

# Utility reporter

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## Pillard emphasizes need for national bargaining

By Mert Walters

The Hilton Hotel in San Diego was the setting for the 1978 IBEW Telephone Convention held on April 4, 5 and 6, 1978. Assistant Business Manager Mert Walters, Business Representative Dave Rossi, and Phil Blyth, a Shop Steward from the Elk Grove area and Advisory Council member, and Karen Street, a Shop Steward from the Redding

area representing Local Union 1245, were among the 174 delegates from 70 Local Unions in attendance at the conference.

International Vice President W. L. Vinson opened the conference and welcomed the delegates to San Diego and introduced International President Charles Pillard who reported on the activities of his office as it affects the IBEW

membership employed in the Telephone Industry. President Pillard reported that six holding companies control 95 percent of the Telephone Industry within the U.S. and stressed the need for national bargaining with these holding companies. He also pointed out that the International Office through the Research Department was prepared to offer assistance to the Local Unions in

their bargaining with the Telephone Industry. He emphasized the need for continuing efforts to organize the unorganized within the Telephone Industry and reported that during 1977 IBEW had won eight out of 10 National Labor Relations Board elections. He urged the local unions to utilize the resources of the International Vice

(Continued on page two)

## State D.I. Taxes Deductible, Federal Judge Declares

Reversing an administrative ruling issued more than two years ago by the Internal Revenue Service, a federal judge has held that California taxpayers **CAN** deduct their state disability insurance taxes if they itemize deductions on their federal returns.

In a decision handed down in Washington, D.C., Judge Howard Dawson, Jr., held that payroll deductions for the state disability insurance program are a form of tax that may be deducted just like any other state or local tax.

The Internal Revenue Service announced March 10 it would not appeal the ruling.

The State disability insurance program, which was enacted in 1946 as a result of legislation sponsored by the State Federation of Labor, provides benefits for workers disabled

as a result of off-the-job injuries.

Just last year the California AFL-CIO succeeded in winning enactment of legislation increasing the maximum benefits available under the program from \$119 to \$146 a week.

Currently one percent of the gross wages of most California workers up to a maximum of \$114 a year is withheld to cover the cost of the program.

**The IRS decision not to appeal the case means that many Californians may be eligible for tax refunds plus interest for 1975 and 1976 if they had filed for the deduction and had it disallowed or if they did not claim their SDI payments as deductions for those two years.**

## No end in sight to rising CPI

WASHINGTON—The Consumer Price Index for all Urban Consumers rose 0.6 percent before seasonal adjustment in February to 188.4 (1967=100), the U.S. Labor Department's Bureau of Labor Statistics reported. The revised Consumer Price Index for Urban Wage Earners and Clerical Workers increased 0.7 percent before seasonal adjustment in February to 188.4 (1967=100).

On a seasonally adjusted basis, the

CPI for All Urban Consumers (CPI-U) rose 0.6 percent in February, compared with 0.8 percent in January. Food and beverage prices rose sharply for the second consecutive month, up 1.2 percent.

Among other major expenditure categories, the February increases of 0.8 percent for medical care and 0.6 percent for transportation were the same as in

(Continued on page nine)

## Schuldt to the rescue

By Corb Wheeler

On September 24, 1977, Brother Lawrence Schuldt, Apprentice Lineman, North Bay Division, gave first aid to Bob Georgia, son of Mr. and Mrs. Don Georgia, who nearly died from a drowning accident.

Bob Georgia was pulled from the water by his father, who called for help. Brother Schuldt was about 20 yards away and rushed to the aid of the father and helped him place the boy on a diving board. The boy was not breathing, his lips were turning blue and swelling, blood and foam were coming from his mouth. The father states that Brother Schuldt immediately started giving the boy mouth-to-mouth resuscitation. He kept this up until the ambulance arrived in approximately 30 to 34 minutes. The boy lived!

Brothers Jack Geary, Frank Kester, Roy Pearson, John Corna, Art Winters, Travis Everhardt, Robert Partridge, and Leland Deckers were also recently

awarded life saving citations. See story on page nine.



Corb Wheeler (right) presents Life Saving Award to Lawrence Schuldt.

## YOUR Business Manager's COLUMN

### Organize, Protect and Participate



DEAN COFER

Organizing has been referred to as the "lifblood of Unionism". This statement has never been truer. We must continue, and intensify, our efforts to organize the unorganized within our jurisdiction. Not only is it necessary to constantly organize new workers employed by non-union employers, but it is equally important to sign-up the "free-riders" at companies currently under contract with our Local Union.

Free-riders should be contacted by co-workers, who are Union members, and sold on the worth of their Union... in terms of self-interest, if for no other reason. Local 1245 has an honest and fundamental concern for the needs, problems and aspirations of our members and their families. Our Local Union has done a good job of maintaining and improving our members' economic position, and has protected their jobs and dignity through the collective bargaining and grievance processes. While there is always room for improvement, we certainly should not hide, or apologize for, our accomplishments when "selling our Union" to free-riders and non-members. I call upon each of you to join together in helping your Union organize the unorganized.

Attendance at monthly Union meetings is low. We can always depend on a good turnout when negotiations are in progress, or when a hot grievance issue is going to be debated. Normally, however, many of our members are content to sit back and count on someone else to run the Union - unfortunately a number of these same members then bitch if things don't go exactly the way they might have wanted. Now is the time to start attending Unit meetings and participate in the affairs of your Local Union. You owe it to yourself, your family and your Union.

An article entitled "An Injury to One..." by Senior Assistant Business

Manager Stewart appears on page three of this issue. This is a timely article due to the major importance of the grievance procedure to our members. A collective bargaining agreement, unless it contains an effective method of resolving disputes, is subject to unilateral management interpretation and the possibility of uncontrolled abuse.

Fortunately, all of our major Agreements contain grievance machinery that works - if properly utilized. Working agreements are not, and cannot be, written to cover every conceivable circumstance that might come up. Therefore, an effective grievance procedure is a must as a way to peacefully resolve disputes.

The improper filing of a grievance, the bypassing of any of the steps of the procedure, or failure to observe the time limits for filing, can forfeit your rights to use the grievance procedure and/or automatically lose your claim for redress. I urge each member to get to know your Union contract, and carefully review the grievance procedure as to your rights and time limits for filing various kinds of grievances. If you feel the contract has been violated in any way, immediately notify your Shop Steward or Business Representative. Remember, however, that the grievance procedure should not be misused by either side. Don't wait for management to step across the line into gray areas so you can stab them with a technicality. If, however, a legitimate problem exists, then make use of the grievance procedure - that's why it is in the contract.

\* \* \*

Business Representative Wayne Weaver, San Joaquin Division, is off work due to a temporary disability. All of us here at the Union office wish Wayne a speedy recovery and early return to work.

# Outside Construction Hot Line

By John Wilder

For the first time in a couple of years we are optimistic about the work picture. It appears that we will be able to keep all our people busy for a considerable period of time. A number of substations and transmission lines are on the drawing board and will be out for bid in the very near future.

The big thing we have to worry about and watch is the non-union and "double breasted" contractor (a contractor that is Union and has another company that is non-union).

We are starting a seven mile transmission line running from Reno to Verdi. This is a wood pole job over some very rugged country and will be a real challenge to the builders. This job should last six to eight weeks.

Power line construction negotiations are complete and will be voted on by the membership. Ballots are in the mail.

Telephone construction negotiations are tentatively completed. Ratification ballot will be counted May 1, 1978.

Keep your fingers crossed that the work picture turns out as we think it will.

## National bargaining is needed

(Continued from page one)

President's staff and the Organizing Department wherever the need developed to complete bargaining with-in the Industry.

Reporting on the legislative front, President Pillard stated that the fate of the Labor Law Reform Act rests in the hands of a few Senators, and urged that the delegates, when they returned to their Local Unions, to make efforts to have the membership contact their Senators to support this vital legislation.

Telephone Department Director Robert A. Nickey reported on the activities of the Telephone Department and the formation of coordinating councils to deal with the six large holding companies. He also discussed recent legal matters of concern to the Telephone Industry and the procedures for electing delegates for the upcoming International Convention.

George Smith, Assistant to Director Nickey, discussed the surveys developed by the Telephone Department and the need for cooperation by the various local unions. He also reported on efforts to strengthen the OSHA Standards for the Telephone Industry and the need for participating in the field of safety.

A very interesting and controversial panel discussion on "Competition in the Telephone Industry", took up the afternoon portion of the first day of the Conference.

The discussion centered around the developing trend towards privately owned telephone equipment and inter-connection to telephone utility lines and equipment. The panelists were Lee W. Smith, Chairman, Telephone Communications Industry Task Force representing the Telephone Utilities and Richard Long, past President of the Northern American Telephone Association, representing Inter-Connect Companies. While a number of questions were answered in the minds of the delegates, more questions were raised than were answered with respect to

developing trends in the Industry.

A highlight of the conference was the four workshops dealing with outside plant, inside plant, traffic and commercial (accounting and clerical). During these workshops delegates from Local Union No. 1245 were able to find out what trends were developing in the Industry in such areas as flex-time, phone marts and service order computer systems. Two problems that ran throughout all four workshops were the emphasis being placed by management, particularly the six large holding companies, on absenteeism control and various management programs to increase productivity. There was a universal feeling among the delegates that these programs have an adverse impact on employee moral and pride in craftsmanship. Another matter of universal concern was the cutback of jobs in the Industry and the utilization of mandatory overtime to compensate for the shortage of personnel.

## Contract knowledge is a priority!

Shop Stewards from the City of Roseville, City of Redding, Colgate Division, DeSaba Division, Shasta Division, Drum Division, Nevada Irrigation District, Placer County Water Agency, Pipe Line Operations and General Construction met in an all-day session at the Holiday Inn in Chico on Saturday, March 25, 1978. The meeting was jointly chaired by Business Representatives Arlie Baker, Rich Hafner and Larry Hope. In addition, Business Manager Dean Cofer, Senior Assistant Business Manager Willie R. Stewart, Assistant Business Manager Tony Morgado and Business Representative Mickey Harrington were present at the meeting.

Stewards actively participated in an open discussion concerning the Agreement between Pacific Gas and Electric Company and Local Union 1245. A test was administered concerning the Agreement and the structure of Local 1245. The Stewards got a detailed review of the grievance procedure by following a mock grievance from step one of the procedure through the arbitration process.

# Compy Compomizzo...

## A Campers Friend

By Dorothy Fortier and Scott Thomas



Compy is shown standing in the center of a group of kids anxiously waiting to head up the river.

Extraordinary describes Local 1245 member Uril "Compy" Compomizzo. Compy is nationally known as the "Unofficial Voice Of The California Camper". He is attributed with almost single handily getting state parks to change their reservation systems to make it easier for campers to reserve space. He fought for better policing of parks and for fee reductions for senior citizens.

**Persistence pays off.** In 1973 Compy was invited by Senator Alan Cranston to testify before representatives of the U. S. Department of Interior Fish and Wildlife Service, concerning his views about

Tule Lake. Senator Cranston, at Compy's urging, co-sponsored legislation exempting persons 65 years of age and older from entrance fees to national parks and recreation areas.

**Fathers and sons strengthen their relationships.** Memorial weekend, 1978 marks Compy's seventh annual father-son river rat trip from Red Bluff to Colusa. In 1972 Compy sponsored his first river rat excursion in conjunction with Antioch's centennial celebration. "Getting fathers and sons together on an outing is a good way for them to get to know each other better", Compy said. The trips are conducted wagon-train style with scouts posted ahead and in the rear of the pack. The scouts posted in the front check for logs, floating debris and camp sites. The scouts in the rear make sure that no stragglers are lost. "The three-day trip creates a tremendous feeling of fellowship", Compy said. Currently there are sixty boats signed up for the trip with their intended passengers anxiously awaiting the departure date.

Compy has lived in Antioch for 50 years and worked for Stan-Pac Gas Transmission Company almost 33 years. He has been a member of Local Union 1245 since the Union's inception on Stan-Pac properties. He handles several other non-profit family tours per year and anticipates increasing the number of trips per year after he retires from Stan-Pac.

The next meeting, which will be the first formal session in the system-wide training plan, will be held May 20, 1978 in Chico.

Stewards present at the March 25 meeting were: Jim McMahan, Carl Schmidt, Marty Brutlag, Jim Connolly, Chuck Larsen, Bill Wadman, Jack Osburn, R.M. Butler, William M. Ward, Hugh W. Hageman, James Kimbley, Bruce Ollar, Bill Wilsen, E. H. Saunders, Patrick Harrigan, Harold Crowhurst, Larry

Richerson, David Crosswhite, Dwayne Flekins, Robert Blair, Jack Belmont, Clifford Friesen, Dick Havey, Gary Hall, Marci Mearns, Fred Wannamaker, Bob Callaghan, J. L. Dean, Ron Powell, Harvey Iness, John Jaster, Larry Casserly, Charles Vaughn, Thomas Conwell, Jr., Will Rodriguez, Blair Noel, Don Kinkade, Jr., E. D. Willis, Norman Adamson, Stew Mayberry, John Yochum, Skip Harris and Leon Grover.



Some of the Shop Stewards who attended the March 25, 1978 meeting are shown above.



### the utility reporter

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# Behind the High Cost of US Health Care

Who isn't aware of the exorbitant price of health care in the United States today? A routine physical exam can cost \$50, a standard prescription \$10; insurance premiums rise steadily, and one is considered "lucky" to qualify for Medicaid.

**While the general level of consumer prices has risen 125% since 1950, the cost of a day of hospital care has climbed more than 1,000%—from less than \$16 in 1950 to \$175 in 1976. Currently hospital costs are rising by more than 15% a year. And from 1970 to 1980, total US health expenditures will rise from 7% to 12% of Gross National Product, according to the Congressional Budget Office.**

What's more, this massive spending on health, roughly \$180 billion in 1977, has not bought much improvement in basic good health. In 1955 this country ranked 8th in infant mortality among the leading 20 industrial countries, but by 1973 it had dropped to 15th. The same is true for life expectancy, for between 1955 and 1972 the US fell from 6th to 16th among the industrial nations for male life expectancy and from 3rd to 6th for females.

Discontent with the current system of health care abounds among its users, but in recent years two more powerful forces have joined the chorus: the federal government, whose health spending has jumped 813% over the last 10 years; and large corporations, increasingly bound by union contracts to provide health care benefits for their workers.

## CAPITAL-INTENSIVE CARE

Several factors basic to the very way that health care is organized contribute to the current rate of inflation.

**Fee for service.** With the exception of a few Health Maintenance Organizations, which charge a flat fee for all services, all components of the health care system (from doctors to hospitals, labs and clinics) are paid for each service performed. For a doctor, the difference between making \$50,000 a year (the average physician's salary) and \$80,000 lies in the number of patients seen, and the number of operations or other specialty services provided. There is no incentive to cut costs.

Patients have no power to control spending because the doctor is the real health care consumer. It is the physician who directs the patient to a particular drug company's product, hospital or series of lab tests, thereby supporting those businesses as well as the doctor's own practice.

**Financing the "service."** Today insurance (Blue Cross, other commercial insurers, Medicare and Medicaid) makes up 90% of all hospital income, up from about 50% in 1950. Automatically paid for each cost incurred, hospitals and physicians were quick to realize that the higher the costs and the more services provided, the higher the revenues generated. The high cost of hospital care induces patients to buy more complete insurance — and the growth of insurance induces the hospital to produce more expensive care.

**Technology.** New, sophisticated equipment has been a crucial factor in health inflation. A 1977 study done by the Council on Wage and Price Stability analyzed the difference between the increase in hospitals' average cost per patient-day and the general increase in the consumer price index. Three-fourths of

the difference is due to the increase in the number of services performed; only one-fourth is due to the rise in price of these services (above the rise in the consumer price index).

Certainly much of the new technology has been of crucial value in the treatment of disease, but there is widespread duplication in the purchase of expensive equipment by neighboring hospitals. Once the equipment is in place, operating costs, including the cost of the highly trained personnel usually required, can be substantial.

For example, only 11% of private non-profit hospitals had coronary care units (CCU's) in 1960, but by 1973 such units were in place in about 71%. CCU's increase the cost of treating heart attacks dramatically — a recent study found the average cost escalating from \$1449 per case in 1964 to \$3280 in 1971. Although the sharp increases in cost may reflect improved care, some clinical studies have questioned the effectiveness of such units compared to less expensive forms of treatment.

**Indeed many health care system critics argue that the unquestioning emphasis on increased technology as a means to improve health care is misplaced and that far more money should be spent on low cost, badly needed preventive and primary services.**

Currently too many people's only access to medical care is directly at the hospital, where care is the most expensive. In addition, more emphasis on primary care would help to nip an illness in the bud before it reached a stage where hospitalization was necessary.

**Hospitals.** A logical answer to the duplication of technology would be for hospitals to pool resources, but that's like asking NBC to share its equipment with CBS and ABC. It just isn't done in the business world, and all hospitals are in business to make a profit (the "non-profit" hospitals euphemistically use the term "budget surplus").

Hospitals are under the same economic pressures to expand or be whittled

away by the competition as their brothers in the marketplace. And unbridled expansion is costly: a 1975 study by the Health Research Group found an excess of 100,000 beds and an estimated 250,000 more that were unnecessarily utilized. Together the tab came to \$8 billion a year in unnecessary costs.

Government attempts to pull out of this costly morass have so far centered on regulation: "certificate of need" legislation, second opinions to help prevent unnecessary surgery, rate-setting commissions and planning agencies. But these regulations taken as a whole have been ineffective primarily because they lack the power of enforcement.

**As the Carter Administration scurries about to find a solution, it is getting more and more input from the corporate sector which is convinced that the current system has got to go.**

## CORPORATE MEDICINE?

While business has no definitive strategy as yet, several corporate-sponsored groups, most notably the Business Roundtable-affiliated Washington Business Group on Health, are hard at work. Their general emphasis is on the establishment of a system of corporate-controlled HMO's (health maintenance organizations) coupled with sophisticated victim-blaming that stresses individual habits, deemphasizes medical care (especially for the victimized working poor) and ignores corporate-caused social and environmental sources of illness.

In a study entitled "Health Care: Should Industry Buy It or Sell it?" former Nixon health advisor Paul Ellwood urges large corporations to establish profit-making HMO's, in order to "realize a substantial savings over present health expenditures for employee health care benefits." A list of corporations who have already been involved in some sort of HMO activity reads like the Fortune 500, and discussions of the corporation serving as a worker's "Health Manager" are fast gaining momentum.

—Dollars and Sense

# An injury to one . . .

By Willie R. Stewart

"An effective grievance procedure is the backbone of any Labor Agreement". That is not a new statement, nor is it a new idea. Enlightened management and responsible labor leaders have long recognized the need for a procedure that would affect a quick and equitable resolution of disputes.

Prior to the development of the sophisticated grievance procedures that most of us work with today, the usual method of forcing the employer to sit down and work out a settlement on any given issue was fairly simple. The union members shut down the job. While the drawbacks to this system are obvious (the loss of income for the union member and his family - and the employer's loss of productivity) it is still in use in some areas today, and where no other procedure exists, it beats the hell out of doing nothing.

The majority of Local Union 1245 members work under Agreements that provide for a grievance procedure, wherein the members' rights can be protected and disputes resolved, without having to resort to strike action. Each of us can be thankful for that. However, there seems to be an effort by some employers, both in the public and private sectors, to impede or prevent the procedures from working. Such employers should give careful consideration to the alternatives to a good working grievance procedure. There should be no mistake made, that when the rights of Local Union 1245 members are tampered with, the alternative of "doing nothing" does not exist.

For our part, we will continue to work for the peaceful and equitable resolution of disputes through the established grievance procedures. Every Unionist can help in this effort by continuing to support our Shop Stewards and Business Representatives. Occasionally, they must make decisions that they know will be unpopular - but that they believe to be right. They need your support then, as well as when they are successful in sustaining a popular position.

A good grievance procedure is important to every union member.

# It's tax deductible

By Dorothy F. Fortier

Have you made your COPE contribution yet? The importance of donating to the I.B.E.W. Committee on Political Education (COPE) cannot be over-emphasized.

On Saturday, April 1, 1978 at the San Jose Division Shop Stewards Conference held in San Mateo, I saw for the second time the newly released AFL-CIO Committee on Political Education-produced film RIGHT-WING MACHINE. This documentary on anti-labor forces such as the National Association of Manufacturers (NAM), The U. S. Chamber of Commerce, The U. S. Industrial Council, The Right to Work Committee, and The Committee for a Union-Free Environment, as well as other union-busting organizations, dramatically described how the right-wing machine works. The 16-mm color film runs 23 minutes and provides the viewer with a close look at the newly unified ultra conservative political groups. Naturally, NAM has a good deal of money, which is gained through an intensely well-planned contribution scheme aided by the use of direct mail solicitation techniques. The NAM and

its unscrupulous affiliates are backed by corporate money and aided by a host of union-busting lawyers and consultants who teach individual business owners how to prevent union organization as well as how to get rid of the existing unions on their properties.

Hard working people — you and I — are gravely threatened by the NAM's evil forces. NAM has already bought off, by providing financial and campaign organizational assistance, some legislative representatives. Money is needed to run a campaign — but we have money too. If every member of Local Union 1245 contributes just \$2.00, we would have in excess of \$36,000.

Don't wait complacently until it's too late. Join the fight now. The 1978 elections have been slated as the testing ground to determine whether or not the NAM with its reported millions can turn this country around by knocking labor to its knees. If they succeed, you can bet they will be pushing for a national compulsory open shop law in 1979. The term open shop conveys the impression that the job site is open to all workers, union or non-union. In reality, however, the

open shop doctrine reflects a history of being closed to union members which encourages employers to pay lower wages and provide reduced benefits.

Local Unions cannot use their funds to further the political gains of federal candidates. We can only give money to federal candidates obtained through voluntary contributions.

Please buy a COPE ticket.





During the period February 24, 1978 through March 22, 1978 applications for membership were received from the following persons:

**SAN JOAQUIN DIVISION**

ALVARADO, A.  
ISAAK, M.W.  
JONES, K.  
NELSON, E.M.  
PUGLIZEVICH, S.L.  
WERT, A. Mc

**MERCED IRRIGATION DISTRICT**

BENNETT, T.S.  
CAIRNEROSS, V.L.  
DOVE JR., J.  
DWIGGINS, F.T.  
GONZALES, J.J.  
HICKS, M.L.  
KRAEMER, K.B.  
MARASCHIN, A.J.  
MERCADO, G.C.  
MITCHELL, E.L.  
ROSSHIRT, J.E.  
TOHATI, A.D.  
TRUJILLO, A.D.

**COAST VALLEYS DIVISION**

FERRIS, M.G.  
FREESE, D.F.  
GALLEGOS, P.M.  
MARTZ, J.L.  
PETERSON, F.  
RODMAN, J.E.  
SABOLISH, G.J.  
SCHERTZ II, D.C.  
SILVA, T.A.  
STEENSEN, M.E.  
THOMPSON, M.W.

**TELEPROMPTER OF LOMPOC**

CULBERSON, C.J.  
CAOQUETTE, C.J.  
HARTER, G.M.  
SMITH, N.D.

**TELEPROMPTER OF SANTA MARIA**

KEITH, L.N.  
GRAHAM, J.A.

**MONTEREY PENN. TV CABLE**

HANNA, R.D.  
BAUMANN, J.K.

**SONIC TV CABLE**

LAWSON, S.H.

**PIPE LINE OPERATIONS**

QUIJALVO, R.B.  
SEVERIN, J.L.

**SAN JOSE DIVISION**

BOCANEGRA, E.  
BONCHEFF, D.J.  
BRAUNINGER, N.L.  
BULA, A.A.  
CHAVEZ, R.J.  
CROWE, J.B.  
DALE, B.W.  
FORTES, J.R.  
KOPAY, C.L.  
OTTERLCI, L.M.  
PEIX, M.  
PODESTA, L.C.  
REINHARDT, S.R.  
TOBOLSKY, S.E.

**MATERIAL DISTRIBUTON**

DE SILVA, L.A.  
YOUNG, E.J.

**EAST BAY DIVISION**

BOMAGAT, R.B.  
BRUSS, L.A.  
CAVANAUGH, D.L.  
CHU, N.W.  
COX, G.J.  
DALTON, C.E.  
DALTON, R.D.  
DONG, Q.L.  
FRIEL, B.

**GABRIEL, J.E.**

GALVAN, L.  
JACKSON, S.  
JORDAN, R.M.  
LEE, D.  
LINK, C.D.  
LACOSS, G.L.  
MARTINEZ, R.E.  
NAGLE, A.M.  
PEERSON, C.R.  
REEVES, K.D.  
ROMERO, M.D.  
SANCHEZ, C.M.  
THOMPSON, A.L.  
VALDOVINOS, S.M.  
VOLK, G.E.

**CONCORD TV CABLE**

PADILLA, E.A.

**TELEPROMPTER OF NEWARK**

WALLMANN, H.H.

**SAN FRANCISCO DIVISION**

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FAIN, N.H.  
FERNANDES JR., G.W.  
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SOO HOO, A.E.

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LEE, T.  
LOWE, K.A.  
MASANGCAY, E.M.  
McBURNEY, V.M.  
METROULAS, C.A.  
NATAK, R.M.  
NOLEN, H.J.  
HUNT, D.E.  
PETERSON, L.M.  
REINKE, S.J.  
REMO, P.U.  
RUPP, P.J.  
SCHROEDER, C.F.  
TRIONA, L.R.  
WALSH, T.P.  
WILSON, L.M.  
WINROW, D.K.

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LEE, D.K.  
MUNROE, V.M.  
SALAVAR, G.  
THOMPSON, K.  
VUYOVICH, S.J.

**HUMBOLDT DIVISION**

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TOLER, L.A.

**SHASTA DIVISION**

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DIETERLE, R.L.  
GREENFIELD, J.  
MCTEER, M.T.  
SHIRLEY, D.S.

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MILLER, D.B.

**CAL-PAC (WINNEMUCCA)**

FOSTER, S.

**DRUM DIVISION**

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ROCHA, A.V.  
SATTERLEE, M.A.

**COLGATE DIVISION**

COLVARD, J.R.  
GIESELMAN, J.A.  
ICE, N.R.  
McGOWAN, E.D.  
SAIGEON, J.J.  
SOTELO, M.  
WARREN, R.R.  
YBARRA, F.S.

**NORTH BAY DIVISION**

ANTONIO, M.  
BROADEN, D.D.  
CHRISTENSEN, L.P.  
CONNER, W.J.  
CRANE, M.A.  
CROSMAN, L.H.  
HATCHER, R.L.  
MEISTER, L.J.

**SACRAMENTO DIVISION**

ALANDER, A.V.  
APPLE, J.A.  
BOTELHO, M.A.  
BRUCH JR., J.L.  
BUSH, S.L.  
COLE, W.J.  
DAVIS, N.L.  
ESPARZA, P.D.  
HEYERMANN, C.L.  
LAMB, P.M.  
NARDONI, C.L.  
SAMANIEGO, S.H.  
SPARKS, B.S.  
WALTERS, L.D.  
WARNER, R.C.

**SMUD**

MILLER, N.  
NAGLE, L.A.

**U.S. BUREAU OF RECLAMATION**

RAMIREZ, M.J.

**CITIZENS UTILITIES COMPANY**

JAMES, R.A.  
MILLER, D.E.  
STONE, L.M.

**GENERAL CONSTRUCTION**

ALLEN, H.B.  
AYALA, S.R.  
BARKER, R.A.  
BARNETT, R.S.  
BARRIENTEZ, T.  
BASURTO, D.  
BAUGHMAN, R.W.  
BORGAN, E.O.  
BROCK, L.R.  
BRUCE, A.S.  
BUFORD, D.L.  
CARI, R.R.  
CATRON, D.J.  
CHOLLET, P.M.  
COBURN, D.V.  
CONRAD, J.A.  
COOPER, D.D.  
COSTA, J.C.  
CRUMP, J.M.  
DAVIS, C.M.  
DAVIS, J.  
COLE, R.L.  
CRUMP, B.B.  
DANIEL, R.  
DEARMAN, L.J.  
ERISMAN, F.R.  
FLANAGAN, M.A.  
FORD, D.L.  
FRASER, M.G.  
GARCIA, R.G.  
GONZALES, G.M.  
GOODWIN, B.W.  
GOPAUL, M.E.  
GUMATAOTAO, F.T.  
HAENTJENS, P.M.  
HARDWICK, L.C.  
HARSCH, H.C.



Managing Editor of the UTILITY REPORTER, Dorothy Fortier is indicated above by a arrow.

By Dorothy Fortier

The UTILITY REPORTER and I really needed this course. The Design Workshop for Union Editors, March 12-15, 1978, conducted by the George Meany Labor Studies Center in cooperation with the International Labor Press Association in Silver Spring, Maryland was a true learning experience.

The curriculum focused on the fundamentals of design; typography, guidelines for choosing and using the right type faces; printing in color, some do's and don'ts; printing techniques: double dot, duotones, tritones, line

mezzontint, etc.

Editors of 36 labor publications representing unions throughout the U.S. and Canada participated in the workshop. The program was coordinated by Gordon Cole, former editor of the MACHINIST and jointly instructed by Bill Kircher of a successful Washington design studio; Fred Maroon, one of the nation's top free lance photographers and co-author of several books including THESE UNITED STATES, and Kenneth Pratt, director of the International Typographical Union Bureau of Education and Design from Colorado Springs.

# ANNOUNCEMENT

## a new publication

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE  
Alcohol, Drug Abuse, and Mental Health Administration  
National Institute of Mental Health

Is your child's behavior so erratic and exasperating that you often think he or she should be seeing a psychiatrist? Before you take any action, consider having a physician give the child a complete physical examination.

A new pamphlet, *The Child's Emotions: How Physical Illness Can Affect Them*, published by the National Institute of Mental Health of the HEW's Alcohol, Drug Abuse, and Mental Health Administration, discusses several physical deficiencies which may be causing disturbing behavior in your child.

Some of these physical conditions discussed include hypoglycemia (abnormally low level of sugar in the blood), hypothyroidism (abnormally low level of the thyroid hormone), hyperthyroidism or thyrotoxicosis (level of thyroid activity too high), and iron deficiency anemia (depletion of the body's iron).

The six-page pamphlet is divided into three sections: power of body over mind, psychological problems that may follow sickness, and children's response to hospitalization.

The pamphlet can be purchased from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, for 60 cents (minimum charge \$1.00 for each mail order). Please ask for Stock Number 017-024-00643-2.

HARVEY, J.C.  
HEADRICK, M.R.  
HEBERT, D.V.  
HEER, R.T.  
HELBERG, M.J.  
HERNANDEZ, M.D.  
HIGDON, D.  
HORN, M.A.  
HUDSPETH, P.C.  
JOHNSON JR., B.D.  
KAZAKOS, T.M.  
KIRCH, R.R.  
KNACKSTEDT, A.D.  
KUEHNAN, J.K.  
KYNOCHE, P.W.  
LAGGE, L.B.  
LEWIS, R.S.  
LITTLE, A.J.  
MAURER, M.F.  
McCLURE, B.M.  
MEADOWS, J.  
MILLER, R.C.  
MYDLAND, D.E.  
NOLAND, B.D.  
OLIVAS, P.L.  
PACK, D.A.  
PAGE, S.G.  
PARHAM, M.E.

PARRISH, R.R.  
PENROSE, R.N.  
PEREZ, J.  
POE, M.R.  
POWERS, L.L.  
PRINDIVILLE, R.E.  
QUIER, E.L.  
ROSE, C.A.  
ROSS, W.T.  
SANDBORN, E.F.  
SHANNON, M.R.  
SHARP, J.A.  
SIUDZINSKI, J.G.  
SLEVIN, M.T.  
SMITH, A.J.  
SMITH, L.D.  
SMITH, T.P.  
SOUTHARD, T.A.  
SPENCER, M.A.  
SPINNATO, S.  
STRUPP JR., J.E.  
THROOP, L.E.  
TORRES, R.M.  
TRUJILLO, (SANDOVAL) N.M.  
TWEEDY, S.H.  
UHL, B.A.  
VILLA, J.M.

WHITE, L.L.  
YOSHIDA, M.L.  
YOUNG, E.J.

**DAVEY TREE**  
ENE, S.T.  
HIGGINS, D.C.  
JACK, R.A.  
THOMAS, L.A.

**PACIFIC TREE**  
CHAVEZ, A.R.  
NORRIS, J.M.  
PRITCHARD, P.A.  
REYNOLDS, B.G.  
ZENNI, J.D.

**TELEPHONE CONSTRUCTION**  
LOGAN, L.L.  
LONGBOTTOM, A.  
THOMSON, R.C.  
WELCH, R.D.

**OROVILLE-WYANDOTTE I.D.**  
CRAWFORD, L.  
GREEN, W.C.  
WHITLEY, G.D.

# Labor endorses candidates and props

By Willie R. Stewart

On April 6, 1978, 10 participants from Local Union 1245 attended the California Labor Federation, AFL-CIO, Pre-Primary COPE Convention in San Francisco, California. The participants from 1245 were: Dean Cofer, Frank Quadros, Willie R. Stewart, Howard Stiefer, Ron Fitzsimmons, Bob Thomson, Jim McCauley, Red Henneberry, Howard Darington and Ed Vallejo.

Other Local Union 1245 members present as delegates from central labor councils included: Darrel Mitchell, Pete Dutton, Geary Weaver and Charlie Gadzik.

A number of endorsements this year — particularly that of Edmund G.

Brown, Jr. for Governor — caused much controversy and debate. Some of the delegates present expressed the opinion that Governor Brown could have done more to promote the interests of the working men and women of this State during his first term. Those delegates believed that an open-endorsement by the convention would convey a message to Governor Brown that labor was not totally happy with him.

Here are the endorsement actions made by more than 600 delegates representing California's 1.7 million AFL-CIO union members at the California Labor Federation's Pre-Primary Endorsement Convention.

## FOR STATEWIDE OFFICES

Governor  
EDMUND BROWN JR. (D)  
No Endorsement (R)

Lieutenant Governor  
MERVYN M. DYMALLY (D)  
No Endorsement (R)

State Treasurer  
JESSE M. UNRUH (D)  
No Endorsement (R)

Secretary of State  
MARCH FONG EU (D)  
No Endorsement (R)

State Controller  
KENNETH CORY (D)  
No Endorsement (R)

Attorney General  
YVONNE B. BURKE (D)  
BURT PINES (D) (Dual)  
No Endorsement (R)

Superintendent of  
Public Instruction  
WILSON RILES

## FOR CONGRESS

### District

1. Harold T. (Bizz) Johnson (D)  
No Endorsement (R)
2. Open (D)  
No Endorsement (R)
3. Open (D)  
No Endorsement (R)
4. Vic Fazio (D)  
No Endorsement (R)
5. John L. Burton (D)  
No Endorsement (R)
6. Phillip Burton (D)  
No Endorsement (R)
7. George Miller (D)  
No Endorsement (R)
8. Ronald V. Dellums (D)  
No Endorsement (R)
9. Fortney H. (Pete) Stark, Jr. (D)  
No Endorsement (R)
10. Don Edwards (D)  
No Endorsement (R)
11. Leo J. Ryan (D)  
No Endorsement (R)
12. Kirsten Oisen (D)  
Open (R)
13. Norman Y. Mineta (D)  
No Endorsement (R)
14. John J. McFall (D)  
No Endorsement (R)
15. Tony Coelho (D)  
No Endorsement (R)
16. Leon E. Panetta (D)  
No Endorsement (R)
17. Open (D)  
Open (R)
18. Bob Sogge (D)  
No Endorsement (R)
19. Open (D)  
No Endorsement (R)
20. Open (D)  
No Endorsement (R)
21. James C. Corman (D)  
No Endorsement (R)
22. No Endorsement (D)  
No Endorsement (R)

23. Anthony C. Bielenson (D)  
No Endorsement (R)
24. Henry A. Waxman (D)  
No Endorsement (R)
25. Edward R. Roybal (D)  
No Endorsement (R)
26. No Endorsement (R)
27. Carey Peck (D)  
No Endorsement (R)
28. Nate Holden (D)  
Julian C. Dixon (D) (Dual)  
No Endorsement (R)
29. Augustus F. "Gus" Hawkins (D)  
No Endorsement (R)
30. George E. Danielson (D)  
No Endorsement (R)
31. Charles H. Wilson (D)  
No Endorsement (R)
32. Glenn M. Anderson (D)  
No Endorsement (R)
33. Open (D)  
No Endorsement (R)
34. Mark W. Hannaford (D)  
No Endorsement (R)
35. Jim Lloyd (D)  
No Endorsement (R)
36. George E. Brown, Jr. (D)  
No Endorsement (R)
37. Dan Corcoran (D)  
No Endorsement (R)
38. Jerry M. Patterson (D)  
No Endorsement (R)
39. William E. "Bill" Farris (D)  
No Endorsement (R)
40. Jim McGuy (D)  
No Endorsement (R)
41. John French (D)  
No Endorsement (R)
42. Lionel Van Deerlin (D)  
No Endorsement (R)
43. Edward M. Skagen (D)  
No Endorsement (R)

## FOR STATE SENATE

### District

2. Barry Keene (D)  
No Endorsement (R)
4. John F. Dunlap (D)  
No Endorsement (R)
6. John F. Foran (D)  
No Endorsement (R)
8. John W. Holmdahl (D)  
No Endorsement (R)
10. Open (D)  
No Endorsement (R)
12. Jerry Smith (D)  
No Endorsement (R)
14. George N. Zenovich (D)  
No Endorsement (R) -

16. Walter W. Stiern (D)  
No Endorsement (R)
18. Omer L. Rains (D)  
No Endorsement (R)
20. Alan Robbins (D)  
No Endorsement (R)
22. Alan Sieroty (D)  
No Endorsement (R)
24. Alex P. Garcia (D)  
No Endorsement (R)
26. Alfred H. Song (D)  
No Endorsement (R)
28. Ralph C. Dills (D)  
No Endorsement (R)

30. Diane Edith Watson (D)  
No Endorsement (R)
32. Ruben S. Ayala (D)  
No Endorsement (R)
34. Robert Presley (D)  
No Endorsement (R)
36. Ron Cordova (D)  
Gil Ferguson (R)
38. Open (D)  
No Endorsement (R)
40. James R. Mills (D)  
No Endorsement (R)

## FOR STATE ASSEMBLY

### District

1. Open (R)
2. Oscar Klee (D)  
Sam J. Sacco (D) (Dual)  
No Endorsement (R)
3. Open (D)  
Open (R)
4. Thomas M. Hannigan (D)  
Betsy Marchand (D) (Dual)  
No Endorsement (R)
5. Open (D)  
No Endorsement (R)
6. Leroy F. Greene (D)  
No Endorsement (R)
7. Norman Waters (D)
8. Mike Gage (D)  
No Endorsement (R)
9. Michael Wornum (D)  
No Endorsement (R)
10. Daniel E. Boatwright (D)  
No Endorsement (R)
11. John T. Knox (D)  
No Endorsement (R)
12. Tom Bates (D)  
No Endorsement (R)
13. Open (D)  
No Endorsement (R)
14. Bill Lockyer (D)  
No Endorsement (R)
15. S. Floyd Mori (D)  
No Endorsement (R)
16. Art Agnos (D)  
No Endorsement (R)
17. Willie L. Brown, Jr. (D)  
No Endorsement (R)
18. Leo T. McCarthy (D)  
No Endorsement (R)
19. Louis J. Papan (D)  
No Endorsement (R)
20. Open (D)  
No Endorsement (R)
21. Victor Calvo (D)  
No Endorsement (R)
22. Russell J. "Rusty" Hammer (D)  
Richard D. Hayden (R)
23. John Vasconcellos (D)  
No Endorsement (R)
24. Leona H. Egeland (D)  
No Endorsement (R)
25. No Endorsement (D)  
No Endorsement (R)
26. Carmen Perino (D)  
No Endorsement (R)

27. John E. Thurman (D)
28. Henry J. Mello (D)  
No Endorsement (R)
29. Open (D)  
No Endorsement (R)
30. Open (D)  
No Endorsement (R)
31. Richard Lehman (D)  
No Endorsement (R)
32. No Endorsement (D)  
No Endorsement (R)
33. No Endorsement (D)  
No Endorsement (R)
34. Larry Chimbole (D)  
No Endorsement (R)
35. Gary K. Hart (D)  
No Endorsement (R)
36. Open (D)  
Charles R. Imbrecht (R)
37. Hal Goldman (D)  
No Endorsement (R)
38. Roger Bollinger (D)  
No Endorsement (R)
39. Jim Keysor (D)  
No Endorsement (R)
40. Tom Bane (D)  
No Endorsement (R)
41. Open (D)  
No Endorsement (R)
42. Open (D)  
Open (R)
43. Howard L. Berman (D)
44. Mel Levine (D)  
No Endorsement (R)
45. Herschel Rosenthal (D)  
No Endorsement (R)
46. Mike Roos (D)  
No Endorsement (R)
47. Teresa Hughes (D)  
No Endorsement (R)
48. Maxine Waters (D)  
No Endorsement (R)
49. Gwen Moore (D)  
No Endorsement (R)
50. Curtis R. Tucker (D)  
No Endorsement (R)
51. Dave Helgevold (D)  
No Endorsement (R)
52. Vincent Thomas (D)  
No Endorsement (R)
53. No Endorsement (D)  
No Endorsement (R)
54. Frank Vicencia (D)  
No Endorsement (R)

55. Richard Altorre (D)  
No Endorsement (R)
56. Art Torres (D)  
No Endorsement (R)
57. Mike Cullen (D)  
No Endorsement (R)
58. Fred W. Chel (D)  
No Endorsement (R)
59. Jack R. Fenton (D)  
No Endorsement (R)
60. Open (D)  
No Endorsement (R)
61. No Endorsement (D)  
No Endorsement (R)
62. Sandy Baldonado (D)  
No Endorsement (R)
63. Bruce Young (D)
64. George M. Juric (D)  
No Endorsement (R)
65. Bill McVittie (D)  
No Endorsement (R)
66. Open (D)  
No Endorsement (R)
67. Open (D)  
Open (R)
68. Walt Ingalls (D)  
No Endorsement (R)
69. Open (D)  
Open (R)
70. No Endorsement (D)  
Bruce Nestande (R)
71. Chet Wray (D)  
No Endorsement (R)
72. Open (D)  
Open (R)
73. Dennis Mangers (D)  
No Endorsement (R)
74. James M. Parker (D)  
Bob Wilkes (R)
75. Open (D)  
No Endorsement (R)
76. Open (D)  
Open (R)
77. Open (D)  
Open (R)
78. Lawrence Kapiloff (D)  
No Endorsement (R)
79. Pete Chacon (D)  
No Endorsement (R)
80. Wadie P. Deddeh (D)  
No Endorsement (R)

## FOR STATE BOARD OF EQUALIZATION

### District

1. George R. Reilly (D)  
No Endorsement (R)
2. Iris G. Sankey (D)  
No Endorsement (R)

3. William M. Bennett (D)  
No Endorsement (R)
4. Richard Nevins (D)  
No Endorsement (R)

## PROPOSITIONS

- Prop. 4 — Vote YES  
Prop. 5 — Vote YES  
Prop. 6 — Vote YES  
Prop. 7 — Vote NO  
Prop. 8 — Vote YES

- Prop. 9 — Vote NO  
Prop. 10 — Vote YES  
Prop. 11 — Vote YES  
Prop. 12 — Vote NO  
Prop. 13 — Vote NO

# Beware: Special COPE report reveals

It has no name, but we can give it one. It could be called, accurately, "Operation Wipe-Out."

Its aim is to so undermine the institution of trade unionism in America that new organizing of workers becomes bogged down by managements trained by professionals to block it, and the contracts now protecting millions of union members are shredded—all this regardless of national labor law, changed or not.

"Wipe-Out" has no one, guiding, malevolent genius master-minding the attack. It doesn't require one. It consists of organizations and individuals already skilled at their trade, their arts honed by years of practice. They see 1978 as the year to put it all together and cripple trade unionism.

The various elements mounting the attack span the hard-shelled, anti-union spectrum from the ultras of the "old" and "new" radical right, through to the major business associations and many of the managements they represent. And of course, ever present and beaver-ing away, the National Right to Work (for less) Committee.

The drive is both political and institutional. It intends a massive shift in Congress and in the state legislatures as a result of 1978 elections toward firmly conservative control. And given the political facts of life—off-year tradition of heavy losses by the party in control of the White House; unnaturally swollen Democratic majorities in Congress and many state legislatures; tremendous sums of corporate and right-wing political money available, plus new political sophistication and effectiveness on the right—it's no pipe dream.

## COUNCIL ON UNION-FREE ENVIRONMENT

**PURPOSE** The Council on Union-Free Environment is the only single purpose national organization devoted to the maintenance of a union-free environment in the United States by encouraging the establishment of strong, progressive and positive employer-employee relations. It promotes and emphasizes the factors and programs that permit an increasing number of employers to remain union-free by voluntary employee choice, as the vast majority of American workers have elected to do.

Cover page of promotional brochure for NAM's new anti-union campaign. NAM leaders say it's no such thing, but is there any other way to read "union-free" than that it means outright union-busting?

Simultaneously, the onslaught confronts trade unions at the source of their strength—the contracts that protect their members and the areas of potential organizing success.

Only a determined response will nullify "Operation Wipe-Out"—from union members and officials at all levels, in the form of support for labor's political and legislative programs. It's going to take all-out effort for trade unions to withstand the most deadly attack on their basic rights since the "open shop" and "American Plan" campaigns early in this century.

The main components of "Operation Wipe-Out" and what they're up to follow:

### ► The National Association of Manufacturers

Recently, this ancient foe of the labor movement announced its version of environmental protection. It formed the Council on a Union-Free Environment.

For an annual fee of up to \$1,500, the council will advise employers on how to keep unions out—or dump them if they're in.

NAM President Heath Larry told a news conference that his organization "struggled" to find the right name for its new operation. When the decision was made to name it the Council on Union-Free Environment, Larry said, he realized that there were those who would "lampoon" it as some sort of a union-busting organization. But it really isn't, the NAM president insisted.

Larry, who used to be a top negotiator for the steel industry, said the council will emphasize the positive by seeking to build employe "loyalty and support" for their employer. It will utilize "the best thinking of different employers" and prepare how-to-do-it manuals on such issues as how plant managers can keep their fingers on the "pulse" of worker attitudes.

Annual fees will be based on the number of employes a company has in the United States and NAM member firms will get a discount.

The prospect of congressional passage of labor law reform spurred creation of the NAM subsidiary, Larry said.

The council will be governed by a 30-member executive board. And while council members have not yet been chosen, the two co-chairmen have been.

One co-chairman is Arthur Prine, Jr., the labor relations vice president of a notoriously non-union printing operation based in Chicago—R. R. Donnelley & Sons.

The other co-chairman is Edward Dowd, Jr., of Charlotte, N.C., a labor relations consultant specializing in helping employers thwart union organizing campaigns. Dowd was identified as president of the Central Piedmont Employers Association.

Larry told reporters that membership won't be restricted to unorganized companies that want to remain "union-free." He anticipates that there will be many organized employers who will, in the council merely to exchange knowledge and improve their ability to "communicate" with their workers.

While spokesmen for the council make repeated protestations that it is not really a "union-busting" outfit, it's hard to stifle a laugh.

One co-chairman, Prine, in the past has been on the Finance Committee of the National Right to Work (for less) Committee and presently is listed on the advisory council of the Right to Work Legal Defense Foundation, an NRTWC spin-off. He, then, has a history of active interest in union-wrecking.

The other co-chairman, Dowd, is a member of the advisory board of the National-Labor Management Foundation, a long-time anti-union group which believes "solution of the labor problem is of over-riding importance" to the nation. The "labor problem," as the Foundation sees it, consists of "excessive power by unions" and "increasing arrogance of union officials . . ."

Larry, too, belied his own reassurances. He said the council will seek to create a climate for healthy employer-employee relations without the need for "third party intervention." If that doesn't mean keep or get the union out, what does?

### From the Horse's Mouth

"The decertification campaign is as wide as your imagination. Here are a few do's and don'ts. You (management) can't write an anti-union speech, but you can tell a loyal employe how to write one. Don't tell such an employe 'I want you to file' a decertification petition; tell him he has a right to file. Don't tell him you will pay for his going to the NLRB, but 'wink' at him so that he knows you will 'make it up'."

—Alfred DeMaria  
Consultant on union-busting

### ► The Guns for Hire

Backing up the NAM end of "Operation Wipe-Out" is a cluster of guns for hire, already well established in the specialized field of advising managements on how to prevent union organization where it arises and how to dump unions where they exist.

These are very slick, able operators, who charge up to \$500 and more for two-day seminars, hold scores of them annually, and play to SRO audiences of management personnel.

They are not nearly as circumspect as the NAM. They make no effort to conceal their purpose. Their literature comes right out with it: "Strategies for Preserving Non-Union Status," or "Management's Strategy When a Union Organizer Knocks," or "The Process of Decertification."

At a typical seminar on decertification last fall, the 40 "students" all had titles like corporate manager, president, vice president, director of industrial relations of substantial and diverse firms, among them Ohio Edison; TRW of Cleveland, a major defense contractor; Eagle Picher Industries; Rand McNally; Dubuque Packing Company; State Farm Insurance; Berghoff Restaurant; Northwest Industries; George A. Hormel Company.

This particular conference was conducted by Alfred T. DeMaria, one of the major operatives in this field.

COPE Memo has been shown a report by a person who attended the seminar. The report noted among other things said by DeMaria that he advised once the union is voted out, employe benefits can be taken away. But, he cautioned, while management is in the process of decertification vow to employes "you wouldn't dream of doing that."

### National Right To Work Committee

A COALITION OF EMPLOYEES AND EMPLOYERS  
HEADQUARTERS AT THE NATION'S CAPITAL  
December 29, 1977

Dear Friend:

What will happen to your business ... your job ... your state and local taxes ...

What will happen to you ... your family's safety ... and our American way of life if the czars of organized labor have their way in the 95th Congress?

These are important questions. That's why I'm enclosing your personal questionnaire and asking you to return it immediately. It's vital that you do.

And will you also send the enclosed postcards to your U.S. Senators?

You see, the Big Labor bosses did enough lobbying and arm-twisting to win a huge legislative victory in the House of Representatives this October.

They forced H.R. 8410, their phony labor law "reform" bill, through the House.

H.R. 8410 -- and its Senate counterpart, S. 1883 -- is anything but reform. It is a shameless attempt by Big Labor to seize more power.

The big union bosses poured more than \$35,000,000 into political election campaigns in 1976.

But with hundreds of thousands of cards and letters, we've upset their power grabs in the 95th Congress. We've stalled their steamroller -- so far.

You and I know, however, that the union bosses aren't about to give up.

They've put their steamroller back on the track. They're determined to cash in on their political debts -- regardless of how this affects you, your family, or your friends and neighbors.

They want to impose compulsory unionism on more than 12,000,000 state and local government employes.

Right-To-Work (for less) Committee branches out from single issue to anti-labor law reform fundraiser signed by Sen. Carl Curtis (R-Nebr.). It also tries to land hay-makers on public employe unionism and has taken on other causes. But open shop remains its priority goal. This year it has targeted 7-9 states for a legislative push. Down the road, it envisions a national open shop law as its major contribution to "Operation Wipe-Out."

He also advised managements to "stall" negotiations after expiration of a contract but to "give the impression" of good-faith bargaining. Make some concessions on small things to bolster that impression, he advised, but "hold back" on matters like a union security clause and other major issues.

Your objective during bargaining, he said, is to lead up to decertification, not to a new contract. He also

# union-busting dragon is alive and well

suggested that "a good, loyal employe" be led by his good loyal nose into opening up the whole decertification process, since it can't have the appearance of coming from management.

At one point, DeMaria suggested that managements create feelings of dissatisfaction with the union among employes, adding "Who says you have to wait until it develops?"

That corporate big-wigs have responded to this kind of tutelage has become evident not only from overflow attendance at the seminars but in figures that show a sharp decline in organizing successes in the decade 1966-1976, slumping from about 60 percent success at the outset to below 50 percent in 1976. Also, there has been a substantial increase in decertification proceedings since the guns-for-hire came on the scene.

Encouraged as they are by the NAM and National Chamber of Commerce, they can only grow for a while and pose a continued threat to the stability and strength of unions and to the contracts that protect working people. They are a key weapon in "Operation Wipe-Out."

## ► The Right to Work (for less) Movement

The ever-ready National Right to Work (for less) Committee pulled in a record \$8.5 million for its 1977 activities and heads into 1978 with its most ambitious union-busting program in many years, and even more money expected.

The committee plans to introduce open shop proposals in the legislatures of Idaho, New Mexico, Maine, New Hampshire, Vermont, Colorado, Missouri, and possibly Montana and Indiana.

It is active on other fronts, as well, opposing labor law reform, charging there is too much pro-union materials getting into public schools (that's a new one on us), and mounting a steady, drum-fire attack—as do many of its cohort groups on the right—against public employe unionism.

The committee and its legal arm have entered about 60 law suits in the courts against unions. It sent out 25 million pieces of mail last year to its true believers, and probably will exceed that in 1978. It advertises regularly and expensively in major publications. It wages war incessantly against unions in politics, and itself not long ago set up a political arm, the Employe Rights Campaign Committee.

But with all the new issues it's pushing, the committee's pet goal remains the open shop on a national scale. In a recent *New York Times* interview, Reed Larson, NRTWC director, prophesied a national for-less law "when we get 24 or 25 states (they now have 20) and a few more members of Congress."

That's what the right-to-workers are shooting for this year. That's their part of "Operation Wipe-Out."

## ► The Radical 'New Right' and Corporate PACs

The so-called "new right" and corporate political action committees are a vital part of "Wipe-Out."

Both are recent on the political scene. The more than 450 corporate PACs this year will be a giant money funnel mostly to conservative candidates, perhaps accounting for \$20-25 million.

The "new right" groups, too, will pump vast sums into campaigns of reactionary candidates. Their fundraising capability is astonishing. It should at least equal that of corporate PACs, giving them a combined potential wallop in the \$40-\$50 million range.

But the "new right" goes far beyond funding. It has developed an effective, sophisticated political operation which uses all the tools of successful political activity—identification of support, registration, direct mailings, phone banks, media usage, campaign management, materials, getting out the vote among supporters.

That the "new right" is a charter member of the "Operation Wipe-Out" club has been made abundantly evident in the dozens of fund-raising and other letters its groups have sent out using the labor movement as the goat for almost all the grievances of the right wing.

## ► Then, There's the Old Right

In their own minds, the NAM, the professional consultants, the open shop committee, and the "new right" might somehow be able to disassociate themselves from the far-out "old right"—the John Birch Society, the Liberty Lobby, the Billy James Hargises and Willis Cartos of the world.

But it doesn't really wash. Though they cloak themselves in a most respectable cover, "conservative," they are not true conservatives—they are radicals, radicals of the right.

The "old right" thesis of weak, or no, unions is openly embraced by the "new right." It has been an NAM goal ever since that giant business association back in 1903 launched the open shop drive with much the same language new RTW state laws use. The goals and the words haven't changed in the better part of a century.

The National Right to Work (for less) Committee was born of the "old right." One of its founders was a John Birch Society leader. Its target is, and has been from its inception in 1955, not simply "freedom of choice" for working people, but the outright smashing of strong unions.

The guns for hire are simply old anti-union head-busters gone mod. They don't get down into the pits where the mud flies. They merely encourage managements to do it, and abet them when they do—and make an excellent living while they're at it.

The main elements of "Operation Wipe-Out" and the way-out gang on the "old right" are really soul-

Interlake, Inc.  
(or subsidiary company)

### INTERLAKE POLITICAL ACTION COMMITTEE

For use only by the Treasurer of the Interlake Political Action Committee.

#### ENROLLMENT CARD

I authorize \$\_\_\_\_\_ per month to be deducted from my payroll check starting in January of 1978.

This payroll deduction authorization will continue in effect until you (the Treasurer) have received a written notice of cancellation or revision signed by me.

I direct that these funds be used:

- by the Interlake Political Action Committee which will distribute the money at its discretion to federal candidates or parties which it deems worthy of support.
- Democratic Candidates
- Republican Candidates
- Other (specify) \_\_\_\_\_

NAME \_\_\_\_\_  
(print or type)

**Portion of check-off form for political contributions to corporate PAC of Interlake Inc., a steel firm. It's one of some 450 such PACs. Among them, they could well collect \$20-\$25 million this year, the bulk of which will go to reactionary anti-worker candidates. To counter corporate and right-wing PAC money, unions are seeking check-off as allowed by election law.**

mates. Their viewpoints, at least insofar as they concern working people, are identical:

- They would dismantle OSHA;
- They would push through a national compulsory open shop law;
- They might tolerate weak unions, but they'd prefer none at all.
- They share another goal which they all recognize as essential to their ambitions: A major change in the make-up of the national and state legislatures. Then, watch 'em go.

## ► The Prospects for 'Wipe-Out'

There is a lot of clout represented by "Operation Wipe-Out." It includes the major business and corporate associations and, in an active fashion, many of their member firms. It includes some very sharp minds planting some very sharp messages about stopping union organizing drives and about how to decertify a union. It includes an increasingly active right to work (for less) movement and the "new right" and corporate PACs, and the "old right," as well.

That's a mess of firepower—all aimed at workers, their unions and their contracts, some of it through the political process, some of it squarely at the job site.

But "Wipe-Out" can't live up to its name against an aroused labor movement. Trade unions and their members are not clay pigeons waiting to be picked off. We have firepower of our own, and plenty of it—politically in the form of registration programs, education on issues and candidates, funding (don't forget your \$2 for COPE) and sophisticated get-out-the-vote programs; on site in the form of commitment and record of service to working people.

The bottom line will be how members and their unions mobilize to use the weapons we have. If we use them to the hilt, "Wipe-Out" can't make it.

## The Consultant Game

"There's an upsurge in the number of companies that feel there are things they can do to maintain non-union status."—Lewis Abrams, president of Executive Enterprises, a consultant on busting or preventing unionism.

"Union recognition cards are vile and they're dangerous . . . Don't share your pie with the union. . . . The name of the game is to prevent the (recognition) election and chill the union off."—Alfred DeMaria, a leading consultant on union-busting.

Descriptions of two of the most successful con-

sultants in the field, from promotional brochure:

"Dr. Charles L. Hughes is one of the best known applied behavioral scientists working with industry today. He has pioneered in the area of preventive employe relations with one of the largest non-union employers in the U.S."

"Alfred T. DeMaria . . . specializes in combatting union organizational campaigns and in developing programs to keep companies operating in a union-free environment. He handles labor matters and develops union prevention programs for numerous industries."

## Averbuck reinforces Stewards knowledge of labor law

Approximately 50 East Bay Division Shop Stewards met in Walnut Creek on Saturday, March 18, 1978. The all-day training session was coordinated by Business Representatives McCauley, Thomas and Stamps. Other staff members present included Dean Cofer, Tony Morgado, Ray Shepherd, Pat Rutherford and Charlie Gadzik.

Tony Cannata, Secretary-Treasurer of the Contra Costa Central Labor Council discussed the role of Central Labor

Councils in Unions.

Assemblyman Tom Bates, the author of the controversial pro-labor legislation to eliminate forced overtime focussed on the legislative scene. In closing, members were urged to write their legislators in **Support of AB 1295.**

The highlight of the session was an extensive review of unfair labor practices and the duty of fair representation presented by Attorney Dave Averbuck.



Some of the Stewards who attended the March 18 session are shown above.



Above are Business Representative Jim McCauley and Assemblyman Tom Bates.



Above is Tony Cannata, Secretary-Treasurer of the Contra Costa Central Labor Council.

## SMUD Stewards meet in Sacto.

Hank Lucas, Local 1245 Business Representative coordinated a day long Shop Stewards' training session on March 25, 1978 in Sacramento.

The meeting was specifically designed to give SMUD Stewards an opportunity to discuss problems and review the contract.

Hank was assisted in leading the session by Assistant Business Manager Mert Walters and Business Representatives Ed Fortier and Mickey Harrington.

Stewards present were: Oscar Bingen, Russ Conroy, Bill Paynter, Tom Smiley, Jack Noble, Rod Johnson, Mike Paulsen, and Pete Ramon.



Above are Hank Lucas, Mert Walters and Ed Fortier.



Some of the Stewards who attended the meeting are shown above.



Some of the Stewards who attended the meeting are shown above.



# APPOINTMENTS

The following members have been appointed to the committees listed below:

## LOCAL UNION COMMITTEES

**Bylaw Ballot Committee**  
Ron Fitzsimmons - Chairman  
Eric Klein  
Henry House  
Norris Lewis

**Examining Committee**  
Mike Davis

**Safety Committee**  
Juan Dominguez

## NEGOTIATING COMMITTEES

**City of Headstburg**  
Larry Giovannoni  
Manuel Lownes

**Paradise Irrigation District**  
Randall Bane  
Richard Terrano Jr.

**Concord Cable TV**  
Tom Coleman  
Jerry Garner

**Sierra Pacific Power Company**  
Pat Lantis  
Dave Herman  
Joan Shyne  
Bill Richardson  
Jerry Fondy

**Teleprompter of Los Gatos**  
John Dore

**Western Cable TV**  
Frank Ingersoll

**California-Pacific Utilities Company**  
**Elko Division**  
Deanna Harmer  
**Needles Division**  
Bob Scoular  
Mike Andrews  
Virginia Jenkins

**City of Gridley**  
Byron Knox

**City of Redding**  
Billy Keyes  
Blair Noel  
Carl Schmidt  
Clifford Friesen  
Donald Kinkade  
Joseph Kropholler

**Outside Construction Line**  
D. "Tommy" Heyl  
**Telephone**  
Sean O'Donnell

## INTERIM NEGOTIATING COMMITTEES

### PACIFIC GAS AND ELECTRIC COMPANY

**Computer Operations Department Committee**  
David Buckley

**General Construction Apprenticeship Committee**  
Dean Lees

**Steam Department Traveling Crew Committee**  
Roger Rynerson  
Robert Engle  
John Greensides  
Norris Lewis  
Fred Henderson  
Steve Gable

**Line of Progression Committee**  
Ron Fitzsimmons  
Pat Nickeson

### JOINT GRIEVANCE COMMITTEES (PG&E)

**East Bay Division**  
Lou Anzaldo

**Humboldt Division**  
Michael Warner  
Ken Haycraft

**General Construction Department**  
Jan McCracken

**Pipe Line Operations Department**  
Vern Cooke

**San Joaquin Division**  
Michael O'Dell

### CENTRAL LABOR COUNCILS

**Alameda County**  
Dean Cofer  
Cortese Saunders

**Contra Costa County**  
Joe Valentino

**Northern Nevada**  
Kathy Tindall  
John Stralla  
Pat Lantis

**Stanislaus-Tuolumne County**  
Dale Clegg

**Public Employees Council (Sacramento)**  
Hank Lucas  
Al Sandoval



# Eight Brothers prevent man's death

By Corb Wheeler

On Wednesday, April 27, 1977, Jack Geary, Silverado Troubleman, was dispatched to Knights Valley on a trouble call. In route, he noticed a backhoe being operated near the edge of a vineyard along the highway. Returning he saw the Calistoga Volunteer Fire Department (CVFD) and equipment at the spot where the backhoe had been in operation. A volunteer fireman himself, Geary stopped to lend a hand.

The excavation was roughly 4 feet wide, 6 feet long, and fourteen feet deep. Mr. Da Cunha, the property owner, had gone into the excavation to adjust the bucket on the backhoe when the walls collapsed, trapping him in the hole. Fortunately, the backhoe operator was able to position the bucket over Da Cunha's head keeping him from being totally buried while Mrs. Da Cunha summoned the CVFD, who responded immediately.

Brother Geary assisted in digging a passage way to reach the man's mouth, and inserted an oxygen hose to aid his breathing. At this point, it became evident that if there was any hope at all of saving the man, he would have to be dug out. Digging would be impossible without shoring to keep the dirt from caving back in. An emergency call was placed to Pacific Gas and Electric Company (PG&E) requesting a shoring crew to be dispatched to the accident site. As luck would have it, an electric line crew consisting of Line Subforeman Leland Decker, Linemen Frank Kester and Art Winters and Driver John Corna were in the service center when the call came in. They immediately loaded all the shoring equipment available, and proceeded as quickly as possible to the accident site.

Upon arrival, they found that Mr. Geary and the CVFD Volunteers had started to dig the man out by using the ladder of the trouble truck as make-shift shoring. Kester and Winters immediately relieved Geary and began digging to free the victim. Kester took over at this point, working tirelessly digging with anything handy. At one point, even a tablespoon was used to dig carefully around the man who, by this time was quite panic stricken and in a good deal of pain. Kester constantly talked to the victim, telling him he would be alright and that they were going to get him out okay. However, considerable doubt had arisen whether or not the rescue would be totally successful.

As Kester and Winters worked, Decker and Corna kept shoring to keep the two Linemen from also being trapped. They were faced with the constant danger of more sloughoff or cave-in. A gas crew consisting of Roy Pearson, Foreman, Bob Partridge, Fitter and Travis Everhardt, Reserve Gas Serviceman arrived to help out with the shoring and rescue operation.

They managed to free Da Cunha all the way to his legs. He was in a great deal of pain from the pressure on his legs. They tied 1/2 inch rope slings in a makeshift bosun's chair and rigged the boom from the line truck to pull him free. When pressure was exerted with the boom, the man cried out in extreme pain. The dirt was fairly wet and the sucking action of the mud held him fast. Kester and Winters went back to work to dig his legs out. Working feverishly, Kester continued talking to the victim in a consoling manner.

At last Da Cunha was free. The entire rescue took from 11:30 a.m. to 3:00 p.m. — 3 1/2 hours. He couldn't walk and complained of severe chest and back pains. He was rushed to the hospital and remarkably found to have nothing major wrong with him. After an overnight stay, he insisted on going home, very sore and very bruised, but very lucky to be alive.

After the rescue, our Brothers breathed a sigh of relief, picked up the equipment, and headed back to the Service Center. By this time, it was hard to tell the victim from the rescuers.



Executive Board Member Howard Stiefer presents Brother Jack Geary an I.B.E.W. Life Saving Award.



Executive Board Member Howard Stiefer presents Brother Leland Decker an I.B.E.W. Life Saving Award.



Executive Board Member Howard Stiefer presents Brother Robert Partridge an I.B.E.W. Life Saving Award.



Executive Board Member Howard Stiefer presents Brother Travis Everhardt an I.B.E.W. Life Saving Award.



Executive Board Member Howard Stiefer presents Brother Art Winters an I.B.E.W. Life Saving Award.



Brother John Corna is presented an I.B.E.W. Life Saving Award by Shop Steward Frank Burrows.



Brother Frank Kester is presented an I.B.E.W. Life Saving Award by Executive Board Member Howard Stiefer.



Brother Ray Pearson is presented an I.B.E.W. Life Saving Award by Executive Board Member Howard Stiefer.

## CPI still rising

(Continued from page one)

January. The increase of 0.6 percent for housing in February, however, was somewhat smaller than in January. The apparel and upkeep index declined 1.0 percent in February, following a moderate rise in January.

The February rise in the food and beverage index stemmed from increases of 1.3 percent for grocery store foods, 1.0 percent for restaurant meals, and 0.8 percent for alcoholic beverages. These increases were about the same as in January. Almost three-quarters of the February rise in the food at home index was due to higher prices for meats and poultry.

Beef prices rose 4.1 percent in February, compared with increases of about 2.0 percent in each of the 3 preceding months. Pork and poultry prices also showed large increases in February—2.6 percent and 1.6 percent, respectively—but not as much as in January.

Prices for most other foods such as cereal and bakery products, dairy products, sugar and sweets, salad and cooking oils, and processed fruits and vegetables also rose in February. On the other hand, after seasonal adjustment, prices for eggs averaged unchanged, and prices for fresh fruits and vegetables, and fish declined. The downtrend in coffee prices continued.

In the housing category, the index for residential rent increased 0.4 percent and homeownership costs rose 0.7 percent in February—both less than in January. The slower rise in the latter group reflected smaller price increases for houses and home maintenance and repair commodities. Prices of housefurnishings rose moderately in February for the second consecutive month. Charges for housekeeping services increased 0.6 percent, compared with 1.1 percent in January. The index for fuel and other utilities advanced 0.8 percent in February, considerably more than in January, primarily as the result of increases in charges for electricity and natural gas.

In the medical care component, prices of commodities such as prescriptions and nonprescription drugs and supplies increased 0.8 percent in February, slightly more than in January. Charges for professional services rose 0.8 percent and charges for hospital and other medical care services rose 1.3 percent in February, both about the same as in January.

The February rise in the transportation index was primarily due to increases for new and used cars. After seasonal adjustment, the index for new cars rose 0.7 percent and the index for used cars rose 2.1 percent, both about the same as in January. Charges for auto repairs and maintenance also continued to rise. Gasoline prices, which average unchanged in January, declined slightly in February. Among public transportation charges, taxicab fares rose 1.1 percent, intercity bus fares 1.6 percent, and airline fares 0.7 percent in February.

The increase of 0.7 percent in the entertainment index was due to higher prices for commodities such as sporting goods, toys, and musical instruments and for services such as membership dues. Prices for reading materials declined in February, following a large rise in January.

In the apparel and upkeep category, prices declined in February for all types of clothing—1.0 percent for men's and boys', 2.4 percent for women's and girls', and 1.1 percent for infants' and toddlers' apparel. Charges for apparel services, however, continued to show large increases—1.1 percent in February and 1.0 percent in January.

## Attend Local Union Unit Meetings

# Bargaining Roundup

## A/C TRANSIT DISTRICT

Bargaining is still in progress.

## CALIFORNIA-PACIFIC UTILITIES COMPANY (NEEDLES)

Open for negotiations. Meetings will be held in the near future.

## CALIFORNIA-PACIFIC UTILITIES COMPANY (ELECTRIC-CLERICAL, ELKO)

Bargaining is tentatively concluded. Proposals will be submitted to the membership for ratification on the evening of April 12, 1978.

## CITY OF HEALDSBURG

Open for negotiations.

## CITY OF LODI

Open for negotiations.

## CONCORD TV CABLE

Local Union 1245 members employed by Concord TV Cable ratified the results of 1978 contract negotiations between Concord TV Cable and Local 1245. The new agreement provides wage increases ranging from 6 percent to 9 percent. Major improvements were obtained in the medical plan. Effective June 1, 1978 the Company will pay \$75 plus 50 percent of excess charges over \$75 up to a \$80 maximum; effective June 1, 1979 the Company will pay \$77.50 plus 50 percent of the excess charges over \$77.50 up to a \$85 maximum; and effective June 1, 1980 the Company will pay \$80 plus 50 percent of excess charges over \$80, up to a \$90 maximum. The Union's negotiating committee consisted of Business Representative Jim McCauley and members Tom Coleman and Jerry Garner.

## CITY OF GRIDLEY

Bargaining is still in progress.

## PARADISE IRRIGATION DISTRICT

Bargaining is still in progress.

## SIERRA PACIFIC POWER COMPANY

Bargaining is still in progress on wages only.

## TRI-DAM PROJECT

Bargaining is still in progress.

## WELLS RURAL ELECTRIC

The membership ratified the results of bargaining between Company and Union. This is a first agreement.

## WESTERN LINE CONSTRUCTORS CHAPTER (COMMUNICATION AGREEMENT)

Bargaining is tentatively completed. Ratification ballots will be counted May 1, 1978.

## WESTERN LINE CONSTRUCTORS CHAPTER (OUTSIDE LINE)

Bargaining is tentatively completed. Ratification ballots will be counted April 24, 1978.

# Nevada News

By John Wilder

Sierra Pacific Power Company bargaining is still in progress. The Negotiating Committee met April 10 and 11, and is scheduled to meet again on April 17, 18 and 19, if necessary.

A hearing will be held April 12 in Ely concerning the Union's certification for the RCA employees. This is a prime example of the need for Labor Law Reform. The Union has been involved with the certification of these properties for seven months. RCA has thrown every obstacle possible in the way of the employees in their attempts to get Union recognition.

On April 14 an election was held in Elko to determine whether Local 1245 represents the employees of California-Pacific Utilities Telephone Division. The Company put up an active campaign to thwart the employees' desire for Union recognition. However, Union won and Local 1245 will be certified as the exclusive bargaining representative. Presently, preparations to commence negotiations are underway.

## Letter of Agreement Summaries

**Editor's note:** Members of Local Union No. 1245 who wish to receive a copy of the full text of the 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. 78-11:** Provides for the waiver of the 30-minute automotive travel time requirement for an employee in North Bay Division.

### Sierra Pacific Power Company

**SPPC No. 78-3:** Effective January 1, 1978, provides for the amendment of certain wage rates in the Assistant Reservoir (Emergency Relief), Operator (Water Plant), Operator (Water Treatment), and Patrolman (Gas and Water); certain job definitions for Assistant Reservoir (Emergency Relief), Operator (Gas Pressure), Operator (Water Plant), Operator (Water Treatment) and Patrolman (Gas and Water); changes the job definition of the Maintenance Machinist to Maintenance Mechanic (Gas and Water) and revised the job definition; revised Exhibit "C" Lines of Progression and established wage provisions for the incumbent Gas and Water Patrolman.

**SPPC No. 78-4:** Provides for the revision of Exhibit "A" - Wage Schedules and Exhibit "B" - Job Definitions and Qualifications as they pertain to the Chemical Tester, Power Production, Generating Plant Operations Occupational Group, appointments...

# Gas Conference Delegates Meet in Orlando



Above are Vice President Ron Fitzsimmons, Executive Board Member Howard Stiefer, Business Representative Frank Quadros, Business Manager Dean Cofer, Advisory Councilmember Pat Nickeson and President Howard Darrington.

By Jim McCauley

The Inter-Union Gas Conference was held on March 8, 1978 in Orlando, Florida. Delegates from six National Unions attended this conference to discuss "Negotiations in the Gas Industry". Representing Local Union 1245 were: Dean Cofer, Business Manager; Howard Darrington, President; Ron Fitzsimmons, Vice President; Jim McCauley, Business Representative; Pat Nickeson, Advisory Councilmember - Stockton Division; Frank Quadros, Business Representative; Willie Stewart, Senior Assistant Business Manager; and Howard Stiefer, Executive Board member.

The Labor Law Reform Bill, now before the U. S. Senate, was the first item on the agenda. Dave Chomers, International Representative from the Service Employees Union discussed the importance of this bill and how it will help the Union Movement in its organizing efforts. He made a plea to all "rank and file" members to write their U.S. Senators to help pass the Labor Law Reform Bill.

Barry Swelden, Deputy Director for Pipeline Safety Board stressed the importance of safety to all Union members and indicated that the Pipeline Safety Department was soon to be expanded.

Delegates from the represented Unions reported on negotiations in the Gas Industry. Indications were that the hard fought collective bargaining gains of the past were being attacked in present negotiations.

I.B.E.W. Local 2154 was on strike for 19 weeks trying to hold on to what they had in the past. Many other Unions reported on similar problems. It is clearly evident that we must work together to maintain the benefits we have and to gain much needed improvements in the Gas Industry.

The second day of the Conference was divided into three workshops; Clerical, Distribution and Service.

Discussion in the Clerical Workshop centered on combining clerical classification, the

effects on workers caused by automation and the use of telephone answering services.

It was brought out in the Distribution Workshop that plastic pipe has totally replaced steel and cast iron pipe in most areas of the country. The advantages and disadvantages of using plastic pipe were discussed.

Many gas companies in the East, Mid-West and South are losing jobs as more and more Companies are turning to outside contractors to do their installation and repair of their facilities. It appears that many Companies are not concerned with the quality of their installation but look only to cost as the determining factor. If the work can be done more economically by an outside contractor they will take the work away from their own employees.

Some interesting facts were discussed in the Service Workshop. Many utilities in the Mid-West and the East are charging for service calls. As a result, customers are calling for service less frequently and many employees have been laid off.

Several Unions reported that their Company had shut down their meter repair facilities. They were either going to outside contractors to repair meters or else they were purchasing plastic throw-away meters, manufactured overseas which could last approximately 3 - 7 years and are discarded after use. Again, cost seems to be the determining factor.

This is the only Conference in the year devoted solely to the Gas Industry in which several National Unions can discuss their problems and their gains.

Basically, Local Union 1245 is a leader in the Gas Industry with respect to wages, benefits and working conditions. However, it is important for us to see the problems the other Gas Unions are having in order that we may be aware and prepare ourselves for problems. The Inter-Union Gas Conference is a very valuable tool in preparing us for the future.

## Meeting Announcement

The next regular Local 1245 Advisory Council meeting will be held Saturday and Sunday, May 6 and 7, 1978. The meeting will be held at the Holiday Inn in Carmel, California. All members are urged to attend Advisory Council meetings. If you desire additional information, contact your local Union representatives.

## Notes of Interest

Steak-Beer-Salad-Hot Dogs  
May 13, 1978

Local 1245 members and their families are invited to attend Unit 2514's annual family picnic on May 13, 1978. The picnic will be held at Oak Island in Tracy. The charge is \$5.00 for adults and children are free. Tickets may be obtained from Business Representative Hank Lucas or at the entrance gate of the park.

\* \* \*

Congratulations Phil and Paula. Phil and Paula Blyth of Elk Grove are the proud parents of a new baby girl, Little Juliana, born March 24, is their first child. Brother Blyth is currently employed by Citizens Utilities Company. He is a Shop Steward in the Elk Grove area and an Advisory Councilmember.

Unit 2211, Oakland General, is the winner of the Local Union Unit Social Fund for the month of March, 1978.

Scott Thomas, Unit 2316, Concord, was the winner of the Unit Drawing for the month of March, 1978.

# DON'T GAMBLE WITH DEATH

**Editor's Note:** The following article "Don't Gamble with Death" appeared in the July, 1975 issue of the UTILITY REPORTER. It is being reprinted in this issue of the UTILITY REPORTER at the request of various Local No. 1245 members.

Due to the recent changes in section 1540 of California's **Construction Safety Orders** and numerous violations cited during CAL-OSHA inspections, we are again printing the rules governing correct shoring procedures for trenches that workmen must enter. These rules are set down by the State of California, Dept. of Industrial Relations, Division of Industrial Safety.

The new changes were effective on June 20, 1975 and are as follows:

Adopt new Subparts (1), (2), and (3) to Subsection (a) of Section 1540 to read:

(1) Prior to opening an excavation, effort shall be made to determine whether underground installations; i.e. sewer, water, fuel, electric lines, etc., will be encountered, and if so, where such underground installations are located. When the excavation approaches the approximate location of such an installation, the exact location shall be determined by careful probing or hand digging, and when it is uncovered, adequate protection shall be provided for the existing installation. All known owners of underground facilities in the area concerned shall be advised of proposed work at least 48 hours prior to the start of actual excavation.

(2) Trees, boulders, and other surface encumbrances, located so as to create a hazard to employees involved in excavation work or in the vicinity thereof at any time during operations, shall be removed or made safe before excavating is begun.

(3) Excavations shall be inspected by a qualified person after every rain-storm or other hazard-increasing occurrence, and the protection against slides and cave-ins shall be increased if necessary.

Amend Subsection (b) of Section 1540 to read as follows:

(b) Guarding. The walls and faces of all excavations 5 feet or more in depth which employees will enter shall be effectively guarded by a shoring system, sloping of the ground, or other equivalent means.

Amend Subpart (4) of Subsection (c) of Section 1540 to read:

(c)

(4) A civil engineer, registered in California, shall submit detailed data to the Division for alternate effective shoring or sloping systems to include soil evaluation, slope stability, estimation of forces to be resisted, together with plans and specifications of the materials and methods to be used. When tie rods are used to restrain the top of sheeting or other retaining systems, the rods shall be securely anchored.

The new change listed above should be noted, but we should also remember some basic guidelines in trenching which are outlined in a pamphlet put out by the State of California entitled **Protection of Workmen on Trenches**. The guidelines are as follows:

## HARD COMPACT GROUND

Trenches 5 feet or more deep and over 8 feet long must be braced at intervals of 8 feet or less.

A strut brace is required for each 4-foot zone into which the trench depth can be divided, with at least two braces for each set of uprights.

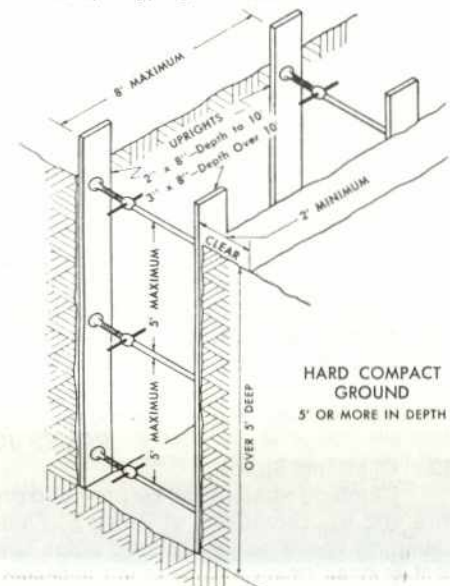
Steel screw-type trench braces must have a foot or base plate on each end of the pipe, placed horizontally and bearing firmly against uprights. Hydraulic metal jack units, properly maintained and of equivalent strength, also are acceptable.

Timber braces must be in good condition, free from imperfections affecting their strength, well cleated, and rigidly wedged.

### Horizontal Strut Braces

| Width of Trench, Feet (Incl.) | Size of Wood Braces | Size of Pipe Braces |
|-------------------------------|---------------------|---------------------|
| 1-3                           | 4"x4"               | 1 1/2" STD          |
| 3-6                           | 4"x6"               | 2" STD              |
| 6-8                           | 6"x6"               | 2" STD              |
| 8-10                          | 6"x8"               | 3" STD              |
| 10-12                         | 8"x8"               | 3" STD              |

Trenches wider than 12 feet must have braces of correspondingly larger dimensions.



## TRENCHING

California's **Construction Safety Orders** give **minimum requirements only**, but distinctly specify that trenches in all types of earth must be guarded against the hazard of moving ground.

It is the employer's responsibility to see that employees are not injured from caving ground. Experienced construction men offer the following advice, which will be helpful in deciding how much sheeting, in addition to the minimum specified, is required:

**1. Beware of Disturbed Ground.** Ground that has been filled or disturbed will require additional sheeting and bracing. So will hard compact ground if there is filled ground nearby. A trench wall that is near another recently filled trench, for example, is unstable, even though it appears to be hard compact material.

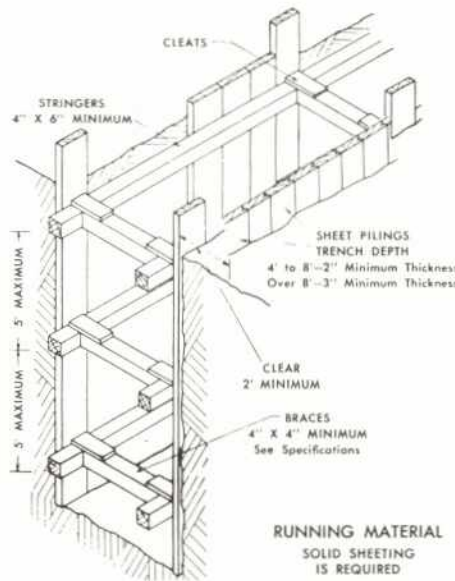
**2. Take Special Precautions Where Moisture Is Present.** Provide extra sheeting where there is water or seepage. Keep the excavation pumped out at all times, and avoid any accumulation of water, day or night, until the work is done.

**3. Guard Against Rock-like Material That Softens When Exposed to Air.** Upon exposure to air and moisture, some rocks, like the greenish serpentines found in California, undergo a softening change called air-slacking. Walls of such rock are hard and solid at the time of excavation, but soften into a slippery, dangerous mass soon after exposure to air. To prevent this air-slacking, some contractors apply a protective coating of gunite to such walls, in addition to

## FILLED OR UNSTABLE GROUND

Sheeting must be provided, and must be sufficient to hold the material in place.

Longitudinal-stringer dimensions depend upon the strut and stringer spacing and upon the degree of instability encountered.



### Trench Shoring Specifications

| SOIL TYPE     | DEPTH, Feet | UPRIGHTS     |                          | BRACES       |                          | STRINGERS       |                        |
|---------------|-------------|--------------|--------------------------|--------------|--------------------------|-----------------|------------------------|
|               |             | Size, Inches | Horizontal Spacing, Feet | Size, Inches | Horizontal Spacing, Feet | Size, Inches    | Vertical Spacing, Feet |
| Hard, Compact | 5-10        | 2x8          | 8                        | 4x4          | 8                        | Where indicated | Where indicated        |
|               | Over 10     | 3x8          | 6                        | 4x6          | 6                        | Where indicated | Where indicated        |
| Unstable      | 5-10        | 2x8          | 4                        | 4x4          | 4                        | Where indicated | Where indicated        |
|               | Over 10     | 3x8          | Solid                    | 4x6          | 6                        | 4x6             | 4                      |
| Running       | 4-8         | 2x8          | Solid                    | 4x4          | 8                        | 4x8             | 4                      |
|               | Over 8      | 3x8          | Solid                    | 6x6          | 6                        | 6x6             | 4                      |

shoring and bracing. Other contractors provide extra sheeting to hold the weakened walls in place.

**4. Guard Against Caving Hazard Created by Vibration and Load From Highway Traffic.** Trenches located near highways and streets are more likely to cave than similar trenches in locations not exposed to moving loads. Extra sheeting is necessary, and loose rocks and chunks of earth that could fall on men in the excavation should be removed.

**5. Install Upper Trench Jacks First.** When trench jacks are used to hold uprights in place against trench walls, the top jack should be installed first. The next lower one should be held in position with hooks from above before a man enters the trench at that point to place the lowest jack. Shoring does not serve its purpose if men expose themselves to hazard while installing it. Most of the installation work should be carried on from a safe position outside of the trench.

**6. Protect All Men in Trenches.** If a man is needed at the bottom of the trench near the boom-end of a boom-type trenching machine, he should be protected by metal shields attached to the boom-end. These shields should be of adequate strength and design to serve as a substitute for shoring and bracing.

**SPECIAL NOTE** — An area restricted by installing forms or similar structures adjacent to the bank of an excavation is termed a trench, and all trench regulations apply. CSO, Sec. 1504.

## ALTERNATE TRENCH PROTECTION

### Sloping

Trench or excavation walls must be sloped no less than 3/4 horizontal to 1 vertical as an alternate method to shoring. Soil instability may, however, require a flatter slope.



### Protective Shields

Protective shields or welder's huts may be substituted for shoring systems to provide local protection for workmen in trenches. Approval of their design and construction shall be secured from the Division of Industrial Safety by the employer before use.

### Design by Registered Engineer

A civil engineer, registered in California, may design and submit detailed data to the Division of Industrial Safety for alternate effective shoring systems. The design must include a soil evaluation study, a slope stability study, and an estimation of forces to be resisted, together with plans and specifications of the materials and methods to be used.

Upon review of the application and supporting data, the Division may accept the provisions of the alternate proposal or add such modifications as appear just and reasonable. See Plate C-24-a, b, Appendix, Construction Safety Orders, for engineering design alternate criteria.

### ACCESS

In trenches five feet or more deep, ladders must extend at least 2 1/2 feet above the top, unless a safer means of getting in and out of the trench is provided. There must be a ladder within 50 feet of any worker in a trench.

### PIPE INSTALLATION

Length or diameter of pipe being installed does not permit variance with shoring requirements. Shoring protection is required within at least 4 feet of any workman.

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**Fourteen times as many workers die from caving ditches, trenches, and excavations than from other construction work (in proportion to the number of disabling injuries).**

**Out of every 13 workers who receive a disabling injury from cave-ins, one dies.**

Walls of earth may look quite harmless, but they are extremely dangerous unless held in place by adequate shoring and bracing.

**Play safe! Don't bet lives on soil conditions! Provide adequate shoring and bracing.**

Local 1245 relies on the membership to keep us informed regarding unsafe working conditions and violations of laws or safety orders. We urge everyone to read the above material on shoring and be certain that any trench you enter meets the standards set forth by the law.

We know that sometimes it can be quicker to do a job without it, but it can also be deadly. Many workers die every year because of inadequate shoring and we don't want any member of Local 1245 included in those horrible statistics.

If you are pressured to violate the rules as they relate to trenches and shoring, or if you know where they are voluntarily being ignored, be sure to notify your Business Representative and if he is not available call Assistant Business Manager, Tony Morgado, at the Local Union headquarters.

Work Safety; the life you save could be your own.

# 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.

## Climbing Space Defined

**Editor's Note:** In compliance to a request that General Order No. 95, as it pertains to climbing space, be published in the UTILITY REPORTER, the appropriate excerpts (rule nos. 54.7, 84.7 and 93) are shown below:

### REQUIREMENTS FOR COMMUNICATION LINES

#### 84.7 Climbing Space

Climbing space shall be provided on one side or quadrant of all poles or structures supporting communication conductors excepting at the level of the one pair of conductors attached to the pole below the lowest crossarm (Rules 84.4-C1c, 84.4-D1 and 87.4-C3) and the top 3 feet of poles carrying communication conductors only which are attached directly to pole in accordance with the provisions of Rule 84.4-C1c.

The climbing space shall be maintained in the same position on the pole for a minimum vertical distance of 4 feet above and below each conductor level through which it passes, excepting that where a cable is attached to a crossarm or a pole with the cable less than 9 or 15 inches from the center line of the pole supporting conductors on line arms (no buck arm construction involved) in accordance with the provisions of Rules 84.4-D1 or 87.4-C3, the 4 foot vertical distance may be reduced to not less than 3 feet.

The position of the climbing space shall not be shifted more than 90 degrees around the pole within a vertical distance of less than 8 feet.

The climbing space shall be kept free from obstructions excepting those obstructions permitted by Rule 84.7-E.

#### E. Allowable climbing space obstructions

Vertical conductors, when in a suitable protective covering attached directly to the surface of the pole, terminal boxes or similar equipment which do not extend more than 5 inches from the surface of the pole, and guys, will not be held to obstruct the climbing space provided not more than one guy and one other of the above named obstructions are installed in any 4-foot vertical section of climbing space.

Crossarms and their supporting members are allowed in climbing spaces provided that, where buck arms are involved, any arms within climbing spaces are treated as double arms.

A guard arm, a longitudinal run of messenger, cable or insulated wire will not be held to obstruct the climbing space where they are placed in the climbing space because the presence of a building wall or similar obstacle will not permit the cable to be placed on the side of pole opposite the climbing space. Pole steps shall be suitably placed for the purpose of facilitating climbing past the level of terminal box, cable, drop wires and guard arm.

Unnecessary impairment of the climbing space is not permitted by the application of this Rule 84.7-E.

### REQUIREMENTS FOR SUPPLY LINES

#### 54.7 Climbing and Working Space

##### A. Climbing Space

Climbing space, measured from center line of pole, shall be provided on one side or in one quadrant of all poles or structures, with dimensions as specified in Rules 54.7-A1, 54.7-A2 and 54.7-A3. For climbing space dimensions where post insulators are utilized see Rule 54.11-F.

The climbing space shall be maintained in the same position for a distance of not less than 4 feet vertically both above and below each conductor level through which it passes. Compliance with this requirement necessitates that the position of the climbing space shall not be changed through conductor levels which are less than 4 feet apart. Where the vertical distance between consecutive conductor levels is 4 feet or more, and less than 8 feet, the position of the climbing space through such consecutive levels may be shifted not more than one-quarter of the distance around the pole. Where a conductor is installed at the top of a pole under the provisions of Rule 54.4-D8, the climbing space shall extend up to the level of such pole-top conductor but need not be provided through and above such level.

Allowable obstructions of these climbing spaces, where necessary, are specified in Rule 54.7-A4.

This Rule 54.7-A need not apply to non-climbable metal poles in partial underground distribution, provided the regular written operating rules of the utility concerned specify that all work on conductors and equipment supported by such poles shall be performed only from aerial lifts and (1) in the case of primary conductors, shall be done with live-line tools after installing adequate insulating and protective devices or barriers in order to (a) prevent accidental contact by the workman with the energized conductors other than the conductor being worked on and (b) to minimize the possibility of simultaneous contact of the metal parts of live-line tools with the grounded pole and the energized conductor and (2) in the case of secondary conductors shall be done after suitably covering all energized primary conductors with adequate insulating and protective devices or barriers.

NOTE: Revised February 7, 1964 by Decision No. 66707 and January 6, 1968 by Decision No. 73455.

For climbing space dimensions for low voltage rack construction see Rule 54.9-F.

NOTE: Revised January 6, 1968 by Decision No. 73453.

(4) **Allowable Climbing Space Obstructions:** Crossarms and their supporting members are allowed in climbing spaces provided that, where buck arms are involved, any arms within climbing spaces are treated as double arms.

Suitably protected vertical conductors attached to the surfaces of poles, and guys (except those guys contacting metal pins or dead-end hardware as specified in Rule 52.7-D, are allowed in climbing spaces provided that not more than one guy and one vertical riser, run, or ground wire are installed in any 4-foot vertical section of climbing space. The terminals or terminal fittings of risers or runs shall not be installed within climbing spaces.

Pin-type insulators which support line conductors of 20,000 volts or less may extend not more than one-half of their diameter into the climbing space. Dead-end or strain type insulators which support line conductors of 0-750 volts may extend not more than one-half of their diameter into the climbing space.

Space bolts used for the attachment of dead-end hardware of a circuit of any voltage located below a circuit at the top of the pole may project into the climbing space provided they are protected with a suitable insulating cover, having an insulating value equal to the insulators on the associated circuit, and further that the area of the climbing space on a horizontal plane is not reduced by more than 10%.

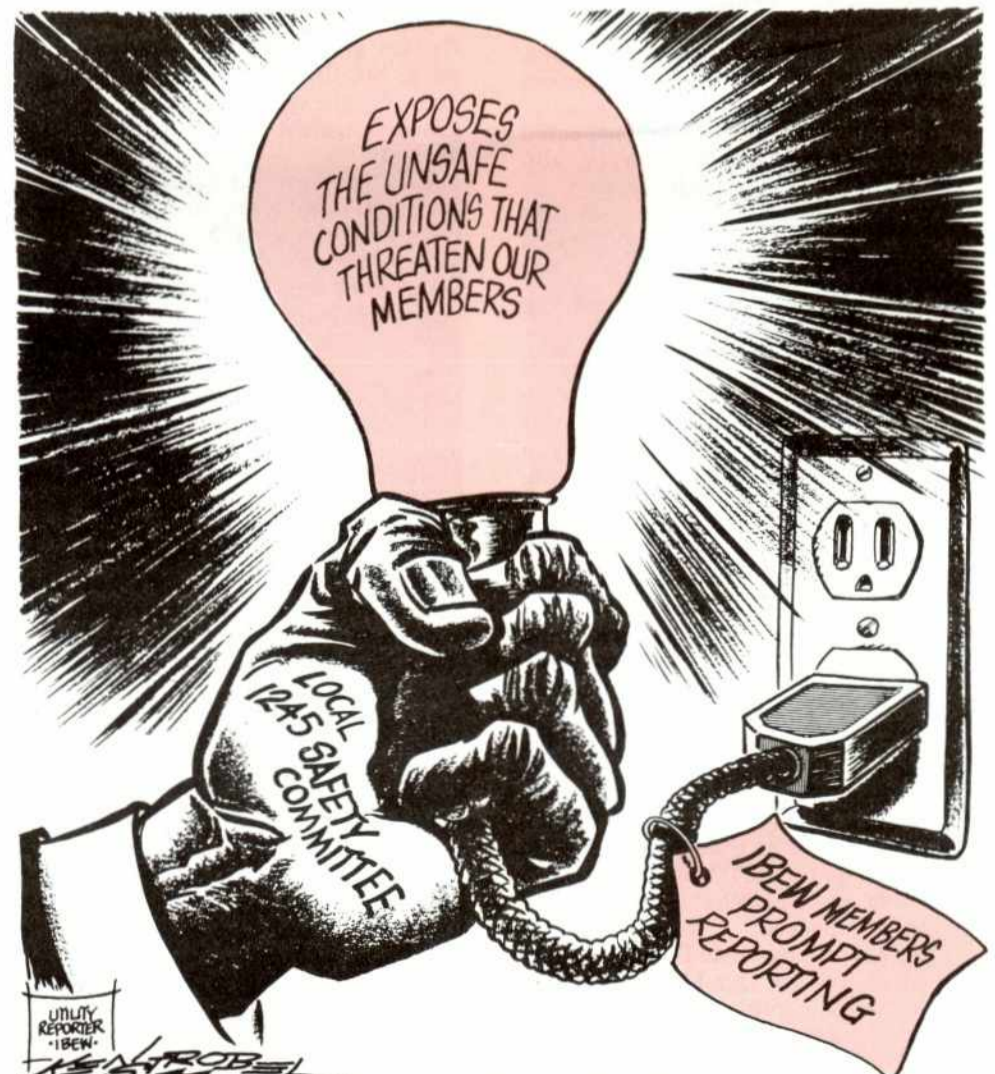
Modifications of these requirements for rack construction are specified in Rule 54.9-F.

NOTE: Revised September 18, 1967 by Decision No. 72984.

### POLES JOINTLY USED

#### 93. Climbing Space

Climbing space shall be provided on all jointly used poles which support conductors and the provisions of Rules 54.7 and 84.7 are directly applicable to such poles. Climbing space on jointly used poles shall be so correlated between conductor levels that its position in relation to the pole is not changed by more than 90 degrees in a vertical distance of less than 8 feet.



**Keep it plugged in!**