing the mowing tries to adjust or unclog the mower without stopping the engine. Maybe it's forgetfulness or a naive nothing-will-happen-to-me attitude. But each year about 3,500 careless homeowners have fingers, toes, hands, feet, arms or legs mutilated because of power mower accidents. The new deadman controls system and the blood-and-guts warning sticker are efforts to reduce those injuries.

Meanwhile your best protection is to shut the engine off every time you make an adjustment — whether it's doing minor repair work, removing the grass bag or unclogging the discharge chute.

Watch out for wet grass

Clogging won't be such a nuisance if you clear your yard of debris and wait until the grass is dry before mowing. A wet lawn is also easier to slip on, and you could come into contact with the blade if you fall.

Don't try to handle a tough spot in the lawn by pulling the mower back-

ward. Many homeowners have learned the hard way that you can easily run over your own foot. And of course, wear sturdy shoes when you mow — no sandals, sneakers or bare feet.

A rotary mower can hurl an object as far as 50 feet, turning an acorn or small rock into a bullet. In one typical case, a man injured his son while mowing the grass in a hickory grove. A nutshell shot from the discharge chute of the mower, ricocheted off a house and hit his son, blinding him in one eye.

Mowers complying with recent safety standards have discharge chutes built at an angle to limit the distance an object will fly. Some grass bags are made of material heavy enough to stop or at least slow down material thrown through the chute. These features are worth shopping for if you're thinking of buying a new mower. The new CU standards would offer still more protection against thrown objects.

You can protect yourself by going over the lawn before you mow, clearing away stones, wires and other

debris hidden in the grass. Stop the blade before crossing a gravel driveway or walk. But most important, keep children and pets away and under supervision when you mow the lawn. A young child should never be permitted to operate a power mower.

Unless you have an electric mower, you will have to use and store gasoline to fuel your mower. Keep it in an approved container out of reach of children.

Fill the mower tank out-of-doors and wipe up any spills immediately. If you have to refuel in the middle of a mow, turn off the engine and let it cool for 10 minutes before refilling. And kick the smoking habit — just for a while — when you're around fuel. Remember that gasoline gives off flammable vapors that ignite easily.

Whether or not your mower complies with the latest standards, your own mowing habits should always be as careful as you can make them. Having the loveliest lawn on the block is not worth an eye or a toe.

Family Safety

Seat belts on backhoes.

Following is a recent Interpretive Decision from the Division of Industrial Safety, State of California, regarding seatbelt requirements.

The question of seat belt use on backhoes has brought about a need for an administrative interpretation of Section 1596 of the Construction Safety Orders. The intent for the use of seat belts on construction equipment is to prevent injury to the operators in the event of a roll-over while traveling. Where equipment with backhoes attached is being used as a backhoe, the outriggers are usually in a down position which limits considerably the travel of such equipment. With the fact of such minor movement, the likelihood of a roll-over is very remote.

INTERPRETIVE DECISION: The use of seat belts for the operator when he is excavating with the hoe is not required. However, the use of belts is required when the whole unit is being moved or re-located or when the equipment such as the blade or loader bucket on the front end is in operation.

State urges high schools to dispose of hazardous laboratory chemicals

State officials today urged high school officials immediately to remove cancer-causing chemicals (carcinogens) from their laboratories.

Some of the hazardous chemicals discovered in a survey of schools conducted earlier this year have already been removed under supervision of California Occupational Safety and Health (CAL/OSHA) personnel, according to Arthur R. Carter, State Chief of Industrial Safety. However, Carter has been advised that many schools have not yet disposed of the carcinogens because of the summer shutdown.

Carter said there is no evidence that students are being unduly exposed, but, as a preventive measure, he is asking high schools to dispose of the carcinogens.

Dr. David Parkinson of the State Department of Health's Occupational Health Branch warned that the chemicals are dangerous to both plant and animal life and "should not be poured down the nearest sink." The Department of Health, through its Waste Management Unit, is responsible for regulating the disposal of hazardous waste substances, and the law requires that all such wastes, including carcinogens, be disposed of with prior approval and guidance from Department of Health personnel, he said.

Dr. Parkinson said that school officials should make arrangements for

safe, lawful, disposal of carcinogens by contacting one of the following: Dr. Harvey F. Collins, 744 P Street, Sacramento 85814 (916) 322-2337; Dr. David L. Storm, 2151 Berkeley Way, Berkeley 94704 (415) 843-7900; or Earl Margitan, P.O. Box 30327, Terminal Annex, Los Angeles 90030 (213) 620-2380.

Carter said that over 418 pounds of carcinogenic chemicals were discovered in a two-month survey of school laboratories conducted by CAL/OSHA and State schools officials. The survey, to determine the extent to which 14 specific carcinogens were in use, found that 79 high schools, 64 community colleges, and 56 colleges or universities were using or storing the chemicals. Carcinogens were found in both public and private schools, he added. Among the carcinogens found in schools were:

- * Benzidine and its salts, which are used in chemical and biological laboratories for many types of tests, e.g., the catalytic oxidation test for blood, a stain in microscopy, and a reagent for H₂O₂ in milk. Benzidine, found in 149 schools, is absorbed through the skin and has been found to induce bladder tumors.
- * Alpha-naphthylamine, which is used as a reagent in analytical chemical laboratories — this

chemical, implicated in human bladder cancer, was found in 115 schools;

- * Beta-naphthylamine, used in the laboratory as a chemical reagent and analytical standard, also a potent inducer of bladder cancer — it was reported used or stored in 42 schools;
- * 4 - dimethylaminoazobenzene, which is used in biological and chemical laboratories as an acid-base indicator in volumetric analysis and other laboratory tests — the State survey found small amounts of this substance in 34 schools.

Lesser amounts of eleven other cancer-causing chemicals were found in quantities varying from two pounds to 19 pounds.

The continued use of carcinogens will be permitted in college laboratories only if the chemicals are properly registered with the Division of Industrial Safety, State Department of Industrial Relations, and are used under close supervision following safe procedures prescribed by law.

Field enforcement for the California Occupational Safety and Health program (CAL/OSHA) is under the State Department of Industrial Relations, mainly through its Division of Industrial Safety and the Occupational Health Branch, State Department of Health.