International Delegates Elected

On June 17, 1978, the Local Union Election Committee reported the results of the election of delegates to the 31st Convention of the International Brotherhood of Electrical Workers, AFL-CIO, to be held in Atlantic City, New Jersey commencing on October 2, 1978.

The following members were elected to serve as delegates:

- Peggy Babbage
- Nannette Brownlee
- Madeline Cherry
- Ron Fitzsimmons
- Dorothy Forget
- Mickey Harrington
- L. L. Mitchell
- Frank Quadros
- Leland "Lee" Thomas
- Kathy Tindall

In addition to the delegates shown above, Business Manager Dean Cofer and President Howard Darlington will serve, by virtue of their offices, as delegates representing Local 1245 at the Convention.

In the event an elected delegate is unable to fulfill the obligations of office, he/she will be removed and the alternate who received the most votes will automatically become a delegate.

The following members were elected as alternates and are listed in the order that they were elected:

- Hank Lucas
- Bernice Aston
- Mert Walters
- Gary Abrahamson
- Jim McCauley
- Doris Williams

(Continued on page 2)

Ron Weakley, 30 years of service in the I.B.E.W. — Business Manager of Local Union 1245 for 20 consecutive years, recently visited Local Union headquarters in Walnut Creek. During his visit, Business Manager Dean Cofer, left, presented Brother Weakley with an engraved belt buckle and pin, small tokens of the Union’s appreciation, for his many years of dedicated service.

New Limit On Picketing Rights

The Supreme Court ruled in a split decision that state courts can enforce local trespass laws to bar unions from picketing on private property.

The 6-3 decision overturned a California supreme court ruling that the peaceful picketing by the San Diego District Council of the Carpenters was protected by federal labor law, pre-empting state court jurisdiction.

The case is the result of a 1973 dispute between the Carpenters and a Sears Roebuck department store in a Chula Vista, Calif., shopping mall over the hiring of non-union carpenters.

In writing the decision for the majority, Justice John P. Stevens held that the issue in the case was the locality of the picketing and not whether it dealt with union recognition.

Stevens said that permitting the (Continued on page two)

Court Bars Sex Bias In Pensions

A pension plan can’t require higher contributions from women workers, the Supreme Court ruled, even if the sex differential is based on evidence that women on the average live longer and thus can expect to collect more retirement benefits.

The court’s 6-2 decision adopted many of the legal arguments that the AFL-CIO and the Auto Workers made in a joint brief supporting a group of women employees of the Los Angeles Dept. of Water & Power.

The original suit was financed by the International Brotherhood of Electrical Workers. IBEW Local 18 won a bargaining election to represent the largely female office staff. The IBEW already represented the blue-collar workers.

At the time the suit was filed, women workers had 15 percent more deducted from their pay for the department’s pension plan than male employees making the same wage.

The women contended, and two lower (Continued on page two)

OSHA Sets Inspection Guidelines In Wake of Supreme Court Decision

WASHINGTON — The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) has announced it has directed field staffs to continue to conduct workplace inspections using the same method of scheduling as before the May 23 Supreme Court decision and, as required by that decision, to seek a warrant when an employer refuses entry.

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Stevens said that permitting the (Continued on page two)

Brother Ronald T. Weakley came by the Union Office to visit us on Monday, June 12, 1978. Ron served, as most Local 1245 members know, as the Business Manager-Financial Secretary of Local Union 1245 from 1951 to 1971, and is one of the persons most responsible for developing the democratic Local Union structure that we now enjoy. Brother Weakley has been serving our country as a Deputy Assistant Secretary of Labor in Washington, D.C. since leaving the employ of the Local Union. We are always happy to see Ron, but particularly so this time since it was my honor to present him with his 30 year service pin and buckle.

It was also a pleasure recently to be drafted by Business Representative Jim McCauley, and placed in charge of dispensing free beer at the First Annual IBEW, Local 1245 Softball Tournament. The tournament was held in Pleasant Hill on Sunday, June 11, with 26 teams of Local Union 1245 members participating. Counting friends and families, there were approximately 600 people in attendance for a fun day filled with good ball and good fellowship. The Santa Rosa team took home the championship, along with individual trophies. A team from Walnut Creek took second place.

(Continued on page two)

This is the time of year that is traditionally devoted to politics, both local and national. During the recent primary election you could not turn on the television set without being assaulted with pleas to vote one way or another for a particular candidate or issue. Likewise, Local Union 1245 is constantly barraged with requests from our employers, and groups such as LAMPA, to support energy development programs utilizing nuclear fuel or coal, rate increases, and other programs desired by management in the utility industry.

(Continued on page two)
to continue supporting management's programs, then management will have to start giving serious consideration to lending their support to labor's legislative goals (such as Labor Law Reform).

Your Brotherhood needs your help and participation. I urge every Brother and Sister to attend your Unit Meetings and get involved. You really owe it to yourself, your family, and your Union.

**Court Bars Sex Bias in Pensions**

(Continued from page one)

courts agreed that this double standard barring sex discrimination in employment that is contained in the federal Civil Rights Act.

The facts were not in dispute. As the Supreme Court noted, the department based its sex-differentiated pay deductions on mortality studies and past experience indicating that its male employees "on the average" would get more benefits from the program. Because of the different contribution rates, if a female employee took home less pay than a male employee earning the same salary.

The AFL-CIO and UAW brief noted that use of average ages conceals the fact that the majority of women do not live as long as men, but under the plan were nevertheless required to pay more than men.

The Supreme Court took the same approach, noting that most of the women workers "received smaller paychecks because of their sex but they will receive no compensating advantage when they retire."

Mortality tables could probably show differences in life expectancy for persons of different races or national origin, the court majority noted, but such distinctions would clearly violate a law "designed to make race irrelevant in the employment market."

In any type of group insurance program, the court observed, "healthy persons subsidize benefits for the less healthy" and risks are shared.

For the women who initiated the suit five years ago, the Supreme Court decision carried a price tag.

Largely as a result of the attention given their original lawsuit, the California legislature abolished sex differentials in public pension programs, and the Los Angeles Water Dept. dropped its double standard in 1975.

Both a federal district judge and a federal appellate court had granted their request for retroactive refunds of the extra money they had paid into the pension plan, but the Supreme Court denied retroactivity.

On that point, with only Justice Thurgood Marshall dissenting, the court said retroactivity is not required because the pension plan had been set up in good faith and the cost of refunds could be "devastating."

Despite its rejection of retroactivity, the Supreme Court decision was seen as a strong plus for equal rights.

The majority opinion, written by Justice Harry Blackmun, in a separate opinion agreeing with the court's conclusion, expressed the view that "today's decision cuts back on general Social Security Act"—the case involving pregnancy benefits—and makes it "clear that questions about whether the GE case can continue to be relied on a precedent.

Chief Justice Warren E. Burger and Justice William J. Brennan, Jr. observed from the majority declaration, concluding that there is no illegal discrimination in allowing employers to base pension reductions on statistical differences and proven disparities in longevity between men and women.

**OSHA Sets Inspection Guidelines**

In Wake of Supreme Court Decision

(Continued from page one)

Court made it clear that "the great majority of businessmen can be expected in normal course to consent to inspection without warrant."

"We in OSHA share that belief, and hope that most employers will consent," Dr. Bingham said. "When they do not, our compliance safety and health officers have been instructed to deal with such refusals in a courteous and responsible manner. If they fail to cooperate promptly, contact Labor Department attorneys, and obtain a warrant as quickly as possible.

Dr. Bingham explained that the Court decision spelled out the circumstances under which it contemplated a warrant could be issued. "In the case of worker complaints or catastrophe investigations, OSHA is clearly in a position to justify the issuance of a warrant," she noted.

"But the Court does not require specific evidence of an existing violation at the workplace," she said. "The court said employers' rights would be adequately safeguarded if we show that reasonable legislative or administrative standards for conducting an inspection are satisfied with respect to a particular establishment."

Dr. Bingham pointed out that OSHA's priority system for conducting inspections was based on such criteria as injury rates, worker population and the like. Further, she noted, her policy has long been to direct 95 percent to OSHA's scheduled inspection activity toward establishments in these designated high risk industries.

In another area, Dr. Bingham said that instructions had been given to regional officers to communicate OSHA's plan of operation to labor commissioners in states that have their own job safety and health programs. Commissioners are expected to communicate with their attorney general to determine the appropriate course of action under state law.

"I hope," Dr. Bingham concluded, "that we will be able to safeguard employers' rights under the Court's decision, without hampering our ability to spot check their establishments to assure they are meeting their responsibilities of providing a safe and healthy workplace for their employees."

Because the full impact of the ruling may not be known for some time — depending on what delays OSHA encounters in petitioning U. S. district court judges for warrants and if employers attempt to use the decision as a loophole to avoid spot-check investigations.

**State to Review Industry Wage Orders**

The State Industrial Welfare Commission has announced it will soon begin a full review of its 1976 wage orders.

The Commission, which administers the State's minimum-wage and standards for hours of work, overtime pay and working conditions, adopted 15 wage orders two years ago that cover most California industries.

The review process involves gathering nominations of people willing to represent employers and employees on the boards. Names may be submitted to the Commission; wage boards are expected to be appointed in late September.

Industrial activities that have never been included in Commission wage orders are on-site construction, on-site drilling and mining, and on-site logging. The Commission has said it is investigating minimum-wage and health claims on the subject is welcome.

The Commission also announced that Mike R. Eldor, secretary-treasurer of Teamsters California State Council of Carpenters and Woodworkers Unions, has been elected chairman.

The other commissioners are Yvonne Postelle, personnel administrator for the city of Davis; Jackie Walsh, state officer of the California State Employees and Bartenders International Union; Howard Wackman, first vice president of the California Farm Bureau Federation; and John Bennett, former relations manager for Crown Zellerbach Corp.

The Industrial Welfare Commission was created in 1913 with authority to set minimum wages, maximum hours, other conditions of employment, and working conditions for employed women and minors. The State Legislature extended the Commission's authority to issue regulations covering male workers in 1972 and 1973.

**Picketing Rights**

(Continued from page one)

state court to adjudicate the store's trespass claim it would cause "no realistic risk of interference with the National Labor Relations Board's authority."

Laws prohibiting against unfair labor practices under the law.

But, Justices William J. Brennan, Potter Stewart and Thurgood Marshall strongly disagreed, charging that the majority had abandoned a principle of labor law pre-emption that has been followed for at least two decades.

"This drastic abridgment of established principles is unjustified and unjustifyable," Brennan said in writing the dissent.

The picketing line in question had been set up on a walkway adjacent to the Sears store in October 1973. After the company was granted an injunction by a local court to restrain the picketing on the property, the Carpenters moved the picket line to a public sidewalk about 200 feet away.

Neither the union nor the company filed a complaint with the NLRB charging an unfair labor practice over the picketing dispute.

Stevens held that the union could have filed an unfair labor practice charge when the company demanded that the pickets return to the store's property. If Sears had filed a charge with the board, Stevens said, the issue would have been whether the picketing had an object prohibited by federal labor law.

He concluded that Sears' action in the state court only challenged the location of the picketing—thereby permitting the court to hear the trespass claim without risking interference with the NLRB's role.

The California supreme court subsequently reversed the ruling of the lower state court.

Brennan termed the majority's ruling a "bad-faith decision" that "threaten the fabric of national labor policy."

He predicted that local courts will now "erroneously conclude that they are capable of correctly applying labor laws" rather than relying on the expertise of the NLRB.
**Refunds due on S.S. Taxes Withheld from Sick Pay**

By Charlie Gadzik

Last month’s issue reported that some employers have mistakenly withheld social security taxes (FICA) from sick pay. It encouraged members to request refunds from their employers and promised to publish the adjoining list of those who were over-withholding.

A look at the list shows that Local 1245 employer lists fall into three groups according to their withholding practices. The first group consists of private companies that have incorrectly withheld FICA from sick pay at any time in the last three years. These employers owe refunds. The second group is private companies that have properly exempted sick pay from FICA taxes. No refunds are due from this group.

The third group is made up of public agencies that have been deducting social security (also called OASDI) from sick pay but who nonetheless owe no refunds. Unlike private companies, the public agencies participating in social security are required by law to deduct OASDI from all wages, including sick pay. (There may be an exception for public agencies like irrigation districts, which support themselves and don’t rely on taxes to operate. For more information, see the note following this article.)

If your employer is listed among those that owe refunds, you should send him a written request asking for the return of your money. You are entitled to claim anything that was withheld in 1975, 1976 and 1977 as well as 1978.

Although your money is refunded directly by the employer, Internal Revenue Service rules require each member to make this written request before the money can be returned. The request doesn’t have to be fancy. Just write on a plain piece of paper that “I, (Your Name), request the refund of all FICA taxes withheld by (Employer’s Name) from wages paid to me while on sick leave.” Add the date and your signature and give it to your employer.

Those employers who have been over-withholding have promised their cooperation in refunding the money and have assured the Union that FICA will not be deducted from sick pay in the future. However, if problems arise, you should contact your Steward or Business Representative.

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**Outside Construction Hot Line**

By John J. Wilder

The Rollins Dam Hydro Electric Power Plant job has been awarded to a general contractor. We have no word yet on who will do the electrical work, and it will be some time before anybody is placed on this job.

Harker and Harker, and Slater Electric have nearly completed the seven miles of transmission line they are building in Reno. Slater is still performing underground work for Sierra Pacific Power Company.

An underground job for the United States Bureau of Reclamation in Placer County was awarded to a non-union contractor. Union contractors came in on second and third.

The transmission line for the City of Redding, from Keswick Switching Station, is out for bid. The due date is June 13.

Commonwealth Electric will begin to work on small substations at the Geysers, Unit 15 in the very near future.

Anyone who has not received his contributions from the pension fund, should contact Local Union 1245 immediately.

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**Refund Due**

Companies deducting incorrectly
- Central Cal Communications Corp
- Citizens Utilities
- Concord TV Cable
- Davey Tree
- Monterey Peninsula Cable TV
- Mt Wheeler Power (1975 only)
- Sierra Pacific Power
- State TV Cable
- Wells Rural Electric
- Western TV Cable
- X-Ray Engineering

**No Tax Refund Due**

Companies deducting correctly
- Bay Cablevision
- P & E
- Pacific Gas Transmission
- Pacific Tree
- Plumas-Sierra REC
- Sonic TV Cable
- Standard Pacific Gas
- Tele-Vue Systems

**No Tax Refund Due**

Public agencies deducting correctly
- A/C Transit
- City of Alameda
- City of Berkeley
- City of Gridley
- City of Healdsburg
- City of Lodi
- City of Lompoc
- City of Oakland
- Orange Cove I D
- City of Redding
- City of Roseville
- Sacro, Reg. Trans. Dist.
- City of Santa Clara
- Lindmore I.D.
- Merced I.D.
- Nevada I.D.
- Oroville-Wayandotte I.D.
- Paradise I.D.
- Placer County Water Agency
- Richvale I.D.
- SMUD
- Thermalti I.D.
- Tri- Dam Project
- Truckee-Doner PUD
- Yuba County Water Agency

**ATTENTION: MEMBERS IN SELF-SUPPORTING PUBLIC AGENCIES**

Unlike private companies, public agencies are required by law to withhold social security taxes from sick pay. But some agencies, like those outlined, may be exempted from this requirement because they don’t use tax money to operate. For more information, see the note following this article.

To date, no meetings are scheduled.
During the period April 20, 1978 through May 23, 1978 applications for membership were received from the following persons:

SAN JOAQUIN DIVISION
ELUS, R.D.
GARCIA, M.A.
HANSEN, E.W.
SIMMONS, S.J.
SULLIVAN, P.E.

COAST VALLEY DIVISION
BOLINGER, J.N.
CASHORE, J.E.
KEMPNER, R.F.
JEFFERSON, M.J.
MARCEBO, J.
MOHLER, T.L.
REEDSOPP, J.D.
REENTS, M.A.
SPRANGER, G.L.

MONTEREY PENN. TV CABLE
BARTHELLOW, P.J.
BRAY, K.N.
BENOIT, J.W.
ROMANO, G.T.
O'DONNELL, K.M.
MARTIN, R.U.
RODRIQUEZ, D.A.
LANGE, B.A.
DOMBROUSKI, T.L.
DAVIS, C.
CULLAR, R.D.
PERRY, D.S.

SAN FRANCISCO DIVISION
BARAIRO, S.S.
GONZALES, F.M.
HUEY, D.H.
MONACO, L.M.
O'CONNELL, J.A.
PAUL, R.S.
SCAFANI, M.A.

GENERAL OFFICE
ARNOLDO, P.M.
BAUSSA, J.T.
BELKIN, J.R.
CHAN, K.C.
CHAMO, M.
DAVIS, L.J.
DULY, A.T.
FOSTER, M.D.
GERMANE, G.R.
GERSTNER, M.D.
HUEY, N.
LUM, D.W.
LEONOR, A.C.
UM, E.P.
RODRIGUEZ, F.N.
SAND, B.
SHIGEMATSU, L.M.
SMUG, E.
TANG, J.
VARGAS, M.S.
VOONG, Y.N.

WESTERN TV CABLE
JOHNSON, E.D.

STOCKTON DIVISION
CRIPKEN, R.H.
HEARON, T.B.
RANEY, M.J.

SACRAMENTO REGIONAL TRANSIT
CHERNIAK, D.W.

PACIFIC GAS TRANSMISSION
LEHMANN, D.W.

HUMBOLDT DIVISION
LYLE, T.T.

SHASTA DIVISION
ALLISON, J.G.

CITY OF REDDING
ANDERSON, O.R.
HAYES, J.A.
REEVES, E.
SHELTON, R.P.

SIERRA PACIFIC POWER CO.
SAB, S.M.
BESELER, W.D.
BLURTON, D.M.
DAANE, M.L.
MENESINI, M.
PATTERSON, W.A.
WOLBERTON, T.A.
UTLEY, T.M.

CAL-PAC SD. LAKE TAHOE
DOINSON, N.I.
FISCHER, A.L.

TRUCKEE DONNER PUD
JOHN, S.N.
WALTRIP, B.C.

FRASER, M.E.
FRESSE, M.
FRITZ, R.M.
FYFE, D.T.
GAINE, E.J.
GIBSON, D.A.
GILBERT, C.C.
GLAZE, T.L.
GOONS, D.L.
GONZALEZ, A.R.
GONZALEZ, D.J.
GONZALEZ, R.A.
GRAHAM, J.D.
GRIFFE, J.J.
HALL, H.D.
HANSEN, E.W.
HANSEN, L.D.
HARRISON, A.D.
HENLEY, G.L.
HILLIARD, R.E.
HOLT, R.W.
HORST, G.E.
HOWANN, J.M.
HUNTINGTON, V.L.
IESTOR, R.B.
JOHNSTON, D.L.
JOHNSON, R.L.
JOLIN, D.E.
JONES, K.O.
JORDAN, J.H.
KLINGERMANN, D.B.
LANDERI, M.J.
LANDZICK, M.J.
LAMBSCHIE, K.D.
LANGLEY, D.W.

CAL-PAC ELKO
BAILEY, J.M.
HARRER, D.A.
HARRIS, R.K.
MIKOWICZ, J.

SAN JOSE DIVISION
RAY ENGINEERING
- 
JEFFERSON, M.J.
HAYES, J.A.
CHIN, D.H.
CHAN, K.C.
ARNOLD, P.M.
O'CONNELL, J.A.
GONZALES, F.M.
RICE, R.O.

CITY OF ROSEVILLE
BALLEST, P.M.
COUCH, G.D.
GOUCHER, D.E.
YRAGUEN, F.
SMILEY, R.K.
HARRIS, M.E.

CITY OF PLEASANT HILL
BONGARD, S.D.

CITY OF SOUTH SAN JOSE
CASSELL, H.R.
CONNELLY, J.J.
CRAGO, M.E.
CRUZ, C.
JOHNSON, K.L.
JOHNSON, R.H.
MARTIN, R.U.
O'CONNELL, K.M.
PERRY, D.S.
Powell, G.A.
SINKEV, T.E.

MATERIAL DISTRIBUTION
CULLAR, R.D.
NAGOS, J.A.
ROMANO, G.T.

EAST BAY DIVISION
BENJT, J.W.
BRAY, K.N.
BUDESCH, A.P.
CHAVEZ, R.L.
CHIN, B.G.
CONTRIINES, M.
CONTRIINES, R.J.
DAVIS, C.
DOMINICKOULAI, T.L.
GONZALES, M.E.
GREEN, R.J.
HENKINS, F.P.
HIGHTOWER, S.R.
HUNTER, B.R.
JONES, R.E.
LACIE, B.A.
LEHNE, F.M.
LOGAN, J.
LOPEZ, S.P.
MEACHAM, D.J.
MIZOKUCHI, A.K.
MULDER, R.
PENA SAMSON de la
PRAET. L.A.
RODRIGUEZ, D.A.
SOTOGA, A.S.
SIREL, J.J.
SPADASECHIA, C.A.
TEDESCHI, J.
TOMEROS, A.D.
VILLALOBOS, J.A.
WALKER, K.C.
WAGERS, J.M.
X-RAY ENGINEERING
MARTIN, G.M.

NEW MEMBERS

APPOINTMENTS

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

LOCAL UNION COMMITTEES

East Bay Division Joint Grievance Committee
Lawrence Henderson

Shasta Division Joint Grievance Committee
Will Rodrigues

Humboldt Joint Grievance Committee
Barry Jensen

Materials Distribution Division
T. Kella
William Sullivan

NEGOTIATING COMMITTEES

Pipe Line Operations
Ruben Arredondo
Mark B. Smith
David Zollar

Materials Distribution Interim Training Committee
Ray Knetz

Sierra Pacific Power Company 1978 Wage Bargaining Ballot Committee
Madeline Cherry
Ethel Larson

Computer Operations Interim
Olive County
Karen Orland

Orange Cove Irrigation District
Mary Wise
Charles Evans

Cal-Pac Elko Telephone
Ray Paoli
Bernard Guzenski
Janet Petersen
John Petersen
You may be eligible for SS

OLD MENBERS:
A FULL TIME JOB DOESN'T STOP ALL SOCIAL SECURITY BENEFITS

By Charlie Gadzik

Few employees realize that they can collect a portion of their social security benefits before they retire. Oftentimes a worker can continue in his regular job at full salary and still receive hundreds of dollars from social security. But you must apply for the benefits to receive them. Brown's excess earnings cancel benefits he would have received had you filed earlier.

Here's how the system works. A person between the ages of 65 and 72, $4,000 can be earned while receiving full benefits. After age 72 there is no limit on how much you can earn.

If a worker makes more than these earnings limits, his social security benefit is reduced. He loses $1.00 in benefits for every $2.00 earned over the limit. But he maintains his status as entitled to any benefits. But he has a wife, benefit at 65, but only by a small amount.

For example, the combined payments to her $12,000 salary.

Take, for example, the hypothetical cases of Carol Jones and Tom Brown. Carol is 65 and is earning $12,000 a year. She has applied for social security benefits. For those being, Brown on his own would not be entitled social security benefit. For those beginning to work full benefits. After age 72 there is no limit on how much you can earn. while receiving full benefits. After age 72 there is no limit on how much you can earn.

Brown's excess earnings cancel benefits he would have received had you filed earlier, employees who continue to work past retirement age should consider filling their claims as soon as they are eligible at age 62. Every case is different, however, and what is best for your situation may not be best for someone else. It is always a good idea to visit your social security office and figure out yourself how to get the most out of your social security benefits.

Because they could forfeit benefits they could have collected had they filed earlier, earlier, employees who continue to work past retirement age should consider filling their claims as soon as they are eligible at age 62. Every case is different, however, and what is best for your situation may not be best for someone else. It is always a good idea to visit your social security office and figure out yourself how to get the most out of your social security benefits.

All AFL-CIO affiliates are being urged to refuse to serve on voluntary hospital cost control committees being formed by the American Hospital Association, the American Medical Assn., and the Federation of American Hospitals by Bert Seidman, director of the AFL-CIO Dept. of Social Security.

Seidman said that the AFL-CIO has refused to serve on a committee composed of the above organizations, because it considers their drive "a vehicle for holding down wages of hospital workers."

On May 10 the AFL-CIO Executive Council adopted a statement on "hospital cost containment" voicing support for President Carter's announced aim to develop an effective and fair anti-inflation program to curb soaring hospital costs. But, the council said, "Such legislation must not create incentives for hospitals to hold down the wages of already low-paid hospital workers. We could not tolerate such a blatant injustice. Such unfair treatment of hospital workers is all the more indefensible since even the Council on Wage and Price Stability has admitted that sharply escalating non-labor costs—not wages—have been responsible for virtually the entire hospital cost increase."

The Council's statement urged the Congress "to enact effective hospital cost containment legislation without wage controls on low-paid hospital workers."

But it also noted that even the enactment of such legislation "will not bring a halt to rapidly rising health care costs since it will not affect physicians' fees and other health care costs" which are also increasing too rapidly.

"Only a universal and comprehensive national health insurance program with effective and fair cost controls and incentives for improving the quality and enhancing the efficiency of health care will bring both lasting health care cost containment and adequate health care to the American people," the Council declared.

Senior Citizens National Council merits support

By Dorothy Fortier

The National Council of Senior Citizens is a strong voice for older Americans. The Council, supported by the AFL-CIO since its inception in 1961, has fought many successful battles for the rights of senior citizens. An early victory for the Council's legislative effort was passage of Medicare, in the face of determined opposition from other organizations purporting to represent senior citizens.

In addition, the NCSC, with the strong support of organized labor, has won seven increases in Social Security benefits, a nutrition program providing inexpensive meals for older Americans, an expanded food stamp program, legal services, and improved transportation for senior citizens.

"The NCSC is making tremendous strides for the Nation's older Americans, as part of this organized force, seniors throughout the country are able to effectively challenge existing legislation and open the door to future improved legislation for senior citizens," Local 1245 Business Manager Dean Cofer comments.

"Strength through Organization" was adopted as the slogan for the NCSC convention in June. To maintain that strength, the Council has embarked on a massive membership drive to enlist retired Americans in the battle for a better life for senior citizens. "In light of the victories already achieved by the NCSC and the future battles yet to be fought and won, I strongly urge Local 1245's older members to seriously consider the merits of the NCSC and make a commitment to becoming an active part of the organization," Cofer stated.

City of Santa Clara members and Local 1245 honor Clyde Ramsdell. On April 28, 1978, friends of Brother Clyde Ramsdell (left) honored him at his retirement party. Business Representative Orv Owen (right) and Shop Steward Richard Murphy (center) presented Local 1245's Pin and Scroll to Brother Ramsdell and thanked him for his faithful service to the Local.

'Be Wary of Hospital Cost Control Panels''

By Dorothy Fortier

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"Strength through Organization" was adopted as the slogan for the NCSC convention in June. To maintain that strength, the Council has embarked on a massive membership drive to enlist retired Americans in the battle for a better life for senior citizens. "In light of the victories already achieved by the NCSC and the future battles yet to be fought and won, I strongly urge Local 1245's older members to seriously consider the merits of the NCSC and make a commitment to becoming an active part of the organization," Cofer stated.

City of Santa Clara members and Local 1245 honor Clyde Ramsdell. On April 28, 1978, friends of Brother Clyde Ramsdell (left) honored him at his retirement party. Business Representative Orv Owen (right) and Shop Steward Richard Murphy (center) presented Local 1245's Pin and Scroll to Brother Ramsdell and thanked him for his faithful service to the Local.

'Be Wary of Hospital Cost Control Panels''

By Dorothy Fortier

The National Council of Senior Citizens is a strong voice for older Americans. The Council, supported by the AFL-CIO since its inception in 1961, has fought many successful battles for the rights of senior citizens. An early victory for the Council's legislative effort was passage of Medicare, in the face of determined opposition from other organizations purporting to represent senior citizens.

In addition, the NCSC, with the strong support of organized labor, has won seven increases in Social Security benefits, a nutrition program providing inexpensive meals for older Americans, an expanded food stamp program, legal services, and improved transportation for senior citizens.

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**Forced overtime battle won by employers**

AB 1295, the Labor supported bill to ban forced overtime in California died in the state Senate Industrial Relations Committee in May.

A spokesman for Assemblyman Tom Buttram, who authored the bill, said the Senate attempt "will be made to revive the issue during this legislative session."

The bill was originally drafted to prevent employers with more than 50 employees from compelling overtime. In an effort to help the embattled bill gain a majority on the Senate committee, the sponsor, Governor Brown's office suggested a more limited application of the forced overtime ban, amending it to prevent only those employers with more than 100 employees, from compelling overtime under threat of demotion or discharge. Other amendments removed the outright ban of forced overtime and instead required employers the right to bring allegations of abuses of overtime before the state labor commissioner.

AB 1295, introduced in the assembly in March, 1977 aroused much heated debate. Testifying before the Senate Industrial Relations Committee on behalf of the bill, Assistant Business Manager Mert Walters cited specific incidents where Local 1245 members had been severely disciplined because they refused to work overtime in non-emergency situations. Additional testimony about mandatory overtime abuses by employers came from workers in communications, oil, chemical and atomic plants, airlines, laundry and dry cleaning, dairy industries, motion picture industries and from members of Unions representing machinists, hospital workers, retail clerks, teamsters and paper workers.

Unfortunately, the bill's supporters were unable to gain enough votes from Democratic committee members to hold the amended bill over for a later vote. Only Democratic Senators Alan Sieroty and Nate Holden stood solidly with labor in support of the bill.

If the bill receives broad enough support, it could be reintroduced next year. Its passage would have benefited all California workers and in order to get it reintroduced next year, Local 1245 urges you to contact your legislative representatives voicing your discontent with its failure.

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**Senate Panel OKs Public Workers’ Agency Shop Bill**

Legislation sponsored by the California AFL-CIO to get give local government employees the same right to negotiate an agency shop agreement like private sector employers as that already provided for educational employees under the 1975 Rodda Act won the approval of the Senate Governmental Organization Committee.

The bill, AB 2744 authored by Assemblyman Howard Berman (D-L.A.), won committee approval Tuesday by a vote of 6 to 2. It now goes to the Senate floor.

**Committee passage of the bill came after recommendations of two union officers from throughout the state, who were participating in the three-day joint legislative conference held by the California Labor Federation and the State Building & Construction Trades Council, had spent Monday afternoon contacting legislators from their districts to urge them to support the bill.**

The bill won Assembly passage with strong bipartisan support last month by a vote of 55 to 16.

As sent to the Senate floor, the bill affirms the right of public employees to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employment-employee relations and declares that an "agency shop agreement may be negotiated between a public employer and a recognized public employee organization which has been recognized as the exclusive or majority bargaining agent pursuant to reasonable rules and regulations, ordinances, and enactments, in accordance with this article."

The measure defines an "agency shop" as meaning an arrangement that requires an employee, as a condition of continued employment, either to join the recognized employee organization, or to pay the organization a service fee in an amount not to exceed the standard initiation fee, periodic dues and general assessments of such organizations for the duration of the agreement, or a period of three years from the effective date of such agreement, whichever comes first.

Under federal law, the collective bargaining agent chosen by a majority of the workers in a bargaining unit is required to bargain for all workers in the unit. Agency shop provisions help balance the federal law by assuring that workers pay their fair share of the costs of contract negotiations, grievance handling, arbitration and contract enforcement that benefits all employees, a union spokesman explained.

The bill also contains a so-called "conciliation clause" similar to an amendment in the labor law reform bill (S 2467) now up for action in the U.S. Senate.
Local’s Policy Discussed

At the podium, Senior Assistant Business Manager Willie Stewart reports on Negotiations and other issues of vital concern to the Council. Left to right, seated, are Recording Secretary Kathy Tindall, Business Manager Dean Cofer and Vice President Ron Fitzsimmons.

CARMEL — All Advisory Council Members or their alternates were present at the Joint Executive Board/Advisory Council Meeting held at the Holiday Inn in Carmel, California May 6 and 7, 1978.

As reported in the May issue of the UTILITY REPORTER, Jerry Hale was presented the Competitive Scholarship Award for 1978 by Business Manager Dean Cofer for his winning essay.

Retired members Royce Herrier, Mark Cook and Roy Murray received special recognition for their continued regular attendance at Unit meetings in their respective areas. Brothers Herrier and Cook were present at the Council meeting. These brothers are a prime example of dedicated unionists.

Under “good of the union,” a report was given on the status of the strike against the Sacramento Bee by the Mailers Union, Local 31. It was announced that Local Union 1245 on behalf of the Sacramento Central Labor Council and the Mailers Union, Local 31, will request that Union members cancel their subscriptions to the Sacramento Bee. The Bee has demonstrated anti-labor policies and for this reason does not deserve union patronage. Business Manager Dean Cofer reported that the Local Union had already cancelled its subscriptions to the newspaper.

Other items acted upon by the Council included:
- Proposal to amend the Local Union Bylaws, Article V, Section 10 submitted by Units 3417 and 3411;
- Proposal to amend the Local Union Bylaws, Article V, Section 11 submitted by Unit 3417;
- Proposal to amend the Local Union Bylaws, Article VI, Section 3 submitted by Unit 3811; and
- The next regular Advisory Council meeting will be held August 5 and 6, 1978, at Local Union Headquarters, 3063 Citrus Circle, Walnut Creek, California. All members are strongly urged to attend Advisory Council meetings.

If you desire additional information concerning Advisory Council meetings or other Union business, contact your Business Representative.

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

Editor’s note: Members of Local Union No. 1245 who wish to receive a copy of the full text of any of the letter of agreements shown below may do so by submitting their written request to the Local Union.

Letter of Agreement Summaries

PG&E No. 78-20: Provides for the return of an employee, formerly a Trencher Operator, from long term disability status to the position of Backhoe Operator, Gas Construction, General Construction.

PG&E No. 78-21: Provides for the temporary upgrade of an employee from Holledigger to Subforeman B for the duration of a special assignment involving the Line Construction Department, General Construction.

PG&E No. 78-24: Provides for the return of an employee, formerly a Gas Serviceman at Roseville, from long term disability status to the position of Service Operator in Roseville.

Sierra Pacific Power Company

SPPC No. 78-5: Provides for the reclassification of an employee from Line Working Foreman in Yerington to Lineman in Yerington.

SPPC No. 78-6: Provides for the reclassification of an employee from Line Working Foreman in Yerington to Lineman in Yerington.

SPPC No. 78-7: Provides for the reclassification of an employee from Service Utilityman, North Tahoe Electric Department to his former location and job classification: Helper, North Tahoe Electric Department.
## COAST VALLEY

<table>
<thead>
<tr>
<th>Location</th>
<th>Event</th>
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<tbody>
<tr>
<td>American Legion Hall</td>
<td>July 11, Aug 15, Sept 30, Oct 7, Nov 14</td>
<td>Chairman: J. Collenback, 7:00 p.m.</td>
</tr>
<tr>
<td>Odd Fellows Hall</td>
<td>July 12, Aug 16, Sept 30, Oct 7, Nov 14</td>
<td>Chairman: J. Greensides, 7:30 p.m.</td>
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<tr>
<td>Elks Lodge</td>
<td>July 12, Aug 16, Sept 30, Oct 7, Nov 14</td>
<td>Chairman: M. Mays, 8:00 p.m.</td>
</tr>
<tr>
<td>Vandenberg Inn</td>
<td>July 13, Aug 17, Sept 30, Oct 7, Nov 14</td>
<td>Chairman: D. Woods, 8:00 p.m.</td>
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<tr>
<td>Elks Lodge</td>
<td>July 15, Aug 19, Sept 30, Oct 7, Nov 14</td>
<td>Chairman: T. Tweedie, 7:00 p.m.</td>
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<tr>
<td>512 “J” Street</td>
<td>July 15, Aug 19, Sept 30, Oct 7, Nov 14</td>
<td>Chairman: F. Wright, 7:30 p.m.</td>
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## SANTA CLARA

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<td>July 14, Aug 17, Sept 30, Oct 7, Nov 14</td>
<td>Chairman: B. Blankenship, 7:00 p.m.</td>
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<td>Arion Hall</td>
<td>July 15, Aug 19, Sept 30, Oct 7, Nov 14</td>
<td>Chairman: Tuesday 11 1 5 3 7 5</td>
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<tr>
<td>Clover Hall</td>
<td>July 15, Aug 19, Sept 30, Oct 7, Nov 14</td>
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<td>Oakland General</td>
<td>July 23, Aug 26, Sept 29, Oct 7, Nov 14</td>
<td>Chairman: R. Murphy, 5:00 p.m.</td>
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<tr>
<td>El Cerrito</td>
<td>July 24, Aug 27, Sept 30, Oct 7, Nov 14</td>
<td>Chairman: Tuesday 13 10 14 12 9 14</td>
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<tr>
<td>Golden Gate Lanes</td>
<td>July 24, Aug 27, Sept 30, Oct 7, Nov 14</td>
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## EAST BAY

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<tr>
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<td>July 23, Aug 26, Sept 29, Oct 7, Nov 14</td>
<td>Chairman: R. Brewer, 5:30 p.m.</td>
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<td>Livermore Eagles' Hall</td>
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<td>Chairman: Thursday 6 3 5 7 5 2 7</td>
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<tr>
<td>Golden Gate Lanes</td>
<td>July 24, Aug 27, Sept 30, Oct 7, Nov 14</td>
<td>Chairman: Thursday 6 3 5 7 5 2 7</td>
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## SAN FRANCISCO

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<td>July 24, Aug 27, Sept 30, Oct 7, Nov 14</td>
<td>Chairman: L. Samson, 5:30 p.m.</td>
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<tr>
<td>Market &amp; New Montgomery</td>
<td>July 24, Aug 27, Sept 30, Oct 7, Nov 14</td>
<td>Chairman: L. Samson, 5:30 p.m.</td>
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<tr>
<td>War Memorial Center</td>
<td>July 25, Aug 28, Sept 30, Oct 7, Nov 14</td>
<td>Chairman: R. Fitzsimmons, 7:30 p.m.</td>
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## STOCKTON

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<td>Norm's Pizza Parlor</td>
<td>July 28, Aug 31, Sept 24, Oct 1, Nov 14</td>
<td>Chairman: M. Duarte, 5:00 p.m.</td>
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<tr>
<td>10 &amp; H Streets</td>
<td>Veterans Memorial Hall</td>
<td>Monday</td>
<td>11 12 14 16</td>
<td>7:30 p.m.</td>
<td>H. Darnington</td>
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<tr>
<td>532 N. Market</td>
<td>Hospitality House</td>
<td>Thursday</td>
<td>13 14 16</td>
<td>7:30 p.m.</td>
<td>J. Eide</td>
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<tr>
<td>723 Main Street</td>
<td>Palomino Room</td>
<td>Thursday</td>
<td>6 7 9</td>
<td>7:30 p.m.</td>
<td>H. Inness</td>
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<tr>
<td>1150 Terminal Way</td>
<td>Carpenter’s Hall</td>
<td>Tuesday</td>
<td>*7 1 5 3 7</td>
<td>7:30 p.m.</td>
<td>P. Lantis</td>
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<tr>
<td>2330 Fair Oaks Blvd</td>
<td>Dante Club</td>
<td>Tuesday</td>
<td>*5 1 5 3 7 5</td>
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<td>G. Johnson</td>
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<tr>
<td>1706 Corby Avenue</td>
<td>Santa Rosa Labor Center</td>
<td>Tuesday</td>
<td>12 9 13</td>
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<td>S. Sleeper</td>
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<tr>
<td>1240 Pearl Street</td>
<td>American Legion Hall</td>
<td>Tuesday</td>
<td>11 8 12</td>
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<td>S. Sleeper</td>
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<tr>
<td>263 East 14th Street</td>
<td>Club Room</td>
<td>Thursday</td>
<td>6 3 7 5</td>
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<td>N. Brownlee</td>
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<td><strong>Nevada</strong></td>
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<td>400 Monte Vista St</td>
<td>Chamber of Commerce</td>
<td>Thursday</td>
<td>13 14 12</td>
<td>7:30 p.m.</td>
<td>W. Tomlinson</td>
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<td>512 Main Street</td>
<td>Round Table Pizza Parlor</td>
<td>Thursday</td>
<td>5 2 6 4 8 6</td>
<td>7:30 p.m.</td>
<td>W. Tomlinson</td>
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<td>209 Third Street</td>
<td>Presbyterian Church</td>
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<td>11 8 12 10 14</td>
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<td>1706 Corby Ave</td>
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<td>16 14</td>
<td>7:30 p.m.</td>
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<tr>
<td><strong>California</strong></td>
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<tr>
<td>1412-21st Street</td>
<td>Sacramento Regional Transit District</td>
<td>Wednesday</td>
<td>12 9 13 11 8 13</td>
<td>7:30 p.m.</td>
<td>W. Nunez</td>
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<tr>
<td>1704 Douglas Blvd.</td>
<td>3511 AUBURN</td>
<td>Tuesday</td>
<td>11 8 12 10 14</td>
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<td>P. Harrigan</td>
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<tr>
<td>1704 Douglas Blvd.</td>
<td>3512 ROSEVILLE</td>
<td>Monday</td>
<td>17 21 18 16</td>
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<td>698 Whiting St.</td>
<td>Grass Valley</td>
<td>Thursday</td>
<td>12 9</td>
<td>7:30 p.m.</td>
<td>W. Webber</td>
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<tr>
<td>1235 Bridge St.</td>
<td>Marysville</td>
<td>Tuesday</td>
<td>3 1 5 3 7 5</td>
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<td>113 S. N. School</td>
<td>Sacramento</td>
<td>Thursday</td>
<td>13 10 14 12</td>
<td>7:30 p.m.</td>
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<td>3:00 p.m. &amp; 5:00 p.m.</td>
<td>Pacific Gas Transmission</td>
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<td><strong>I.B.E.W. Hall</strong></td>
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<td><strong>Villa Rosa Restaurant</strong></td>
<td>Chairman: Monday</td>
<td></td>
<td>17 21 18 16 20 18</td>
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On May 16, Business Representative Frank Quadros and I had the privilege of attending a seminar on Employment and Labor Market Policy at the University of California at Berkeley. The seminar was jointly sponsored by the U.S. Department of Labor, the Institute of Industrial Relations-UC Berkeley, and the Swedish Labor Market Board. Representatives from the Swedish Embassy, the Swedish Information Services and Consulate were our guests, as well as the University. The program was given to exchange ideas and experiences among the labor representatives of the two countries, and the speakers discussed programs affecting labor market policy. Various speakers, expert in their respective fields, presented advertisements of the seminar theme. It was interesting to note that those of us from the American labor movement were so interested in the Swedish experience that our contribution to their knowledge was not very broad. During the morning, the discussions revolved around the Swedish vocational guidance, rehabilitation, occupational training, financial assistance, etc. By the afternoon, 15 members, 6 are from labor, 3 from management, and the reminder are officials. Labor has taken a lead role in maintaining an economic policy of Sweden as a result of the Labor Market Board. The fact that Sweden has enjoyed a Labor Party in government for some forty years, certainly contributes to the pro-worker attitude that seems to prevail in that country. For example, unions play a vital role in the educational process. They provide substantial assistance to the system by providing workshops in such combinations as material, speakers, vocational guidance, and actual administration of some programs in the schools. Unlike this country, the students of Sweden are influenced not only by business interests, but by workers as well. Thus the graduating student who enters the labor force is much better prepared in the world of work. This also accounts for favorable public opinion of unionism among the final product of Swedish labor market; the organized blue-collar workers, and 75% of the organizational white-collar workers of Housing into unions. Under the Labor Market Board, the Employment Service is similar to ours. However, it is more regionally located and administered somewhat differently. The Employment Service has 8,000 employees but only 800 are located in the main office. The rest are scattered to better fit into the various regions. Recently, the government enacted a law that provides for compulsory notification of job openings. Employers under the law are obligated to notify the Employment Service of vacancies in jobs lasting more than ten days. Employers who fail to notify the Employment Service of job vacancies can be fined. This allows the Service to guide the job applicant at all times. The Service provides guidance and vocational training which is conducted by the Board of Education. The employer is expected to administer the programs at an unlimited budget provided by the government. The government views this as a vital part of their policy to seek full employment.

The Unions are either considered part of the trade union organization or the white collar organization of affiliated unions. These unions range from the Swedish Metal Workers to Swedish Chimney Sweeps, from Civil Servants to lawyer, dentists, doctors, and university professors. The employer organization made up of some 35 affiliated groups such as Engineering Employers, Commercial Employers, Building Employers, etc. Their structure, although management, is geared toward maintaining effective labor relations with the unions. The employer organization requires the various associations to submit drafts of each collective bargaining agreement before signing to their parent board.

The Swedish government recognizes the expertise which unions and branch organizations have about labor market conditions at all levels, so their participation in the decision-making process is essential. In view of the growing importance of labor market policy as a component of economic policy of any country, it should be considered a definitive advantage that the decision-making process leads to measures that are the result of joint labor and management appraisals of those economic problems. Should we in this country adopt such a national employment agency? In the words of the Swedish Labor Market Board, "The idea here is that the labor force is continually being mobilized for its full potential effectiveness within the labor movement."

Another interesting concept heard at the seminar was the Mobility Policy. This policy provides for worker mobility in job training, job placement, and retraining for unions who have offered to train their employees. For example, if a trade union welder in the southern area becomes unemployed, he/she could be retrained as an electrician and get unemployment benefits while retraining with the assurance that he was training for an existing need in the area or elsewhere at the end of the training period. The government subsidizes companies that are proposing to shut the plant, pay the worker's salary while the work is being done, and provide for additional run time to keep the workers employed, until such time as the employees are either rehired or seek other employment. The idea here is that the labor force is continually being mobilized for its full potential effectiveness within the labor movement.
The Shop Stewards listed below were present at the Shop Stewards' Training Seminar held on May 20, 1978 for General Construction Stewards. The session was conducted by Business Representatives Roger Stalcup and Mickey Harrington.

**Dean Lees**

**Boriel Gomez**

**Stanley Stensrud**

**Stephen Stewart**

**Leo Heer**

**Bruce Miles**

**Ray Friend**

**Floyd Farmer**

**Jan McCracken**

**Fred Pedersen**

**Don Findley**

**Michael Bollot**

**Gene Wallace**

**Bill Tinch**

**Thomas Dotter**

**Larry Metz**

**Kenny Williams**

**Ron Kashmieder**

**James Foster, Sr.**

**James Findley**

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**Colgate/Shasta Senior Members Honored**

On Friday, May 12, 1978, Local 1245 hosted an Awards Presentation Banquet honoring I.B.E.W. members from DeSabla and Shasta Divisions with 20, 25, 30 and 35 years of membership in the Union.

Business Representatives Arlie Baker and Larry Hope, aided by Senior Assistant Business Manager Willie R. Stewart, made the award presentations in behalf of the Local.

The members listed below were entitled to receive service awards at the May 12 dinner:

**35 Year Members**

W. G. Conred

G. E. Marion

J. M. Miller

O. Simmons

Ellis E. Royst

W. A. Weddenen

**25 Year Members**

Russel A. Green

P. B. Miller

D. C. Sabin

H. F. Malsie

Edward L. Mills

R. H. Peerse

**20 Year Members**

H. J. Johns

Lew Knight

Larry D. Plummer

Alvin J. Silva

L. D. Terrell

D. L. Yeates

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**General Construction Shop Steward Conference**

The Shop Stewards listed below were present at the Shop Stewards' Training Seminar held on May 20, 1978 for General Construction Stewards. The session was conducted by Business Representatives Roger Stalcup and Mickey Harrington.

**DeSabla, Colgate, Drum and Shasta Divisions Shop Steward Conference**

The Shop Stewards listed below were present at the Shop Stewards' Training Seminar held on May 20, 1978 for DeSabla Division, Shasta Division, Colgate Division and Drum Division Stewards. The session was conducted by Business Representatives Larry Hope, Arlie Baker and Rich Hafner and Senior Assistant Business Manager Willie Stewart.

**Humboldt Division Shop Steward Conference**

The Shop Stewards listed below were present at the Shop Stewards' Training Seminar held on May 20, 1978 for Humboldt Division Shop Stewards. The meeting was conducted by Business Representatives Darrell Mitchell and Manny Mederos.
Avoid headaches

Don’t get caught without your hard hat on

Over the years there have been a number of excuses why a few people were reluctant to wear a hard hat. These included: It’s too heavy, It gives me headaches; It makes my neck hurt; It’s too cold to wear; It’s too hot to wear; I can’t see with it on; and I can’t hear right wearing it.

Today, hard hats are being worn. And, like any item of personal protection, the hard hat’s acceptance has come about over a period of time during which its value had to be proven through use. Nothing is believed quite so universally as is proven experience.

“Headache!” is the warning given when something is dropped. This warning usually comes too late. An object dropped starts at zero speed and accelerates to 32 ft/sec at the end of the first second. During the first second, it has fallen 16 ft.

At the end of the second second it has accelerated another 32 ft to 64 ft/sec and has fallen a total of 48 ft. If it weighs one pound, it will strike with about the same force as a 48-lb weight dropped one foot. At the end of the second second, it is going 64 ft/sec, or 43.2 mph.

Suppose a wrench is dropped. It would take the person a 1/2 second to realize he had dropped it and yell, “Headache!” It would take the person below another second to hear the warning and react to it (if they heard it at all). Even then, they would not know which way to dodge until they had looked up. This might take another 1/2 second.

Assuming that a wrench was dropped from a point 58 ft above ground or floor, it would be four feet from the person’s head and traveling at the rate of about 43.2 mph before he even saw it!

The force with which an object strikes can be calculated as follows: The weight of the object times the distance it falls (F = WxD). Generally things that fall are tools and materials being used on the job. Some examples are in the chart.

<table>
<thead>
<tr>
<th>Tool Dropped</th>
<th>Force When Dropped</th>
</tr>
</thead>
<tbody>
<tr>
<td>Square washer</td>
<td>32 Feet 7 ft lbs</td>
</tr>
<tr>
<td>13.5 KV insulator</td>
<td>48 Feet 10.5 ft lbs</td>
</tr>
<tr>
<td>1/4x16 machine bolt</td>
<td>48 Feet 1 lb 10 oz</td>
</tr>
<tr>
<td>1/4x18 machine bolt</td>
<td>48 Feet 1 lb 14 oz</td>
</tr>
<tr>
<td>10 in. crescent wrench</td>
<td>48 Feet 12 oz</td>
</tr>
<tr>
<td>12 in. crescent wrench</td>
<td>48 Feet 14 oz</td>
</tr>
<tr>
<td>9 in. pliers</td>
<td>48 Feet 15 oz</td>
</tr>
</tbody>
</table>

Fed Hotline Set Up to Locate Asbestos-Exposed Workers

800-652-1150

That’s the “hotline” toll free number for any of the upwards of 400,000 California workers who have been exposed to asbestos during or since World War II to call between now and July 14 to learn about the serious long-term health hazards they may now be facing as a result of their exposure.

Cellon treated poles may be hazardous to your health

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

NAME:________________________________________
ADDRESS:____________________________________
PHONE NUMBER:________________________________
CLASSIFICATION:________________________________
AGE:__________________________________________
TYPE OF IRRITATION:_____________________________
LOCATION OF JOB:______________________________