Cofer and Darington elected to top offices of Local Union 1245

Dean Cofer of Oroville, California was elected to the office of Business Manager-Financial Secretary of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO. Cofer has been a member of Local 1245's staff, as a Business Representative, since September, 1966 and has been a member of Local 1245 since December, 1963. This will be Cofer's first term as chief administrative officer of Local 1245.

All officers of the 17,000+ member organization were up for election. The election was handled through a secret mail referendum procedure at the Local's Walnut Creek headquarters by a nine-member election committee of rank and file members.

Howard Darington of Eureka was re-elected to the office of President, Ron Fitzsimmons was elected Vice President, Kathy Tindall was elected Recording Secretary and Nannette Brownlee was elected Treasurer.

The newly elected Executive Board members are as follows: Bob Thomson, Southern Area; C.P. "Red" Henneberry, Central Area; Howard Stierfer, Northern Area and Marvin Rubendall At-Large.

New faces on the Advisory Council will be: Tom Thomas, San Joaquin Division; John J. Collenbach, Coast Valleys Division; Jack Hill, City of Santa Clara, and San Jose Division; Frank Sasseenier, San Francisco Division, and General Office; Ned Fox, Transit Authority of the City of Sacramento; Jimmy Russell, Humboldt Division; Richard Hafner, Shasta Division; Barry Mitchell, Sierra Pacific Power Company; Thomas Manning, DeSable Division; Larry Caserly, Jr., Colgate Division; Richard Madden, North Bay Division; Barbara J. Symons, Clerical-at-Large; Carlos A. Davison, Tree Trimmer Companies; Eduardo Vallejo, San Francisco Division; Ricardo Talamantes, Central Area; Debra J. Rocha, AED; Victor Patton, Felton G. Prescott, F.O. Watkins, Barbara Dawson, Barbara Symons, and Trish Ochsner.

The officials of Local 1245 are aware that all members are not satisfied with the results and are aware of most of the major objections. They are interpreting the results as a careful consideration of alternatives weighed against the significant gains made in these agreements.


The members employed by PG&E will receive a 7.25 percent pay increase, retroactive to January 1, 1977. Effective January 1, 1978 PG&E employees on the payroll at that time will receive a 7 percent increase. On January 1, 1979 an increase of 6.75 percent will go into effect. A "cost of living" provision was negotiated with respect to wages which provides that should the Consumer Price Index for the United States - all cities - for the month of October, 1978, (1967 = 100 base) exceed 196.0, or if such Index for any month prior to October, 1978, exceeds 196.0, Union may reopen the Agreement with respect to wages only by giving written notice to Company prior to November 30, 1978.

A number of long-sought improvements are obtained in the Agreement covering working conditions, for example:
- Shift premium is now on a % basis.
- Replacement of stolen tools is provided for.
- The 3 year bar for promotions and demotions in General Construction is broken and provisions for preferential rehire in G.C. are established.
- The physical wage structure is revamped to provide a reasonable differential of $2.00 per week between wage rates.

Other improvements gained include:
- An additional holiday,
- An employee's grandparents are included in the 3 day funeral leave provision,
- Improved provisions for second shift employees called for jury duty,
- Improved provisions for the 24 hour on call premium.
- An additional guaranteed hour.
- An additional day of leave.
- Improved provisions for the 10 hour shift.
- Improved provisions for the 8 hour shift.
- Improved provisions for the 12 hour shift.
- Improved provisions for the 16 hour shift.
- Improved provisions for the 20 hour shift.
- Improved provisions for the 24 hour shift.
- Improved provisions for the 28 hour shift.
- Improved provisions for the 32 hour shift.
- Improved provisions for the 36 hour shift.
- Improved provisions for the 40 hour shift.
- Improved provisions for the 44 hour shift.
- Improved provisions for the 48 hour shift.
- Improved provisions for the 52 hour shift.
- Improved provisions for the 56 hour shift.
- Improved provisions for the 60 hour shift.
- Improved provisions for the 64 hour shift.
- Improved provisions for the 68 hour shift.
- Improved provisions for the 72 hour shift.
- Improved provisions for the 76 hour shift.
- Improved provisions for the 80 hour shift.
- Improved provisions for the 84 hour shift.
- Improved provisions for the 88 hour shift.
- Improved provisions for the 92 hour shift.
- Improved provisions for the 96 hour shift.
- Improved provisions for the 100 hour shift.
- Improved provisions for the 104 hour shift.
- Improved provisions for the 108 hour shift.
- Improved provisions for the 112 hour shift.
- Improved provisions for the 116 hour shift.
- Improved provisions for the 120 hour shift.
Members ratify PG&E Agreements

(Continued from page one)

Meal is to be provided one hour beyond regular work hours.
Entitlement for 4 weeks vacation comes 2 years earlier and in 1978 entitlement
for 5 weeks vacation will come 2 years earlier,
Provisions are made to take vacation in increments of one day or more on any day of
the week.
Actual one for one transfer rights are established,
Requirements for being considered at the top of the rate for bidding under the
Clerical Agreement are reduced from 36 to 30 months,
The Demotion and Layoff Procedures are rewritten in a more orderly manner
and the rights of employees who are subject to layoff are expanded (this is even
more true in General Construction)
Moving expenses are increased from $750 to $900.
Increased doubletime for overtime is provided for and the provisions of Title 212 are
improved.
Additionally, General Construction obtained:
Substantial total improvements in expense provisions, together with
Improved grievance procedure, and
Provisions for apprenticeship training, as well as
Improved promotion and demotion procedures.

Open Letter to the membership

Setting up a balloting process is difficult work at anytime, and it was doubly difficult
for the 1977 election of Union Officers and of Advisory Council members. The
difficulties arose because of the unusual amount of election-activity by the candidates,
and because of the emotional level present in this election. Over and above this was the
legal necessity to make sure that the entire process conformed to the International Con-
stitution, the Local Union Bylaws, and to the provisions of Title IV of the Labor-

The difficulty was further increased because the election had to be held from start to
finish in just 30 days. This included the certifying of the candidates, the compiling and
publication of the Utility Reporter, the preparation and mailing of 17,213 ballots which
had 90 candidates competing for 32 elected offices, and finally the qualifying and tally-
ing of the 6,696 ballots which were returned.

Throughout the entire process, the Election Committee worked diligently and compe-
tently. Also deserving of recognition is M.A. Walters, Sr. Ass't. Business Manager who
was the staff advisor to the Election Committee, and all of the clerical employees of our
Union office who typed and retyped, printed, filed, checked and double checked a
mountain of paperwork.

Advise was sought and given most willingly by W.L. Vinson, Vice President, I.B.E.W., Donald J. Sabin, Ass't. to the International President, I.B.E.W., William J. Jones, Supervisory Compliance Officer, U.S. Dept. of Labor, Howard Darington, Presi-
dent L. U. 1245, I.B.E.W., and from L.L. Mitchell it's, Business Manager.

Throughout the whole process, no matter how much help was obtained from these
various people, the fact remained that the decisions and the responsibilities were those
of the Election Committee along with the tiring physical work involved.

If I could have selected this Election Committee myself, I would have not been able to
surround myself with a more diligent, harder working group of people. I owe them my
thanks for making my job easier, and I think that our membership owes them con-
gratulations for a difficult job done well.

- Gary W. Abrahamson -
Member and
Judge of the Election

Improvements were made in all Plans covered under the Benefit Agreement. The
cost to employees for Group Life Insurance is reduced 20%. Provisions are made
wherein employees may elect lesser amounts of group life insurance and still qualify
for Long Term Disability Insurance coverage. This will be of considerable benefit
to younger employees with family responsibility who are in beginning or training
classifications. Adjustments of from 5 to 41% are provided for those employees
who are receiving long term disability insurance. The Savings Fund Plan is amended
to provide for withdrawal of stock purchased by Company's contributions after 2 in-
stead of 3 years with provisions for a one time two year withdrawal at the end of 1977.
In addition Company and Union have agreed to amend the Savings Fund Plan in order
to take advantage of the additional 1/2% investment tax credit. TRASOP as soon as
the I.R.S. issues its rules on this provision. The Retirement Plan is substantially im-
proved particularly by providing an increased opportunity for the spouse of a
deceased participant to qualify for a spouse's pension and by the establishment of two
new formulas which provide for increased benefits for employees who retire with
more than 20 years of credited service.

Addition of two new formulas in the pension plan, an improved spouse's pension, a
20% increase in the cost of covered benefits in the dental plan, an immediate adjust-
ment in the LTD payments with an opening for another adjustment and a 20% reduc-
tion in the group life insurance premium cost with options to freeze or in some cases
to elect 1/3 or 2/3 of full coverage were some of the additional improvements achieved
in this set of bargaining.

Cofe r and Darington

(Continued from page one)

Francisco Vice President's & Comptroller's Office.
Advisory Council incumbents re-elected were: Ruben Arrendondo, Pipeline Operations Department, Lawrence Ryan, Alameda/Contra Costa Transit District, and East Bay Municipalities; Ray Shepherd, East Bay Division, and Material Control Department; Pat Nickeson, Stockton Division, and City of Lodi; Alexander Adams, Pacific Gas Transmission Company; Stanley Justis, Drum Division; Bill Tomlinson, Sacramento Division; Dick Daugherty, Sacramento Municipal Utility District; Bill Miller, United States Bureau of Reclamation; Philip

Blyth, Citizens Utility Company of California; Bill Twobee, General Construction; Duane Bartlow, Irrigation Districts and Dale Fox, CATV Operating Companies.
The Election Committee consisted of Gary Abrahamson, Judge of the Election; and tellers; George Daly, Harvey Hammond Jr., James Bender, Mike Pausen, Lance Karber, F.O. Watkins, Mark Smith, Norman Mercer, George Lazaneo, Debbie Rocha, Felton Prescott, Ray Milota, Harvey Iness, Larry Hope, Clinton Wallington, Ray Gallagher, Donald Kinkade and Charles Larsen Jr. Some of the commit-
tee members are shown in the two photos below.
OUTSIDE LINE CONSTRUCTION CONTRACT SETTLED

Agreement has finally been reached between Local Unions 47-1245, I.B.E.W., and the Western Line Construction Chapter of N.E.C.A. after a long series of meetings.

Assistant Business Manager John Wilder and brother D. "Tommy" Heyl, Lineman in the Construction Unit, represented Local 1245 at the bargaining table.

Assistant Business Manager Bill Turner and Brother Bob Donley, Lineman of the Construction Unit, represented Local 47 at the bargaining table.

The following changes have been agreed to for the Outside Line Construction Contract:

1. Classification wage rates. Such payment shall be advanced as "Union wages." Further, employees who are absent from work at the Union's request with Company's permission for short or intermittent periods of time shall be paid by Company at their present classification wage rates. Such payment shall be advanced as "Union wages." Further, during such time, such employees shall be considered as employees of the Union for all employment purposes set forth in the Workers' Compensation and Insurance Chapter.

2. Apprentice-1st 6 mo. 60% of Lineman rate $7.80 per hr.
3. Apprentice-2nd 6 mo. 65% of Lineman rate $8.45 per hr.
4. Apprentice-3rd 6 mo. 70% of Lineman rate $9.10 per hr.
5. Apprentice-4th 6 mo. 75% of Lineman rate $9.75 per hr.
6. Apprentice-5th 6 mo. 80% of Lineman rate $10.40 per hr.
7. Apprentice-6th 6 mo. 85% of Lineman rate $11.05 per hr.
8. Apprentice-7th 6 mo. 90% of Lineman rate $11.70 per hr.
9. Thereafter 100% of Lineman rate $13.00 per hr.

General Foreman 25% above Lineman rate $15.60 per hr.
Assistant Business Manager John 20% above Lineman rate $13.00 per hr.
Lineman, when burning shall receive 90% of Lineman's hourly rate $11.70 per hr.
Assistant Business Manager Bill 80% of Lineman rate $10.40 per hr.
General Foreman 95% of Lineman rate $12.35 per hr.
Powderman 95% of Lineman rate $12.35 per hr.
Lineman 100% of Lineman rate $13.00 per hr.

Excellent work during such time, such employees will be considered as employees of the Union for all employment purposes set forth in the Workers' Compensation and Insurance Chapter.

3. Show-up—The employer may work the employee for two hours.

4. Health & Welfare—Linco contribution increased to 45¢ per hour.
5. Pensions—Union contributions in- creased to 90¢ per hour.
6. Up to three-day penalty for short notice on dirt road headquarters.
7. Subsistence—$8.00 minimum per day; 20¢ per road mile one way each day; $20.00 maximum per day.
8. Reporting hour and distance to work. Employees shall have adequate communications.
10. Delete the classification of "Foreman"—All foremen now non-working.
11. Discontinue the classification of "Work Foreman."—All foremen now acting non-working.
12. Increase life and casualty insurance to $35,000 while riding in aircraft.
13. No space wire during inclement weather—rain, snow, fog or high wind.
14. Foreman called by name must be on the Referral Book for three days (Saturday and Sunday excluded) prior to being referred.
15. Wage Schedule—The following rates will be effective June 1, 1977.

The new changes added to an already good Agreement represents the best Construction Agreement in our industry. This has been accomplished by the efforts of many people over a period of twelve years, steadily updating and improving the wages, benefits and working conditions of our Construction Agreement.

New changes in Federal and State laws will affect the tax on subsistence and mileage payment, effective July 1, 1977. On that date subsistence and mileage will be considered as income and must be reported as such. It will also be considered in the prevailing wage rate for bidding work covered by Davis-Bacon Act (Federal or State-funded work).

The change in the law will help the Electrical Contractors in being more competitive against the non-union bidders.

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### San Joaquin

<table>
<thead>
<tr>
<th>Location</th>
<th>Street Address</th>
<th>Days</th>
<th>Times</th>
<th>Numbers</th>
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<tbody>
<tr>
<td>Fresno</td>
<td>1528 Van Ness</td>
<td>Tuesday</td>
<td>7:30 p.m.</td>
<td>2 6 4 1 6</td>
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<tr>
<td>Bakersfield</td>
<td>200 W. Jeffrey</td>
<td>Thursday</td>
<td>7:30 p.m.</td>
<td>11 15 13 10 15</td>
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<tr>
<td>Madera</td>
<td>Malix's Lounge</td>
<td>Thursday</td>
<td>7:30 p.m.</td>
<td>4 8 6 3 8</td>
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<tr>
<td>Corcoran</td>
<td>901 Chitndon</td>
<td>Thursday</td>
<td>7:30 p.m.</td>
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<tr>
<td>Wasco</td>
<td>1101 - 12th St.</td>
<td>Wednesday</td>
<td>7:00 p.m.</td>
<td>10 14 12 9 14</td>
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### Coast Valleys

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<tbody>
<tr>
<td>Hollister</td>
<td>Paines Restaurant</td>
<td>Wednesday</td>
<td>7:00 p.m.</td>
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<tr>
<td>Salinas</td>
<td>American Legion Hall</td>
<td>Tuesday</td>
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<td>Monterey</td>
<td>Carpenters Hall</td>
<td>Wednesday</td>
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<tr>
<td>Moss Landing</td>
<td>Odd Fellows Hall</td>
<td>Thursday</td>
<td>8:00 p.m.</td>
<td>4 8 6 10 8</td>
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<tr>
<td>Watsonville</td>
<td></td>
<td>Monday</td>
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<td>8 12 10 14 12</td>
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<tr>
<td>Paso Robles</td>
<td>Elks Lodge</td>
<td>Tuesday</td>
<td>7:00 p.m.</td>
<td>9 13 11 15 13</td>
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<tr>
<td>San Luis Obispo</td>
<td>Elks Lodge</td>
<td>Wednesday</td>
<td>8:00 p.m.</td>
<td>10 14 12 16 14</td>
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<tr>
<td>Santa Maria</td>
<td>Vandenberg Inn</td>
<td>Thursday</td>
<td>8:00 p.m.</td>
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### San Jose

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<tr>
<td>Fresno</td>
<td>99 N. Bascom</td>
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<td>99 No. Bascom</td>
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<td>Wasco</td>
<td>99 No. Bascom</td>
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### East Bay

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<tr>
<td>East Bay</td>
<td>Golden Gate Lanes</td>
<td>Tuesday</td>
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<td>Oakland</td>
<td>Edgewater-Hyatt House</td>
<td>Tuesday</td>
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<tr>
<td>East Bay Area</td>
<td>Edgewater-Hyatt House</td>
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<td>Hayward</td>
<td>Elegant Ranch</td>
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<td>Livermore</td>
<td>Eagles' Hall</td>
<td>Thursday</td>
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### Stockton

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<td>Carpenter's Hall</td>
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<td>Angels Camp</td>
<td>Veteran's Building Main Street</td>
<td>Wednesday</td>
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<td>3 7 5 2 7</td>
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<tr>
<td>Stockton</td>
<td>I.B.W. #591 Hall</td>
<td>Thursday</td>
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<tr>
<td>Sonora</td>
<td>I.O.O.F. Hall</td>
<td>Tuesday</td>
<td>7:30 p.m.</td>
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<tr>
<td>MODESTO</td>
<td>Surrial Lodge*</td>
<td>Wednesday</td>
<td>7:30 p.m.</td>
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<tr>
<td>LODI</td>
<td>Sr. Citizen's Hall</td>
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<td>7:30 p.m.</td>
<td>11 8 13 10 8</td>
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<tr>
<td>Tracy</td>
<td>Norm's Pizza Parlor</td>
<td>Tuesday</td>
<td>5:00 p.m.</td>
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*Check Lobby for Room No.
### Humboldt

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<tr>
<th>Address</th>
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<tr>
<td>3111 EUREKA</td>
<td>Monday</td>
<td>H. Darrington</td>
</tr>
<tr>
<td>3112 GARBERVILLE</td>
<td>Thursday</td>
<td>A. Weber</td>
</tr>
<tr>
<td>3212 REDDING</td>
<td>Tuesday</td>
<td>J. Eide</td>
</tr>
<tr>
<td>3216 TRINITY</td>
<td>Tuesday</td>
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<td>2211 OAKLAND GENERAL</td>
<td>Thursday</td>
<td>R. Murphy</td>
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<td>3011 SACRAMENTO REGIONAL TRANSIT DISTRICT</td>
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<td>W. Nunez</td>
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<td>3911 SACRAMENTO MUNICIPAL UTILITY DISTRICT</td>
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<td>3912 FRESH POND - SMUD</td>
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<td>C. Vanderpool</td>
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<td>M. Kostick</td>
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<td>R. Kristenson</td>
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<td>4411 DAVEY TREE - LAS VEGAS</td>
<td>Wednesday</td>
<td>C. Davison</td>
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### Utility Reporter—July, 1977—Page Five
What is the federal minimum wage?
It is a floor under wages — the minimum amount per hour an employer may legally pay a worker. The federal minimum wage should yield "a minimum standard of living necessary for health, efficiency and general well-being of workers."

Why do we need a federal minimum wage?
To protect workers all across America from those employers who would pay slave wages if they could get away with it.

What is the current federal minimum wage and how is it established?
The federal minimum wage is $2.30. While some States and local governments have their own, higher minimum wages, the federal minimum wage is controlled by the government.

How does a minimum wage affect business?
Specifically, it protects honest, fair-minded employers against unfair competition from unscrupulous employers who would pay less than a living wage. Generally, however, all businesses benefit from a minimum wage, because when workers earn enough money to support their families they can buy more of the goods and services that business offers for sale.

Are there proposals to increase the minimum wage?
Yes. President Carter has proposed an increase to $2.50 an hour and setting the minimum wage in future years at 50 percent of the average straight-time hourly earnings of production workers in manufacturing industries. The Chamber of Commerce says business doesn't want to pay a higher minimum wage. On the other hand, the AFL-CIO says workers need at least a $3 an hour minimum wage and supports the Dent proposal to set the future wage at 60 percent of average straight-time hourly earnings in manufacturing.

What should the minimum wage be?
It should be high enough so a worker who works 40 hours a week, year around, will earn enough to get his or her family out of poverty. The minimum wage should increase automatically so that workers who are paid at minimum wage do not constantly fall farther behind other workers while waiting for Congress to act.

Why should a minimum wage increase concern anyone who earns more than the minimum wage?
Every family's tax payments are used indirectly to subsidize employers who pay less than a fair and living wage. When minimum wage workers can't earn enough through their paychecks for their families to survive, they must turn to federal, state or local assistance programs — such as welfare, food stamps and public aid — to supplement their incomes.

Would President Carter's proposal bring minimum wage workers out of poverty?
No. His proposal to increase the minimum wage from $2.30 to $2.50 an hour would still leave minimum wage workers 45 cents an hour below the poverty level. Further, his proposal to set the minimum wage in future years at 50 percent of the average straight-time hourly earnings in manufacturing would mean that a minimum wage worker would remain below the poverty level.

What about the Dent bill?
The Dent bill would increase the federal minimum wage to $2.85 an hour, 30 days after enactment. This is about a dime below the poverty level, but it is only the first step in Dent's proposal, which would then set the minimum wage at 60 percent of the average straight-time hourly earnings of production workers in manufacturing industries. The Chamber of Commerce agrees with this bill which began in 1978, would ensure that a minimum wage worker would be able to earn enough to stay above the poverty level. Based on the 1976 average earnings, 60 percent would yield about $3 an hour — and by then, $3 an hour would be needed to be above poverty.

Wouldn't a higher minimum wage cause inflation?
No. Decreased government studies of the impact of minimum wage increases have proven very little, if any, increase in inflation. An increase in the minimum wage to $2.85 an hour would have an impact of less than three-tenths of 1 percent on consumer prices.

In fact, after the last minimum wage increase, the F. W. Woolworth Co. said in its annual report: "... our experience with prior minimum wage legislation shows that our salary increases are more than offset by the increased purchasing power generated by these general wage boosts to the general public."

Do higher minimum wages cause unemployment?
No. Government studies of the impact of minimum wage increases, conducted by both Republican and Democratic Administrations, have found only a very few, isolated instances of adverse effects, involving a few small firms and a few workers. In fact, every time the minimum wage has increased, employment has increased.

What about women workers?
Nearly two-thirds of the women in the workforce have to work. They are either heads of families, the sole support of themselves or a husband with an annual income of less than $10,000 — which is the "poverty" budget for a family of four.

The Census Bureau reports that in 1975, 4 million women worked full-time, year-round and earned less than the poverty level. Of the 2,430,000 female heads of families with income below the poverty level, 41.8 percent are black. The AFL-CIO estimates that two-thirds of all workers earning within 5 cents of the current minimum wage of $2.30 an hour are women. Therefore, a minimum wage increase would have the greatest impact on women who must work to support themselves or their families.

What would the impact be on Spanish-speaking workers?
To protect all workers, regardless of their native language, the Fair Labor Standards Act when it went into effect in 1938. The concept of the automatic increase was first proposed in 1949 by Republican Senator Robert Taft of Ohio.

What about the Chamber of Commerce study that says a decent minimum wage would cause severe unemployment and high inflation?
Further, a minimum wage increase would not add one penny to the budget deficit. During the Nixon Administration, the Labor Department studied the relationship of minimum wages to youth unemployment, concluding: "A significant finding was that it was difficult to prove any direct relationship between minimum wages and employment effects on young workers."

Would a subminimum wage for teenagers reduce their unemployment?
Yes. Government studies of the impact of minimum wage increases have found that business offers for sale.

Why tie the minimum wage to average hourly earnings and not the cost of living?
Labor economists have long been concerned with the plight of the poor. What is the best way to reduce teenage unemployment is to create jobs for all workers.

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Any increase in the minimum wage will have an impact on consumer purchasing power — people buying goods and services, which results in hiring more people to produce those goods and services. In economic terms, additional pay at the low end of the wage scale means high velocity consumer dollars.

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Assault on Workers Comp is Advanced

In effect, even though disability resulted from prior employment, no recovery could be obtained from these responsible previous employers.

"The impact upon workers with any previous exposure to cumulative type injuries or diseases will be devastating in terms of future employment opportunities," labor spokesmen contend. "If a new employer has to assume all the responsibility for previous exposure, as this bill would require, workers with previous exposure will be considered a high risk since the costs of any occupational disease which develops because of past employment will be shifted on to the most recent employer. Such workers will be hard pressed to locate new jobs because of the burden of liability they will bring to their prospective employer."

California's workers' compensation system is based on the principle that the possibility of work injury or work-related disease is always present in the production of goods and services.

It assumes that injury and disease can never be completely eliminated from an occupation exposing him to the hazards of occupational disease or cumulative injury, whichever occurs first.

Compensability also is related to the beginning of a disability. AB 155 attacks this principle by relating liability of the employer not to the beginning of a disability itself, but to the filing or asserting of a claim.

It also eliminates liability of employers responsible for the exposure by restricting it to the employer of the most recent year.

Minimum Wage

(Continued from page six)

What can I do to help?

Write your Representative and Senators today. Ask them to support a fair minimum wage that will help minimum wage workers out of poverty and help them stand on their own feet without the need for welfare.

Write President Carter and ask him to reconsider his inadequate minimum wage proposal.

Address your letters to:

Hon. .................., M.C.
House Office Building
Washington, D.C. 20515
Dear Rep. ..................
The White House
U.S.S.
Senate Office Building
Washington, D.C. 20510
Dear Senator ..................:
President Jimmy Carter
The White House
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500
Dear Mr. President:

Your ShopCard

for SERVICE

Union Label and Service Trades Department, AFL-CIO

Bartenders International Union

Ballot Committee


City of Healdsburg and Local 1245 settle

A one year Memorandum of Understanding to be effective 7/1/77 was ratified on 6/17/77. This Memorandum provides for a 5% G.W.I. with 5% special adjustments for the classifications of Caretaker and equipment Mechanic.

Other improvements were made as follows: An additional 1% to be paid by City to the Retirement Plan. City to pay full premium costs for employees and dependents for Medical Plan (previously paid for employees only). A Dental Plan was established with City to pay premium costs for employees. The grievance procedure time limits were shortened and Management Rights and No Strike-No Lockout clauses were established.


PLACER COUNTY WATER AGENCY: James McManus

LINEMORE IRRIGATION DISTRICT: Clyde D. Berger, Bob B. Greer, Alternate

MERCED IRRIGATION DISTRICT: Johnie R. Goodson, Roger E. Lane, Arthur L. Williams

Common Sense Priorities:

OSHA To Focus on Major Hazards

Federal job safety and health enforcement efforts are being redirected toward serious workplace hazards rather than trivial and often unnecessary regulations, Labor Sec. Ray Marshall announced.

Mr. Marshall said the emphasis will be on "common sense priorities," stressing that the Occupational Safety & Health Administration from now on is "going to get serious about the dangers that workers face on the job.

Responding to often-voiced criticism from unions and employers, Marshall said both were right. "OSHA did have far too many petty regulations," he said. "OSHA has neglected long-term health problems in order to enforce some petty standards not directly affecting safety or health."

Assistant Labor Sec. Eula Bingham, OSHA's director, said the agency is launching an all-out effort to combat occupational illness and disease by refocusing enforcement on the most serious health and safety problems. "Beginning this year," Dr. Bingham said, "95 percent of OSHA's inspections will be devoted to industries with the most serious health problems, such as construction, manufacturing, transportation and food processing."

Labor safety experts welcomed the announcement, viewing it as an encouraging step toward meeting the original intent of the 1970 job safety law.

President Robert A. Georgine of the AFL-CIO building & construction trades said there was a "seemingly deliberate mismanagement" of OSHA by previous Administrations. "We are pleased that, for the first time, OSHA has the commitment of President Carter to the purpose of the law," Mr. Georgine observed. He also commended the direction Marshall and Bingham are taking in the new enforcement policies.

The shift in emphasis outlined by Marshall and Bingham includes:

- Stepping up the attack on occupational illness and disease.
- Eliminating needless and complex regulations.
- Expanding the use of notices for minor violations that have nothing to do with worker safety.
- Appointing a special assistant for small business affairs in OSHA and publishing materials to help small business employers comply with federal regulations.
- Dr. Bingham said that although OSHA's inspection on serious health and safety problems, the agency will not ignore small businesses that pose dangers to workers.

While a small food store is likely to escape OSHA inspection, he said that such places as small auto repair shops and dry cleaners where workers are exposed to hazards can expect to draw OSHA's attention.

Marshall pointed out that OSHA's enforcement staff of 1,400 inspectors has the responsibility of regulating more than 5 million work-places.

Traffic Accidents up in good driving weather

CHICAGO — Unusually good driving weather during April brought about a four per-cent increase in motor vehicle fatalities for the month, compared to April, 1976, the National Safety Council reported.

"Evidently the unusually good driving weather was one many people interpreted to become overconfident and thus less wary of the dangers of accidents," commented Council President Vincent L. Tofany.

"The relative inactivity of many drivers because of the earlier severe winter weather may also have caused them to forget important safe driving practices. One of the most important of these is that of keeping driving speeds down in line with the national 55 Mph. speed limit."

"Granted that enforcement varies from jurisdiction to jurisdiction, still I submit that the evidence is overwhelming that speeds are substantially below the levels they were at before the energy crisis, and that this reduction has saved thousands of lives - and is still saving lives."

Tofany's assertion is supported by a recent study by the Pennsylvania State University, under sponsorship of the federal government, which stated, "Fatalities rates under the national 55 Mph. speed limit decreased most on highways where speed limits changed the most, particularly the Interstate Highway System."

The P.S.U. study reflects nationwide data on the various highway systems throughout the country and a representative sample of accident records in 17 states during 1974.

The Council's statistics department noted that the four month total in traffic fatalities for this year was slightly lower than in last year, although the one-month figure showed an increase over that of a year ago.

During April, a total of 3,806 persons lost their lives, compared to 3,660 who were killed in the April of 1976. The total for 1977's first four months was 13,246, which was down 24 from the 13,270 for the same period of a year ago.

Approximately half a million persons suffered disabling injuries from motor vehicle accidents during these first four months, conditions which, after the installment of accident prevention programs.

The National Safety Council, founded in 1913 and headquartered in Chicago, is chartered by Congress as a non-governmental, nonprofit voluntary public service organization, comprised of both individual and corporate members. The Council is dedicated to the safety of everyone, everywhere through education and the development, implementation of accident prevention programs.