Nominations for twelve (12) delegates to the IBEW Convention will open in April, 1978. This year the IBEW Convention will be held during the first week of October at Atlantic City, New Jersey. The specific controlling language is as provided in Article III of the Local Union's By-laws. Ballots will be mailed in accordance with the nomination and secret ballot election procedures, as set forth in the Local's By-laws and Article II, Section 10 of the IBEW Constitution.

The election of delegates will be by secret ballot as provided for by Article III of the By-laws. Ballots will be mailed before June 1, 1978, to all members eligible to vote. The ballots must be mailed to arrive at the post office in Walnut Creek by 10:00 a.m. on the date to be determined by the Election Committee.

Voting instructions will be mailed along with the ballots. Members are urged to familiarize themselves with the nominating and election procedures by studying Article III of the Local Union By-laws.

The UTILITY REPORTER will carry a list of all candidates together with a factual record of their activities, committee assignments, offices held and experience gained for, and in behalf of, Local 1245. Every member of the Local is urged to attend the April Unit Meeting and participate in the nomination of delegates to the Convention.

LEGISLATIVE UPDATE

Assembly Bill 1295, introduced by Tom Bates, passed the Assembly by one vote, and was referred to the Senate Committee on Industrial Relations (Bill Greene, Chairman). Passage of this legislation would eliminate mandatory overtime. Interim hearings were held in November, and the Bill is scheduled for consideration by the Senate Committee on Industrial Relations (Bill Greene, Chairman). Passage of this legislation would eliminate mandatory overtime. Interim hearings were held in November, and the Bill is scheduled for consideration by the Senate Committee on Industrial Relations (Bill Greene, Chairman).

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A number of distinguished speakers: California Attorney General Evelle Younger appeared and asked for the backing of the Association in his bid to be the Republican candidate for governor in the next gubernatorial election. Younger also pledged his support for nuclear energy development in California. Leo McCarthy, Speaker of the California Assembly, spoke to the convention delegates regarding the accomplishments of the State legislature in the field of workers' benefits and similar legislation. McCarthy emphasized the need for(prompted by the Jarvis-Gann tax initiative) on the June ballot, and called upon voters to defeat the initiative. Director Don Vial, of the California Department of Industrial Relations, discussed the activities of his Department, and offered his opinion that the administration of Governor Brown has been, and will continue to be, good for labor.

**Win $2000**

In accordance with the provisions of the Tenth AnnualLocal Union 1245 Competative Scholarship Contest.

The purpose of this contest is to help Local Union 1245 members promote the educational goals of their children by offering a $2,000 grant in aid for scholarships to college. The grant will be administered over a four-year period in the amount of $500.00 per year. The winner will be selected solely on the basis of a student's written essay. All qualified graduating seniors, as defined in the Scholarship Eligibility Rules, attending public or private high schools may compete in the essay contest. MEMBERS ARE URGED TO ENCOURAGE QUALIFIED FAMILY MEMBERS TO PARTICIPATE IN THE CONTEST.

The essay subject for 1978 is "WOULD THE EQUAL RIGHTS AMENDMENT AFFECT AMERICAN WORKING LIFE?"

Applications and essays must be mailed to the International Brotherhood of Electrical Workers, Local Union 1245, P. O. Box 4790, Walnut Creek, California 94596, by registered or certified mail to be received no later than 10:00 a.m. on Monday, April 24, 1978.
Dean Cofer

Timing is critical on writing your U.S. Senators in support of the Labor Law Reform Bill (S-2467). If you haven't already, take the time to write. I encourage you to do so now. Please send a letter today supporting the passage of S-2467. The Labor Law Reform Bill is needed in order to ensure the legal rights of workers to organize and bargain collectively by accomplishing three things: speeding up N.L.R.B. proceedings, removing administrative barriers, and providing workers with relief from pressure and harassment from anti-union employers. Organized labor, and Local Union 1245, needs labor law reform — send letters now.

Another piece of important legislation that has been reported in the form of the Utility Reporter in past issues, is the bill to prohibit employers from firing or disciplining workers who refuse to work overtime that is set for hearing by the California Senate Industrial Relations Committee on March 1. The passage of this bill (AB 1295) is of major importance to your Local Union, and I ask that you contact your State Senator and encourage him or her to vote yes on AB 1295.

It's once again that time of year when your Business Representative will be requesting members to buy a COPE ticket. What's a COPE ticket? It's the I.B.E.W. Committee on Political Education (COPE) political arm of the I.B.E.W. and, raises money through voluntary contributions from I.B.E.W. members for use in supporting labor backed candidates for political office. A COPE ticket is a sound investment in good government...please support COPE by buying a ticket when approached by your Business Representative or Shop Steward.

In closing, I'd like to extend my personal condolences to the family and friends of Alex Adams, P.G.T. Advisory Council Member, who passed away on February 14, 1978. Alex was a good friend and colleague.

LABOR NOTES

You can be disciplined by your employer for failing to cross a public employee's picket line, the National Labor Relations Board ruled in a precedent-setting case. Its reasoning: Union activity does not protect employees if it's not covered by the National Labor Relations Act, and public employees are not covered.

A small 20-person unit has been created by the Labor Department to investigate federal workers' compensation claims. The new group helps combat fraud by addressing the Employers Payments Standards Administration (EPSA) will direct the anti-fraud unit. EPSA administers the Federal Employees Compensation, the Longshoremen's and Harbor Workers Compensation, and the Black Lung Benefits Programs. These three programs cover about five million workers.

The new federal Department of Energy has been ordered by the U.S. District Court in Washington, D.C., to stop collecting personal data on employee disclosure forms until a suit brought by the American Federation of Government Employees has been decided. AFEA contends the disclosure information collected violates the First Amendment's guarantee of free speech, and is not pertinent to the Energy Department's requirements for non-union personnel.

Three hundred sixty-six firms in California were closed down by the State Department of Industrial Relations in 1977 because the employer did not carry workers' compensation insurance. Donald Vial, director of the Department reported that from September 1976 through December 31, 1977, DIR has paid out $15.3 million to 349 workers to cover costs of injury or illness that the employers under the law should have. Vial estimated that there may be as many as 25,000 California workers have been paid but which the workers had to pay out of their own pockets. Court judgments and administrative actions against 119 employers are now underway, in order to recover the State's general tax fund that was covered.

ON THE METRIC SYSTEM FRONT — You've been hearing a lot lately about the progress being made in the United States toward conversion to the metric system. The National Bureau of Standards estimates that about 100,000 people are now using the metric system, and about 60% of the population is familiar with the new system.

The process of converting to the metric system is not going to be so bad, says the National Bureau of Standards. The process will begin with the switching of units for time, electricity, and temperature. They are. So will the yard lines in football, and units of measurement in plumbing fixtures, electrical appliances, and tools except nonadjustable wrenches. Units for time, electricity, and temperature are some of the things that will be converted.

LONEO OFFICES MOVE — Members are advised that as of January 1, 1978, all claims, correspondence, phone calls, and visitors going to your Local Union should be made to the following address:

The American Federation of Labor - Congress of Industrial Organizations

230KV transmission lines will be brought to the area by the State Department of Industrial Affairs. The transmission lines will be brought to the area by the State Department of Industrial Affairs. The transmission lines will be brought to the area by the State Department of Industrial Affairs. The transmission lines will be brought to the area by the State Department of Industrial Affairs. The transmission lines will be brought to the area by the State Department of Industrial Affairs. The transmission lines will be brought to the area by the State Department of Industrial Affairs.

Outside Construction Hot Line

By John Wilder

A Labor-Management meeting was held on January 24, 1978 in Sacramento to consider the dispute between Overhead Electric Company and Local Union 401 of the International Brotherhood of Electrical Workers. A joint determination was rendered by the Labor-Management representatives that Overhead Electric Company had violated the terms of the Agreement between Locals 47 and 1245 of the I.B.E.W. and the Western Line Constructors Chapter of the N.E.C.A. Subsequently, prior to the end of the session on Saturday, January 27, 1978, Local 401 and Overhead Electric Company representatives reached an equitable resolution to their disagreement.

The general work situation in outside line construction is the same as reported in the January issue of the Utility Reporter.

The job for the City of Roseville has not started yet. Local Union 1245 has approximately six men employed by Slater Electric on a job in the Sacramento area. Price Electric employed their underground duct crews.

There is no new news on what work at the Geyers will start or when the bids will be let for the transmission line and substation work for the City of Redding. Plumas-Sierra REA, located in Portola, California, recently received approval of a loan for the REA to build transmission lines and a couple of substations. Hopefully, some work will start this year.

Sierra Pacific Power Company reapplied for the necessary permits to build a 230KV transmission line from Oraneca, Nevada to Valmy, Nevada. Hopefully, a favorable disposition will be granted by the Bureau of Land Management soon. In addition, the Sierra Power Company has requested to meet with Secretary of Interior Andrus to discuss the possibility of using an alternate route of bypassing the O'Neil Basin which has been one of the primary objections of the Bureau of Land Management because of the area being designated a “planned wilderness”. The alternate route will follow an existing corridor.
During the period December 15, 1977 through January 25, 1978 applications for membership were received from the following persons:

- SUTHERLAND, ROBIN L.
- KING, BOBBY R.
- HORN, STEPHEN K.
- BARRIOS, JOSEPH J.
- ROLAND, CHARLES D.
- WHITELEY, ROBERT
- TURNER, CLARA
- TRIPLETT, KATHLEEN
- METCALF, DEAN
- MAURER, LINNIE
- FREID, JEFFREY C.
- EDWARDS, MARIA L.
- AMERT, JOHN P.
- CASTELLI, DAVID A.
- HOOPS, JERRY L.
- TEETERS, GEORGE R.
- SHRUM, VALERIE
- REINHARDT, DARRELL
- HEMBREE, DAVID L.
- CONTRERAS, DAN E.
- EAST BAY DIVISION
- STAN PAC GAS LINE
- MANNINA, JOSEPH
- GREEN, DON F.
- CARRASCO JR., JOHNNY
- LOEWEN, PENNY G.
- LAUGHLIN, LES A.
- BUGG, FRANCES P.
- HINOJOS, SHELLEY
- HARRIGAN, EITHEL
- GADSBY, EVAN C.
- HANNA RICHARD D.
- ELIADES, TIM G.
- GREENWELL, DWIGHT W.
- ANDREWS, M. E.
- LINDBERG, DAVE R.
- ESPINOLA, LINDA G.
- SAN JOSE DIVISION
- CITY OF SANTA CLARA
- JAVIER, HARRY R.
- JOSE SAN DIEGO DIVISION
- CAPWELL, DAVID B.
- DAVIES, MARIA L.
- ESQUIR, DAVID A.
- FRED, JEFFREY C.
- JUSTUS, STEVEN S.
- KIRBY, ALVA R.
- LEON, SYLVA
- McFARLING, MICHAEL
- MARMAMO, HIKO
- MAURER, JONINE
- MCTEAL, DEAN
- SANDER, PAMELA
- TRIPPLET, KATHLEEN
- TURNER, CLARA
- WHITNEY, ROBERT
- BAY CABLEVISION
- KING, BOBBY R.
- ROACH, CHARLES D.
- TELPREMPTOR OF NEWARK
- GORDON, GREG S.
- SUTHERLAND, ROBIN L.
- HILL, HIEFER T.
- HINDS, JOSEPH

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**LETTER OF AGREEMENT SUMMARIES**

**Editor's note:** Members of Local Union 1245 who wish to receive a copy of the full text of a letter of agreement shown below may do so by submitting their written request to the Local Union.

**Pacific Gas and Electric Company**

PG&E No. 77-71: Provides for the placement of an employee returning from long-term disability into his former Helper classification in San Francisco.

PG&E No. 78-3: Provides for establishment of the exempt position of Supervising Distribution Engineer in San Joaquin, East Bay and San Diego Divisions and the deletion of the position of Assistant Helper (Distribution) in the General Office.

PG&E No. 78-4: Provides for inclusion of the Materialsman and the Garageman classifications as next lower to the Parts Clerk classification in Exhibit VI-D.

PG&E No. 78-5: Provides for the amendment of page two, Paragraph A7 of the Master Agreement.

PG&E No. 78-6: Establishes the provisions to change the hours of work assigned to the Assistant Foreman’s Clerk in the District Electric Superintendent’s Office in Redding.

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**IN NEGOTIATIONS**

**A/C TRANSIT DIVISION**

Due to the strike against the Transit District by Amalgamated Transit Union, Division 192, which lasted from November 21, 1977 to January 29, 1978, negotiations between Local Union 1245 and the District were delayed. Currently, the Union’s specific proposals are being prepared for presentation to the District.

During the course of the strike, Local Union 1245 members employed by the District honored the Transit Union’s picket lines. Our total membership located at the facility is four. Nonetheless, they are to be highly commended for the hardships they endured pending the settlement of the bus driver’s strike. The Executive Board, at its regular session held November 28 and 29, 1977, voted to grant our members affected by the strike $10.00 per workday in strike assistance.

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**CALIFORNIA PACIFIC UTILITIES COMPANY (NEEDLES)**

Open for negotiations. No meetings are scheduled at this time.

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**IN GRIDLEY**

Open for negotiations. The first meeting between Company and Union is scheduled for February 24, 1978.

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**PARADISE INGRIDITRION DIVISION**

Open for negotiations. The first meeting between Company and Union is scheduled for April 7, 1978.

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**SIERRA PACIFIC POWER COMPANY**

Union served notice to Company of its desire to open negotiations on the full agreement. Interim bargaining on the Water and Power Production Department is still in progress.

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**UNITED STATES BUREAU OF RECLAMATION, REGION 2**

Pending regulations finalized in an impasse. This issue is in dispute. The wage issue was referred to arbitration by the Local, an arbitrator has been selected, and the hearing tentatively scheduled for February 14, 1978. Unfair labor practices charges were filed by the Union against the Bureau on June 29, 1977 concerning the Bureau’s refusal to negotiate a new rate agreement. The hearing is scheduled for February 28, 1978, under the auspices of the Assistant Secretary of Labor for Labor-Management Relations.

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**TRI-DAM PROJECT**

Bargaining is still in progress.

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**WELLS RURAL ELECTRIC**

Bargaining is still in progress.

(Continued on page five)
Notes of Interest

Business Representative Peter R. Dutton was reelected as President of the Stanislaus and Tuolumne Counties Central Labor Council at the Council's January meeting.

Business Representative Jim McCauley was appointed to the Executive Board of the Contra Costa Central Labor Council at the Council’s February meeting.

Thomas W. Hebrard, Unit No. 1118, Crane Valley was the winner of the Unit Drawing for the month of January, 1978.

Unit 3513, Grass Valley was the winner of the Local Union Unit Social Fund for the month of January, 1978.

Assistant Business Manager Mert Walters has been appointed to serve on the Division of Industrial Safety Permanent Standards Advisory Committee.

Business Representative Darrel Mitchell has been appointed Secretary-Treasurer of the Humboldt-Del Norte Counties Central Labor Council.

UFW announces end to nationwide boycott

The United Farm Workers Union, AFL-CIO, announced the end of its nationwide boycotts against non-UFW lettuce and table grapes. The lettuce boycott began in 1970 when a strike against Salinas valley growers was prohibited by court injunctions and the table grapes boycott was instituted in 1973 when the Teamsters invaded the fields to organize agricultural workers.

In announcing the end of the campaigns, Cesar Chavez, national UFW president, said that action was taken because California’s new farm labor law is “alive and functioning.” He expressed cautious optimism that the union would be able to win labor contracts under the ALRA during 1978.

In the future, it was revealed, the union will conduct label boycotts against specific firms or business organizations who “refuse to bargain in good faith.”

Mark Grossman, a UFW spokesperson, said the union wanted to clarify the status of the boycotts “with our supporters and friends across the country.” He credited the wide support the campaigns drew with enacting of the state ALRA in 1975 through raising “the public consciousness of the farm worker struggle.”

Grossman said the UFW now has about 100 contracts with growers. The union has also been certified as the bargaining agent in more than 100 other elections and has unofficially won 43 other elections not yet certified, he said.

The boycott, Grossman said, will continue to serve as “a positive force” for collective bargaining and there will be a need to maintain the boycott activity. Numerous elections are still disputed. These include the controversial E. and J. Gallo vineyards election, held in September, 1975. In March a hearing will be held on objections to the conduct of that election. The process could take several months.

SHOP STEWARDS TRAINING

Coast Valley Division area Shop Stewards met in Pismo Beach on February 11, 1978

Shown above from left to right are Assistant Business Manager Larry Foss, Shop Stewards, Dean Mooney, Larry McCammon and Web Herrier. Facing the camera from left to right are Assistant Business Manager John Wilder and Shop Stewards Jim St. John and Ed Perry.

Shown above at the head table are Assistant Business Manager Larry Foss, Business Representative Robert Gibbs and Assistant Business Manager John Wilder. Also shown is Shop Steward Bob Burns.

Utility Reporter—February, 1978—Page Four
BARGAINING ROUNDPUP

CALIFORNIA-PACIFIC UTILITIES (LASSEN)

Union members employed at the California-Pacific Utilities (Lassen Division) voted to accept the results of contract negotiations. The new two-year agreement provides a six and two-tenths percent general wage increase retroactive to November 1, 1977, and an additional six and two-tenths percent increase effective May 1, 1978, with a wage opener January 1, 1979. Other improvements include increased vacation, improved sick leave benefits and industrial accident benefits.

LINMORE IRRIGATION DISTRICT

Union members employed by Linmore Irrigation District voted to ratify the results of contract negotiations. The new contract includes a six percent general wage increase retroactive to July 1, 1977.

MERCED RIVER Irrigation DISTRICT

The results of wage negotiations between Merced Irrigation District and Local Union 1245 were ratified by Union members. Effective January 1, 1978, a five percent general wage increase was provided to all bargaining unit employees.

NADIA IRRIGATION DISTRICT

Union members employed by the Nevada Irrigation District voted to ratify the results of contract negotiations. The new agreement includes, effective January 1, 1978, a seven percent wage increase for the Power Division employees, and a seven and three-fourths percent increase for the Water Division employees. A provision to include arbitration as the final step of the grievance procedure is contained in the new agreement.

PLACER COUNTY WATER AGENCY

Union members employed by the Placer County Water Agency voted to accept the results of contract negotiations. The new one-year term agreement provides an approximate nine and three-fourths percent general wage increase.

TELEPROMPTER CORPORATION

Union members employed by Teleprompter of Reno voted to accept the results of negotiations. The contract includes an approximate eight percent general wage increase, an additional holiday, improved pension benefits and provisions for better on-the-job training program. The new agreement will cover a three-year term.

RICHVALE IRRIGATION DISTRICT

Local Union 1245’s membership employed by the Richvale Irrigation District voted to accept the results of negotiations. The new one-year agreement, effective January 1, 1978, includes a 7 1/2 percent general wage increase, vacation improvements, an additional holiday, increased sick leave accumulation and a district-paid modified dental plan.

BAY CABLEVISION

By Jim McCaulay

Local Union 1245 members employed by Bay Cablevision Company, Richmond, ratified the 1978 contract negotiations between Bay Cablevision and Local 1245 in February. The contract contains many improvements in wages and fringe benefits. Effective March 1, 1978 all bargaining unit employees will receive an 8 percent wage increase. A 6 percent increase will be given on March 1, 1978 and on March 1, 1980. An additional 4 percent increase will be granted in 1978 if the employees hired before January 1, 1977 pass a qualifying cable television industry test. Additional benefits include improved joint union-management Christmas leave program, a new and improved second shift premium, a new and improved second shift premium, and a new and improved second shift premium.

CITY OF SANTA CLARA MEMBERS RECEIVE SALARY AND FRINGE BENEFIT INCREASES

By Orv Owen

Effective on December 25, 1977, Local 1245 members employed by the City of Santa Clara received a 9.65% wage increase. This increase results from the three-year MEMORANDUM OF UNDERSTANDING reached between Local 1245 and the City of Santa Clara on December 23, 1976. That agreement provided for salary and fringe benefit increases for Local 1245 members employed by the City of Santa Clara on December 26, 1976, December 25, 1977 and January 1, 1978, based upon a comparative agency total compensation formula.

Effective on December 25, 1977, salaries for Local 1245 members in the journeyman classifications will be increased to $10.24 per hour and to $10.44 per hour for members in the Electrical Estimator classification.

Local 1245 Negotiating Committee members were Richard Murphy, Robert Blankenship, Pat Greco and Business Representative Orv Owen.

The City of Santa Clara was represented by H.C. Cornett, Municipal Employee Relations Officer, Judy Golden, Personnel Representative and Electric Superintendent Barry Flynn.

TELE-VUE

By Jim McCaulay

Local Union 1245 members employed by Tele-Vue Systems, Inc. ratified the results of 1978 contract negotiations between Tele-Vue and Local 1245 in January. The 1978 agreement provides improvements in wages, working conditions and fringe benefits. Effective January 16, 1978 all bargaining unit employees will receive a 7 percent increase, a 5 1/2 percent increase will be given on January 16, 1978 and a 5 percent increase on January 16, 1979. All Journeyman Installers and Construction Electricians will receive an 8 percent increase effective January 16, 1978 with a wage opener January 1, 1979 and a 5 percent increase on January 16, 1979 and on January 16, 1980. Additional improvements include a new and improved second shift premium, an increased weather clause, four weeks vacation after 20 years, double time for all work exceeding eight hours in a day or 40 hours in a week, and a new and improved second shift premium.

The 1977 agreement with Davey Tree was a good one, given the alternatives. Had Davey Tree gone through with its plan to cut the Union’s tree company membership in half by taking the working foreman classification out of the tree trimming industry, the Union would have lost 50% of its bargaining strength and could have been forced out of the tree trimming industry. The new agreement not only guaranteed union status for all the employees, but also included a “most favored nation” clause. The new agreement was ratified unanimously by the membership. Unfortunately, no one foresaw the approaching disaster in the Pacific Tree Expert Contractors Association. Pacific Tree’s final offer provided a 7% wage increase, increased holidays, and a new and improved second shift premium and increased sick leave. The membership voted to accept the new contract.

The membership eventually voted to approve a near identical offer and on July 1st they returned to work.

Under the terms of the “most favored nation” clause, Davey Tree was now free to implement the plan and its staff will fight to regain the lost members even to the point of eliminating the pension plan. Claiming that they were being forced out of business, management announced that effective August 29th it would reduce wages and benefits to the level of Pacific Tree.

Further negotiations succeeded in postponing any contract until the 30th and on December 31st, 1978 the membership failed to ratify the new contract. The negotiations started over again and the ratification vote was scheduled for February 1st, 1979.

The ratification vote, however, could not be held. On February 1st Davey Tree had expired its agreement with the Union and an unfair labor practice charge was filed against the company. The company refused to negotiate with the Union and the ratification vote was never held. The dispute was settled when the Unions adopted a new contract agreement.

Business Manager Dean Colter, after consulting with his advisors, the International Office, and Business Representative Orv Owen, made the difficult decision and signed the agreement to protect the best interests of Davey members and their families. Special meetings were scheduled immediately so that Local 1245 Business Representatives could discuss the agreement and present it to the membership.

The agreement was signed by the company and the negotiating committee started work on a written proposal to be submitted to the membership for ratification. The proposal was submitted and the membership voted to ratify the agreement.

The agreement included a new and improved second shift premium, an increased weather clause, four weeks vacation after 20 years, double time for all work exceeding eight hours in a day or 40 hours in a week, and a new and improved second shift premium.

The battle isn’t over. Local 1245 is committed to the betterment of its members. The business manager and his staff will fight to regain the lost members, to improve benefits, wages, and working conditions in the future.
LETTERS TO THE EDITOR

Editor’s note: Letters from Local 1245 members are invited. If you have any recommendations to improve your Union or its operations, you are encouraged to write in hand and write to Business Manager Dean Cofer.

Dear Mr. Cofer:

I am writing this letter in regards to an incident that took place on November 23, 1977 in Redding, Ca. On November 23, 1977 the line crew I am on was sent from Weaverville to Redding to help with storm damage. There were three of us, sub foreman Lee Wells, lineman Gerry Maxey, and myself. About 3:30 P.M., we were working on a broken secondary in front of an elementary school, I had climbed the pole to let the wire down so that Lee and Gerry could repair the break in the middle of the line. In the process of bringing the wire back up it contacted the 12kv lines. I received about a 7200 volt shock, knocking me upside down and unconscious on the pole. Lineman Gerry Maxey and sub foreman Lee Wells used their years of experience to rescue me. Gerry got me right side up again, and got me breathing right. He then started to tie the hand line to my body belt in order to lower me to the ground, at this time a G.C. line crew came by and lineman Buck McDowell came up to assist Gerry. Lee was handling the hand line lowering me to the ground. I was put into a Para-Rescue vehicle and taken to Mercy Hospital in Redding. Although I did not sustain any serious injury I was kept for three days for observation.

At the present time I do not know what action, if any, the Company is going to take. However I feel very strongly that Local Union 1245 should recognize the efforts these three men made. All three of us, sub foreman Lee, and para-crews Buck and Gerry acted in a very cool and professional manner. I was lucky I was not seriously hurt or killed in this accident, but I have no doubt in my mind that if I had been injured that I would have been well taken care of by these men until medical help arrived. I sincerely hope, Mr. Cofer, you will consider some type of Union award or recognition of these men.

Now I have a few words to say about one of your new Business Representatives, Rich Hafner. After I had been admitted to the hospital and put into the Coronary Care Unit, who should walk in but Rich. It shows me in a personal way that the local is caring more for its members under your administration. I must admit, Mr. Cofer, that I have been a member of the Union since I hired on eleven years ago, but I was not happy with the way the Union was being run. There was more concern with "Big Business" than with members. However, it now appears to me that this is changing, for the better. In watching you and your staff progress, these last four months, I am well pleased with your leadership and the direction the Local Union is taking. In closing I again ask you to consider my request about Lee, Gerry, and Buck and give Rich a pat on the back too, he deserves it. Keep up the good work.

Sincerely Yours,
Larry Connolly
Local Unit 2016

Dear Sir and Brother:

On behalf of the membership in Local 2131, a Manufacturing local, I want to thank you for your front page Label Pledge. Each Progress Meeting is filled with complaints about the loss of prestige and influence the Union Label has suffered which in turn enables the fly-by-night non-union shop to flourishes with cheap labor and sweat shop working environments in competition with Union businesses who pay decent wages. I can only hope your attitude will permeate the entire brotherhood and make the label a valuable business asset once again.

If I can be of help to you in any way, please contact me.

Roger W. Langolis
Business Manager
Local 2131 - I.B.E.W.

Dear Editor:

In a recent issue in the Utility Reporter there was an article on the potential hazards to gas servicemen. The problem was the fugitivents that are being used by different fumigation companies, and the potential long range effect of servicemen breathing these in, as a gas serviceman in San Jose Division, would like to personally thank Mr. Morgado and Local 1245 for their efforts in finding and correcting this serious situation. A new standard practice has been written, which will insure all servicemen that these premises will be safe to enter. Thank you from all servicemen.

Norm Mercer
#3015133

LETTERS TO THE EDITOR

By John Wilder
RCA Governmental Services Division
— Local Union 1245 was upheld in its election procedures protest against the Division. However, RCA appealed the NLRB certification election has not yet been scheduled. We anticipate that the election will be held in March.

Shop Stewards’ Training — Preparations are being made to hold a Shop Stewards’ Training Conference in April.

Presentation Awards Banquet — Plans are on the drawing board to hold an Awards Presentation Banquet in May for Local Union 1245 members who have been with the International Brotherhood of Electrical Workers Union for 20, 25, 30, and 35 years.

Employee Rate Discount Dispute — No decision has been rendered by the Public Utilities Commission on the elimination of the employee discount for those persons working for Sierra Pacific Power Company within California.

Full Employment a Priority Issue

The coalition of labor and civil rights groups that first put full employment on the national political conscience has pledged full support for the watered-down version of the bill due for Congressional action in 1978. The Full Employment Action Coalition said it will work "actively and enthusiastically" to pass the revised Humphrey-Hawkins measure.

The AFL-CIO earlier endorsed the measure, and stressed the importance of follow-up job programs that will make the legislation's promise a reality.

President Carter and the bill's two chief sponsors, Sen. Hubert H. Humphrey (D-Minn.) and Rep. Augustus Hawkins (D-Calif.), predicted that Congress would enact the legislation during the 1978 session. The new Humphrey-Hawkins bill requires the President to establish annual goals on employment, the jobless rate, productivity and other economic factors for each of the next five years. It stipulates that the five-year goal on unemployment will be an overall jobless rate of 4 percent or less and an unemployment rate of 3 percent or less for adults aged 20 or older. The President could raise the 4 percent unemployment goal three years after the bill's enactment if he thought it necessary.

Nationwide unemployment is currently 7 percent and Carter has already established a 4.75 percent target for 1981. The measure recognizes that overall economic stimulus may not be adequate to meet the employment goals and asks the President to study an assortment of programs that have been tested in the recessions of recent years.

These include public service employment, regional programs aimed at helping economically depressed areas, youth employment and training programs. Predictably the Chamber of Commerce attacked the President's endorsement of the measure and charged that the bill's unemployment goal would be "unattainable without double-digit inflation."
New Local 1245 Staff Members

Mickey Harrington
On January 16, 1978, Mickey Harrington began working for Local Union 1245 as a Business Representative. Mickey’s primary job assignment is to “organize”.
Mickey was initiated by Local Union 1245 in 1960. He is a former member of Unit 3815 — Davis; previously employed by Pacific Gas and Electric Company as a Working Foreman “B” in General Construction at Orangevale; Executive Committee; General Construction Grievance Committee; and the General Construction Lines of Operation (Hollister) and General Construction (Coast Valleys).

Ray Shepherd
On February 6, 1978, Ray Shepherd began working for Local Union 1245 as a Business Representative. Ray and Bob Gibbs will jointly handle Coast Valleys Division, City of Lompoc, Teleprompter of Santa Maria, Central California Communications Corporation, Sonic Cable TV, Monterey Peninsula TV Cable, Pipeline Operations (Hollister) and General Construction (Coast Valleys).
Ray was initiated by Local Union 1245 in 1964. He is a former member of Unit 2311 — Oakland; previously employed by Pacific Gas and Electric Company as a Heavy Truck Driver in Oakland; former Advisory Council member for East Bay Division and Materials Control Department; former Shop Steward and member of the East Bay Division Grievance Committee; and member of the East Bay Division Safety Committee.

Margie McCauley
Margie was recently promoted to the position of Confidential Executive Secretary. In her new position she will assist the Business Manager, Senior Assistant Business Manager and Executive Board in their duties. Before her promotion, Margie worked in Local Union 1245's clerical bargaining unit.
Margie began working for the Local in 1973. She has since demonstrated her continuing ability to perform the duties of the Local in an efficient manner.

Robin Marshall
Robin was recently promoted to the position of Confidential Secretary. Her duties include handling work generated by the Local Union's four Assistant Business Managers. Before her promotion, Robin worked in the Local Union's clerical bargaining unit.
Robbin started working for the Local in 1977 as a Clerk and has subsequently advanced to her present position. She has demonstrated her abilities to handle the job.

IRS Answers Your Questions On Recent Tax Law Changes

There have been many changes in the tax law affecting the filing of tax returns for 1977. Here are some questions, with answers, from the Internal Revenue Service about some of these changes:

Q: I understand that if I move in 1977 I won't have to move as far to be able to claim my moving expenses. Is that true?
A: Yes. The old distance requirement of 50 miles has been reduced to 35 miles.

Q: Haven't some of the maximum allowance limits been changed too?
A: Yes. You may claim up to $3,000 for expenses involved in buying, owning, or renting your principal residence, of which no more than $1,500 may be used for pre-move househunting and temporary living expenses. The old limits were $2,500 and $1,000 respectively.

Q: I sold my house in 1977 and I'm over 65. Don't I get a special tax break because of my age?
A: Yes. If the home you sold had an adjusted sales prices of $35,000 or less, you pay no tax on any profit you made. Previously, the limitation was an adjusted sales price of $20,000 or less. You can take advantage of this tax break only once in a lifetime, and this benefit applies only to the sale of a home which has been your principal residence for at least 5 years of the last 8 years.

Q: What if my house has an adjusted sales price of more than $35,000?
A: Then your tax break is prorated and you are taxed on only a portion of your gain.

Q: I pay alimony to my former spouse, but I don't have enough deductions to itemize. Can I still claim the alimony on my return?
A: Yes. Beginning in 1977, alimony will be an adjustment to income, similar to moving expenses. This means that you need not itemize deductions to claim alimony payments.

Q: I usually itemize my deductions, but without my alimony payments I won't have enough to itemize. Won't my taxes be higher?
A: Probably not. For example, suppose you are single, make $30,000 a year, pay alimony of $5,000, and have other deductions of $1,000. In the past, you could deduct the $6,000 in itemized deductions, plus your exemption, to find your taxable income. Now, without itemizing, you can deduct your $5,000 in alimony payments and your exemption. Since the zero bracket amount if $2,200 ($3,200 for marrieds filing jointly), you will end up, in effect, with a lower taxable income, and a lower tax.

Q: I make child support payments. How much do I now have to pay in order to claim the exemptions for my children?
A: Under the old law, you had to pay $1,200 or more for the support of one or more children. You now have to pay $1,200 toward the support of each child. This applies only if your divorce decree or agreement does not specify who is to get the exemptions, and you are the noncustodial parent.

Q: There was a lot of talk about changing the sick pay exclusion. What's the final rule for 1977?
A: Sick pay for temporary absences from work is no longer excludable from taxable income. You must be totally and permanently disabled in order to exclude all or part of your disability income.

IMPORTANT NOTICE
Advisory Council Meeting Schedule

May 6 and 7, 1978 — Coast Valley Division
August 5 and 6, 1978 — Walnut Creek

The next regularly scheduled Advisory Council meeting will be held May 6 and 7, 1978, in Coast Valley Division. The exact location has not yet been determined. Watch for further information concerning this meeting on the bulletin board space designated for the Union at your workplace, or contact your local Union representatives.

The August Advisory Council meeting will not be held in Reno or Tahoe as previously planned due to lack of sufficient hotel accommodations. It will be held at Local Union Headquarters in Walnut Creek.

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check-off among management personnel and most of which will go to conservatives. Applications must be accompanied by applicant’s diploma or a letter from his or her high school stating that applicant will graduate in 1978. The scholarship grant will be made only to the candidate who intends to enroll in any college certified by its State Department of Education, and accredited by the Local Accrediting Association.

SCHOLARSHIP ELIGIBILITY RULES

THE GRANT WILL BE AS FOLLOWS:

1. $500.00 per year for four (4) years, as long as a C (2.0) average is maintained and the parent maintains membership in good standing with Local Union 1245.
2. In order to be a candidate in this contest, applicant must be a son or daughter, natural, legally adopted or the legal ward of a member of Local Union 1245. Applicant must also be a high school senior who has graduated or is graduating in 1978. Applications must be accompanied by applicant’s diploma or a letter from his or her high school stating that applicant will graduate in 1978.
3. The scholarship grant will be made only to the candidate who intends to enroll in any college certified by its State Department of Education, and accredited by the Local Accrediting Association.
4. Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.
5. All applications shall be accompanied by a written essay, not to exceed five hundred (500) words, on the subject “WOULD THE EQUAL RIGHTS AMENDMENT AFFECT AMERICAN WORKING LIFE?”
6. Essays must be submitted on 8 1/2 x 11 inch paper, preferably typed and double spaced on one side with applicant’s written signature at the conclusion of the essay.
7. Applications and essays must be mailed to the International Brotherhood of Electrical Workers Union, Local Union 1245, P. O. Box 4790, Walnut Creek, California 94596, by registered or certified mail only, and be received no later than 10:00 a.m. on Monday, April 24, 1978.

APPLICATION

for

LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO, COMPETITIVE SCHOLARSHIP CONTEST

Sponsored by

LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

P. O. Box 4790
Walnut Creek, California
94596

Telephone
Area Code 415
933-6060

DATE

I hereby make application to enter the Competitive Scholarship Contest sponsored by Local Union 1245, I.B.E.W., AFL-CIO:

NAME ____________________________________________________________________________

(Last) (First) (Init.) Date of Birth ____________

ADDRESS _________________________________________________________________________

(Street) (City) (State) (Zip#)

NAME OF PARENT ___________________________________________________________________

COMPANY __________________________________________________________________________

WORK LOCATION _____________________________________________________________________

I GRADUATED OR WILL GRADUATE FROM ____________________________________________

HIGH SCHOOL IN ___________________________________________________________________

WHICH IS LOCATED AT ______________________________________________________________

I EXPECT TO ATTEND __________________________________________________________________

COLLEGE OR SCHOOL __________________________________________________________________

LOCATION __________________________________________________________________________

(Candidate’s Signature) ________________________________________________________________

This is to certify that I am a member in good standing of Local Union 1245, I.B.E.W., and the Candidate, whose name is signed to this application is my ___________ and graduated during the term ending ______________________.

Parent’s signature and Card No. _________________________________________________________

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Coal is more costly than nuclear power

Electric power generated by nuclear power plants generally will be less expensive than electricity produced by coal-fired power plants, according to a recent study by the Electric Power Research Institute. The study, which reviewed and analyzed the costs of producing electricity from coal and from nuclear power stations using available technology with current safety and environmental regulations, indicated that:

—Both coal and nuclear generation can be economically attractive in all regions of the nation, depending strongly on local conditions;

—Nuclear generation shows an average cost advantage over coal in all regions;

—Average cost positions of nuclear and coal are closer together in the western part of the country, reflecting the generally lower cost of coal in those areas.

Cost factors utilized in the comparison included capital cost estimates, fuel cost estimates, revenue requirements and operation and maintenance cost estimates.

The capital cost estimates for both coal and nuclear plants included investment during construction, startup costs, construction time, licensing time, and contingencies. Land costs were not included because of the wide variation in land values.

For coal, the capital cost estimates also included the fuel gas desulfurization equipment (for pollution control) which represents nearly 20 percent of the cost of a generating unit.

Additionally, the capital cost estimates for the western region were increased to allow for increased costs due to generally greater environmental and seismic sensitivities in much of the region.

Fuel costs for coal power plants were based on three major assumptions:

—Current supplies of coal are more than adequate to fuel future coal power plants and that current low-level production of coal is a result of a lack of demand rather than a lack of supply.

—There will be no major institutional constraints on western coal development.

—The overall demand for coal will not cause serious depletion problems for normal steam coal types (those commonly used for electric power generation) until the post-2000 period.

The fuel costs for nuclear power plants included the cost of uranium plus the costs of enrichment, conversion, processing, fabrication and waste disposal.

While uranium prices are expected to increase in the future at a rate significantly greater than the rate of general inflation, primarily because of resource depletion, the other components of the fuel cycle costs are expected to have a stabilizing influence, substantially moderating the overall expected escalation rates, the study noted.

—Environment and the Economy
Advisory Council meets in Bakersfield

Local Union 1245's February Advisory Council Meeting was held at the Vagabond Hill House in Bakersfield, California on Saturday and Sunday, February 4 and 5, 1978.

Immediately following roll call of Officers and Advisory Council persons, four new Advisory Council persons were given the Oath of Office. They were David Dockter, Advisory Council Member — Tree Trimmer Companies, Thomas Conwell, Advisory Council Member — DeSabia Division of Pacific Gas and Electric Company, Lindell Williams, Advisory Council Member — City of Santa Clara and San Jose Division of Pacific Gas and Electric Company, and Lee Thomas, Advisory Council Member — Stasha Division of Pacific Gas and Electric Company. Brothers Dockter, Conwell, Williams and Thomas replace Carlos Davision, Tom Manning, Jack Hill and Rich Hafner, respectively.

The two-day meeting included reports from each Advisory Councilperson and Local Union Officers. The Business Manager reported on current contract negotiations, major grievances and arbitration settlements, staff assignments and safety concerns. Unfinished business and new business proposed by the Council was discussed, as well as other items of importance to the Union.

A more detailed description of the meeting will be included in the Joint Executive Board and Advisory Council Report, which will be available at all Local Union Unit Meetings.

Special thanks are extended to the members of Bakersfield Unit No. 1112 for hosting the social hour immediately following the Saturday session of the Advisory Council Meeting. Russell Fox, George Weimer, Mike Del Rio, Ernie Vandervelde, George Pelin, Bruce Whitten, and Geary Weaver, Mike Del Rio, Ernie Van ducci, George Pelin, Bruce Whitten, and all of the other members of the Unit who contributed their time, efforts and money deserve a hand.

Union members who wish to receive the Executive Board Report may have the Report mailed to their homes on a monthly basis by expressing the desire in writing. All requests will expire each January, and renewals must be received in writing.

INDUSTRIAL RELATIONS GLOSSARY

Anti-Injunction Act — The Anti-Injunction Act is also known as the Norris-LaGuardia Act. It was passed by Congress in March, 1932. Its main purpose was to limit the use of the injunction in labor disputes and to make unenforceable the provisions of the "yellow-dog contract."

Labor-Management Relations Act of 1947 — This is the formal title of the Act that is commonly known as the Taft-Hartley Act. It was the first major successful effort at the revision of the Wagner Act of 1935. It attempted to equalize the bargaining power of labor by providing a series of union unfair labor practices to parallel the employer unfair labor practices under the Wagner Act by outlawing the closed shop and automatic checkoff, and substituting a form of union shop under certain conditions.

The Act was passed by both Houses on June 20, 1947. President Truman vetoed the bill and sent a message of disapproval to the Congress. The House overrode the veto by a vote of 327 to 83, and the Senate overrode the veto by a vote of 86 to 25. Passage of the Act is attributed, in part, to the serious outbreak of labor disputes at the end of World War II, and a great concern of Congress and public reaction about the inequality of power created under the provisions of the Wagner Act.

Labor-Management Reporting and Disclosure Act of 1959 — Also known as the Landrum-Griffin Act. It was designed as a labor reform Act. Congress held this to be an Act "to provide for the reporting and disclosure of certain financial transactions and administrative practices of labor organizations and employers, to prevent abuses in the administration of trusteeships by labor organizations and for other purposes. The Act was drafted in part to prevent greater internal union democracy and curtail the corrupt practices occurring in some unions.

National Labor Relations Act — This statute, also known as the Wagner Act or the Wagner-Connery Act, established the right of employees to organize, provided the machinery for holding elections to determine union preference, prevented discrimination because of union membership, required collective bargaining by employers with the certified union and prevented establishment and support of company-dominated unions.

Railway Labor Act — A federal statute enacted in 1926, based on a proposal by representatives of labor and management to resolve disputes on the railroads by mediation and voluntary arbitration, with special provisions for emergency disputes.

Yellow Dog Contract — An agreement (either written or oral) between an employer and a worker which provides that as a condition of employment the worker will refrain from joining a union or, if he is a member, will leave the organization.

1245 members in action

Local 1245 Trustees

DeSabela Division Joint Grievance Committee

General Construction Joint Grievance Committee

Water Department Interim Negotiating Committee

Appointments

Central Labor Councils:
- Alameda County
- Dorothy Fortier
- Charles Gadzik
- C.P. Hanenbery
- Ray Shephard

Butte-Glenn Counties
- Thomas C. Connell, Jr.
- Warren (Skip) E. Harris
- Fred E. Wannamaker
- Ron Powell

Contra Costa County
- Dean Coffer
- Enid Bidau
- Tony Morgado
- Veodis Stamps
- Willkie Stewart
- Scott Thomas

Five Counties
- John A. Elde
- Sherman Fox

Fresno-Madera Counties
- Larry Beene
- Ron Cameron
- Leo Jameson
- Angelo Ortiz
- Vern Lovell

Humboldt-Del Norte Counties
- Jim Russell
- Ken Haycraft

Kern-Inyo-Mono Counties
- Gary Weaver
- Richard Duncan
- Mike Del Rio

Marin County
- Richard Madden

Marysville
- Artie Baker
- Charles N. Larsen

Merced-Mariposa Counties
- Michael G. O’Dell

Monterey County
- Bob Gibb
- Jerry D. Smith

Napa-Solano Counties
- George Nighsinger
- Stanton A. Sleeper

Back pay recovered by the NLRB

The National Labor Relations Board reported recovery of a record $17,796,320 in back pay for workers in the 1977 fiscal year that ended last Sept. 30. The money represents earnings lost by American workers because of unfair labor practices. Most were discharged or otherwise discriminated against in violation of their statutory rights to organize. The total was almost 50 percent higher than the previous record recovery of $10,019,170 in fiscal year 1975.

History of the Hard Hat

How old are hard hats? The hard hats worn by construction workers date back more than 1,600 years, according to newspaper columnist L. M. Boyd. “The job foreman at the erection of the Egyptian obelisk in Rome’s Circus Maximus made his men wear metal helmets to protect them from falling masonry,” he said.
The war on OSHA and the manner of its conduct are forecasts of what to expect in the 1978 elections from the "new right wing" political operation. It will be sophisticated and incredibly well-funded, and it will exploit issues where, and as, they are most exploitable.

Where OSHA can be used to pick up points, the "new right's" candidates will use it. So, too, with the Panama Canal treaties, already a cause celebre on the right. Where labor law reforms can be used as a threat by the right both for fund-raising and vote-getting purposes — as in the so-called "Sunshine Belt" — they'll raise its spectre.

And so on down the line — improved social security, job-creating programs, tax justice, organization of government employees at all levels, rational trade programs, health security on all these issues, and more, the "new right" will pick and choose where and in what fashion they'll be used by its candidates.

This is the approach used by the "new right" in batting three-for-three in 1977 special congressional elections, successes which honed its operations and whetted its appetite for the 1978 campaign.

In spreading itself around this way — though in almost all cases somehow focussing on the "labor bosses" — the "new right" has discovered a political gold mine that can be tapped for almost limitless funds.

These funds will be earmarked for ultra-conservative candidates primarily in marginal U.S. House and Senate contests where the rightists figure they can either gain new seats or save threatened ones.

The tactic poses a particular challenge to labor's political programs in 1978. That is, to keep the real issues in focus and to prevent the right wing from dictating the battleground on which campaigns will be fought.

It's no small challenge but one that must be met head-on among our own members so that in November we will be celebrating victories rather than licking wounds. — Service Union Reporter

Editor's Note: Assistant Business Manager Tony Morgado, assigned to direct the Local's activities in the areas of Safety, Apprenticeship and Training, is responsible for all items appearing in the Safety Scene. He prepares most of the articles, and when we use material from other publications, a credit line will appear at the conclusion of the article. If you have any suggestions for articles that relate to safety, they should be sent to the Local Union headquarters marked Attention: Tony Morgado.

New right zeros in on OSHA and job safety

As organized labor pushes to move social reform forward in America, foes of labor and its programs are pushing ahead in a multi-front campaign of their own to turn the clock back.

The latest example — though it is but one of many covering a variety of issues — is a cleverly-organized, well-funded assault on the Occupational Safety and Health Administration (OSHA) and its programs to protect workers on the job.

As in most such efforts, it consists of a campaign spearheaded by one of the dozens of increasingly active rightwing groups aided by a mouthpiece in Congress. In this instance, the group is the American Conservative Union (ACU). Its front man in Congress is Rep. George V. Hansen (R-Idaho), the self-described "national redneck of OSHA."

Through the Freedom of Information Act, ACU was able to secure computerized lists from OSHA of all businesses cited for job safety violations. Fronting for ACU, Hansen sent to the entire list, on his congressional letterhead, an appeal for funds to "stop OSHA inspectors at the door."

The response from businessmen was swift and substantial. More than $200,000 was raised to help the battle against OSHA and to finance court tests where the rightists figure they can win. — The tactic poses a particular challenge to labor's political programs in 1978. That is, to keep the real issues in focus and to prevent the right wing from dictating the battleground on which campaigns will be fought.

It's no small challenge but one that must be met head-on among our own members so that in November we will be celebrating victories rather than licking wounds. — Service Union Reporter

Local Union 1245 Mourns the Loss of Alex Adams

Alexander M. Adams, Advisory Council Member — Pacific Gas Transmission Company died of cancer at the St. Charles Medical Center in Bend, Oregon on February 14, 1978.

Brother Adams was initiated by Local Union 1245 on February 1, 1963; he served as Vice Chairman of Unit 3024 — Redmond, Oregon; and held the Advisory Council seat representing Local Union 1245 members employed by Pacific Gas Transmission Company since 1974.

Our heartfelt condolences are extended to Alex's wife Christine on behalf of the Local Union.

Information Needed

Anyone who has a health problem that might be caused by working with cellulose treated poles (i.e., skin rashes, sores on hands, arms, face, etc.) and who would be willing to participate in a health evaluation survey, please fill out the following form and send it to Tony Morgado, P. O. Box 4790, Walnut Creek, California 94596.

NAME: ____________________________

ADDRESS: _______________________

PHONE NUMBER: ________

CLASSIFICATION: ___________

AGE: __________

TYPE OF IRRITATION: ___________

LOCATION OF JOB: ___________

MEDICAL TREATMENT, IF ANY: ________________