I.B.E.W Convention—
The Union’s Policy Making Body

By Dorothy Fortier

Three thousand three hundred thirty-eight delegates representing over one million members of the International Brotherhood of Electrical Workers, AFL-CIO, CLC met at the 31st Convention of the I.B.E.W. in Convention Hall, Atlantic City, New Jersey, October 2-6, 1978.

President Charles H. Pillard, Secretary Ralph A. Leigon, all twelve vice presidents and seven of the nine executive board members were unanimously reelected. In a two-candidate contest for treasurer, Thomas P. Van Arsdale was elected President of Local 1466 of Columbus, Ohio. Van Arsdale, business manager of Local 3 in New York, had been serving as interim treasurer since August 25, 1978 following the resignation of his father, Harry Van Arsdale, Jr. In another contested election, Wesley I. Taylor was reelected chairman of the executive council over three other candidates. John J. McNulty, business manager of Local 81 in Scranton, Pa., was elected by acclamation for the first district seat on the Executive Council to succeed Ralph Halloran, who retired.

President Charles H. Pillard, in his keynote address, told the delegates “Whatever we do to bring success for our Union will also depend on being continually involved in all segments of the ever-growing electrical industry and all other related industries that are sources of energy.” He urged that we take advantage of our closeness to the electrical industry and meet our challenges and obstacles head-on. Pillard warned that “today it is imperative that we become politically involved in all phases of government.” As emphasized by our own Business

(Continued on page 2)

UNION DUES

Your Fair Share for a Strong Union

In this age of tax revolts and galloping inflation, it’s more important than ever that your dues are equitable and well spent. The articles on pages six and seven tell the dues story in Local 1245.

(Continued on page 2)
Manager, Dean Cofer, on numerous occasions over the last year or so, Pillard reinforced the importance of professionally conducting local union labor-management relations and the need for trade expansion on fairness, reciprocity, and mutual benefit; to pass legislation that all imported products and parts of products be clearly labeled as to country or origin; to repeal tariff schedules 806.30 and 807, to put an end to the practice of dumping foreign-made products in the American marketplace.

A three-step increase in per capita payments was approved by the Convention, in support of opposition by Local 1245's delegation. Basic membership payments to the International will rise from $2.00 to $4.00 per month, beginning with a $1.00 increase January 1, 1979. Two additional increments of 50¢ each will go into effect at the start of 1980 and 1981. This is the first increase in per capita payments since 1970. The increase will be derived from the increase in the value of the funds, and used to offset operating costs and to meet the challenge of well-financed anti-labor groups.

The 13-member Law Committee reviewed 219 Constitutional amendments. The Committee was charged with researching the proposed resolutions and providing delegates with its recommendations. Both the Resolutions Committee and the Law Committee consisted of members representing a cross section of the U.B.E.W. with respect to type of membership and geographical location. Business Manager Dean Cofer, who served on the Resolutions Committee, commented that he was proud to have been selected as a representative of Local 1245. Cofer added, "Local 1245 now ranks as the second largest Local in the Brotherhood and its geographical jurisdiction is the largest in the United States or Canada."

If it had not been for the efficient methods developed by the I.B.E.W. over the years to handle the business of the Convention, it could have well lasted two-three weeks. So many important items came before the floor for action that it is amazing that the delegates were able to complete the business of the Convention within the designated one-week period. Of course, differences of opinion flared from time to time during the course of the proceedings, but prior to the close of the Convention on Friday, a sense of sincere brotherhood, accomplishment and unity prevailed throughout the Hall.
Senate OKs ERA Extension But Hayakawa Votes ‘No’

The U.S. Senate rejected an amendment that would have allowed states to rescind their approval of the Equal Rights Amendment and subsequently approved extension of the ratification deadline from March 22, 1979 to June 30, 1982 by a vote of 60 to 36.

The recission amendment by U.S. Senator Jake Garn (R-Utah), which posed the biggest threat to the extension bill and to the ERA itself, was rejected by the Senate October 4 by a vote of 44 ayes and 54 nays.

U.S. Senator Alan Cranston, a California Democrat, voted against the recision amendment and for the extension bill. But California’s Republican Senator S.I. “Sam” Hayakawa voted for the recision amendment and against extension of the ratification deadline.

The ERA, which has been ratified by 35 of the necessary 38 states, would add a single 23-word sentence to the U.S. Constitution stating that:

“Equality of rights under the law shall not be abridged or denied by the United States or any state on account of sex.”

Opponents of the extension measure argued that the extension was “unconstitutional” and that it amounted to “changing the rules in the middle of the game.”

In fact, however, the U.S. Constitution sets no timetable on state ratification of constitutional amendments.

Early in the nation’s history, constitutional amendments carried no time limit, but all amendments since the 18th Amendment on prohibition, which was later repealed, have, with one exception, carried the seven-year time limit. The exception was the 19th Amendment.

Eye Care Program Ousted

Due to many repeated complaints from our membership regarding allegations of substandard quality of service and excessive charges by the Bay Area Union Professional Center (the eye care program), the Executive Board, at their September 1978 meeting, voted to disaffiliate with the Bay Area Union Professional Center.

At the present time there is no alternative eye care program available, however, Local 1245 will continue to explore alternatives.

If you have any questions regarding the above, please contact your Business Representative.

Highlights of Gov. Brown’s Actions for Women Workers

Here are just a few of the major measures benefitting California women workers that have been signed into law during Governor Brown’s first term.

Trade unionists and others may wish to ask themselves how many of these measures would have been placed on the law books if the Governor’s office had been under the domination of private special interest groups for the past three and a half years. Nearly all of these bills were opposed by employer lobbyists.

Pregnancy Benefits — In 1976 Governor Brown signed AB 3881, a California AFL-CIO-sponsored bill carried by Assemblyman Vic Fazio (D-Fairfield) that provides pregnancy benefits ranging from $30 to $146 a week, depending on worker’s wages, for three weeks before and three weeks after delivery under the state’s employee-financed disability insurance program. This new law also benefits men as well as the state’s economy since it helps maintain family purchasing power at a time when most families are scraping to make ends meet to cope with the new arrival.

Equal Pay — SB 1051, another California AFL-CIO sponsored bill carried by Senator Albert S. Rodda (D-Sacramento) that was enacted in 1976, strengthened the state’s equal pay laws forbidding pay differentials based on sex for jobs requiring equal skill, effort and responsibility and performed under similar working conditions. It also permits class action suits on behalf of workers discriminated against and extends to two years the statute of limitations on legal actions to recover wages.

Credit Rights — AB 181, authored by Assemblyman Howard Berman (D-L.A.) and signed by Governor Brown in 1975, prohibits the denial of credit to any person on the basis of sex or marital status.

Tip Income — In 1975, despite strong opposition by the state’s hotel and restaurant industry, Governor Brown signed AB 232, another California AFL-CIO-sponsored bill carried by Bill Greene (D-L.A.) prohibiting employers from taking any part of a tip left for an employee or crediting any part of tips against wages due. This measure, which had been blocked by special interest forces for years, substantially improved the take home pay of hundreds of thousands of waitresses and other tipped employees throughout the state.

Pregnancy Leaves — AB 634, a bill carried by Assemblyman Bill Lockyer (D-San Leandro) and signed by the Governor in 1975, grants state employees up to a year’s leave of absence without pay for the purposes of pregnancy, childbirth or recovery.

Health Care — SB 794, carried by Senator Nate Holden (D-L.A.) and signed by Governor Brown in 1975, requires group health plans to provide conversion rights for spouses, where covered, upon termination of the marriage, equivalent to such rights normally provided members upon termination of employment.

Child Care — In 1976 Governor Brown signed AB 309, a bill authored by then Assemblyman John F. Foran (D-S.F.) that appropriated $10 million on a one-time basis for innovative, cost-reducing demonstration child care projects.

Pregnancy Bias Banned — Just last week Governor Brown also signed AB 1960, another California AFL-CIO-sponsored bill carried by Assemblyman Howard Berman (D-L.A.) which bars discrimination in employment, job training or promotion on the basis of a woman worker’s pregnancy.

Rape Prevention — AB 2807, another state AFL-CIO-backed bill carried by Assemblywoman Maxine Waters (D-L.A.) and signed by the Governor last month, will require the state to set up a rape prevention educational training program for state employees.

Bear in mind that these are just a few of the highlights of the scores of bills signed by Governor Brown to help advance women’s rights in California.
Local 1245 recommends that you vote for the candidates listed below. Governor Brown and his administration have been assisting our Union in attempts to get the P.U.C. to reverse its decision to eliminate P.G.&E. employee rate discounts.

**FOR STATEWIDE OFFICES**

**Governor**
EDMUND G. BROWN, JR. (D)

Lieutenant Governor
MERYVN M. DYMALLY (D)

State Treasurer
JESSE M. UNRUH (D)

Secretary of State
MARCH FONG EU (D)

State Controller
KENNETH CORY (D)

Attorney General
YVONNE BRATHWAITE BURKE (D)

**FOR CONGRESS**

District
1. Harold T. (Bizz) Johnson (D)
2. No Endorsement
3. Robert Matsui (D)
4. Vic Fazio (D)
5. John L. Burton (D)
6. Phillip Burton (D)
7. George Miller (D)
8. Ronald V. Dellums (D)
9. Fortney H. (Pete) Stark, Jr. (D)
10. Don Edwards (D)
11. Leo J. Ryan (D)
12. Kirsten Olsen (D)
13. Norman Y. Mineta (D)
14. John J. McFall (D)
15. Tony Coelho (D)
16. Leon E. Panetta (D)
17. Open
18. Bob Sogge (D)
19. Open
20. Open
21. James C. Corman (D)
22. Robert S. Henry (D)
23. Anthony C. Beilenson (D)
24. Henry A. Waxman (D)
25. Edward R. Roybal (D)
26. No Endorsement
27. Carey Peck (D)
28. Julian C. Dixon (D)
29. Augustus F. "Gus" Hawkins (D)
30. George E. Danielson (D)
31. Charles H. Wilson (D)
32. Glenn M. Anderson (D)
33. Dennis S. Kozarian (D)
34. Mark W. Hannaford (D)
35. Jim Lloyd (D)
36. George E. Brown, Jr. (D)
37. Dan Corcoran (D)
38. Jerry M. Patterson (D)
39. William E. "Bill" Farris (D)
40. Jim McGuy (D)
41. King Golden, Jr. (D)
42. Lionel Van Deerlin (D)
43. Open

**FOR STATE SENATE**

District
1. Barry Keene (D)
2. John F. Dunlap (D)
3. John F. Foran (D)
4. John W. Holmdahl (D)
5. Jerry Smith (D)
6. George N. Zenovich (D)
7. Walter W. Stiern (D)
8. Open
9. Open
10. Alan Robbins (D)
11. Leo J. Ryan (D)
12. Don Edwards (D)
13. Norman Y. Mineta (D)
14. John J. McFall (D)
15. Tony Coelho (D)
16. Leon E. Panetta (D)
17. Open
18. Omar L. Raines (D)
19. Open
20. Alan Robbins (D)

**FOR STATE ASSEMBLY**

District
1. Stan Statham (R)
2. Douglas H. Bosco (D)
3. Eugene A. Chappie (R)
4. Thomas M. Hannigan (D)
5. Ben W. Franklin (D)
6. Leroy F. Greene (D)
7. Norman Waters (D)
8. Mike Gage (D)
9. Michael Worum (D)
10. Daniel E. Boatwright (D)
11. John T. Knox (D)
12. Tom Bates (D)
13. Elizu M. Harris (D)
14. Bill Lockyer (D)
15. S. Floyd Mori (D)
16. Art Agnos (D)
17. Willie L. Brown, Jr. (D)
18. Leo T. McCarthy (D)
19. Louis J. Papan (D)
20. Chris Cobey (D)
21. Victor Calvo (D)
22. Richard D. Hayden (R)
23. John Vanascoozetlos (D)
24. Leona H. Egeland (D)
25. No Endorsement
26. Carmen Perino (D)
27. John E. Thurman (D)
28. Henry J. Mello (D)
29. Open
30. Jim Costa (D)
31. Richard Lehman (D)
32. Open
33. Open
34. Larry Chimbole (D)
35. Gary K. Hart (D)
36. Charles R. Imbrect (R)
37. Hal Goldman (D)
38. Roger Bollinger (D)
39. Jim Keyser (D)
40. Tom Bane (D)
41. John G. Triphon (D)
42. Judy Binch Tejeda (D)
43. Howard L. Berman (D)
44. Mel Levine (D)
45. Herschel Rosenthal (D)
46. Mike Ross (D)
47. Teresa Hughes (D)
48. Maxine Waters (D)
49. Gwen Moore (D)
50. Curtis R. Tucker (D)
51. Open
52. Vincent Thomas (D)
53. No Endorsement
54. Frank Vicentia (D)
55. Richard Atalorre (D)
56. Art Torres (D)
57. Dave Elder (D)
58. Fred W. Chel (D)
59. Jack R. Fenton (D)
60. Sally Tanner (D)
61. No Endorsement
62. Sandy Baldonado (D)
63. Bruce Young (D)
64. George M. Juric (D)
65. Bill McVittie (D)
66. Open
67. Open
68. Walt Ingals (D)
69. Open
70. Bruce Nestande (R)
71. Chet Wray (D)
72. Open
73. Dennis Mangers (D)
74. Open
75. Open
76. Austin Childs (D)
77. Mike Gage (D)
78. Lawrence Kapiloff (D)
79. Pete Chacon (D)
80. Wadie P. Deddeh (D)

**FOR STATE BOARD OF EQUALIZATION**

District
1. George L. Broom (D)
2. Iris G. Sankey (D)
3. William F. Coyle (D)
4. Richard Nevins (D)
5. Bill McVittie (D)
6. Art Torres (D)
7. Dave Elder (D)
8. Fred W. Chel (D)
9. Jack R. Fenton (D)
10. Robert Palazzo (D)
11. Louis J. Papan (D)
12. Tom Bates (D)
13. No Endorsement
14. Susan E. Wenzel (D)
15. Jose Berrioz (D)
16. William E. "Bill" Farris (D)
17. Open
18. Open
19. Open
20. Open
21. Open
22. Open
23. Open
24. Open
25. Open
26. Open
27. Open
28. Open
29. Open
30. Open
31. Open
32. Open
33. Open
34. Open
35. Open
36. Open
37. Open
38. Open
39. Open
40. Open

On State Propositions, Local 1245 recommends...

Vote Yes—1, 4, 8
Vote No—2, 3, 5, 6, 7

**FOR STATE COURTS OF APPEAL**

Chief Justice Rose E. Bird .... Vote YES
Associate Justice Wiley Manuel .... Vote YES
Associate Justice Frank Newman .... Vote YES
Associate Justice Frank Richardson .... Vote YES
All incumbent office holders .... Vote YES

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Editor's Note: Members of Local Union No. 1245 who wish to receive a copy of the full text of a letter agreement shown below which pertains directly to his/her classification or division may do so by submitting a written request to the Local Union.

Pacific Gas and Electric Company

PG&E 78-46: Pursuant to Section 204.4 of the Physical Agreement, establishes the Service Meterman classification and job definition. Revises the line of progression to Apprentice Meterman to show the Service Meterman as next lower to Apprentice Meterman and amends Senior Meterman job definition. Amends the Electric Meter Departments’ lines of progression by the deletion of inspection from the lines of progression for Senior Meterman, Apprentice Meterman, and Shop Meterman. Provides that Meter Readers may perform visual checks of metering installations for energy diversion, meter tampering, etc., which do not require the physical removal of the electric meter.

PG&E 78-48: Changes the hours of work of a Foreman’s Clerk in the Grass Valley Electric Department to 7:30 a.m. to 4:30 p.m. with a one-hour lunch period.

PG&E 78-50: Provides payment of wages to twelve employees subpoenaed by the National Labor Relations Board to testify at a hearing in Santa Maria on September 12, 1978.

PG&E 78-51: Establishes the hours of work of the Data Recording Section, Computer Operations Department employees to a “Flextime” schedule.

PG&E 78-53: Establishes new classifications and wages rates in the Building Department.

Editor's Note: Recent negotiations with public employees agencies have been the most difficult in the history of Local Union 1245, as a result of the passage of Proposition 13 on June 6th and the subsequent enactment of SB 154 and a follow-up measure SB 2212 by the California State Legislature. These actions have hindered the Local’s ability to effectively and expeditiously conclude negotiations with many local public agencies within the State of California.

C. P. NATIONAL (LASSEN)
The contract is open for negotiations. The first meeting is scheduled November 21, 1978.

TRI-DAM PROJECT
Bargaining is in progress.

MODESTO IRRIGATION DISTRICT
Bargaining is in progress.

MERCED IRRIGATION DISTRICT
Bargaining is in progress.

STATE CABLE T.V.
Bargaining is in progress.

CITIZENS UTILITIES COMPANY OF CALIFORNIA
Bargaining is in progress.

CITY OF ALAMEDA
Bargaining is in progress.

CITY OF OAKLAND
Bargaining is in progress.

CITY OF HEALDSBURG
Bargaining is in progress.

PARADISE IRRIGATION DISTRICT
Bargaining is in progress.

RICHVALE IRRIGATION DISTRICT
Bargaining is in progress.

OROVILLE-WYANDOTTE IRRIGATION DISTRICT
Bargaining is in progress.

CITY OF GRIDLEY
Bargaining is in progress.

NEVADA IRRIGATION DISTRICT
Bargaining is in progress.

PG&E MEDICAL NEGOTIATIONS
Bargaining is in progress.

PG&E WAGE NEGOTIATIONS
Bargaining is in progress.

Utility Reporter—October, 1978—Page Five
Local Union 1245 Dues: Your Fair Share

In this age of tax revolts and galloping inflation, it's more important than ever that your dues make sense. But are your dues fair? Are they equitable? Where do they go?

Where Do Your Dues Go?

Your dues are actually divided into two parts, with each part going to a different level of the I.B.E.W. The Local Union in Walnut Creek, California, receives approximately 80 percent of the money, with the rest going to the International Office (I.O.) of the Union in Washington, D.C. Each level decides how much their portion of dues will be and how the dues will be spent.

Local 1245's portion of the money is used entirely on services for Local 1245 members. It provides the resources for effective contract negotiating and grievance handling. Legal fees, Shop Steward training costs, employee salaries, building maintenance costs, and the wages and expenses of grievance and negotiating committee members are all paid out of the Local Union's portion of the dues.

The actual amount of Local Union dues is set by a vote of the membership. This was last done in 1962 when the members approved a schedule setting monthly dues at $1 plus 50¢ for every $50 earned over $250 a month. Because the dues level is tied to salary levels, the Local's dues income has roughly kept up with inflation.

Added to the Local Union dues are the mandatory International Office dues, which for "BA" members are collected on the basis of a straight $2 per member per month. This $2 is included in your dues payment to the Local.

The International is the "parent" union which gave Local 1245 its I.B.E.W. charter and which holds the ultimate authority in all Union matters. Its portion of the dues is used to furnish extensive research support, to help local unions with special problems they may have, and to give the I.B.E.W. a strong voice in dealing with Congress and the President.

The level of International dues is set by a convention of delegates from I.B.E.W. locals all over the country. At the meeting of the 31st Convention held this year in Atlantic City, the delegates, in spite of Local 1245's opposition, voted to raise the dues to $3 effective 1/1/79, to $3.50 effective 1/1/80, and to $4 effective 1/1/81. This raise, the first increase in eight years, was needed to make up for the high inflation during that period. Local 1245, however, gets no direct financial support from the International and will receive none of the scheduled increase.

Finally, the reserve is needed to finance special expenditures such as organizing drives, equipment in the Union print shop, and upgrading of the Union's data processing capability.

The Local's Financial Situation

The Local Union receives about $223,000 per month from dues (excluding international dues) and interest payments. Although expenses fluctuate from month to month, the Union spends about this same amount each month providing services to the membership. Business Manager Cofer believes that if the Local's money is carefully budgeted, and if the membership continues to grow, the present dues structure will be sufficient to maintain the steady improvement in Union services.

Good budgeting in the past has helped your Union build up an emergency reserve fund of about 1.5 million dollars, roughly $86 per member. This fund fills several important needs.

First, the fund can be put to limited use as a strike fund. It is limited because in a strike against our largest employer, if one ever becomes necessary, it would only be large enough to give each member a one time payment of $111. If the money is used strategically, however, it would be enough to insure the Union's strike capability.

Secondly, the fund provides a defense against any employer attempt to bankrupt the Union by taking more anti-Union stands, such as forcing grievances unnecessarily to arbitration. Arbitrations are expensive, costing the Union in the neighborhood of $3,000 apiece. If the employers deal with insisted on arbitrating only 10 percent of the 1,600 formal grievances filed by the Union each year, the Union's treasury would be totally drained in less than four years.

Finally, the reserve is needed to finance special expenditures such as organizing drives, equipment in the Union print shop, and upgrading of the Union's data processing capability.

Local 1245's research staff conducted a survey of other major local unions headquartered in California to see how our dues compare with theirs. As shown in the table below, dues paid by Local 1245 members are the third lowest of all unions in the sample.

Dues comparisons between different locals are difficult because the average wages of the members vary so much. Office workers' dues are lower, but their hourly wage is also lower. A good comparison has to measure how much dues are relative to income. For this reason, the various locals were ranked according to how much work time was needed to pay for union dues. The less work time needed to pay for dues, the less dues are as a percentage of income. Even in this measure, our dues are among the lowest four unions.

In addition to being fair, a dues structure must be equitable to the members and adequate to supply your Union with enough income to properly do its job.

Union Dues vs Other I.B.E.W. locals in the Bay Area. This comparison is based on the income of a PG&E division employee, including benefits. The dues level is tied to salary levels, the Local's dues income has roughly kept up with inflation.

Are The Dues Fair?

Local 1245's research staff conducted a survey of other major local unions headquartered in California to see how our dues compare with theirs. As shown in the table below, dues paid by Local 1245 members are the third lowest of all unions in the sample.

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The Dues Fair?

When the membership voted for the present dues structure in 1962, they thought a percentage formula would do this the best. Local 1245's dues (not including International dues) are approximately 1% of monthly wages.

This system is fair because it bases your contribution on your ability to pay. For example, a groundman pays lower dues than a lineman because a groundman makes less money.

The percentage formula is adequate to support your Union's activities because it automatically adjusts for inflation. The Union keeps its members up with inflation by negotiating higher wages. Dues go up by the same percentage and thereby keep the Union's income up with the rising costs of operating.

The dues structure, however, is different from the tax structure, which pushes people into higher tax brackets as inflation increases their income. Unlike taxes, your dues bracket remains the same regardless of how inflated your income becomes.

Are You Getting Your Money's Worth?

One thing cannot be argued: every member has experienced a steady improvement in wages, fringe benefits and working conditions since the Union began representing them. Numerous examples can be mentioned:

• In four years, PG&E members have gone from having no dental coverage to having a plan which pays 60 percent of their dental bills.
• Sierra Pacific members also won dental coverage.
• Only three months ago, Citizen Utilities members received $14,000 in tax refunds because of Union action.
• When the U.S. Bureau of Reclamation tried to cut overtime wages and eliminate paid meal times and rest periods, the Union went as far as getting Congress to pass a special law restoring those benefits.
• A Union-sponsored rally protested the California PUC decision to phase out the PG&E employee discount. In the meantime, Union legal action has stayed the decision while Union attorneys continue the fight to win back the discounts in both California and Nevada.
• Improvements in medical plans, LTD plans, pensions, vacations, holidays, and wages have been achieved for members working for all employers.
• Free legal advice has been added to the list of Union sponsored benefits which includes life insurance, college scholarships, a credit union, and a blood bank.

The above accomplishments represent only part of the return you receive from your dues. Far more important is the representation you get everyday from your Stewards and Business Representatives. Whenever you've been treated unfairly by your employer, you can count on the Union to get you a fair hearing.

With a strong Union, you are assured of being treated with the dignity and respect you deserve as a worker and a human being.

Thousands of dollars are spent to maintain and improve the quality of this Union. Some of these dollars are also used to support the needs of the community. For example, the Union provides medical benefits for unemployed workers, and helps those in need of assistance with housing, clothing, and food.

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The Money Is Spent Honestly

The founders of Local 1245 went to great lengths to ensure that the Union would never spend a dollar dishonestly. There are no less than four reviews made independently of each other on the Union's finances.

The first review is made by a panel of three rank and file members (called Trustees) who meet at Union headquarters every two weeks and examine every single check written by the Union since their last visit. No money is paid out for expenses, bills, or anything else until the Trustees approve it.

A second review of the same expenditures is made by the Executive Board during their regular monthly meeting. The Executive Board also makes the final decision on whether to pay any checks questioned by the Trustees.

A Certified Public Accountant makes the third review in the course of conducting a full audit of the Union's books. Although Federal law requires that such an audit be done only once a year, it is Local Union policy that it be done quarterly. The results are printed up and distributed to members at Unit Meetings. In addition, a year-end audit is conducted and its results are fully reprinted in the Utility Reporter and sent to all members.

Finally, the Union makes a full report on its finances every year to the Federal government. In addition to listing total income and expenditures, the report shows every penny of Union funds received by Union officers and employees. These reports are carefully inspected by Labor Department officials in Washington, D.C.
During the period September 21, 1978 through October 26, 1978, applications for membership were received from the following persons:

SAN JOAQUIN DIVISION
Andrus, D.J.
Blount, A.
Brown, A.
Carr, E.T.
Cortez, M.
Dye, R.C.
Frost, E.H.
Gottlieb, L.J.
Hains, W.M.
Hemphill, W.
Herrera, S.
Holdren, C.L.
Hull, R.L.
Kellstrom, R.E.
Kennedy, H.
Korb, J.E.
Kutz, D.A.
Lambert, D.W.
Lance, E.A.
Linden, D.
Lowman, D.
Mansfield, M.
Marine, S.E.
Martin, B.G.
Martin, E.
Martinez, L.
McCullough, P.D.
McCullough, P.D.
Merrill, K.H.
Napier, J.
Napier, R.
Norman, D.
Owen, S.M.
Pacheco, C.L.
Panther, R.E.
Perrett, D.E.
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Help us and our families

I am a working man, a Teamster. The image of a Teamster is a "big, rough guy" and a thug. I may be a Teamster, but I'm also the guy next door. I have a house in your neighborhood, a loving wife and a son and daughter. I have never been arrested for any act of violence. I do a good job for my company and I'm respected by them because I do.

My family and I spent an entire weekend in Oakland at Christmas time collecting toys for kids in San Francisco who had theirs ripped off. I may be a Teamster, but I'm also a human being interested in the well-being of others.

The four supermarket chains, Safeway, Lucky Stores, Ralph's and Alpha Beta are spending tens of thousands of dollars to explain to you why this labor dispute has taken place. Their full page newspaper ads cost more than $8000 a day to spread their false messages, and only they know how much they are spending on TV.

We would like you to know our position, and also be aware of the fact that they are making you pay for this strike.

1. This strike has not been caused by wage demands. In fact, wage benefits have never been discussed.
2. The employer is using 3 or 4 people to perform the work that one of us normally performs. You will pay for this extra cost.

Before I became a driver I worked in a warehouse. I handled between 900 and 1000 cases a day and was commended on my work. Now they are asking for 1600 cases per day.

We want our people to be able to work and retire with dignity. Please support us.

--- A Member, Teamsters Local 315

Notes of Interest

Brother Kenneth Daniel, a PG&E Equipment Operator in East Bay Division, is the author of a new publication entitled Love Scrolls. The book is Ken's first published volume of poetry. It is a collection of modern love poems, telling the story of an urban love affair, set amid crowded buses and busy city streets. The book retails for $3.95. It can be purchased from Grossmont Press in San Diego, California.

Brother Dick Madden, a long-time member of Local Union 1245, was appointed to the Marin County Central Labor Council COPE Committee. Dick also recently won a seat on the Corte Meso Home Owners Association. In addition to Dick's other activities, he currently serves on the Advisory Council and is Chairman of the San Rafael Unit.

The Antioch Unit is sponsoring a Poker Run on December 2, 1978. Weather permitting, the Run will start at the Antioch Boat Ramp shortly after registration which is scheduled from 7:30 a.m. to 10:30 a.m. The drawing will be held at 5:00 p.m. It will cost $2.00 per hand and there will be a minimum of three prizes each for adults and children. For additional information, contact Business Representative Scott Thomas at 415/933-6060.

The next joint meeting of the Local Union's Executive Board and Advisory Council is scheduled November 4-5, 1978 at Local Union Headquarters in Walnut Creek, California.

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BOYCOTT GUIDE

The American labor movement calls on all consumers to stop buying products of the J. P. Stevens Company. You'll find them hiding under these brand names, among others:

- **Sheets & Pillowcases**:
  - Beauli-Blend
  - Beauticale
  - Fine Arts
  - Peanuts (comic strip figures)
  - Tastemaker
  - Utica
  - Utica & Mohawk
  - Designer Labels:
    - Yves St. Laurent
    - Suzanne Pleshette
    - Angelo Donghia
    - Dinah Shore

- **Carpet**:
  - Contender
  - Guzman
  - Merryweather
  - Tastemaker
  - Table Linen
  - Symex

- **Hosiery**:
  - Finesse
  - Hip-Lets
  - Spirit

- **Towels**:
  - Fine Arts
  - Tastemaker
  - Utica

- **Blankets**:
  - Forstmann
  - Utica

UNION LABEL & SERVICE TRADES DEPT., AFL-CIO

Utility Reporter—October, 1978—Page Nine
"It took two years but it was worth it."

That’s what James Silverthorne, president of Local 366 of the AFL-CIO Brewery Workers Union, had to say in announcing that final details of a long delayed arbitration award providing more than a quarter of a million dollars in lost wages to 111 Coors employees had finally been hammered out.

"Now people will understand why Coors forced us to strike and refuses to sign a union contract," Silverthorne said.

"With Local 366 out of the way, Coors would have had a free hand to do with its employees anything it wanted. Few, if any employees, would be able to afford the huge attorney fees necessary to defend themselves against similar actions by Coors," he said.

"Their union card was their insurance policy and this time it really paid off," he declared.

The case began over two years ago, on Feb. 23, 1976, when Coors launched its plan to weaken and undermine Local 366 without consulting the union.

"The heart of the company’s plan was to eliminate all previously bargained for supervisory classifications in direct violation of an existing contract between the company and the union," Silverthorne said.

The union filed a grievance on the issue on Feb. 25, 1976. More than a year later, on March 19, 1977, an arbitrator sustained the union’s position.

Coors was then ordered to reinstate all employees affected to their former jobs without loss of seniority and with complete back pay for all lost wages.

But Coors, which is still the object of a nationwide boycott endorsed by the AFL-CIO because, among other things, it requires its employees to submit to lie detector tests, refused to comply with the arbitrator’s decision.

The union was subsequently forced to take the decision to federal court but the court proceedings were delayed by Coor’s refusal to voluntarily turn over to the court the records needed for a decision to be made, he said.

At the same time Coors made another attempt to wipe out Local 366 by petitioning the National Labor Relations Board for a decertification election.

The NLRB, however, ruled that no election would be permitted until the arbitration and enforcement proceedings were concluded.

Faced with a possible court order to comply, the company worked out a settlement with the union which provides more than $260,000 to be turned over to the workers who were almost cheated out of it by Coors under the guise of 'reorganization,'” Kenneth DeBey, the union’s business representative said.

DeBey emphasized that the settlement does not end the 18-month long strike at the Adolph Coors plant nor the nationwide boycott of Coors Beer.

He also pointed that the union was obliged to spend more than $20,000 in attorney’s fees for these 111 workers, to get their lost wages from the Coors company.

“The boycott will continue until such time that Local 366 negotiates an honorable contract with Coors,” Silverthorne and DeBey said.

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**Outside Construction Hot Line**

By John J. Wilder

Business Representative John Stralla, Bill Brockman, Training Director for our outside construction group, and I visited the work sites of the Sierra Pacific Power Company cross-state transmission line which is being built by Tri-O Electric. Shop Stewards on the job are Irv Slauch and Gary Nolan. The General Foreman, Ira Jackson, informed us that this is one of the best crews he has ever worked with. This was sure good to hear — keep up the good work. With the pressures that we are now getting from non-union contractors, this is the only way that we are going to keep a good hold on this type of work. We know we have the best workmen and all we have to do is prove it. The crews that we have out today surely are doing that.

Crater Electric’s job in Portola is moving along. We expect to start setting the poles by helicopter sometime next week.

The dock crews working for Slater Electric and Overhead Electric in

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Utility Reporter—October, 1978—Page Ten
California now has the go-ahead to launch major new programs aimed at protecting workers from toxic substances that pose a growing threat to health of employees, former employees, or occupational health centers in the University of California.

Director of Industrial Relations Donald Vial is given principal responsibility for implementing both laws.

Assembly Bill 3414 (L. Kaploff, San Diego) provides for the establishment of the University occupational health centers both in northern and southern California as training, research, and service units each attached to regional schools of medicine and public health.

A proposal includes state funding at $2 million annual level to be augmented from other sources.

The occupational health centers will provide:

- SERVICE — by treating workers with occupation-related injuries and illnesses; by furnishing research information on occupational medicine and health;
- TRAINING — by training desperately needed occupational health physicians and related professionals in the fields of occupational medicine and health;
- RESEARCH — by performing research which maintains the teaching and service programs in occupational health on the frontier of knowledge.

Vial emphasized that these pioneering centers will also have strong links to the chemical hazards alert system, authorized by a second Kaploff bill, AB 3413. It requires the establishment of an applied repository of research information on toxic substances and harmful physical agents found in California workplaces, to be utilized as the basis for the chemical hazards alert system.

The information repository and alert system will be established under CAL/OSHA in the Department of Health Services by inter-agency agreement with the Department of Industrial Relations.

Its specific aims are:
- collect and evaluate both effects and exposure information on potentially harmful toxic materials and physical agents,
- develop effective methods of sharing information with employers, workers, and unions to prevent harmful exposures,
- establish priorities on dangerous chemicals.

AB 3413 also provides for a broadly-based advisory committee to assist Vial and the Department of Health Services in all phases of the development and operation of the repository/alert system, including the evaluation, utilization, and dissemination of information concerning hazardous substances.

The advisory committee, to be appointed by Vial, will include four representatives from labor, four representatives of management, four active practitioners in the occupational health field, and three persons knowledgeable in bi-medical statistics on information storage or retrieval systems.

The need for such a repository came out of a five-day inquiry by Vial last October into interility problems of male workers exposed to the chemical dibromo-3-chloropropane (DBCP). Those hearings, according to Vial's report, revealed an information gap and highlighted a need for an early warning system both to alert workers and employers to possible health hazards of toxic substances and to prevent economic disruption when the use of a chemical must be halted suddenly upon discovery of previously unknown hazards.

Enactment of the two pioneering programs, Vial said, "buttress the consolidation last July of the occupational health unit and the safety unit of CAL/OSHA in the Department of Industrial Relations. Together, under the 1977 pesticide reporting law, they reflect the Brown Administration's commitment to focus more resources on occupational health problems in the workplace."

Injuries and Illnesses

California Workers Have Access Rights

The employer must make available all logs covering the five-year period during which they are required to be retained at the employer's establishment.

The access rule, on which public hearings were held and written comments solicited, applies to all private employers and public agencies with 11 or more employees.

"The statutory requirements for occupational safety and health standards also include the employee's basic right to know about workplace hazards," Vial said in announcing his ruling. "Since the log (CAL/OSHA Form 200 or its equivalent, or predecessor Form CAL/OSHA 100) contains a record of all recordable occupational injuries and illnesses in each of an employer's establishments, employees will be more fully alerted to actual and potential hazards in their workplace and thus be significantly assisted in their efforts to protect themselves from workplace hazards."

In stressing the importance of the employee access regulation, Vial pointed out that "employees will be able to use the information contained in the log as a first step in training their workers in the use of toxic substances, as well as substances not known to be toxic, and in identifying patterns of injuries or symptoms which indicate need for further exploration."

"Former employees, moreover, will be able to examine the log information covering their former workplace for a period of five years to gain insights about employers who may have been, or are still involved in, similar working conditions and perhaps exhibiting common symptoms."

Access to the employer's log, previous to the new ruling, was limited to representatives of the U.S. Department of Industrial Relations, the U.S. Department of Health, Education, and Welfare, and the State of California.

Physicians must report pesticide-related illnesses

Arthur Carter, head of job safety and health enforcement in the State Department of Industrial Relations (DIR), today reminded all California physicians of their legal responsibility to report pesticide-related illnesses to county health officials within 24 hours and to county health departments within seven days.

Carter said it is important for physicians to remember that pesticide poisoning in California with its year-round farming can occur throughout the year.

"Many physicians may not report pesticide illnesses, either due to ignorance of the law or deliberate refusal," said Carter.

"Prompt reporting is essential so that immediate action can be taken to protect workers, to help us learn the extent of the pesticide problem, and to demonstrate whether current limits on pesticide exposure do protect workers."

Under the 1977 pesticide reporting law (AB 1307, Art. Torres) in effect since last January 1, attending physicians must report a pesticide-related illness to the local health officer by telephone within 24 hours. They must also follow up with a copy of the Doctor's First Report of Occupational Injury or Illness within seven days. Failure to do so makes them liable for civil prosecution and penalty. DIR's Division of Occupational Safety and Health (DOSH), which Carter heads, enforces the new law.

Legislative passage of the bill followed widespread accounts of unreported pesticide poisoning of farm workers in 1976. After treating farm workers, some physicians had failed to report the cases. The State didn't find out about the poisonings until about a month later. In some cases treatment for pesticide poisoning was regarded as first aid and not required to be reported under law then in effect.

Dr. Keith Maddy, toxicologist with the State Department of Food and Agriculture, stated that the new law requiring prompt reporting has had little impact. He estimated about 2,000 cases were reported in 1976, approximately 300 more than last year, but only a small fraction of the potential exposure of thousands of farm workers annually.

Carter has written to county medical societies and hospitals asking their help in alerting physicians about the pesticide reporting law.

"We're publicizing the law because we're interested in seeing prompt reporting and compliance rather than collecting fines," says Carter. "However, those who do not comply with the law will be assessed a penalty."
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.

P.G.&E. Disciplinary Actions Rising

As most of you are aware, Local 1245 is becoming more involved with the health and safety of its members. In doing so, we have increased our activities with state and federal agencies in regards to safety and health problems. We have been very successful in our dealings with these agencies.

Now it would appear that P.G.&E. is starting to change, or at least tighten up its policies, in the area of health and safety matters. As one would expect, their reasons are not always their concern for the safety of their employees. P.G.&E.'s first concern seems to be the cost of accidents, along with fines they might have to pay if they are cited by Cal-OSHA as a result of an accident.

When the Company is cited and fined by Cal-OSHA there are provisions that allow them to receive a monetary credit against that fine, provided they can show that they have an effective safety program.

In recent months more and more employers have been losing this credit because they could not show that they have consistently disciplined employees for violating Company or state and federal safety rules. It is becoming apparent through the grievance procedure that P.G.&E. does not intend to get caught in this position. There has been an notable increase in the number of employee getting letters of reprimand or disciplinary time off for violating safety rules.

But whatever their reasons, the one thing you should be aware of is, if your supervisor instructs you or allows you to work in an unsafe manner, you will be the one getting the discipline. Therefore, we would like to once again remind you that as Union members you have an obligation to yourself, and to your Brothers and Sisters in the labor movement, to observe all safety rules and regulations so that you maintain the health and safety levels derived from quality workmanship.

DON'T GET CAUGHT UP IN THEIR WEB!

Family Health News

CHECK FOR "HIDDEN BLOOD"—Hidden blood in one's stool may be a sign of cancer of the colon or rectum, reports the Health Insurance Institute.

Last year more than 50,000 Americans died of this type of cancer, reports the American Cancer Society. This year more than 100,000, or about one person in 2,000, will develop it. Ninety percent will be more than 40 years old. Half will be women. It is one of the most common forms of cancer, second only to skin cancer, says the Institute.

Colorectal cancer, if diagnosed early, is not always fatal. "Two out of five victims are saved, but three out of four might be saved through early diagnosis and treatment," says the American Cancer Society (ACS).

The most useful diagnostic tool for detecting colorectal cancer is a proctosigmoidoscopy. However, because only 20 percent of Americans more than 40 years old have ever have a proctosigmoidoscopy, the ACS is urging people to take advantage of a simple do-it-yourself test kit for detecting hidden blood.

The kit consists of a cardboard folder the size of a large packet of safety matches and small wooden sticks.

To take the test, on three consecutive days use a sticker to obtain a stool sample, smear the sample on two paper "slides" in the cardboard folder and take the sealed folder to your doctor or, in some cases, mail it to the local cancer society for a reading.

"The test is simple, inexpensive, reliable and acceptable," said Dr. LaSalle, D. LeFall, Jr., of the American Cancer Society.

Blood in the stool does not always mean colorectal cancer. "One to three percent of these have colorectal cancer — a significant number," Dr. Lefall said. The others commonly have gastrointestinal disorders such as polyps, ulcers, diverticulosis or hemorrhoids. The test is valuable because if pinpoints patients who need a more extensive examination, he said.

To find out where you can get a test kit, call your local Cancer Society.

FIRST AID FOR SNAKEBITE — The Red Cross has published a new pamphlet incorporating revisions in snakebite treatment suggested by research done for ANRC by the National Academy of Sciences. Among the changes: Cold compresses, ice, etc. should not be applied to the bite area; aspirin should not be taken to relieve snakebite pain, because it interferes with blood clotting; and incisions made for suction should not cross but be shallow, short, and straight — not cross cuts. The new FIRST AID FOR SNAKEBITE pamphlet is available from Red Cross chapters, and should be read by fishermen and hunters, campers and hikers.

EMERGENCY MEDICAL AUTHORIZATION — The consent authorization from reprinted herewith, which parents can use to document their permission to babysitters, other relatives, etc. to consent to emergency medical care in situations where they are absent, was taken from the newsletter of the United Labor Agency of Greater Washington. According to an article in Better Homes and Gardens for June, where the form first appeared, it is well for parents to check with their physicians local hospital as to requirements for permission to treat in the parent's absence and, if the form is acceptable, present copies to neighbors, relatives, etc. who might have to arrange for emergency care. The article also notes some hospitals — including Mercy Hospital in Cedar Rapids, IA — have avoided the problem of proliferating permission forms by establishing a registry in the hospital itself where the documents can be filed in advance by the parents.

Authorization to consent to medical treatment for minor child

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<td>I, (we) (name) (and) of (name) do hereby state that I am (we) are the (natural parent(s) (legal guardian(s) having legal custody of) a minor, age ________ born ________ who resides with me/us at ________, ________. I authorize (address) (name) an adult, who resides at ________, ________, in the city of ________, county of ________, state of ________, to consent to any x-ray, examination, anesthetic, medical or surgical diagnosis or treatment, and hospital care, to be rendered to the minor under the general or special supervision and on the advice of any physician or surgeon licensed to practice in the state(s) of ________, when the need for such treatment is immediate, and when efforts to contact me/us are unsuccessful. Dated this ________ day of ____<strong><strong>, 19</strong></strong>. (signature of parent or guardian) (expiration date)</td>
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Child's doctor ____________ Child's allergies, if any ____________

Parent's doctor ____________ Medicines child is taking ____________

Choice of specialists ____________

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