



utility reporter

VOL. XXVI NO. 3

WALNUT CREEK,
CALIFORNIA

MARCH, 1978

Official Publication of I.B.E.W.
Local Union 1245, AFL-CIO,
P.O. Box 4790,
Walnut Creek, Ca. 94596



Nevada State Senator Mary Gojack has accepted Local 1245's invitation to be the 1978 Competitive Scholarship Contest judge. Senator Gojack is a staunch supporter of Labor. She is currently a member of the Government Affairs Committee, the Judiciary Committee, and the Legislative Functions Committee.

April Nominations

As reported in the February issue of the UTILITY REPORTER, nominations for 12 delegates to the I.B.E.W., International Convention, which is scheduled to convene the first week of October at Atlantic City, New Jersey will open at the April Unit Meetings in accordance with the Local's Bylaws.

Attend your April Unit Meeting and participate in this important function of your union.

Report Bares Adverse Effect Of Anti-Worker Comp. Law

More California workers than ever were obliged to fight for the benefits due them under the state's workers' compensation program last year, according to a report just released by Franklin O. Grady, administrative director of the State Division of Industrial Accidents.

Grady reported that California workers filed a record 110,597 new applications for benefits with the Workers' Compensation Appeals Board (WCAB) during 1977, a 10.8 percent increase over the previous year when 99,788 new claims were filed.

The report was released Monday, just nine days after participants at the California AFL-CIO's conference for working women on "Making the Work Place Safe" heard Dr. Phillip Polakoff, a nationally recognized expert on occupational health and safety hazards, charge that "the compensation laws are deplorable now."

It disclosed an unusual increase in filings for new benefits in the October-December quarter of 1977 - just before AB 155, a law vigorously opposed by the California AFL-CIO, went into effect on January 1, 1978.

AB 155 reduces an employer's liability for occupational disease and cumulative injuries to workers from the existing five years to just one year by January 1, 1981.

"The flood of new appeals to the WCAB indicates that workers' comp. attorneys recognized the need to protect their clients' cases by filing before the new law went into effect," John F. Henning, executive officer of the California AFL-CIO, said.

The new law was pushed by the private insurance industry, the State Compensation Insurance Fund and the Brown Administration.

In the course of hearings on the bill last year it was brought out that the state's general insurance carriers would save some \$600 million a year as a result of shifting the cost from insurance companies to last-hire employers and the self-insured.

The California AFL-CIO opposed the bill because it will eliminate the liability of employers responsible for a worker's exposure to on-the-job hazards by restricting this liability to the employer of the most recent year.

In denouncing AB 155 last June, the California Labor Federation's Executive

Council warned that its passage will make it "even harder for older workers with prior work experience in jobs found or suspected of involving cumulative injury or disease hazards to find work."

Moreover, the Council said, it will result "in sharp cost increases" to employers who will be forced to resort to more expensive methods of screening new employees.

The total of 28,256 new applications for benefits filed in the October-December quarter of 1977 was 13.8 percent higher than the 24,843 applications filed in the comparable quarter of 1976. This jump in applications is further reflected in the fact that in the October-December quarter of 1975 the number

(Continued on page five)

YOUR Business Manager's COLUMN

Great Words Remembered



DEAN COFER

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 when it was first written in 1965. 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 re-

quire 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 or 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 employment provisions in our 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 adapt our organizing program toward this growth area while, at the same time, not making any basic change in our organizing policies.

(Continued on page two)

Report shows women aren't claiming their share of SDI benefits

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 become unemployed 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 \$2,040,468.

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 188,997, 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 26,944 a year ago.

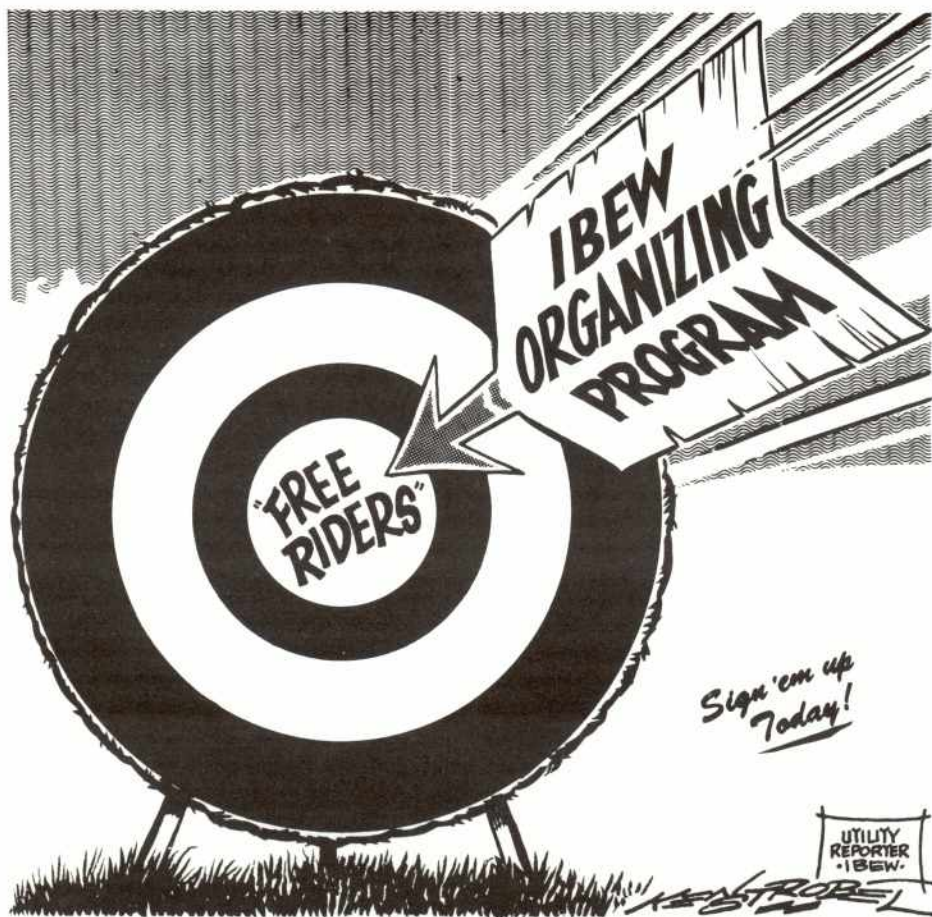
Claims for normal pregnancies became compensable under this pro-

gram 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 claimants 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.



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 managements 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

Executive Board: Howard Darington, Ron Fitzsimmons, C. P. "Red" Henneberry, Marv Rubendall, Howard Stiefer, Bob Thomson and Kathy Tindall.

Published monthly at 3063 Citrus Circle, Walnut Creek, California 94598 Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, Ca. 94596. Second Class postage paid at Walnut Creek and at additional mailing offices.

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

Subscription price \$1.20 per year Single copies, 10 cents
Circulation 19,970

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 the many other benefits negotiated through collective bargaining with various companies, offer its members' children the opportunity to compete for a \$2,000 scholarship grant to advance their education. The essay topic for this year's contest is "WOULD 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? — WHAT 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 "WOULD 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 on the bulletin board space designated for the Union at your workplace, or contact your local Union representatives.

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 collective 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 in the fund-raising blitz for the initiative, according to statements filed with California's secretary of state. The right-wing committee raised \$234,900 to promote the petition 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 col-

lected 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 last April 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.

Please
Don't
Buy
Coors
Beer



Spring Planting

Nevada News

By John Wilder

RCA Governmental Services Division

— We are still waiting for the decision from the NLRB on the status of certification for the RCA tracking station in Ely, Nevada.

Wells Rural Electric Co-op — A meeting is set up to complete bargaining for the Wells Rural Electric Coop on March 16, 1978.

California-Pacific Utilities, Elko Division — Local 1245 has organized the Telephone employees of California-Pacific Utilities in Elko. A hearing by the NLRB was held on March 10, 1978 to determine the description of the unit. After we have the determination from the Regional Director of the NLRB, a vote will be conducted to determine whether Local Union 1245 will represent the employees of California-Pacific Utilities in Elko.

The Union was just notified of the results of the certification as bargaining representative for the clerical employees working for California-Pacific Utilities Elko Power Division. Bargaining for these employees will start in the very near future.

Sierra Pacific Power Company — Bargaining has been scheduled with Sierra Pacific Power Company for April 10 and 11, 1978. This is for wages only. Business Manager Dean Cofer has recommended that the President appoint Pat Landis, Lineman, Reno; Dave Herman, Troublemaker, Fallon; Joan Shyne, General Clerk, Reno; Bill Richardson, Gas Serviceman, Reno; Gerry Fondy, Maintenance Electrician, Tracy Power Plant; along with John Stralla and John Wilder, to serve as Union's Negotiating Committee.

Northern Nevada Central Labor Council — Business Manager Cofer has

also requested the President to appoint John Stralla, Pat Landis, Jay Kilgore, and Kathy Tindall as delegates to the Northern Nevada Central Labor Council.

By John J. Wilder

The Internal Revenue Service has approved distribution of pension contribution refund checks. At this writing, we

BARGAINING ROUNDUP

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)

Open for negotiations. Meetings scheduled for March 22, 23, 29, and 30, 1978.

Outside Construction Hot Line

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.

Negotiations for outside line construc-

tion have been scheduled for March 22 and 23, 1978 and March 29 and 30, 1978. Negotiations will take place in Los Angeles. The Negotiating Committee will consist of John Wilder and D. "Tommy" Heyl for Local Union 1245, along with Bill Turner and a rank and file member for Local Union 47.

Telephone Communication negotiations are scheduled for April 5 and 6, 1978 and April 12 and 13, 1978. The Negotiating Committee will consist of John Wilder of Local Union 1245, Bill Turner from Local Union 47, and Sean O'Donnell, a rank and file member presently working in Local Union 1245's jurisdiction.

There is still no word on the 230KV transmission line. Sierra Pacific has not heard if the permits for an alternate route were accepted or rejected.

The job for Harney Electric (Winnemucca to McDermott line) was awarded to the Malcolm Larsen Company, a non-union contractor. Harney Electric is an REA, and REA's are not required to comply with prevailing rate regulations.

The prints on the Keswick Substation job are supposed to be available to the contractors the week of March 12, 1978. Bidding should take place a short time later.

The small job for the City of Roseville for Slater Electric still has not started.

There is no news yet on the work at the Geysers.

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

PG&E No. 78-2: Provides for the placement of an employee returning from long term disability into her former Clerk D, Customer Services classification in San Francisco.

PG&E 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.

PG&E No. 78-10: 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 Colgate Division.

Sierra Pacific Power Company

SPPC No. 77-25: Provides for the transfer of personnel to better balance the complement 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 3:00 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

BRODNICK, G.
FERGUSON, C.E.
FLORES JR., E.J.
GILMORE, J.D.
NICHOLAS, R.G.
NOLAN, B.D.
PEAK, A.C.
TORRES, J.B.
COOPER, J.H.

MONTEREY PENNINSULA

TV CABLE
AORN, S.K.
DOMNICK, T.L.
HARDING, G.M.
SUBER, E.N.

CENTRAL CALIFORNIA COMMUNICATIONS CORPORATION

ANSBRO, G.J.
FORD, L.W.
HAFFER, N.C.
VILLEGAS, R.C.
WATKINS, O.

SONIC TV CABLE

WEINGARDT, S.M.

SAN JOSE DIVISION

BALCAZAR, D.
BEESON, R.
BOMAGAT, A.
CAITO, K.D.
CRAIG, H.E.
GOMEZ, J.Y.
HARMS, D.L.
KELLEY, P.J.
LEW, L.A.
MURILLO, R.
NAJAR, B.A.
NORTHCUTT, J.A.
PARSONS, R.M.
RANSON, C.T.
VILLA, A.
YATES, C.A.

TELEPROMPTER OF SANTA CRUZ

VENCILL, S.K.

TELEPROMPTER OF LOS GATOS

COOPER, J.J.

MATERIAL DISTRIBUTION

JACKSON, D.R.
RUFF, D.J.

EAST BAY DIVISION

ANDERSON, S.C.
BAXTER, R.R.
BITTNES, J.H.
DIGIOVANNI, V.F.
DYKKESTEN, L.E.
FERREIRA, J.
HERNANDEZ, D.C.

HUMMEL, J.L.
KEELE, J.L.
MAIER, I.J.
MARTIN, C.
PEREZ, M.V.
REED, S.M.
SCHWITTERS, R.C.
SMITH, J.A.
STEPHENS, C.S.
TAFOYA, G.A.
TUCKER, D.C.
WACHTLER, D.J.
WILLIAMS, J.L.

CONCORD TV CABLE

COOPER, L.S.

SAN FRANCISCO DIVISION

COFFIN, W.M.
DEARBORN, D.K.
DE MARTINI, P.J.
FREYSLABEN, E.
HILL, D.T.
HUDDLESTON, G.E.
HUGH, R.C.
KELLER, P.J.
ZUSMER, N.

GENERAL OFFICE

BLAKER, P.W.
CLARKE, E.P.
COSTELLO, B.A.
CUSSARY, C.M.
DIAS, M.A.
FREED, C.J.
GIN, J.
GINN, A.
HAYES, P.L.
KEANKALAYA, V.
MCDONALD, S.D.
PAREDES, C.
WARE, A.E.
WILLIAMS, S.L.
YAWMAN, MA.
YIMS, A.

CONCORD TV CABLE

JOHNSON, E.D.

STOCKTON DIVISION

BROOKS, G.D.
DUNNAM, J.S.

HUMBOLDT

STEPHENS, K.L.

SHASTA DIVISION

DELGADO, S.G.
WALSH, W.M.

CITY OF REDDING

PERRY, D.F.

SIERRA PACIFIC POWER CO.

BURT, J.E.
ELY, J.R.
LEWIS, T.H.

CAL-PAC UTILITIES

(SO. LAKE TAHOE)

DAWLEY, B.E.
HAGERTY, S.L.

CAL-PAC UTILITIES (WINNEMUCCA)

ALLEN, L.R.
ROSE, M.L.

DE SABLA DIVISION

COLT, B.O.
SAWYER, R.L.
TOLLE, K.K.

PLUMAS-SIERRA REC

O'NEILL, L.M.

COLGATE DIVISION

FORD, T.E.

NORTH BAY DIVISION

BOLZ, P.A.
FINN, S.B.
HARRISON, WM.
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.
MOONEYHAM, 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.
BEDSAW, K.L.
BELLAR, D.J.
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.
COBBS, L.D.
COLGATE, T.
COLLINS, G.M.
COTTA, R.C.
COX, M.D.
CRONK, R.R.
CROWNOVER, C.R.
CULVER, G.R.
DAVENPORT, D.A.
DAVIDSON, S.G.
DAVIS, R.L., JR.
DEVLIN, 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.
GAINES, G.J.
GOMES, G.T.
HARTIG, L.L.
HEIDELBURG, C.
HEINEN, S.J.
HENLEY, W.E.
HERNANDEZ, J.M.
HICKS, T.R.
HIDALGO, H.P.
HIGHTOWER, J.W.
HOLLOWAY, L.L.

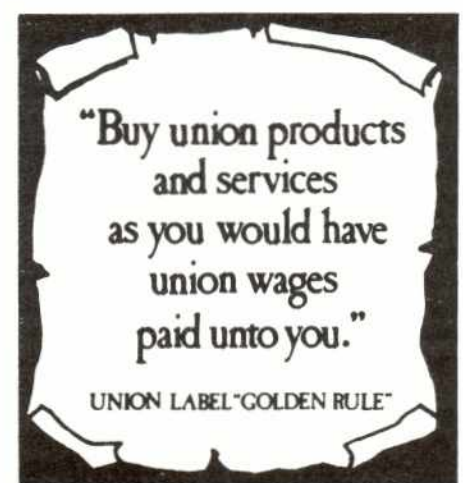
HORN, M.A.
HUELSTER, R.L.
JACKSON, R.L.
JACOBS, M.G.
KAUPANGER, D.R.
KIRK, T.A.
KISSICK, D.J.
LANDICE, M.S.
LEWIS, P.E.
LONG, R.E.
LOPEZ, J.R.
LOPHIEN, D.R.
LOVE, J.P.
LYNCH, K.S.
MAGILL, T.R.
MAUER, M.R.
MCDONALD, L.
MIDKIFF, G.R.
MORRISON, R.D.
MYERS, WM.
NELSON, P.S.
NEWMAN, C.
NEWTON, D.R.
NICHOLS, T.H.
NOBLE, S.B.
NORWOOD, J.H.
ODUMS, M.E.
PATE, L.J.
PAUL, M.A.
PJESKY, M.D.
POAGUE, A.D.
PRICE, R.L.
RAMIREZ, J.A.
RAMOS, N.P.
RECHCYGL, WM.
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.
TOAVS, D.A.
VERONIE, D.W.
UNGLES, D.B.
WARREN, R.R.
WILHOITE, D.A.
WILLIAMS, R.O.

DAVEY TREE
AUTRAND, K.D.
BELLOWS, D.M.
CASTILLO, R.
FLETCHER, P.M.
LEONARD, W.H.
SANTOS, D.L.
SANTOS, R.W.
SCHRIEBNER, G.R.
THATCHER, R.E.

CATV
OBIACDRO, R.L.

OROVILLE-WYANDOTTE I.D.
GREEN, WM.
WHITLEY, G.

TELEPHONE CONSTRUCTION
LONGBOTTOM, A.



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 zero bracket 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 taking 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 sick pay.)

Keep in mind that these are tax savers you can take whether or not you itemize, but only if you use form 1040.

Many people still may be able to get a larger total deduction by itemizing than by taking even the new enlarged flat allowance. 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 itemizing now might be a saver since the flat deduction for singles has been reduced to \$2,200 from the 1976 maximum of \$2,400.

If you do itemize, remember that the tax tables provide only for the flat or zero bracket amount. So you have to write down your excess itemized deductions at the bottom of Schedule A, where you list itemized deductions and carry over the excess to line 33 of form 1040.

Low-Income Credit or Payment: The IRS has no way of knowing many low-income earners may be passing up the earned income credit simply because they normally don't have to file a return. The interesting fact about this credit is that it may bring the low-income earner an actual cash payment of up to \$400 if he or she doesn't owe any taxes. To qualify, you must have less than \$8,000 in wages and other reportable income,

ITEMIZE DEDUCTIONS?

MORE TAXPAYERS NOW WILL TAKE STANDARD DEDUCTIONS SINCE THE MAXIMUMS HAVE BEEN INCREASED FOR 1977 RETURNS. BUT IF YOU STILL ITEMIZE DEDUCTIONS, REMEMBER TO INCLUDE CONTRIBUTIONS (NON-CASH ONES TOO); QUALIFIED MEDICAL EXPENSES; INTEREST AND FINANCE CHARGES PAID ON DEBTS; OTHER TAXES YOU PAY; QUALIFIED CASUALTY AND THEFT LOSSES; JOB RELATED COSTS INCLUDING UNION DUES, SAFETY CLOTHING, DISTINCTIVE WORK UNIFORMS, TOOLS, TECHNICAL BOOKS, COSTS OF JOB HUNTING IN THE SAME VOCATION OR TRADE.



ALIMONY PAYMENTS NOW CAN BE CLAIMED WHETHER YOU TAKE A STANDARD DEDUCTION OR ITEMIZE.

GIVE YOUR DOLLAR MORE POWER

WHEN YOU SHOP FOR WOMEN'S AND CHILDREN'S APPAREL INSIST ON THE LABEL AT RIGHT. AT THE LEFT IS THE LABEL OF THE INTERNATIONAL JEWELRY WORKERS UNION.



and must pay over half the cost of maintaining a home which also was the home of his or her child under 19 or if a full-time student or disabled and dependent.

Also keep in mind these points:

Child Care Credit: The regulations for claiming a credit for expenses of care for a child or other qualified dependent while you work have been liberalized. As noted, if you're entitled to this credit, you can take it (on form 1040) whether or not you itemize deductions.

Moving Expenses: The rules have been liberalized, with the mileage test reduced from 50 to 35 miles and the dollar limits on deductible amounts increased. This is an "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 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 or interest charges you 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 owed 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 Union Label and Service Trades Department. They may be used as prizes, gifts and give-aways both within the labor movement and to the general public. The cards are available in volume in multiplies of 24 decks per carton, the price is .55¢ per deck which includes postage. To order, send check or money order to the Union Label and Service Trades Department, AFL-CIO, 815-16th Street, N. W., Washington, D.C. 20006.

* * *

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 Executive Council, of which I.B.E.W. International President Charles Pillard is a member, voted to levy a special assessment to finance the professorship, to be supplemented by contributions from affiliated and individual union members.

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 December, a month prior to the Senator's death.

The Executive Council resolution termed establishment of the professorship a "labor of love" in "partial repayment" for all that Humphrey did for his nation and the trade union movement.

Eureka Hosts Humboldt Shop Stewards

Humboldt Division Shop Stewards participated in an all-day training workshop at the Eureka Inn on Saturday, February 25, 1978.

The meeting was conducted by Business Representative Darrel Mitchell. Stewards present were: John Mitchell, John Grant, Jimmy Russell, Barry Jensen, Rich McKenna, Bob Hixson, Ken Haycraft, Butch Parton, Chuck Stockham, Ted Bare, Allan Webber, Rich Flohaug, Jeff Jacobsen and Jim Crow.

Discussions focussed on labor's current legislative goals, Local 1245 Constitution and Bylaws, and Pacific Gas and Electric Contract Sections dealing with the grievance procedure, holidays, vacations and double time and rest period provisions. (Unfortunately, the pictures taken during the meeting did not turn out.)

Contribute to the I.B.E.W. Committee on Political Education (COPE)

Report bares adverse effect...

(Continued from page one)

of applications filed in contested cases was 24,869, nearly the same as in 1976.

In fact, some 9,757 new applications for benefits in contested cases were filed with the WCAB in December of 1977 alone, the report disclosed. This compares with a total of 8,296 in December 1976 and a total of 7,337 in December 1975.

Awards to injured and ill workers for permanent disability, death benefits and compromise and release agreements in contested cases totaled \$357,500,682 and involved some 88,516 California workers in 1977, the report disclosed. This compares with awards totaling \$352,003,022 involving some 83,052 workers in 1976.

In response to an inquiry by the California AFL-CIO News, a spokesman for the State Department of Industrial Relations acknowledged that the rise in claim filings in the last quarter of 1977 was unusual and said that between 13 and 14 percent of workers filing applications for benefits in contested cases were denied benefits completely.

This is significant in light of the fact that in establishing the workers' compensation program, workers gave up their right to sue the negligent employer for actual damages in exchange for a virtual guarantee of a limited recovery.

Total benefits paid in 1977 for California workers under the state's Workers Compensation program are estimated to range between \$800 million and \$850 million by the California Workers' Compensation Institute, a San Francisco-based organization which serves the insurance industry. An institute spokesman said that a solid figure would not be available until April.

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

Total benefits paid in 1976, according to the Institute, were \$724,341,000 and in 1975 \$626,595,000.

Local 1245's Annual Financial

SIDNEY RUBIN
 Certified Public Accountant
 2525 Van Ness Avenue, Room 215
 San Francisco, California 94109
 Telephone: 771-2577
 February 2, 1978

Total Receipts and Balance	4,321,516.29
Disbursements — Schedule 1	2,883,513.18
Cash Balance December 31, 1977	1,438,003.11

TO THE OFFICERS AND MEMBERS OF THE
 INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 WALNUT CREEK, CALIFORNIA

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 STATEMENT OF RECORDED CASH RECEIPTS AND DISBURSEMENTS
 FOR THE YEAR ENDED DECEMBER 31, 1977

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 at 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:

Cash and Stock Fund at Cost at 12/31/76:		
General Fund	\$1,195,164.29	
Replacement Fund	83,319.69	
Supplemental Retirement-Severance Fund	114,804.83	
Fund for Organizing Expenses	535.62	
	<u>1,393,824.43</u>	

Receipts*	\$3,107,970.45	
Disbursements*	2,849,913.18	
Increase		258,057.27

Cash and Stock Fund at Cost at 12/31/77:		
General Fund	1,438,003.11	
Replacement Fund	114,792.83	
Supplemental Retirement-Severance Fund	99,085.76	1,651,881.70
Other Assets and Liabilities Net		207,001.51
Equity		<u>1,858,883.21</u>

* Exclusive of transfers between funds

As of January 1, 1977 the Scholarship Fund was merged into the General Fund. During the quarter ended December 31, 1977 the Fund for Organizing Expenses was also merged into the General Fund.

Receipts for the year included loan payments of \$213,423.50 by the Energy Workers Center, Inc. At December 31, 1977 International per capita for September through December, 1977 totaling \$156,333.24 was unpaid.

The savings accounts and stock fund accounts which make up the Supplemental Retirement-Severance Fund are included in these statements as they are carried in the name of the Local and are considered an asset of the Local. However, as of December 31, 1977 the entire amount in the Fund was a liability to present and former employees and the Local had no equity in the Fund.

In my opinion, the accompanying financial statements present fairly the recorded cash receipts and disbursements of Local No. 1245 for the year ended December 31, 1977 and the equity of Local No. 1245 at December 31, 1977 in accordance with the accounting principles stated in the Note to the Statement of Assets, Liabilities and Equity and on a basis consistent with that of the prior year.

SIDNEY RUBIN

EXHIBIT A

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 STATEMENT OF RECORDED CASH RECEIPTS AND DISBURSEMENTS
 FOR THE YEAR ENDED DECEMBER 31, 1977

GENERAL FUND		
Cash Balance December 31, 1976		\$1,195,164.29
Receipts:		
Local Union portion of receipts:		
"A" members' dues	\$ 51,595.98	
"BA" members' dues	2,236,874.47	
Initiation fees	7,585.85	
Reinstatement fees	249.00	
Difference in dues	275.90	
Agency fees	5,429.50	
Working dues — Outside Line	10,894.94	
Total	<u>2,312,905.64</u>	

Reimbursements to General Fund:		
Receipts held for credit or to refund	5,217.94	
Members' credits applied to dues, etc.	(2,215.19)	
Interest	71,075.13	
Dividend	197.00	
Refunds and Reimbursements:		
Loan Payments, Energy Workers Center, Inc.	218,423.50	
From Supplemental Retirement — Severance Fund — to forward	22,126.49	
From Replacement Fund — for auto purchase	6,954.05	
From Fund for Organizing Expenses	535.62	
Deferred compensation to forward to former employee	6,682.43	
Settlement of Utility Tree Suit	3,000.00	
Health and Welfare	1,539.71	
Insurance paid and insurance claims	1,468.65	
International per capita	638.40	
Others, details in quarterly financial statements	2,953.10	
Total	<u>338,596.83</u>	

International portion of Receipts:		
"A" members' per capita	80,770.90	
"BA" members' per capita	384,674.00	
Initiation fees	7,585.83	
D.B.A.F. fees	78.00	
Reinstatement fees	249.00	
Agency fees	1,022.00	
Pension reinstatement fees	300.00	
Difference in per capita	169.80	
Total	<u>474,849.53</u>	
Total Receipts		3,126,352.00

GENERAL FUND

Details of Balance — General Fund:		
Wells Fargo Bank, commercial account:		
Bank statement, less outstanding checks	\$ 48,313.15	
Wells Fargo Bank, savings account	854,050.78	
Eight Savings and Loan Certificates of Deposit, including earned interest	530,424.88	
Contingency, petty cash and change funds and returned check to redeposit	5,214.30	
Total per prior page		<u>1,438,003.11</u>

SCHEDULE 1

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 STATEMENT OF RECORDED CASH DISBURSEMENTS
 FOR THE YEAR ENDED DECEMBER 31, 1977

GENERAL FUND

Affiliation Fees:		
International Brotherhood of Electrical Workers	\$401,531.80	
San Francisco C.L.C.	1,440.00	
Santa Clara C.L.C.	79.20	
Alameda C.L.C.	4,800.00	
Joint Executive Conference of Nor. Cal. Electrical Workers	100.00	
Nevada State AFL-CIO	1,296.00	
Nevada State Electrical Assn.	165.00	
Sacramento C.L.C.	505.68	
Contra Costa C.L.C.	3,600.00	
California Federation of Labor	27,000.00	
California State Assn. of Electrical Workers	1,800.00	
Marin County C.L.C.	585.00	
San Joaquin & Calaveras C.L.C.	1,200.00	
Butte-Glenn C.L.C.	391.56	
Napa-Solano C.L.C.	734.40	
Kern-Inyo-Mono C.L.C.	1,100.00	
Fresno-Madera C.L.C.	818.04	
Sonoma, Mendocino, Lake C.L.C.	480.00	
Merced-Mariposa C.L.C.	289.44	
Stanislaus-Tuolumne C.L.C.	602.40	
Marysville C.L.C.	60.00	
Humboldt-Del Norte C.L.C.	603.00	
Five Counties C.L.C.	202.50	
Monterey County C.L.C.	145.44	
Public Employees Council	30.00	
		<u>\$449,559.46</u>

Staff Expenses:		
Salaries	904,633.42	
Hotels	15,054.59	
Meals	29,130.70	
Other transportation	4,539.85	
Automobile Expenses	55,493.65	
Parking and tolls	3,398.65	
Mileage	4,009.65	
Transfer to Replacement Fund	33,600.00	
Auto Insurance	41,399.25	
Auto Licenses	2,126.89	
Moving expenses	2,317.27	
Medical Examination	300.00	
		<u>1,096,003.92</u>

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 STATEMENT OF RECORDED CASH DISBURSEMENTS
 FOR THE YEAR ENDED DECEMBER 31, 1977

GENERAL FUND

Research and Education:		
Utility Reporter	\$ 45,796.49	
Public relations	419.67	
Subscriptions and publications	7,234.25	
Miscellaneous Meeting expenses	1,252.70	
Shop Stewards' Conferences	8,786.82	
Scholarship awards and expenses	2,574.17	
Unit officer conference	5,145.37	
Film & recorder	61.90	
Educational	1,953.93	
Dues for Membership to:		
Commonwealth Club	220.00	
Ind. Relations Research Assn.	23.00	
Western Labor Press Assn.	12.50	
Consumers Federation of California	100.00	
Bay Area Union Professional Center	10.00	
National Safety Council	70.00	
National Council of Senior Citizens	8.00	
Research Institute of America	930.00	
		<u>\$ 74,598.80</u>
Office Expenses:		
Clerical salaries	145,652.24	
Rent	73,400.00	
Telephone and Telegraph	51,826.82	
Postage and meter expense	37,048.47	

al Report for 1977 Reprinted

Supplies and printing.....	49,788.31
Equipment maintenance.....	8,994.40
Data processing.....	43,424.59
Janitorial.....	4,253.71
Mileage.....	19.41
Equipment Rental.....	191.70
Furniture and equipment.....	58,155.07
Personal property tax.....	13.83
Pest control.....	40.00
Meals.....	158.50
Notary public.....	26.00
Temporary Clerical help.....	238.92
	<hr/>
	473,231.97

SCHEDULE 1
(continued)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1977

GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Other Salaries and Expenses:			
Executive Board.....	\$15,820.04	\$13,816.24	\$ 29,636.28
Executive Board Committees:			
Ways and Means.....	234.08	76.10	310.18
Benefit.....	901.52	79.70	981.22
Communications.....		448.75	448.75
Advisory Council.....	6,361.63	17,092.66	23,454.29
Trustee Committee.....	1,300.00	249.20	1,549.20
Conference and convention.....	1,642.82	10,136.86	11,779.68
Grievance Committee.....	301.88	5,758.51	6,060.39
Review Committee.....	927.70	1,220.02	2,147.72
P.G. & E. Arbitration.....	840.63	2,265.54	3,106.17
Local Investigating Committee.....		976.95	976.95
Industrial Safety.....		847.59	847.59
Shop Steward.....	466.40	1,452.36	1,918.76
P. G. & E. Ballot.....	5,029.13	3,819.43	8,848.56
NLRB Hearings.....	177.49	173.83	351.32
Organizing Committee.....		799.39	799.39
P. G. & E. Apprenticeship.....	192.30	457.50	649.80
Citizens Utility arbitration.....		883.79	883.79
Picket expenses.....		24,661.65	24,661.65
Election.....	5,480.17	6,778.70	12,258.87
Pacific Tree Ballot.....	87.84	5.20	93.04
Arbitration — Sacramento Regional Transit Dist.....		389.69	389.69
Cal. Pacific Ballot.....		8.35	8.35
Joint Apprentice Training — Safety.....		58.40	58.40
Citizens Utility Ballot.....	227.69	135.58	363.27
Sierra Pacific Safety.....		148.97	148.97
By-Law Revision.....		20.25	20.25
U.S.B.R. Apprenticeship.....		60.00	60.00
Joint Labor Management Meeting.....		36.09	36.09
SPP Apprenticeship.....		26.38	26.38
Davey Tree Ballot.....	152.40	64.80	217.20
Total various committees.....	<hr/> 40,143.72	<hr/> 92,948.48	<hr/> 133,092.20

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1977

GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Other Salaries and Expenses: (continued)			
Negotiating Committees:			
Calif-Pacific Utility Co.....	\$ 948.28	\$ 2,122.66	\$ 3,070.94
Sacramento Municipal Utility Dist.....	1,242.24	2,051.47	3,293.71
Citizens Utility.....	10,154.74	6,858.91	17,013.65
City of Lodi.....		101.50	101.50
City of Healdsburg.....		159.32	159.32
Teleprompter.....	949.14	1,303.58	2,252.72
Outside Line Construction.....	800.03	1,274.51	2,074.54
Nevada Power.....		81.62	81.62
City of Oakland.....		142.88	142.88
Nevada Irrigation District.....		172.64	172.64
Orange Cove Irrigation Dist.....		18.25	18.25
Oceanview Cable.....	195.68	42.58	238.26
Standard Pacific Gas Line.....		4.00	4.00
U.S. Bureau of Reclamation.....	2,817.16	4,975.99	7,793.15
Oroville-Wyandotte Irrigation Dist.....		104.90	104.90
Napa Valley CATV.....		45.63	45.63
Pacific Gas Transmission.....	238.23	2,096.93	2,335.16
Monterey Peninsula Cable TV.....		79.10	79.10
Sonic TV Cable.....		615.99	615.99
Tele-Vue.....	122.40	48.55	170.95
C.C.C.C. TV.....		522.66	522.66
Pacific Tree.....	1,121.33	1,421.67	2,543.00
Mt. Wheeler Power.....	350.00	794.31	1,144.31
Merced Irrigation District.....	93.00	138.15	231.15
Tri Dam.....		26.30	26.30
City of Roseville.....		39.04	39.04
Davey Tree.....	443.99	761.99	1,205.98
City of Alameda.....		80.63	80.63
Placer County Water Agency.....		6.25	6.25
Western TV Cable.....		7.25	7.25
Bay Cablevision.....	275.28	260.20	535.48
Truckee Donner PUD.....		68.00	68.00
Utility Tree.....	166.56	31.49	198.05
Total Various Negotiating Committees.....	<hr/> 19,918.06	<hr/> 26,458.95	<hr/> 46,377.01

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1977

GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Other Salaries and Expenses: (continued)			
P. G. & E. Company:			
Wage and Contract.....	\$ 62,207.42	\$ 13,693.68	\$ 75,901.10
Departmental:			
PLO Reorganization.....		57.00	57.00
Gas Meter Shop.....	717.48	481.32	1,198.80
Nuclear Power Plant Operators.....	460.11	40.17	500.28
Clerical Job grading.....	14,650.80	7,695.74	22,346.54
Gas Service.....		42.70	42.70
Ad Hoc-Cable Sub Foreman.....		6.50	6.50
Material Handling.....	1,295.93	396.44	1,692.37
General Const. Lines of Progression.....	274.50	14.50	289.00
Substation operations.....	32.21	585.85	618.06
Design drafting.....	419.04	116.07	535.11
Bldg. Dept.....	398.81	49.17	447.98
Manhold and Duct.....		18.40	18.40
Total P.G. & E. Co.....	<hr/> 80,456.30	<hr/> 23,197.54	<hr/> 103,653.84
S.P.P. Company:			
Wage and Contract.....	1,358.06	929.49	2,287.55
Membership Supplies:			
Membership Cards.....		1,660.76	1,660.76
International Supplies.....		674.00	674.00
Election Expenses.....		1,453.66	1,453.66
Buttons and Decals.....		1,788.43	1,788.43
Awards.....		4,600.00	4,600.00
Agreements:			
Turlock Irrigation District.....		42.86	42.86
U.S.B.R.....		1,076.39	1,076.39
Sacramento Regional Transit Authority.....		1,825.62	1,825.62
Total Membership Supplies.....		<hr/> 13,121.72	<hr/> 13,121.72
Total Other Salaries and Expenses.....	<hr/> 141,876.14	<hr/> 156,656.18	<hr/> 298,532.32

SCHEDULE 1
(continued)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1977

GENERAL FUND

Membership Benefits:			
Group Life Insurance.....		\$84,293.16	
Flowers.....		324.52	
Pin award dinners.....		12,081.74	
Unit Meeting Prizes.....		550.00	
Local Union Unit Social Fund.....		550.00	
Donations in lieu of flowers, Amer. Cancer Society.....		20.00	\$97,819.42
Donations:			
Cal. Council for Environmental & Economic Balance.....		1,000.00	
Alameda C.L.C. — Unionist of the Year.....		250.00	
Coors Boycott Committee.....		200.00	
Hannah Boys Center.....		100.00	
J. Mazzola Testimonial Dinner.....		100.00	
Kern-Inyo-Mono C.L.C. Testimonial Dinner.....		100.00	
NAACP.....		100.00	
KQED.....		100.00	
City of Hope.....		100.00	
Seven others, under \$100. each, details in quarterly financial statements.....		396.00	2,446.00
Payroll taxes:			
Employee Portion:			
US Income Tax withheld.....		(195,217.36)	
California income tax withheld.....		(39,500.86)	
FICA withheld.....		(46,885.42)	
SDI withheld.....		(5,959.80)	
US Income Tax forwarded.....		195,272.06	
California Income Tax forwarded.....		39,408.11	
FICA forwarded.....		46,891.32	
SDI forwarded.....		5,922.03	
Local Union Portion:			
FICA.....		46,891.32	
California Unemployment Ins.....		8,125.76	
Nevada Unemployment.....		193.63	
U.S. Unemployment.....		1,831.08	56,971.87

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1977

GENERAL FUND

Employee Benefits:			
Health and Welfare plans.....		\$53,257.16	
Group life insurance withheld.....		(11,588.25)	
Group life insurance forwarded.....		24,867.51	
Staff pension plan.....		79,488.02	
Clerical Pension plan.....		11,680.00	
Pension Trust Fees.....		4,810.00	\$ 162,514.44
Other Disbursements:			
Legal fees.....		36,594.33	
Audit fees.....		3,950.00	
Hall rentals.....		16,353.50	

1977 Financial Report Reprinted

Refunds	3,121.67	
PRD service charges (various employers)	1,520.63	
Workman's Comp. Ins.	48,129.23	
Dues advanced	127.50	
Forward Supplemental Retirement-Severance payments	22,126.49	
Hearing transcripts	1,724.45	
Purchase 5 autos, no trade ins	28,678.55	
Forward deferred compensation received for former employee	6,682.43	
Bank service charges	32.00	
Trustee insurance	25.80	
Trust fees	150.00	
Advances to Energy Workers Center, Inc.	2,054.40	
Travel insurance	600.00	
Withheld for United Crusade — forwarded January, 1978	(36.00)	171,834.98
Total Disbursements		2,883,513.18

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH RECEIPTS AND DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1977

REPLACEMENT FUND

Cash Balance December 31, 1976		\$ 83,319.69
Receipts:		
Transfers from General Fund	\$ 33,600.00	
Interest	4,827.19	38,427.19
Total of Receipts and Balance		121,746.88
Disbursements:		
Transfer to General Fund to purchase auto		6,954.05
Cash Balance December 31, 1977		114,792.83
Details of Balance:		
Wells Fargo Bank — savings account	114,792.83	

SUPPLEMENTAL RETIREMENT-SEVERANCE FUND

Balance December 31, 1976		114,804.83
Receipts:		
Interest	4,438.91	
Dividends	721.39	
Gain on disposition of one Dodge & Cox Stock Fund	1,247.12	6,407.42
Total of Receipts and Balance		121,212.25
Disbursements:		
Transfers to General Fund to pay benefits		22,126.49
Balance December 31, 1977		99,085.76
Details of Balance:		
Ten American Savings and Loan Accounts	83,070.80	
Two Dodge & Cox Stock Fund accounts — at cost	16,014.96	
Total As Above	99,085.76	

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF ASSETS, LIABILITIES AND EQUITY
AT DECEMBER 31, 1977

ASSETS

Cash Accounts and Stock Fund at cost:		
Commercial account — General Fund:		
Bank statement, less outstanding checks	\$ 48,313.15	
Eight Savings and Loan Certificates of Deposit-General Fund	530,424.88	
Cash Funds — General Fund	5,214.30	
Savings account — General Fund	854,050.78	
Savings account — Replacement Fund	114,792.83	
Savings accounts and Stock Fund at Cost - Supplemental Retirement-Severance Fund	99,085.76	
Total Cash and Stock Fund at Cost		\$1,651,881.70
100 shares P. G. & E. common stock - at cost	3,388.17	
Air Transportation Deposit	425.00	
Loan Receivable from Energy Workers Center, Inc.	302,565.34	
Fixed Assets:		
Automobiles (31) at cost	144,378.47	
Less allowances for depreciation	96,900.00	47,478.47
Furniture & office equipment - at cost	146,757.84	
Less allowance for depreciation	33,808.00	112,949.84
Total Assets		2,118,688.52

LIABILITIES AND EQUITY

Liabilities:		
IBEW per capita portion of September through December, 1977 receipts to forward	156,333.24	
Payroll taxes	4,386.31	
For Supplemental Retirement-Severance	99,085.76	259,805.31
Equity:		
General Fund	1,744,090.38	
Replacement Fund	114,792.83	1,858,883.21
Total Liabilities and Equity		2,118,688.52

Note: 1. The accounts are maintained on a cash basis. Assets and Liabilities consist of those arising from cash transactions and all other material assets and liabilities. Depreciation has been computed on depreciable assets, at \$100. per month on automobiles and 10% per year on furniture and equipment. Prepaid and delinquent dues and unpaid operating expenses are not included in this statement.

Energy Workers Center, Inc. Annual Financial Report

TO THE BOARD OF DIRECTORS
I.B.E.W. LOCAL UNION 1245
ENERGY WORKERS CENTER, INC.
WALNUT CREEK, CALIFORNIA

FEBRUARY 2, 1978

I have examined the Statement of Assets, Liabilities and Net Worth of the IBEW Local Union 1245 Energy Workers Center, Inc. at December 31, 1977 and the related Statement of Income and Expense for the year then ended. 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 in the circumstances.

In my opinion, the accompanying financial statements present fairly the assets, liabilities and net worth of the IBEW Local Union 1245 Energy Workers Center, Inc. at December 31, 1977 and its income and expenses for the year then ended in accordance with generally accepted accounting principles applied on a basis consistent with that of the prior year.

SIDNEY RUBIN

I.B.E.W. LOCAL UNION 1245
ENERGY WORKERS CENTER, INC.
STATEMENT OF ASSETS, LIABILITIES AND NET WORTH
DECEMBER 31, 1977

ASSETS		
Wells Fargo Bank:		
Commercial Account	\$ 1,128.76	
Savings Account	35,565.22	\$ 36,693.98
Fixed Assets:		
Land		78,077.78
Building	357,525.61	
Less Depreciation	10,770.00	346,755.61
Total Assets		461,527.37
LIABILITIES AND NET WORTH		
Liabilities:		
Loan Payable to IBEW Local Union 1245		302,565.34
Net Worth:		
Gain through December 31, 1976	70,150.18	
Gain for Year, per Statement of Income and Expense (below)	88,811.85	158,962.03
Total Liabilities and Net Worth		461,527.37

STATEMENT OF INCOME AND EXPENSE YEAR ENDED DECEMBER 31, 1977

Income:		
Gain on sale of building		48,340.88
Rent		72,640.00
Interest		2,204.76
		123,185.64
Expense:		
Insurance	3,368.00	
Property tax	9,801.79	
Depreciation	8,940.00	
Utilities and gardener	9,807.52	
Maintenance and repairs	1,335.18	
Interest, audit and other	1,121.30	34,373.79
Gain for Year		88,811.85

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 given us on our Twin Pines Federal Savings and Loan problem. Your efforts have exhibited what Brotherhood is all about.

As the result of yours and others actions, we have met with the directors of Twin Pines Federal Savings and Loan. During our discussion we obtained information which leads us to believe that Twin Pines will establish a policy that hereafter all of their construction will be done in total by union craftsman. If this is the case, it will be a giant step in the right direction.

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,
S. R. "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 its contents they would realize what it means to belong to a democratic union.

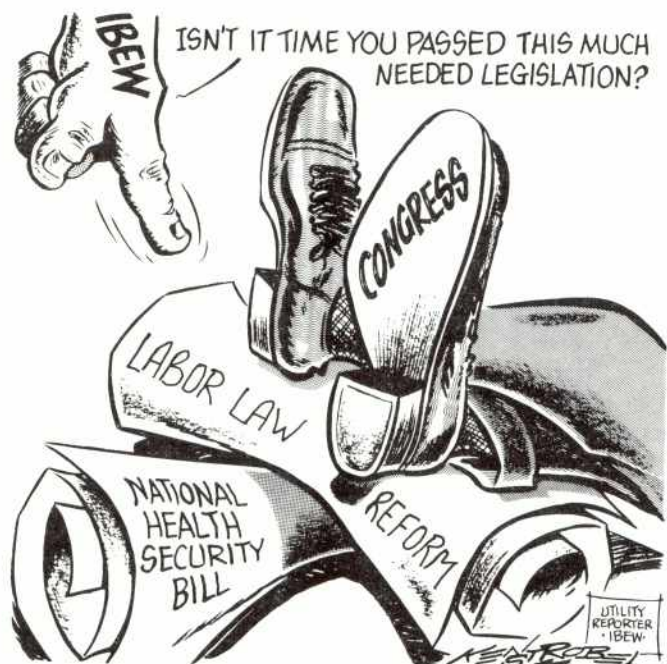
I was active and carried a card in two other unions before I joined Local Union 1245, so I speak from my experience.

Dean, I was impressed with the letter you mailed to the late Senator Hubert Humphrey, I believe he was one of the best friends labor ever had.

I would like to close in wishing you and your administration lots of luck.

Sincerely,
Sylvester Cruz, Sr.

Labor Law Reform Threatened By 'Conspiracy of Convenience'



Overdue!

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.
- Assure that when employees request a vote on union representation a timely election is held.
- Deny federal contracts to those who repeatedly and wilfully 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 opportunity 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 NLRB annual reports document that employer lawbreaking 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 is written to guarantee the "power" of workers to make their uncoerced decision 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 discourage the type of law-breaking most often practiced by business today. As Derek Bok, formerly a professor of law and now president of Harvard University, has stated, these violations have sustained "an elemental fear of reprisal that still poses the major threat to the free elections contemplated by the Act."

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 it. That is why the American Medical Association, the American Hospital Association and the private medical insurance industry have not opposed national health insurance bills outright as they originally fought Medicare. These interests have attempted to ride the tide by introducing so-called national health insurance bills that would actually preserve and promote their own interests.

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.

—From AFL-CIO Executive Council statement on health security, Feb. 23, 1978.

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 deserve union patronage. This listing is subject to change and will be amended from time to time. (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 AND BEVERAGE DEPT., AFL-CIO.**

AMERICAN BUILDINGS, INC. — 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

AFL-CIO BREWERY WORKERS D.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 doors and windows, bathtub enclosures, patio doors, ladders, camper products and building speciality 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 TYPOGRAPHICAL UNION.**

MASON-TYLER MANUFACTURING COMPANY — FURNITURE

Household furniture — **UNITED FURNITURE WORKERS OF AMERICA.**

R. J. REYNOLDS TOBACCO COMPANY — CIGARETTES & TOBACCO

Brand names: Winston, Salem, Camel, Doral, Vantage, More, Now, and Real Cigarettes; Winchester Little Cigars; Prince Albert Smoking Tobacco — **TOBACCO WORKERS INTERNATIONAL UNION.**

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 refuse to work overtime that was taken up by the Senate Industrial Relations Committee Wednesday.

In his opening statement to the Committee, Bates charged the business community, which is opposing the bill, with attempting 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 an 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 pro-

vision 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 Assn. (CMA) and the California Chamber of Commerce, which has said that the business community will accept no amendments 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 repudiating these 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 the climate. If businesses are looking for cheap labor or right-to-work states, they don't come here anyway."

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

"I believe that if forced overtime is eliminated in this state, 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 burdens."

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 on the 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 not at issue 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 anyone to work overtime except in emergencies," Bates said.

Basically, he said, the business community is "telling us that they cannot 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, summed up the worker's opposition 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 "in order to solve bad management planning"; 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 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 Fresno Area

Fresno Townhouse, 2220 Tulare St., Fresno.

Los Angeles Area

Newporter Inn, Newport Beach
Norm's Restaurant at the following locations in the Los Angeles area:

2500 East Slauson Ave., Huntington Park;

2890 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.

* * *

The following: **Queen Mary — Specialty Restaurants in Long Beach:**

The Lord Nelson Room

The Lady Hamilton

Sir Winston Churchill's

The Verandah Grill

All banquets and fast-food stands.

The following San Diego area motels:

Bahia Motel and Motor Lodge, Catamaran Motor Hotel and Restaurant.

* * *

Sacramento Area

Sacramento Inn, Arden Way at Interstate 80, Sacramento.

* * *

Red Lion Motor Inn, 2001 West Point Way, Sacramento.

The Nut Tree and the Coffee Tree Restaurants on Interstate 80 between San Francisco and Sacramento.

San Francisco Bay Area

The following restaurants on Union Street in San Francisco:

Thomas Lords

Mother Lode

Cooperage

Coffee Cantata

Vintners

Hudson Bay West
Perry's
Victoria Station
The Dell
The Godfather
Mingai-Ya
Jim's Grill
Restaurants in Ghirardelli Square, San Francisco:

Magic Pan
The Mandarin

Ghirardelli Wine & Cellar Cafe
Other eating places in San Francisco:

McDonald's Hamburger (all);
Colonel Sanders Kentucky Fried

Chicken (all);
H. Salt Esquire Fish & Chips (all);

Jack In The Box (all);
Benihana of Tokyo;

Head Hunter Amusement Park of San Francisco;

Kau Kau Gardens;
Carol Doda's;

Mabuhay Restaurant; and The Casbah.

* * *

San Jose Area

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

Vagabond Motor Hotel, 1488 North First, San Jose.

Giorgio's Pizza House, 1445 Foxworthy, San Jose.

Holiday Inn - Palo Alto, 625 El Camino Real, Palo Alto.

Cindy's Restaurant, 17025 Condit Road, Morgan Hill.

Sirloin & Brew Unlimited, Restaurant, 12333 Saratoga-Sunnyvale Road, Saratoga.

Shirtail Restaurant, 2515 El Camino Real, Palo Alto.

Hungry Tiger Restaurant, 1010 Sunnyvale-Saratoga Road, Sunnyvale.

Magic Pan Restaurant, 335 S. Winchester Blvd., San Jose.

House of Genji/Cathay Restaurant, 1335 N. First St., San Jose.

William Flaggs Restaurant, Homestead Road & Lawrence Expwy., Santa Clara.

Travelodge, 940 Weddel Drive, Sunnyvale.

Red Baron Restaurant, 2500 Cunningham Ave., San Jose.

International House of Pancakes, 3395 Stevens Creek Blvd., San Jose.

* * *

Stockton Area

Stockton Inn Motel and Restaurants, 4219 Waterloo Road at Hwy. 99.

Otto's Place, 7824 Thornton Rd.

Stockton Joe's Restaurant, 1503 St. Mark's Place Plaza.

Vagabond Motor Hotel, 33 N. Center.

Denny's Restaurants, 3950 E. Waterloo Rd. & 642 W. Charter Way.

Sambo's Restaurant, 11 N. Center.

Jolly Tiger Restaurant, 4747 Pacific Ave.

MANUFACTURING

Coors Beer
* * *

Gaffers & Sattler products
* * *

Iowa Beef Processors, Dakota City, Iowa.

Pemko Mfg. Co., Emeryville, Calif.
* * *

Rylock Company, Ltd., 1285 Atlantic Ave., Union City.
* * *

Tennessee Plastics of Johnson City, Tennessee.

PRINTING

San Francisco Bay Guardian
* * *

San Rafael Independent-Journal.
* * *

In addition the Federation is supporting such national AFL-CIO sponsored boycotts as those in progress against the **Kingsport Press** of Kingsport, Tenn., publishers of the "World Book" and "Childcraft" series.

THEATERS

Broadway Theatre, 4th and Broadway, Santa Ana.

Kindair Theater Corporation, operators of the following anti-union theaters in Santa Cruz and Monterey Counties;

Cinema 70 in Monterey;

Steinbeck Theater in Monterey;

Valley Cinema in Carmel Valley;

Globe Theater in Salinas;

Cinema Theater in Soquel; and, Twin I & II in Aptos.
* * *

Marriott's Great American Theme Park and Hotel, Santa Clara.
* * *

Sea World, San Diego

OTHERS

Norbert Cronin & Co., insurance agents, San Francisco.

Hertzka and Knowles, San Francisco architects.
* * *

Montgomery Ward in Redding.

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:

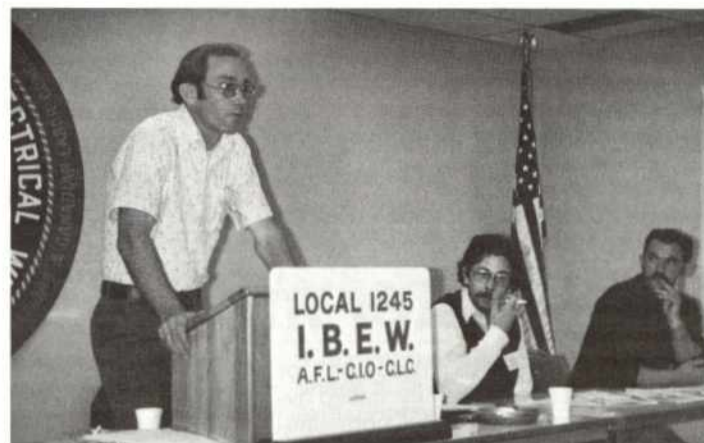
- √The General Construction Grievance Procedure, as amended October 1, 1977; and
- √The Inclement Weather Provision - pros and cons.

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 Lolmaugh, Tom Meader, Floyd Farmer, Mike McKinney, Jim Findley, Joel Ellihoff, 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.



Above is Senior Assistant Business Manager Willie Stewart and Business Representatives Roger Stalcup and Mickey Harrington.



Above from front to back are Don Findley, Dean Lees, Jan McCracken, Leon Grigsby, Fred Pedersen, Gene Wallace, Bruce Miles and Leo Heer.



Above from front to back are Joel Ellihoff, Steve Alexander, Dean Mooney, Stan Stensrud, Larry Albright, Tom Dotter and Floyd Farmer.



Left to right are: Cortese Saunders, Barbara Symons and Peggy Babich discussing health and safety in the workplace.



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.)

TEST YOUR KNOWLEDGE LABOR QUIZ

1. The authors of the ----- Act stated that it would affect a better balance of power in collective bargaining if provisions for unfair labor practices on the part of unions were added.
2. A basic premise of the persons favoring the ----- Act was that it was desirable for the national economy that workers organize strong and stable unions as rapidly as possible.
3. The conditions under which a local union can be placed under trusteeship by its parent body or national officers are provided for in the ----- Act.
4. The ----- Act allows individual states to enact laws banning "union shops".
5. Elections of Union officers are regulated by the ----- Act.
6. The issuance of injunctions in labor disputes by Federal Courts has been restricted since passage of the ----- Act.

ANSWERS

1. Taft-Hartley Act.
2. Wagner Act.
3. Landrum-Griffin Act.
4. Taft-Hartley Act.
5. Landrum-Griffin Act.
6. Norris-LaGuardia Act.

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.

Does your new Spring outfit
have a union label?



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

International Ladies' Garment Workers' Union.



The Safety Scene

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.

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 recreationists, and every year its victims include hikers, skiers, fishermen, boaters, hunters, climbers, swimmers, backpackers and snowmobile riders. Also people on casual outings who are unaware of the potentially lethal effects of cold, particularly 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 in the 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, constricted pupils, rigid muscles, thick or slurred speech, labored breathing, irregular pulse, nausea, poor coordination, loss of alertness and judgment, memory loss, difficulty in making decisions.

In effect, the central nervous system goes awry — and the victim may not even know it. Later, he may not be able to remember his experience. His best hope is that companions will notice and begin immediate treatment.

Treatment includes drying the victim if he's wet and providing him with shelter, warmth, hot drinks, a hot bath. If there are no dry clothes available, an effective treatment is to place him nude between two nude people in a sleeping bag. Warmed rocks or a hot-water bottle may be placed at a victim's feet.

Lloyd Price is a fit 200-pounder who runs a mountaineering school in Yosemite. Last July, fishing on a 70-degree day from a small boat on the

American River, he dropped his rod. Unaware the water temperature was 40 degrees, he jumped in after it.

"It 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."

Warning of hypothermia's dangers, Director Charles Leising of the Pennsylvania Fish Commission says: "A sudden immersion in cold water can literally paralyze a person, and death can result in 15 minutes. ... In 95 percent of fatal boating accidents, it's not the boat, it's the water."

In Southern California, sheriff's rescue missions encounter "six to 12" hypothermia cases each winter in the San Gabriel Mountains, according to Capt. Bill Baker.

Said Steve Fitch, a U.S. Forest Service ranger: "Last year we found a backpacker, traveling alone, lying dead alongside a stream. It had rained the night before, it was cold and he wasn't sufficiently dressed. It looked as if he'd been exhausted, lain down beside the stream to rest, and died."

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

Fatigue and injury compound hypothermia. Liquor and heavy exercise should be avoided as they dilate blood vessels close to the skin, speeding loss of body heat to the cold.

The key defense is insulation.

Dr. John Hayward of the University of Victoria, Victoria, B.C., has done

research on hypothermia. "The key factor is not how much heat your body produces," he said, "but rather how well you insulate your body."

The best insulation is wool. True, it's scratchy. But experts advise: Learn to love the itch.

Wool dries from within, which means it

can insulate the body with trapped warm air even when wet. Long wool underwear, for example, provides a warm microclimate surrounding the body.

Winter outdoors people are advised to be alert to the condition of companions. The cold can steal a human's warmth so slowly that symptoms aren't visible until a victim's condition has reached danger levels.

—by EARL GUSTKEY
The Los Angeles Times

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. Eleven participants from Local 1245 attended the conference on February 18 in Sacramento. A high turnout, in spite of the three-day holiday weekend, pleasantly surprised the sponsors.

"People have assumed that women work in safer jobs than men—that you aren't in danger unless you're a steel worker or coal miner", said Andrea Hricko, who presented evidence on the relationship between birth defects and dangerous chemicals in the work environment. Industry's solution has been a transfer of pregnant workers to limit their exposure to these chemicals. But the transferred worker often makes a lower salary, loses her seniority and may already have a damaged baby.

Health hazards in the office? Hearing and sight damage, circulatory problems and stress are long term health problems that can result from noise, poor lighting, poorly designed chairs, and copy machine chemicals. These problems are compounded by authoritarian bosses, time pressure, and dead-end jobs that are monotonous and confining. Participants in a clerical workers' workshop had a lot to say about problems with video display terminals. They expressed their anger, and feelings of powerlessness, in dealing with these labor savers.

Unfortunately, unless you can show blood or there is visible damage, it is hard to demonstrate that these common clerical job conditions are health hazards. It is interesting that no health studies on office workers have been done.

Janet Bertinuson, of the Labor Occupational Health Program, outlined steps workers and unions need to follow to make optimum use of Cal-OSHA.

OSHA's safety standards are a bottom line, said Paul Chown, of the Institute of Industrial Relations who urged listeners to write their own standards into collective bargaining agreements so they can be policed and enforced.

Participants from Local 1245 were Nanette Brownlee, Kathy Tindall, Bernice Aston, Barbara Symons, Dorothy Fortier, Marv Rubendall, Peggy Babbich, Pat Rutherford, Jim Schneider, Jan McCracken, and Cortese Saunders.

JOINT HEALTH AND SAFETY MEETING

As reported in the February issue of the **UTILITY REPORTER**, the Joint Health and Safety Committee, composed of representatives of Local Union No. 1245 and Pacific Gas and Electric Company, met on February 28, 1978. The Union's Committee consisted of Assistant Business Manager Tony Morgado, Sacramento Division Business Representative Al Sandoval, East Bay Division Business Representative Scott Thomas and Executive Board Member Marvin Rubendall. Among the items discussed were:

- Ferro Resonance (trip-o-link cut-out) problems - In January, 1978, Pacific Gas and Electric Company issued a new construction drawing that provided an alternate type of cut-out (part 43-H or 44-H), and on February 16, 1978, it issued a letter stating that if there were any trip-o-link type cut-outs installed where Ferro Resonance had been or is still a problem,

replacement would be made by installing the new part 43-H or 44-H.

- Linemen being required to wear leather gloves while working with hot sticks - 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 Linemen to work hot sticks barehanded. However, whether or not gloves are used is the option of the Lineman involved.

The Company agreed to investigate and report back to the Union concerning other items raised at the Joint Health and Safety Committee meeting.

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.

INFORMATION NEEDED

Anyone who has a health problem that might be caused by working with cellon 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: _____