Report Bares Adverse Effect Of Anti-Worker Comp. Law

The State’s Employment Development Department reported that approximately $35 million in benefits were paid to California workers in January through the State Disability Insurance Program. The program covers workers who have been employed because of illness or injury not related to the job. Job-related disabilities are covered by Workers’ Compensation.

Unlike the regular unemployment insurance program, which is financed by employers, the disability program is paid for by the employees themselves. The weekly benefit payments totaled $33,030,424; plus $1,884,600 in hospital benefits. A year ago, in January, 1977, the weekly benefit payments totaled $30,127,244 and the hospital benefits totaled $2,045,685.

A total of 43,339 first claims were paid, compared with 40,886 in the same month last year. Total weekly payments during January (including claims continued for more than one week) totaled 189,997, compared with 179,567 in the same month last year. In addition, a total of 26,483 payments towards hospital costs were made, compared with 26,854 a year ago.

Claims for normal pregnancies became compensable under this program effective January, 1977, (abnormal pregnancies had been compensable since 1973). During January, 1978, first claims paid for normal pregnancies totaled 3,958. A year ago, in the first month of this added benefit, the total was only 533. However, the Department noted that the latest figure is still far short of the expected number of claims for normal pregnancies, which was estimated to average approximately 9,000 per month based on available data on birth rates.

Disability benefits range from $30 to $146 weekly, depending on earnings, and may continue for 26 weeks, plus $12 a day toward hospital costs for a maximum of 20 days. The average weekly benefit in January, 1978, was $92.86. A year ago, the average was $90.57.

Workers pay for the insurance coverage through a payroll tax of one percent of earnings up to $11,400 annually. Employers and self-employed persons may elect coverage and are taxed at the rate of 1.72 percent.

Coverage under the State Disability Plan is mandatory for most workers unless a State-approved alternative plan is substituted, which must cost no more than the State Plan and provide at least one greater benefit.

In reviewing past issues of the UTILITY REPORTER, a Business Manager's Column written by Ronald T. Weakley for the October 1965 issue came to my attention. The column is as timely and important today as it was then. For your information and reading pleasure I'm taking the liberty of reprinting pertinent sections of Brother Weakley's 1965 column:

"...Our Union arose because of a need. It was born out of a struggle to gain dignity for those who perform the labor necessary to the existence and the affluence of the industry. It grew because it provided each man and woman a voice through which they could be heard. A voice gained, by a united effort, established collective bargaining through which the terms of employment and the right of redress of legitimate grievances were provided.

Over the years our Union has produced a fair measure of success in maintaining the dignity of its members and improving their economic position. Improved wages, working conditions, fringe benefits and job security have been good payment for the dues investment by all concerned with this united effort.

This progress has not been easy, for those utilities which employ our members have, without exception, initially opposed the organization of their employees by this Local Union. I speak here of both investor owned as well as publicly owned utility enterprises. Both are servants of the public and both have legal responsibilities which require certain responses to our legal representation status. Beyond these legal requirements a relationship can be based on open hostility, tolerance or mutual cooperation.

All of those utilities presently organized under our Union now recognize and deal with it through one another degree of accommodation to the organized force which represents their employees. Over the years some of our relationships have improved. Some of our employers have recognized our need for institutional security through various modifications of full union security agreements. Others do not even do this.

The laws which govern the relationship between our Union and our employers were gained through the efforts of organized labor as a whole on the legislative front. The relationship outside this area is directly affected by those in positions of management responsibility within each enterprise in which we represent employees. We must judge and gauge our responses to the needs of these groups by the actions of those management representatives with whom we deal.

As a result of time and change, our Union now finds that its growth factor is limited in private utility employment, and the growth area lies in the employment provided by the public utilities. Therefore, we must adopt our organizing program toward this growing area area, while at the same time, not making any basic change in our organizing policies.
Editorial

By Dorothy Fortier

Local Union No. 1245 of the International Brotherhood of Electrical Workers, AFL-CIO, recently announced its TENTH ANNUAL COMPETITIVE SCHOLARSHIP CONTEST. I cannot fully express the pleasure it gives me to be affiliated with a Local Union which is financially able to, in addition to many other benefits negotiated through collective bargaining with various companies, offer its members the opportunity to compete for a $2,000 scholarship grant to advance their education. The essay topic for this year's contest is "WILL THE EQUAL RIGHTS AMENDMENT AFFECT AMERICAN WORKING LIFE?" Applications and essays must be received at Local Union Headquarters in Walnut Creek no later than April 24, 1978. (See the Scholarship Eligibility Rules in the February issue of the UTILITY REPORTER, or phone Local Union Headquarters (415/933-6060) for additional information.)

Over the years an array of thought-provoking subjects have been selected as essay topics: i.e., WHY ARE LABOR UNIONS IMPORTANT TO OUR ECONOMY? — WHY ARE LABOR UNIONS IMPORTANT TO THE POLITICAL STRUCTURE OF THE UNITED STATES? — WHY SHOULD "PUBLIC" EMPLOYEES HAVE THE SAME BARGAINING RIGHTS AS OTHER WORKERS? — WHAT SHOULD ORGANIZED LABOR'S POSITION BE IN THE ECOLOGICAL OR ENVIRONMENTAL MOVEMENT? — SHOULD LABOR'S POSITION BE ON NUCLEAR GENERATION? — ENERGY CRISIS: FACT OR FANTASY? — WHAT ROLE SHOULD ORGANIZED LABOR TAKE IN THE CURRENT ECONOMIC CRISIS? — NUCLEAR PLANTS: IS THERE AN ALTERNATIVE NOW? — WORKERS AND NATIONAL HEALTH INSURANCE.

In line with our previous essay topic selections, this year's subject "WILL THE EQUAL RIGHTS AMENDMENT AFFECT AMERICAN WORKING LIFE?" is equally controversial. The full text of the Equal Rights Amendment is as follows:

Section 1. Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.

Section 2. The Congress shall have the power to enforce by appropriate legislation the provisions of this Article.

Section 3. This Amendment shall take effect two years after the date of ratification.

Hopefully, each and every eligible dependent of a Local Union No. 1245 member will submit an application and written essay prior to the 1978 filing deadline of April 24, 1978.

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 in the bulletin board space designated for the Union at your workplace, or contact your local Union representative.

Coors Big Contributor To Anti-Union Initiative

Sacramento, Calif. — Joseph Coors, president of the anti-union Colorado brewery, contributed $10,000 to a right-wing campaign in California that would have severely curbed the bargaining rights of public employees.

The campaign was aborted last December when a petition drive by the so-called Committee for Citizens' Rights fell short of the required number of signatures needed to put an amendment to the state constitution before voters.

The amendment would have gutted existing state law governing bargaining by writing into the constitution a strong ban on public employee strikes and a "right-to-work" provision outlawing union security agreements in the public sector.

Coors was a major contributor to the fund-raising blitz for the initiative, according to statements filed with California's secretary of state. The right-wing committee raised $234,300 to promote the campaign, but it failed to get the required 500,000 signatures by the Dec. 2 deadline to qualify for the June primary ballot.

The list of contributors to the committee was recently made public. Under California law, signatures collected in the campaign for the June ballot cannot be used to qualify an initiative for a subsequent election.

The measure had the strong backing of most Republican conservatives in California, including former Gov. Ronald Reagan and San Diego Mayor Pete Wilson, a Republican Candidate for governor.

The AFL-CIO launched a national boycott against Coors after 1,500 members of Directly Affiliated Local Union 366 struck the Golden, Colo., beer-maker. Sales of Coors beer have dropped substantially since last April in California, which is a key state in company's western marketing area.

Target for 1978!

YOUR Business Manager's COLUMN

DEAN COFER

(Continued from page one)

By this, I mean that we shall continue to desire that the private sector remain a major part of the utility industry. We will oppose any form of totality, be it State or Federal, which would eliminate those private organizations now in operation. However, we move where the industry moves, for we represent people and not companies. We also cannot discount the benefits derived for some of our people through our relationship with enlightened and cooperative management identified with some of the Public agencies with whom we bargain.

Our Union has grown from its meager beginning to an organization known and respected in all areas of its activity and is ranked as one of the finest, most democratic, and worthy institutions in our society.

We have fulfilled our pledges to the membership and lived with our agreements to our employers....

Our record of integrity, accomplishment, and position of influence gained over the last 25 years is now becoming a major determinant in the future contests in which we shall become engaged over the bargaining table. Our economic shutdown power has been lessened but our position of power has greatly improved in the public information field....

We do not ask to borrow trouble and we earnestly desire peaceful bargaining sessions. In short, Local 1245 will continue to conduct business in our normal fashion with both the private and publicly owned utility groups. We intend to be concerned with the procedures required to provide adequate and efficient public utility service and act in a proper manner in our dealings across the bargaining table. We do not believe in super militancy and rash action. However, we shall not bow to any moves by any of our employers to harm our members' welfare, nor shall we go hat in hand to gain our objectives. Well said, Brother Weakley!

The utility reporter

Telephone (415) 933-6060

DEAN COFER Executive Editor
DOROTHY FORTIER Managing Editor
WILLIE STEWART Assistant Editor


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CIRCULATION 19,970


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The AFL-CIO launched a national boycott against Coors after 1,500 members of Directly Affiliated Local Union 366 struck the Golden, Colo., beer-maker. Sales of Coors beer have dropped substantially since last April in California, which is a key state in company's western marketing area.
BARGAINING ROUNDPUP

A/C TRANSIT DISTRICT
The Union used the first meeting to explain its proposals. Negotiations continued at a second meeting held March 14, 1978.

CALIFORNIA-PACIFIC UTILITIES COMPANY (NEEDLES)
Open for negotiations. Proposals are being prepared. Meetings are planned for the near future.

CALIFORNIA-PACIFIC UTILITIES COMPANY (ELECTRIC-CLERICAL, ELKO)
The Union has been certified as the bargaining agent for the clerical employees. Bargaining will commence as soon as a mutually agreeable date can be arranged.

CENTRAL CALIFORNIA COMMUNICATIONS CORPORATION
Settled in 1977. (Last month's Bargaining Roundup mistakenly reported this contract to be up for negotiations.)

CONCORD TV CABLE
A tentative settlement was reached on March 13, 1978, and was sent to the membership for ratification.

GRIDLEY
The Union, represented by Byron Knox and Business Representative Larry Hope, discussed proposals with management on March 3, 1978. Management representatives will submit the proposals to the City Council.

PARADISE IRRIGATION DISTRICT
Proposals have been submitted and will be discussed at the first meeting to be held on April 7, 1978. Rick Terrano, Randy Bane, and Business Representative Larry Hope are serving on the bargaining committee.

SIERRA PACIFIC UTILITIES COMPANY
Open for negotiations on wages only. (Last month's Bargaining Roundup mistakenly reported that the full agreement was up for negotiations.) Meetings are tentatively scheduled for April 10 and 11, 1978.

TRI-DAM PROJECT
Bargaining is still in progress.

UNITED STATES BUREAU OF RECLAMATION, REGION 2
The wage issue was settled by an arbitration award which granted an 8.16% wage increase to all classifications retroactive to January 1, 1978. The new journeyman rate is $9.80 per hour.

WELLS RURAL ELECTRIC
The membership rejected the company proposal. More meetings are planned for the near future.

WESTERN LINE CONSTRUCTORS CHAPTER (COMMUNICATION AGREEMENT)
Open for negotiations. Meetings scheduled for April 5, 6, 12, and 13, 1978.

WESTERN LINE CONSTRUCTORS CHAPTER (OUTSIDE LINE)

OUTSIDE CONSTRUCTION HOT LINE

By John J. Wilder

The Internal Revenue Service has approved distribution of pension contribution refund checks. At this writing, we anticipate that the checks will be mailed in April. Hopefully, there will not be any further delays in the machinery to return the contributions made on your behalf.

Nevada News

BY JOHN WILDER

PGA No. 75-2: Provides for the placement of an employee returning from long term disability into her former clerk D, Customer Services classification in San Francisco.

PGA No. 78-7: Provides for the award of an Inspector vacancy in Napa to an employee pursuant to the provisions of Section 205.19 and 206.13 of the Physical Labor Agreement.

PGA No. 78-16: Provides for the waiver of the 30-minute automotive travel time requirement contained in Section 3.5 of the Physical Agreement for an employee in Coleg-ate Division.

Sierra Pacific Power Company

SPPC No. 77-25: Provides for the transfer of personnel to better balance the comple-ment of the Operating Crews at the Fort Churchill Station in the Power Production Department Steam Plant Operations Occupational Group.

SPPC No. 77-26: Provides for the establishment of the revised shift schedule for employees working at the Company's Fort Churchill Station.

SPPC No. 78-1: Provides for the establishment of the revised shift schedule for shift helpers employed at Company's Tracy Station.

SPPC No. 78-2: Provides for the establishment of the revised shift schedules of the shift helpers employed at Company's Fort Churchill and Tracy Stations. Provides for the reassignment of an Emergency Relief Operator, Fort Churchill Station to a Monday through Friday day shift schedule working 7:00 a.m. to 3:30 p.m.

LETTER OF AGREEMENT SUMMARIES

Editor's note: Members of Local Union No. 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

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SPPC No. 78-5: Provides for the establishment of the revised shift schedule for shift helpers employed at Company's Fort Churchill and Tracy Stations. Provides for the reassignment of an Emergency Relief Operator, Fort Churchill Station to a Monday through Friday day shift schedule working 7:00 a.m. to 3:30 p.m.
During the period January 25, 1978 through February 23, 1978 applications for membership were received from the following persons:

**SAN JOAQUIN DIVISION**
- CAMENISCH, D.R.
- FRAUENHOLTZ, D.D.
- MORGADO, K.R.
- TAYLOR, T.D.
- WRIGHT, K.A.

**MERCED IRRIGATION DISTRICT**
- HICKS, J.
- MARTIN, M.

**COAST VALLEY DIVISION**
- BONDICK, G.
- FERGUSON, C.E.
- GILMORE, J.D.
- NAJAR, B.A.
- HARMS, D.L.
- CRAIG, H.E.
- NORTHCUTT, J.A.
- LEW, L.A.

**CENTRAL CALIFORNIA COMMUNICATIONS CORPORATION**
- HARDING, G.M.
- SUBER, E.N.

**SAN JOSE DIVISION**
- AORN, S.K.
- DOMINICK, I.L.
- GREEN, D.M.
- MURRILLO, R.
- NAJAR, B.A.
- NORTHCUIT, J.A.
- PARSONS, R.M.
- RAUSER, C.T.
- VILLA, A.
- YATES, C.A.

**TELEPROMPTER OF SANTA CRUZ**
- CAIIO, I.
- CRAIG, H.E.
- GOMEZ, J.Y.
- HARMS, D.L.
- KELLEY, P.J.
- LEW, L.A.
- MURRILLO, R.
- NAJAR, B.A.
- NORTHCUIT, J.A.
- PARSONS, R.M.
- RANSON, C.T.
- VILLA, A.
- YATES, C.A.

**TELEPROMPTER OF LOS GATOS**
- COOPER, J.J.

**MATERIAL DISTRIBUTION**
- JACKSON, D.R.
- RUFF, D.J.

**EAST BAY DIVISION**
- ANDERSON, S.C.
- BAXTER, R.R.
- BITTENS, J.H.
- DIGIOVANNI, V.F.
- DYKKESTEN, L.E.
- FERREIRA, J.
- HERNANDEZ, D.C.

**EAST BAY DIVISION**
- CAL-PAC UTILITIES (SO. LAKE TAHOE)
  - DAWEY, B.E.
  - HAGERTY, E.S.
  - CAL-PAC UTILITIES (WINREMMA)
  - ALLEN, L.R.
  - ROSE, M.L.

**PLUMAS-SIERRA REC O'NEILL, L.M.**

**COLGATE DIVISION**
- FORD, T.E.

**NORTH BAY DIVISION**
- BOLZ, P.A.
- FINN, S.B.
- HARRISON, W.M.
- LOPEZ, A.
- MILLER, T.E.
- OLSON, J.C.
- STEELE, R.M.
- TAMBORNIN, M.J.
- TATUM, G.W.

**SACRAMENTO DIVISION**
- EAGLETON, A.M.
- HAAS, M.J.
- MOORE, K.J.

**U.S. BUREAU OF RECLAMATION**
- BARTHOLOMAY, V.J.
- CLEVELAND, H.D.
- SKAGGS, W.J.
- SWANK, R.H.

**CITIZENS UTILITIES CO.**
- BITTNER, M.J.
- FARMER, R.W.
- HAYES, D.S.
- MOONENHAM, B.H.
- PENROSE, W.S.
- RUMSEY, W.G.
- VANDUSEN, J.A.
- WHITT, L.L.
- WILLIAMS, R.M.
- WRIGHT, M.L.

**GENERAL CONSTRUCTION**
- ADKINS, P.R.
- AGUILERS, R.S.
- AMBRIZ, K.J.
- ANDERSON, V.J.
- ARDEN, J.T.
- AUGUSTINE, W.L.
- BAILEY, D.W.
- BAUGHMAN, D.W.
- BELKnap, M.L.
- BLACKWELL, K.J.
- BLAKELY, M.W.
- BOE, C.E.
- BRAVO, J.R.
- BRICKER, J.R., JR.
- BRIGGS, S.A.
- BULLINGTON, M.T.
- CANO, G.J.
- CARPENTER, B.A.
- CHANCE, L.D.
- COBB, L.D.
- COGALTe, T.
- COLLINS, G.M.
- COULT, R.R.
- CRONK, R.R.
- CROWNOVER, C.R.
- CULVER, G.R.
- DAVENPORT, D.A.
- DAVIDSON, S.G.
- DAVIS, R.L., JR.
- DELV, D.L.
- DOTY, C.B.
- DUVAL, E.L.
- EASTMAN, L.D.
- FANCHER, B.M.
- FARNSWORTH, G.E.
- FEE, C.S.
- FLETCHER, J.L.
- FOGARTY, B.G., JR.
- FRASER, R.S.
- FRITZ, R.G.
- GAMES, G.J.
- GOMES, G.T.
- HARTIG, L.L.
- HEIDEBURG, C.
- HEINEN, S.J.
- HENLEY, W.E.
- HERNANDEZ, J.M.
- HICKS, T.R.
- HILARIO, H.P.
- HIGHTOWER, J.W.
- HOLLOWAY, L.L.
- HORN, M.A.
- HUELSTER, R.L.
- JACKSON, R.L.
- JACOBS, M.G.
- KAUFANGER, D.R.
- KIRK, T.A.
- KISSICK, D.J.
- LANDICE, M.S.
- LEWIS, P.E.
- LONG, R.E.
- LOPEZ, J.R.
- LOPHIEA, D.R.
- LOVE, J.P.
- LYNN, K.S.
- MAGILL, R.J.
- MAUER, M.R.
- MCDONALD, L.
- MIDKIFF, G.R.
- MORRISON, R.D.
- MYERS, W.M.
- NELSON, P.S.
- NEWMAN, C.
- NEWTON, D.R.
- NICHOLS, T.H.
- NOBLE, S.B.
- NORWOOD, J.H.
- ODUMS, M.E.
- PATE, L.J.
- PAUL, M.A.
- PAJESKY, M.D.
- POAGUE, A.D.
- PRICE, R.L.
- RAMIREZ, J.A.
- RAMOS, N.P.
- RECHYGL, W.M.
- RHODES, R.L.
- RIGMAIDEN, K.V.
- RODERICK, W.M.
- ROWLAND, D.K.
- RYAN, C.T.
- SHERIDAN, J.A.
- SMITH, J.R.
- SPECK, D.R.
- SPESSARD, M.A.
- SOUZA, F.S.
- STEVENS, M.E.
- STILES, L.M.
- SEINDALL, M.O.
- TAYLOR, J.M.
- TIMMONS, P.A.
- THOMAS, V.L., JR.
- TOAVIS, D.A.
- VERONIE, D.W.
- UNGLES, D.B.
- WARREN, R.R.
- WILHOTE, D.A.
- WILLIAMS, R.O.

**TELEPHONE CONSTRUCTION**
- OBIACDRO, R.L.
- OROVILLE-WYANDOTTE I.D.
- GREEN, W.M.
- WHITLEY, G.
Tax tips: Doing your own return

by Sidney Margolius

With care, most taxpayers ought to be able to do their own returns this year without paying commercial tax preparers the $8 and $13 they charge for even a short form 1040A. The forms themselves are simpler this year. Too, many more people now will take a standard or flat deduction which has been increased and is now a flat amount regardless of income. The former “standard” deduction is now called a “zero bracket” amount and has been increased to $2,200 for a single taxpayer and $3,200 on a joint return ($1,600 on separate returns by married couples.)

Moreover, the former percentage standard deduction of 16 percent of income up to the specified maximums has been eliminated, which further simplifies doing a return. Everybody not itemizing deductions will get the same dollar amount of deductions.

The new itemized deductions are built right into the tax tables. This also helps make the forms easier to fill out. Most taxpayers now are able to use the tables to see what they owe in taxes. Just pick up the right figure from the right column.

But an important caution is in order whether you do your own return or use a tax service:

With more taxpayers now taking a flat “zero bracket” deduction instead of itemizing, more may tend to use the short form 1040A, rather than the longer form 1040. But the short form does not provide for a number of credits and adjustments to income which you may be eligible for whether or not you itemize deductions.

Among the adjustments and credits you can’t take if you use form 1040A are:

- Allowable moving expenses;
- Certain employee business expenses;
- Payments to an individual retirement or Keogh plan;
- Alimony you had to pay;
- Child and dependent care expenses incurred to enable you to work;
- Certain credits for the elderly; and
- Sick pay which may be excluded if totally and permanently disabled.

(That’s the only remaining credit for the elderly; and sick pay which may be excluded if totally and permanently disabled.)

Keep in mind that these are tax savers you can take whether or not you itemize, but do not take unless you qualify.

Many people still may be able to get a larger total deduction by itemizing than by taking even the new enlarged flat deduction. Among them may be homeowners, those who had large medical bills or made large contributions, or suffered large casualty or theft losses.

On the other hand, some single taxpayers who formerly took a standard allowance also might want to explore whether they might save money by itemizing now.

The key to when you can take a deduction is the “adjustment to income” which can be claimed whether or not you itemize deductions.

Job Hunt Expenses: Due to this writer’s efforts, for several years now job-seekers have been able to deduct business expenses of looking for a job in the same line of work, including employment agency fees, related travel, phone, postage and resume expenses. But this expense can be deducted only if you itemize deductions.

Interest on Debts: If you do itemize deductions, nowadays you can deduct all finance charges paid on revolving charge accounts and installment plans. Keep in mind that the key to when you can take a deduction is the year in which you paid it, not when you owe it.

LABOR NOTES

UNION LABEL PLAYING CARDS — Available from the Union Label and Service Trades Department; union-made, union-printed playing cards. Each of these top quality, plastic-coated cards bears the “Union Label, Union Shop Card: logo of the International Union of Electrical Workers Union.

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AFL-CIO TO ENDOW CHAIR AT HUMPHREY INSTITUTE — The AFL-CIO will endow a chair at the University of Minnesota’s Hubert H. Humphrey Institute for Public Affairs to honor the memory of a beloved friend of America’s workers and to help train tomorrow’s leaders.

The assessment will be two cents a year for each union member during each of the next five years. It will be collected annually in the month of July.

Support for the Humphrey Institute was voted by the AFL-CIO convention last February 1975.

Nonetheless, the estimate suggests that substantially more than one-third of industrially disabled California workers are paid off if the worker elects to fight for his benefits.

Total benefits paid in 1976, according to the Institute, were $74,341,000 and in 1975 $62,595,000.

(Continued from page one)
I have examined the Statement of Recorded Cash Receipts and Disbursements of your Local Union for the Year ended December 31, 1977 and the related Statement of Assets, Liabilities and Equity, December 31, 1977. My examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as I considered necessary in the circumstances. The following summarizes information included in these financial statements which are a part of this report:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
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<tr>
<td>Cash and Stock Fund at Cost at 12/31/77:</td>
<td></td>
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<tr>
<td>General Fund</td>
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<tr>
<td>Replacement Fund</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>3,212,905.64</strong></td>
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Receipts

<table>
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<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
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Withdrawals to General Fund

<table>
<thead>
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<tbody>
<tr>
<td><strong>Total</strong></td>
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Reimbursements to General Fund

<table>
<thead>
<tr>
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<tbody>
<tr>
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Statement of Recorded Cash Receipts and Disbursements

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International Brotherhood of Electrical Workers

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Local 1245's Annual Financial Statement

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</table>

### INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

#### LOCAL NO. 1245

**STATEMENT OF RECORDED CASH DISBURSEMENTS**

**FOR THE YEAR ENDED DECEMBER 31, 1977**

<table>
<thead>
<tr>
<th>Department</th>
<th>Salaries Paid or Reimbursed</th>
<th>Expenses</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GENERAL FUND</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Executive Board</td>
<td>$15,820.04</td>
<td>$13,816.24</td>
<td>$29,636.28</td>
</tr>
<tr>
<td>Executive Board Committees:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ways and Means</td>
<td>234.08</td>
<td>76.10</td>
<td>310.18</td>
</tr>
<tr>
<td>Benefit</td>
<td>901.52</td>
<td>79.70</td>
<td>981.22</td>
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<tr>
<td>Communications</td>
<td>6,361.63</td>
<td>17,092.66</td>
<td>23,454.29</td>
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<tr>
<td>Advisory Council</td>
<td>1,000.00</td>
<td>249.20</td>
<td>1,249.20</td>
</tr>
<tr>
<td>Trustee Committee</td>
<td>1,642.82</td>
<td>10,136.86</td>
<td>11,779.68</td>
</tr>
<tr>
<td>Conference and convention</td>
<td>301.88</td>
<td>5,758.68</td>
<td>6,060.56</td>
</tr>
<tr>
<td>Grievance Committee</td>
<td>927.90</td>
<td>1,200.02</td>
<td>2,127.92</td>
</tr>
<tr>
<td>Review Committee</td>
<td>840.63</td>
<td>2,335.54</td>
<td>3,176.17</td>
</tr>
<tr>
<td>Local Investigating Committee</td>
<td>976.95</td>
<td>976.95</td>
<td></td>
</tr>
<tr>
<td>Industrial Safety</td>
<td>466.40</td>
<td>1,151.99</td>
<td>1,618.39</td>
</tr>
<tr>
<td>Shop Stewards</td>
<td>800.00</td>
<td>1,383.72</td>
<td>2,183.72</td>
</tr>
<tr>
<td>P. G. &amp; E. Ballot</td>
<td>5,029.13</td>
<td>3,819.43</td>
<td>8,848.56</td>
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<tr>
<td>Nip. High Housing</td>
<td>177.46</td>
<td>173.83</td>
<td>351.29</td>
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<tr>
<td>Organizing Committee</td>
<td>192.30</td>
<td>437.50</td>
<td>639.80</td>
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<tr>
<td>P. G. &amp; E. Apprenticeship</td>
<td>198.86</td>
<td>1,187.50</td>
<td>1,386.36</td>
</tr>
<tr>
<td>Citizens Union Arbitration</td>
<td>273.79</td>
<td>863.79</td>
<td>1,137.58</td>
</tr>
<tr>
<td>Picket expenses</td>
<td>5,480.17</td>
<td>6,166.66</td>
<td>11,646.83</td>
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<tr>
<td>Election</td>
<td>94.00</td>
<td>94.00</td>
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<tr>
<td>Pacific Tree Ballot</td>
<td>87.84</td>
<td>5.20</td>
<td>93.04</td>
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<tr>
<td>Arbitration — Sacramento Regional Transit Dist.</td>
<td>389.69</td>
<td>389.69</td>
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<tr>
<td>Cal. Pacific Ballot</td>
<td>8.35</td>
<td>8.35</td>
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<tr>
<td>Joint Apprenticeship Training — Safety</td>
<td>65.46</td>
<td>65.46</td>
<td></td>
</tr>
<tr>
<td>Citizens Union Arbitration</td>
<td>827.69</td>
<td>135.59</td>
<td>963.28</td>
</tr>
<tr>
<td>Sierra Pacific Safety</td>
<td>148.97</td>
<td>148.97</td>
<td></td>
</tr>
<tr>
<td>By-Law Revision</td>
<td>20.25</td>
<td>20.25</td>
<td></td>
</tr>
<tr>
<td>U.S.B.R. Apprenticeship</td>
<td>60.00</td>
<td>60.00</td>
<td></td>
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<tr>
<td>Joint Labor Management Meeting</td>
<td>36.00</td>
<td>36.00</td>
<td></td>
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<tr>
<td>SPP Apprenticeship</td>
<td>26.38</td>
<td>26.38</td>
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<tr>
<td>Davey Tree Ballot</td>
<td>152.40</td>
<td>54.80</td>
<td>207.20</td>
</tr>
<tr>
<td>Total various committees</td>
<td>40,143.72</td>
<td>92,948.48</td>
<td>133,092.20</td>
</tr>
</tbody>
</table>

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**

**LOCAL NO. 1245**

**STATEMENT OF RECORDED CASH DISBURSEMENTS**

**FOR THE YEAR ENDED DECEMBER 31, 1977**

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<th>Department</th>
<th>Salaries Paid or Reimbursed</th>
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<tbody>
<tr>
<td><strong>GENERAL FUND</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Salaries and Expenses:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries</td>
<td>4,978.31</td>
<td>9,964.40</td>
<td>14,942.71</td>
</tr>
<tr>
<td>Janitorial</td>
<td>1,429.21</td>
<td>4,713.71</td>
<td>6,143.92</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>1,191.70</td>
<td>195.03</td>
<td>1,386.73</td>
</tr>
<tr>
<td>Supplies and printing</td>
<td>58,155.07</td>
<td>13,81.00</td>
<td>58,288.07</td>
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<tr>
<td>Equipment maintenance</td>
<td>40.00</td>
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<tr>
<td>Data processing</td>
<td>190.56</td>
<td>190.56</td>
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</tr>
<tr>
<td>Meals</td>
<td>26.00</td>
<td>26.00</td>
<td></td>
</tr>
<tr>
<td>Notary public</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Temporary Clerical help</td>
<td>238.92</td>
<td>238.92</td>
<td></td>
</tr>
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</tr>
<tr>
<td>Payroll taxes:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employment Income Tax:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employees</td>
<td>195,272.06</td>
<td>195,272.06</td>
<td></td>
</tr>
<tr>
<td>Federal Unemployment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>State Unemployment</td>
<td>1,825.62</td>
<td>1,825.62</td>
<td></td>
</tr>
<tr>
<td>Local Union Vent</td>
<td>67.50</td>
<td>67.50</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>198,164.20</td>
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<td></td>
</tr>
</tbody>
</table>
### Utility Reporter--March, 1978—Page Eight

#### Air Transportation Deposit

- **Liabilities:**
  - Loan Receivable from Energy Workers Center, Inc
    - 100 shares P. G. & E. common stock - at cost

#### Cash Accounts and Stock Fund at cost:

- **Details of Balance:**
  - **Balance December 31, 1977**
  - **Disbursements:**
    - **Transfers to General Fund to purchase auto**
    - **Less allowance for depreciation**
  - **Cash Balance December 31, 1977**
  - **Details of Balance:**
    - Wells Fargo Bank — savings account
    - Two Dodge & Cox Stock Fund accounts — at cost

#### Replacement Fund

- **EXHIBIT B**
  - **Balance December 31, 1977**
  - **Receipts:**
    - Transfers from General Fund
    - Interest
  - **Total of Receipts and Balance**
  - **Disbursements:**
    - Transfers to General Fund to pay benefits

#### Supplemental Retirement-Severance Fund

- **EXHIBIT C**
  - **Balance December 31, 1977**
  - **Receipts:**
    - Interest, audit and other
    - Property tax
  - **Total of Receipts and Balance**
  - **Disbursements:**
    - Transfers to General Fund

- **International Brotherhood of Electrical Workers**
  - **LOCAL NO. 1245**
  - **STATION OF ASSETS, LIABILITIES AND EQUITY**
  - **FOR THE YEAR ENDED DECEMBER 31, 1977**
  - **EXHIBIT B**
  - **REPLACEMENT FUND**
  - **Balance December 31, 1977**
  - **Receipts:**
    - Interest
    - Dividends
  - **Total of Receipts and Balance**
  - **Disbursements:**
    - Transfers to General Fund
  - **General Fund**
  - **Cash and Stock Fund at Cost**

- **EXHIBIT C**
  - **Balance December 31, 1977**
  - **Receipts:**
    - Interest
  - **Total of Receipts and Balance**
  - **Disbursements:**
    - Transfers to General Fund

- **EXHIBIT D**
  - **Balance December 31, 1977**
  - **Receipts:**
    - Interest
  - **Total of Receipts and Balance**
  - **Disbursements:**
    - Transfers to General Fund

#### LIABILITIES AND NET WORTH

- **ASSETS**
  - Wells Fargo Bank: Commercial Account
  - Savings Account
  - Fixed Assets:
    - Land
    - Building
    - Less Depreciation

- **LIABILITIES:**
  - Loan Payable to IBEW Local Union 1245
  - **Net Worth:**
    - Gain through December 31, 1976
    - Gain for Year, per Statement of Income and Expense (below)

- **STATEMENT OF INCOME AND EXPENSE YEAR ENDED December 31, 1977**

#### STANDARDS AND PROCEDURES

- My examination was made in accordance with generally accepted auditing standards and included such tests of the records and such other auditing procedures as I considered necessary to obtain reasonable assurance that the financial statements are free from material misstatement.

#### 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 take pen in hand and write to Business Manager Dean Cofer.

**Dear Brother Cofer:**

The officers and members of Local 302 would like to take this opportunity to express our sincere appreciation to you, the officers, and the members of Local 1245, for your outstanding support with all of our things will be all right, I believe that Twin Pines will establish a policy that hereafter all

**Sincerely,**

S. "Jack" McCann

**Business Manager/Financial Secretary**

**Dear Dean:**

I am a regular reader of the UTILITY REPORTER and the San Francisco Labor Council paper which I look forward to reading.

If more members would take a few minutes from their television sets and absorb their contents they would realize what it means to belong to a democratic union.

I will keep you posted of further development as it occurs. Again we commend you for your support. If, in the future, circumstances arise that would allow us to support your efforts, please give us the opportunity to do so.

**Sincerely and fraternally,**

Sylvester Cruz, Sr.
But Support Is Strong:

Labor Law Reform Threatened By ‘Conspiracy of Convenience’

The following is from a statement by the AFL-CIO Executive Council on Labor Law Reform, Feb. 23, 1978, Bal Harbour, Fla.

Labor Law Reform, (S. 2467) sponsored by Sen. Harrison A. Williams of New Jersey, will soon be before the Senate. We are confident the Senate will approve its provisions to:

- End unnecessary delays in resolving unfair labor practice cases.
- Provide more complete compensation to employees when they are harmed by illegal acts of their employer.
- Ensure that when employees request a vote on union representation a timely election is held.
- Deny federal contracts to those who repeatedly and willfully violate employee rights.

Our confidence is based on the conviction that these changes in the law to better protect the rights of workers commend themselves to all people who believe in justice and fair play. We are bolstered in that belief by the broad support this legislation has received through Americans for Justice on the Job, an alliance of individuals and organizations originally chaired by the late Sen. Hubert H. Humphrey and now headed by Sen. Muriel Humphrey.

Opposing the bill is a conspiracy of convenience between corporations, trade associations and extreme right wing groups. The business community seeks to preserve the present unfair advantage it enjoys under an ineffective law and to deny employees who want to bargain collectively that opportunity to improve their wages and working conditions. The extreme right wing is opposed to unions in any shape or form, and without regard to the desires of workers. Their common bond is the fear that if effective restraints are imposed on employer coercion and if workers are assured a prompt opportunity to register their choice, more workers will vote union. Because their position cannot withstand public scrutiny, their aim is to deny labor law reform a hearing.

The tactic of delay, which employers have found effective in frustrating attempts by their employees to organize, is now being applied to the campaign to frustrate labor law reform. Business and its allies seek to delay a Senate vote by two filibusters — first, the ‘traditional kind and, after cloture is secured, by a flood of amendments irrelevant to the bill.

To buttress their tactics, the business lobby has sought to overwhelm the Senate by generating postcards, letters, telephone calls and personal visits. The idea was to force a Senate decision on the weight of the mail, not the weight of logic.

To prevent that result, the labor movement is trying to match our opponents, postcard for postcard, letter for letter, telephone call for telephone call, visit for visit. We have been aided by the efforts of union members and thousands of other citizens who believe in justice on the job.

This business lobby has claimed that abuses of the current law are isolated occurrences that do not require corrective legislation; portrayed this legislation as increasing the power of unions to the detriment of management, particularly small businesses; and alleged that guaranteed, timely elections would reduce, rather than enlarge, the opportunities of employees to seek a free choice.

Their charges are without foundation. The record compiled by the Senate and House Committees — much of it in testimony from the workers themselves — disproves the fiction that “only a handful” of employers violate the NLRA.

The NLRA annual reports document that the number of workers seeking to organize is widespread and growing. In the past 16 years, the number of complaints against employers filed by the board, and the number of employees who receive backpay awards for illegal action by employers, have more than doubled. Twice as many companies are violating the law, with twice as many workers victimized.

S. 2467 was written to guarantee the “power” of workers to make their own decisions as to whether they want to form a union. The only “power” that management would lose is power achieved through breaking the law.

The effect of expediting the National Labor Relations Board’s procedures and strengthening the remedies for violations of workers’ rights would be to encourage the type of law-breaking most often practiced by business today. As Derek Bok, formerly a professor law and now president of Harvard University, has stated, these violations have sustained “an elemental fear of reprisal that still discourages the type of law-breaking most courageous the type of law-breaking most often practiced by business today.

Since the Chamber of Commerce does not have arguments of substance, it has manufactured a phony study claiming labor law reform would be inflationary. This so-called study — a collection of guesses, distortions, suppositions and abstractions, hidden behind mathematical equations of dubious parentage — concludes that employers should be allowed to break the law because it is cheaper.

The immorality of such an argument is crystal clear.

The AFL-CIO urges the Senate to pass this measure, as expeditiously as possible, without any crippling amendments.

Health Security A Pressing Need

The American people want national health insurance and they want it as soon as possible. Every poll has shown that. It is why the American Medical Association opposes a national health insurance bill.

This is to deny labor law reform a hearing. Because their position can be achieved through breaking the law.

The extreme right wing is opposed to unions in any shape or form, as increasing the power of unions to the detriment of management, particularly small businesses; and alleged that guaranteed, timely elections would reduce, rather than enlarge, the opportunities of employees to seek a free choice.

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toxins that are approved by the Department of Health and Human Services.

The sky-high costs of the present fee-for-service system and private medical insurance are completely unacceptable to the American public.

The AFL-CIO once again urges the President and the Congress to move as speedily as possible to enact a comprehensive universal system of national health insurance based on the major principles of the Health Security program.

AFL-CIO National Boycott Guide

Editor’s note: All trade unionists and their families are requested to support consumer boycotts against the products and services of the companies which, because of their anti-union policies, do not observe union patronage. This listing is subject to change and will depend on the time of year. (See the California Labor Federation’s We Don’t Patronize list on page ten.)

*WINN-DIXIE STORES — RETAIL FOOD STORES
Food and grocery stores, including Foodway, Inc. and Buddies stores. — BAKERY & CONFECTIONERY WORKERS INTERNATIONAL UNION; RETAIL CLERKS INTERNATIONAL UNION; AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN, FOOD & BEVERAGE DEPT., AFL-CIO.

AMERICAN BUILDINGS CO. — METAL BUILDINGS
Metal structures including storage buildings, warehouses, etc. — UNITED STEELWORKERS OF AMERICA.

BARTLETT-COLLINS COMPANY — GLASSWARE
Glass products including drinking glasses, mugs, etc. — AMERICAN FLINT GLASS WORKERS UNION.

COORS BREWERY — BEER
Coors Brewery works. A.L.U. 366 is on strike at Coors Brewery in Golden, Colorado for decent working conditions.

CHARLES MANUFACTURING COMPANY — FURNITURE
Coffee tables, end tables and similar items — these are sold under the Fox brand name — UNITED FURNITURE WORKERS OF AMERICA.

CROFT METALS, INC. — HOME BUILDING PRODUCTS
Aluminum and vinyl doors and windows including storm door and windows, sliding glass doors, windows and doors, ladders, rain gutters and products and building specialty products — UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA.

DAL-TEX OPTICAL CO. — PRESCRIPTION GLASSES,
CONTACT LENSES, FRAMES
Eyeglass lenses, frames, contact lenses, sunglasses, safety glasses sold through optical retailers — INTERNATIONAL UNION OF ELECTRICAL, RADIO AND MACHINE WORKERS.

IOWA BEEF PROCESSORS, INC. — MEAT PRODUCTS
Beef products, carried in many retail stores nationwide — AMALGAMATED MEAT CUTTERS & BUTCHER WORKMEN.

J. P. STEVENS & CO. — TEXTILE PRODUCTS
Sheets and pillowcases, carpets, comforters and quilts, table linen, hosiery, towels, blankets, fabrics, etc. — AMALGAMATED CLOTHING AND TEXTILE WORKERS UNION.

KINGSPORT PRESS — PRINTING
Book printer and its major customers including Field Enterprises Educational Corporation, publishers of World Book, Childcraft. Also, Encyclopedia Britannica, Inc. including Britannica, Jr. and Great Books of the Western World. GRAPHIC ARTS INTERNATIONAL UNION; INTERNATIONAL PRINTING AND GRAPHIC COMMUNICATIONS UNION; INTERNATIONAL ASSOCIATION OF MACHINISTS; INTERNATIONAL TYPEGRAPHIC UNION.

MASON-TYLER MANUFACTURING COMPANY — FURNITURE
Household furniture — UNITED FURNITURE WORKERS OF AMERICA.

R. J. REYNOLDS TOBACCO COMPANY — CIGARETTES & TOBACCO

RYLOCK COMPANY, LTD. — RIVETING MACHINERY
Riveting machinery — INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS.

NEW BOYCOTT
"End to Forced Overtime Held Key to Unlock New Jobs"

"Should an individual's time be ruled by the large corporations that they work for, or should people have the basic right to live their own lives, on their time?"

That, declared Assemblyman Tom Bates (D-Oakland), is the basic issue involved in AB 1295, a California AFL-CIO-sponsored bill authored by Bates to prohibit employers of 50 or more employees from firing or disciplining employees who attempt to "cloud the issue" with "rhetoric and misinformation," and declared:

"Business decided that AB 1295 would become a test of their political strength. They wanted a show of strength, and the issues be damned," he observed.

"That is their choice but meanwhile there are thousands of hardworking Californians who are tremendously concerned about this issue," he said.

"They are not talking about political power games or how much clout they can exert on TV—they are talking about basic rights—the right to control your own time, the right to see your family, the right to be free from harassment and intimidation on the job, the right to pursue your education after work, the right to take care of your kids, the right to take a weekend without fear of being fired, the right to enjoy their own lives."

Pointing out that the 50-employee provision exempts more than 95 percent of the businesses in California, Bates noted that the five percent that would be covered by the bill are those employers who employ two-thirds of the state's private sector employees and "are generally the largest corporations and businesses in this state."

"I am sure that with good management practices, they can always get people to work when they need them," he said.

Among the major business organizations opposing the bill are the California Manufacturers Association (CMA) and the California Chamber of Commerce, which has said that the business community "will diligently and in good faith adhere to the bill and is determined to defeat it."

U.S. auto makers with plants in California are also opposing the bill, maintaining that if just one worker refused to work overtime, it could shut down the whole assembly line.

"In speaking and other so-called "business climate" claims, Bates observed:

"California has the market, the resources, the labor skills, the research institutions, the access to information, the transportation centers, the ports, the media and climate. If businesses are looking for cheap labor or right-to-work states, they don't come here anyway."

The issue swirling around AB 1295, Bates said, is jobs.

"I believe that if forced overtime is eliminated in California, thousands of new jobs for California's unemployed will be created overnight," he said.

Pointing out that the state is already spending hundreds of millions of dollars for unemployment payments, welfare, job training and public employment programs, Bates testified that "restricting compulsory overtime will lead to new hiring, some of it part-time and some of it full-time, and (it) would relieve some of our unemployment caseloads."

Moreover, he noted, these jobs would not be make-work jobs—they would be real jobs at good wages in the mainstream of the productive economy."

While acknowledging that the bill is "no panacea for unemployment," Bates said that it would be an important step in breaking down some of the rigidity in the labor market concerning new hiring."

SAFETY FACTOR CITED

Bates also maintained that the legislation was needed as a matter of job safety.

"Allowing people the right to choose overtime will limit the number of accidents which occur," he said.

In puncturing business claims that the bill would "interfere with their right to manage," the Oakland Democrat observed that "Management should manage 40 hours of a person's time. That's the workweek which was established 40 years ago. That's what's fair here. But should management manage a person's time after their workday is supposedly over? That's the change we're talking about."

"If management did some real managing and many of them do, they would never have to force an employee to work overtime except in emergencies," Bates said.

Basically, he said, the business community is "telling us that they can accommodate the individual to the production process" but he urged the members of the Senate Industrial Relations Committee to look at the companies that are opposing the bill.

John F. Henning, executive officer of the California Labor Federation, AFL-CIO cited "corporate compulsion to compulsory overtime, saying:

"Why should any worker risk his job simply because he refuses to work overtime?"

He charged that historically "big business" has always opposed social change in America, particularly when the change was at the cost of business profits.

Others testifying at the hearing included: Jim Wood of the Los Angeles County Federation of Labor, who charged that workers are used on overtime "to boost the employer's profits"; Ken Major and Al Brose of the CWA; and Jim Stanton of the IBEW.

The Wednesday hearing was limited to hearing testimony. The Committee is expected to take a vote on the bill in early April.

STICK TOGETHER — PASS THEM BY
Here's the California AFL-CIO's 'We Don't Patronize' List

The following firms are currently on the "We Don't Patronize" list of the California Labor Federation, AFL-CIO. Firms are placed on the list in response to written requests from affiliates and only after approval by the Executive Council.

All trade unionists and friends of organized labor are urged not to patronize firms listed here.

Unfair firms are:

HOTELS & RESTAURANTS

Los Angeles Area
Newport Inn, Newport Beach
Norm's Restaurant at the following locations in the Los Angeles area: 2500 East Slauson Ave., Huntington Park; 2880 South La Cienega Blvd., Culver City; 4700 Sunset Blvd., Los Angeles; 270 North La Cienega Blvd., Los Angeles; 13636 Sherman Way, Van Nuys, Other Norm's Restaurants in Los Angeles County excluding the five listed above are in good standing with organized labor.

San Jose Area
The following hotels, motels and restaurants in Santa Clara County:

Sacramento Area
Sacramento Inn, Arden Way at Interstate 80, Sacramento.

San Francisco Area
The following restaurants on Union Street in San Francisco: Thomas Lords
Mother Lode
Cooperage
Coffee Cantata
Vintners

Sacramento Area
Sacramento Inn, Arden Way at Interstate 80, Sacramento.

San Francisco Area
The following restaurants on Union Street in San Francisco: Thomas Lords
Mother Lode
Cooperage
Coffee Cantata
Vintners

San Francisco Area
The following restaurants on Interstate 80 between Sacramento and San Francisco:

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Los Angeles Area
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A first for General Construction Stewards

Local Union 1245 General Construction Shop Stewards met at Local Union Headquarters in Walnut Creek on Saturday, February 24, 1978. The meeting was the first, in a series of sessions specifically designed for General Construction Stewards, in recent years. The second meeting is tentatively scheduled for Saturday, May 20, 1978.

The session was co-chaired by Business Representatives Mickey Harrington and Roger Stalcup. Keynote speakers were Business Manager Dean Cofer, Senior Assistant Business Manager Willie R. Stewart and Business Representative Manny Mederos. Business Representatives Al Sandoval, Mike Davis, Scott Thomas and Ray Shepherd also participated in the session.

Some of the major topics discussed throughout the meeting included:

- The General Construction Grievance Procedure, as amended October 1, 1977; and
- The Inclement Weather Provision - pros and cons.

General Construction Stewards present were:

- Jim Morrison, Don Findley, Jan McCracken, Leon Grigsby, Ed Martinez, Bill Twohey, Jim Grethen, Larry Albright, Ron Swilley, Leo Heer, Mel Oliver, Dennis Sheeran, Dean Lees, Gene Wallace, Fred Petersen, Bruce Miles, Stan Stensrud, Tom Dotter, Dan Lolmou, Tom Meader, Floyd Farmer, Mike McKinney, Jim Findley, Joel Elliott, Dean Mooney, Steve Alexander, Greg Valley, Walt Jones, Alex Washington, and Nannette Brownlee.

Ed Martinez, Mel Oliver and Jim Grethen are shown at the front table.

Does your new Spring outfit have a union label?

If union families don't look for it, who will?

International Ladies' Garment Workers' Union.

Notes of Interest

William Lechner, Unit No. 3417, Paradise was the winner of the Unit Drawing for the month of February.

Unit No. 3311, Reno, Nevada was the winner of the Local Union Unit Social Fund for the month of February.

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.

At the podium is Andrea Hricko of the Labor Occupational Health Program and Jack Henning, Executive Secretary-Treasurer of the California Labor Federation. The Federation and LOHP jointly sponsored the "Making the Workplace Safe" Conference held in Sacramento on February 18, 1978. (See story on page 12.)
This winter menace kills without cold...

They used to call it "exposure" or "freezing to death." Today it's called hypothermia, a markedly lower body temperature. In some cases, it's "freezing to death" at above-freezing temperatures, as one expert puts it.

Hypothermia has been called the No. 1 killer of outdoor recreationalists, and every year its victims include hikers, skiers, fisherman, boaters, hunters, climbers, swimmers, backpackers and snowmobile riders. Also people on casual outings who are unaware of the potential lethal effects of cold, especially when compounded by wind or wetness.

Surprisingly, most hypothermia cases occur not in sub-zero conditions but in 30-to-50-degree weather. Getting wet or wind in such temperatures can be fatal. The capacity of water to conduct heat away from the unprotected body is many times greater than that of air. When your body loses heat faster than it can replace it, you become hypothermic.

Signs can include intense shivering, paleness, constriction, rigid muscles, thick or slurred speech, labored breathing, irregular pulse, nausea, poor coordination, loss of alertness and judgment. The capacity of water to conduct heat away from the body is many times greater than that of air. When your body loses heat faster than it can replace it, you become hypothermic.

Warning of hypothermia's dangers, Director Charles Leisng of the Pennsylvania Fish Commission says: "A sudden immersion in cold water can literally paralyze a swimmer within 15 minutes. If 95 percent of fatal boating accidents, it's not the boat, it's the water.""I was only a couple hundred feet to shore," he said. "It took me eight minutes and I didn't think I'd make it. I thought I was going to die. By the time I reached the shore I was essentially non-functional."

Editors 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.

Working Women Meet in Sacramento

By Pat Rutherford

The ability to have normal children is threatened by exposure to lead, radiation, carbon monoxide and anaesthetic gases, reported Andrea Hricko of the Labor Occupational Health Program, Institute of Industrial Relations at the University of California, Berkeley.

Video display terminals, or cathode ray tube terminals are causing severe eye strain, stress, and may be a factor in causing cataracts.

These warnings were sounded at "Making the Workplace Safe: A Conference for Working Women," jointly sponsored by the California Labor Federation, AFL-CIO, and the Center for Labor Research and Education.

Dr. Alana Claremont of the University of Wisconsin's preventive medicine department believes hypothermia kills thousands of people each year and may be responsible for many unexplained deaths.

"We think of a lot of older people who live alone and are found dead in their beds dying of hypothermia. Their homes are cold because they try to save on utility bills."

"Fatigue and injury compound hypothermia. Linemen being required to wear heatproof gloves and denim when working with hot lines - the company's position was that it was not aware any problems existed in this area. The company stated that its policy is to encourage them to work hot sticks when the weather is cold."

"If you have any problems in the area of Health and Safety that should be discussed by this committee, please send them to Local Union Headquarters, attention: Tony Morgado.

The next Health and Safety meeting will be held on May 23, 1978.

Utility Reporter—March, 1979—Page Twelve