The California Public Utilities Commission has reversed its earlier position and has voted 3-2 to restore the PG&E employee discount. A clarification in the tax laws governing fringe benefits was cited as the basis for their reversal, but reliable sources say the real reason was the intense pressure created by Local 1245 members and their representatives.

The Commission voted on September 6th to eliminate the tax-free discount on the grounds that it was a potential encouragement to waste energy and could easily be replaced by an equivalent benefit. The facts of the matter, however, exposed the weaknesses of the PUC's position.

The energy wasting claim was unconvincing. The Commission itself admitted that "The energy consumption of PG&E employees on the average approximates that of non-workers" and that there was "no evidence...that discounts discourage conservation." The energy conservation argument provided no justification for tampering with a fringe benefit which PG&E employees have enjoyed for over 70 years.

Also weak was the Commission's argument that something else could be substituted for the employee discount. Any taxable substitute would have to be more costly than the tax-free discount. For example, to maintain an employee's same real income, the Company would have to pay out $1.79 in cash to replace every $1.00 in discount.

The decision followed an extensive protest campaign fought on several fronts. (See "History of the Discount Struggle" on Page 3.) Having a major effect were the hundreds of letters and thousands of petition signatures from Local 1245 members. State AFL-CIO Executive Secretary Jack Henning and labor leaders throughout California and Nevada helped maintain the pressure with a constant stream of letters and telegrams. Governor Brown assigned Director of Industrial Relations Don Vial to argue for reversal of the ruling. Key legislators wrote letters of support. Finally, Union and Company attorneys initiated separate proceedings to keep up the legal pressure.

The California Public Utilities Commission has reversed its earlier decision to eliminate P.G. & E.'s employee discount, which annually provides two free legal consultations and other fringe benefits financed by your dues dollars. Others include college scholarships, life insurance, and a credit union. See your Steward for details.

Hundreds Use Legal Services Plan

The Legal Services Plan is only one of several Union-sponsored benefits financed by your dues dollars. Others include college scholarships, life insurance, and a credit union. See your Steward for details.

To use the Plan call: (800) 652-1569
In California (702) 329-1735
In Nevada

The success of the above measures underscores the importance of Union involvement in both political activities and in the wider labor movement. The discount was saved this time, but the written opinion of the Commission implies that next time the outcome could be different. According to Local 1245's legislative advocate, Mert Walters, "Our political activities have garnered us a level of influence which was invaluable in getting the quick and decisive action that saved the employee discount." We undoubtedly will need this influence again and again in the future.
The AFL-CIO Executive Council agrees with President Carter's conclusion that inflation is the nation's No. 1 problem; supports his determination that prompt, remedial action be taken, and concurs in his contention that austerity must be steadfastly pursued until inflation is checked.

Time and time again we have pointed out that the American worker and particularly those living on fixed-income retirement benefits are the chief victims of inflation.

The last few years, the sad, but incontrovertible fact is, the real income of working people has been reduced and each additional week brings additional distress to America's working families and retirees. So it is with reluctance that we find complacent. It should be apparent can be reversed in the future if we that a victory, based on a 3 to 2 vote, of working people has been reduced the chief victims of inflation.

Society. I beg to differ with these more violent, and that these recent events are, we should not feel any guilt (collective or otherwise) because of them. Murders, rapes, and other brutality have been with us ever since Cain slew his brother Abel, and will probably be with us as long as man inhabits this planet.

Instead of feeling guilt or continued sorrow over the deaths of these fine public servants, let's honor their memory by trying to emulate their beliefs in brotherhood and concern for their fellow man.

In closing, I would like to again remind you that this is our Union. We need an aggressive, participatory, concern, and help in maintaining, protecting and advancing the welfare and interests of your Brotherhood. Please attend your monthly meetings and continue to support your Unit Officers, Shop Stewards and Business Representatives.

The decision to include all fringe benefit costs in the wage control figure is simply another Government-mandated cost for pensions, for example, will reduce the wage portion of the package far below the figure needed to catch up with living cost increases alone.

The so-called "Real Wage Insurance" is vague, details are nonexistent and the legislative route is so unpredictable that we cannot honestly tell our members that they would have the protection the President promised.

This Executive Council does not determine the collective bargaining goals of the affiliated unions. In the final analysis, the members of the 60,000 public and private sector collective bargaining units that negotiate over the next year must determine for themselves what they need to provide food, housing, energy and medical care for their families. In making their decision they will consider the costs of all the necessities they provide for their families, and the profitability of their employer.

When they read of the adverse reaction to the President's program as reflected in the continued devaluation of the dollar and the continued rapid rise in the cost of food, housing, fuel and medical care and the additional costs for energy companies that will follow adoption of the natural gas deregulation bill, they certainly will not feel confident that others are equal partners in austerity.

While the program demonstrates the President's desire to address the problem of inflation, the plan his advisers have devised is unfair and inequitable, and the end result of their ill-considered proposals could well be another recession, with mass unemployment, which at least one Administration spokesman is already predicting.

Since another recession, with mass unemployment and widespread suffering, is unthinkable and since the President's economic advisers have so far rebuffed sug-
Fringe Benefits

A good hedge against inflation

By Charlie Gadzik

Inflation is a sneaky enemy that robs you of your money in silent, but deadly ways. Take the income tax system as an example. It is arranged so that as your income rises, you pay a larger percentage of that income in taxes. This is fine when the currency is stable, but not when the value of money is declining through inflation.

During an inflationary period you need to make more money just to maintain your standard of living. Making more money puts you in a higher tax bracket. That means you'll be paying a higher percentage of your income to the government, even though the real purchasing power of your income hasn't changed.

The Union has worked to protect its members from this inflation tax by negotiating tax free income in the form of fringe benefits. For Sierra Pacific and PG&E members, the tax free portion of compensation amounts to more than 30% of straight time wages.

Following are examples showing the "true" hourly wages (wages plus fringe benefits) of various classifications. These figures do not include fringe benefits like social security and unemployment insurance which are required by law and which add another 69 cents per hour to your true wage.

<table>
<thead>
<tr>
<th>Classification</th>
<th>Hourly Wage</th>
<th>Hourly Fringe Benefit</th>
<th>Total Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>PACIFIC GAS &amp; ELECTRIC</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gas Serviceman</td>
<td>$9.13</td>
<td>$3.22</td>
<td>$12.35</td>
</tr>
<tr>
<td>Fieldman</td>
<td>7.77</td>
<td>2.64</td>
<td>10.41</td>
</tr>
<tr>
<td>Division Lineman</td>
<td>9.81</td>
<td>3.41</td>
<td>13.22</td>
</tr>
<tr>
<td>Materialsman</td>
<td>7.96</td>
<td>2.89</td>
<td>10.85</td>
</tr>
<tr>
<td>G. C. Field Clerk</td>
<td>8.90</td>
<td>3.15</td>
<td>12.05</td>
</tr>
<tr>
<td>Control Operator</td>
<td>10.13</td>
<td>3.50</td>
<td>13.63</td>
</tr>
<tr>
<td>Machinist</td>
<td>9.61</td>
<td>3.41</td>
<td>13.02</td>
</tr>
<tr>
<td>Backhoe Operator</td>
<td>10.16</td>
<td>3.50</td>
<td>13.66</td>
</tr>
<tr>
<td>Customer Service Clerk</td>
<td>8.91</td>
<td>2.99</td>
<td>11.90</td>
</tr>
<tr>
<td>D-Clerk</td>
<td>6.69</td>
<td>2.53</td>
<td>9.22</td>
</tr>
<tr>
<td>SIERRA PACIFIC</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Customer Serviceman</td>
<td>9.47</td>
<td>3.03</td>
<td>12.50</td>
</tr>
<tr>
<td>Meter Reader/Collector</td>
<td>7.62</td>
<td>2.57</td>
<td>10.19</td>
</tr>
<tr>
<td>Lineman</td>
<td>9.88</td>
<td>3.13</td>
<td>13.01</td>
</tr>
<tr>
<td>Control Room Operator</td>
<td>9.88</td>
<td>3.13</td>
<td>13.01</td>
</tr>
<tr>
<td>General Clerk</td>
<td>6.39</td>
<td>2.26</td>
<td>8.65</td>
</tr>
</tbody>
</table>

This tax-sheltered income would not have been possible without the Union representation supported by your dues dollars. During these inflationary times, your Union dues are the best investment you can make.

History of the discount struggle

By Charlie Gadzik

December 1975

As part of a PG&E rate case, the PUC considers eliminating the PG&E employee discount. Local 1245 members and Union and Company spokesmen pack statewide hearings and testify against elimination. Commission takes the evidence and makes decision to eliminate the discount. Petitions, posters and letter writing kits are distributed.

September 7, 1978

Union begins campaign to win back the discount. Petitions, posters and letter writing kits are distributed. Preparations are made for a protest rally. Appeals for assistance are made to labor councils across the state.

September 6, 1978

The Governor's representatives contact the Commission, but their assistance is too late. The Commission votes to eliminate the discount over a five year period.

September 8, 1978

Union attorneys file petition to delay implementation of the discount decision and prepare a petition for rehearing of the issue.

September 22, 1978

Three hundred IBEW members join state and local labor leaders in a protest rally on the steps of the PUC building. Their spirited picket line covers an entire block.

October 3, 1978

The Commission grants the Union's request for a partial stay of the decision and temporarily saves the discount.

October 23, 1978

Petitions containing over 15,000 signatures are delivered to the PUC.

October 1978

The volume of protest mail from IBEW members to the PUC is so great that extra mail clerks are needed to handle the load. State labor leaders also send dozens of strongly worded protest letters.

November 9, 1978

The Commission meets to rule on the Union's request for rehearing, but decides instead to bypass a rehearing and immediately restore the discount.

How much is the PG&E employee discount worth?

Since everybody's utility bill is different, the value of the employee discount varies from person to person. On the average, however, the 25% discount represents an annual savings of $111 in 1977 to each PG&E member. That's enough to pay for:

1) The total cost of feeding and clothing an average family of 4 for a week.
2) Eight months of the average member's 1977 union dues.
3) One installment on a $4,000 auto loan.
4) The bill for a couple's dinner and lodging in San Francisco's finest hotel.

Utility Reporter—November, 1978—Page Three
C. P. NATIONAL (Lassen)
The contract is open for wages only. The first meeting with Company is scheduled December 5, 1978.

C. P. NATIONAL (Elko Power Division)
The contract is open for negotiations. To date, no meetings have been scheduled.

CATRONICS
Bargaining is in progress.

STATE TV CABLE
Local 1245 members employed by State T.V. Cable ratified the results of bargaining November 20, 1978. The new Agreement provides a substantial wage increase and improvements in the Medical Plan.

X-RAY ENGINEERING
The contract is open for negotiations. To date, no meetings have been scheduled.

CITY OF ALAMEDA
Bargaining is in progress.

CITY OF HEALDSBURG
Local 1245 members employed at the City of Healdsburg voted to accept the results of negotiations. The new one-year term Memorandum of Understanding provides a 5 percent general wage increase retroactive to July 1, 1978 and a 6-1/2 percent increase effective December 1, 1978. Improvements were obtained in the retirement plan, grievance procedure and the period of time that an employee must work in a higher classification before he receives the higher rate of pay was reduced from 5 to 3 days. In addition, a joint salary survey will be conducted by the City and Union prior to the next set of negotiations.

CITY OF LODI
Agreement has been reached on improvements in fringe and non-cost items. The one-year Memorandum of Understanding will run through June 30, 1979.

CITY OF LOMPOC
Discussions are still in progress regarding the possible replacement of previously negotiated cost of living increases with fringe benefits.

CITY OF OAKLAND
Agreement has been reached to extend the old Memorandum of Understanding pending the outcome of court litigation on the legality of the Legislature's action in negating previously negotiated cost of living increases in order for a public agency to be granted State surplus funds.

CITY OF REDDING
The City Council acted not to seek State surplus funds. On September 5, 1978, agreement was reached on a three-year Memorandum of Understanding retroactive back to June 25, 1978.

CITY OF ROSEVILLE
Notice was served on the City of Union's desire to open the contract for negotiations on October 13, 1978. To date, no meetings have been scheduled.

PLACER COUNTY WATER AGENCY

LINDMORE IRRIGATION DISTRICT
A 7 percent wage increase effective September 1, 1978, together with improvements in the Blue Cross Medical Plan and funeral leave has been ratified by the membership.

MERCED IRRIGATION DISTRICT
Bargaining is in progress.

MODESTO IRRIGATION DISTRICT
Bargaining is in progress.

NEVADA IRRIGATION DISTRICT

OROVILLE-WYANDOTTE IRRIGATION DISTRICT
Agreement has been reached on a wage reopener for Water Division employees. Power Division employee wage rates were renegotiated and will be adjusted in accordance with the terms of the agreement.

PARADISE IRRIGATION DISTRICT
Bargaining is in progress.

RICHVALE IRRIGATION DISTRICT

TRI-DAM PROJECT
Bargaining is in progress.

ALAMEDA/CONTRA COSTA TRANSIT DISTRICT
Due to the provisions of SB 2122, the District refused to grant the cost of living increases provided for in the Agreement between the District and Local 1245. The Union has joined Local 192, Amalgamated Transit Union in a law suit against the District.

SACRAMENTOMUNICIPAL UTILITY DISTRICT
Settled subject to ratification. Additional information will be provided in the next issue of the UTILITY REPORTER.

TRUCKEE-DONNER PUBLIC UTILITY DISTRICT
Negotiations resulted in an offer from the District which was rejected by the membership. Bargaining will be resumed in the near future.

DAVEY TREE SURGERY COMPANY
The provisions of the current agreement called for a 6-3/4 percent general wage increase with provisions to reopen if the Consumer Price Index exceeded 196.0. On November 6, 1978, Union served notice of desire to reopen the contract for wages only.

PACIFIC TREE EXPERT COMPANY
Union served notification of its desire to open the contract for negotiations October 25, 1978.

CITIZENS UTILITIES COMPANY OF CALIFORNIA
Union filed unfair labor practice charges against Company with the National Labor Relations Board on October 3, 1978. The depositions were taken by the Board Agent on October 17, 1978. To date, no decision has been rendered.

PG&E MEDICAL BENEFIT NEGOTIATIONS
Bargaining is in progress.

PG&E WAGE NEGOTIATIONS
Bargaining is in progress.

CITY OF GRIEDELY
Negotiations suspended pending Court decision and appeal proceedings.

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Appointments

NEGOTIATING COMMITTEES

Oroville-Wyandotte I.D.  
William W. Mooney
PG&E Wage Negotiating Committee  
Lindell Williams
C. P. National (Lassen) Negotiating Committee  
Michael Anderson  
William Waitman
Placer County Water Agency  
James E. McMahan  
John F. Vaughn
City of Roseville  
Hugh Hageman  
Steven Wolf
Modesto I.D. Negotiating Committee  
Henry V. Azvedo  
Randy Inderbitzen  
Dean Heinrich  
Sterling Fountain  
Tony Coutrakis  
Sammy Gibson
Davey Tree Negotiating Committee  
Bill Highfill  
Robert Olson  
Bill Soliz

LOCAL UNION COMMITTEES

Safety Committee  
Ray Friend

CENTRAL LABOR COUNCILS

San Francisco  
Vic Johnson  
Marin County  
Frank Saxsenmeier
Napa-Solano  
Frank Saxsenmeier  
Sonoma-Mendocino-Lake  
Frank Saxsenmeier

INTERIM NEGOTIATING COMMITTEES

PG&E Computer Operations  
Frances Haller  
G.C. Substation Mechanic Training Program  
Blake Massey  
Gene Wallace  
Gene Lee

GRIEVANCE COMMITTEES

G.C. Joint Grievance  
Keith Testerman
Sierra Pacific Power Company

The next leg of the Sierra Pacific Power Company transmission line job is expected to go out for bid sometime in January, 1979. The portion of the job which is now under construction is moving along as scheduled. Over 100 towers are in the air and wire stringing will get underway soon. At this time, no additional manpower is needed. We currently have approximately 35 men working on the project.

There are not many men signed up on Books I and II; however, we have been able to fill the majority of our jobs without too much difficulty.

Note: Recently I have received some inquiries about the referral procedure used by Local Unions 1245 and 47. In order to clear up any misunderstanding about the procedure, it is reprinted below for your review.

Preliminary discussions have been held between Local 1245 and Local 47 pertaining to possible changes in the referral procedure. However, no changes will be instituted before the next set of negotiations. If you have any suggestions regarding revisions of the current referral procedure, please send them to our Dispatcher Judy Brook at Local Union Headquarters, P. O. Box 4790, Walnut Creek, California 94596.

Referral Procedure

CLASSIFICATION A — JOURNEYMAN LINEMAN, CABLE SPlicer

GROUP I All applicants for employment who have three and one-half (3-1/2) or more years of experience in the trade, are residents of the geographical area constituting the normal construction labor market, and who have at least one (1) year in the last three and one-half (3-1/2) years under a collective bargaining agreement between the parties to this Agreement.

GROUP II All applicants for employment who have had two (2) or more years experience in the trade who have passed a Journeyman's examination given by a duly constituted Local Union of the I.B.E.W., or have been certified as a Journeyman Lineman by any Outside Area Apprenticeship and Training Committee, and who have been employed for a period of at least one year in the last three and one-half (3-1/2) years under a collective bargaining agreement between the parties to this Agreement.

GROUP III All applicants for employment who have three and one-half (3-1/2) or more years of experience in the trade who have passed a Journeyman's examination given by a duly constituted Local Union of the I.B.E.W., or have been certified as a Journeyman Lineman by any Outside Area Apprenticeship and Training Committee.

GROUP IV All applicants for employment who have had two (2) or more years experience in the trade, are residents of the geographical area constituting the normal construction labor market area, and who have been employed in the normal construction labor market area for at least six (6) months under a collective bargaining agreement between the parties to this Agreement.

GROUP V All applicants for employment who have worked at the trade for more than one year.

CLASSIFICATION B — GROUNDMAN, POWDERMAN

GROUP I All applicants for employment who have experience in the trade, are residents of the geographic area constituting the normal construction labor market, have the necessary qualifications pertaining to their classification and who have been employed in the normal construction labor market area for a period of at least one year in the last four (4) years under a collective bargaining agreement between the parties to this Agreement.

GROUP II All applicants for employment who have one (1) year experience in the trade and who have the necessary qualifications pertaining to their classification.

GROUP III All applicants for employment who have experience in the trade, are residents of the normal construction labor market area and who have been employed in the normal construction labor market area for at least two (2) years in the last three (3) years in the trade under a collective bargaining agreement between the parties to this Agreement.

GROUP IV All other applicants for employment.

PG&E Wage Negotiating Committee

The process is slow because the case is moving up through the extremely backlogged Federal court system. It now sits before the 9th Circuit Court of Appeals awaiting a hearing date. At the same time, Sierra Pacific is keeping track of the amount of money employees would be getting if the discount were still in effect. Regardless of how the court eventually rules, this money will be distributed to the employees.

Sierra Pacific members living in California, however, won't have to wait for the court's decision. The California PUC decision guarantees that they will continue to receive their employee discount.
Shop Stewards' Trail

General Construction

Sacramento
Training Conferences

San Jose

Stockton
During the period October 27, 1978 through November 17, 1978, applications for membership were received from the following persons:

**SAN JOAQUIN DIVISION**
- Payton, L.J.
- Wolcott, D.W.
- Luchins, D.B.
- Stambaugh, R.H.

**COAST VALLEYS DIVISION**
- Hugger, F.
- Newberry, J.R.
- Livingstone, P.A.

**CENTRAL, CALIF. COMMUNICATIONS CORP.**
- Murphy, R.P.

**CITY OF SANTA CLARA**
- Adams, R.L.
- Hail, M.A.
- Rolston, R.G.
- Hopping, B.C.

**COAST VALLEYS DIVISION**
- Urrizaga, E.E.
- Lieguera, F.
- Letchuk, D.S.
- Stambaugh, R.H.

**LYNCH COMMUNICATIONS**
- Bitner, R.G.
- Christie, R.F.
- Clemenson, M.A.

**CENTRAL CALIF. COMMUNICATIONS CORP.**
- Murphy, R.P.
- Cole, D.J.
- Dyson, D.L.
- Glinoski, S.M.

**CITY OF SANTA CLARA**
- Grissom, S.M.
- Adams, R.L.
- Hail, M.A.
- Rolston, R.G.

**SAN JOSE DIVISION**
- Lawson, B.J.
- Gamier, R.J.
- Maestas, D.

**EAST BAY DIVISION**
- Schweitzer, T.J.
- Honman, A.M.
- Speight, B.J.
- Humes, J.G.

**DE SABLA DIVISION**
- Wilder, R.R.

**SAN FRANCISCO DIVISION**
- Adles, G.L.
- Breuer, G.M.
- Cipro, R.S.

**BURLINGTON TV CABLE**
- Mullin, J.A.
- Zucca, F.A.

**TELE-VUE SYSTEMS**
- Maple, C.B.

**SACRAMENTO DIVISION**
- Johnson, J.E.
- Gallacher, M.L.
- Kosbin, D.E.

**GENERAL OFFICE**
- Wallace, B.A.
- Hart, J.M.
- Paule, F.N.
- Halley, M.

**SHASTA DIVISION**
- Fitzgerald, C.J.
- Shelton, R.W.

**CITY OF REDDING**
- Hurst, R.
- Mort, T.

**SIERRA PACIFIC POWER COMPANY**
- Daniel, D.S.

**C.P. NATIONAL (ELKO)**
- Anderson, G.H.
- Balen, L.B.

**X-RAY ENGINEERING**
- Osburn, R.D.

**CONCORD TV CABLE**
- Mullin, J.A.
- Zucca, F.A.

**DE SABLA DIVISION**
- Wilder, R.R.

**PARADISE 1.D.**
- Boston, C.B.

**NORTH BAY DIVISION**
- Cipro, R.S.
- Campbell, G.F.

**SACRAMENTO DIVISION**
- Johnson, J.E.
- Gallacher, M.L.
- Kosbin, D.E.

**GENERAL CONSTRUCTION**
- McManus, M.E.
- Garatt, M.E.
- Baxa, T.J.

**CITY OF SANTA CLARA**
- Adams, R.L.
- Hail, M.A.
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**X-RAY ENGINEERING**
- Osburn, R.D.

**CONCORD TV CABLE**
- Mullin, J.A.
- Zucca, F.A.
Learn to play craps — black jack — roulette — chuck-a-luck

The Gas Servicemen's Social Club in Stockton is sponsoring its annual Monte Carlo — an evening of entertainment, prizes and surprises. The affair will be held January 13, 1979 at the Fremont Labor Lodge, 1531 E. Fremont Street, Stockton. No-host cocktails begin at 7:00 p.m. and the gaming is from 8:00 p.m. until 11:00 p.m.

The author of "Yes, You Can — But Don't Bet The Rent Money" and "The Story of Nevada-Style Gaming", Ray Herwitz, will provide each guest with specific instructions on betting. In addition, he will demonstrate his card skills with magic and ESP routines that he has performed before audiences all over the world.

If you plan to attend, reservations must be confirmed by December 29, 1978. Tickets are $5.00 per person. For additional information or reservations, please contact Brother Steve Wells (209/465-2246).

Business Representative Jim McCauley's son, John, was selected as a member of the All Star Basketball Team for the 1978 St. Elizabeth Tournament. Jim and Brother Andy Dakapoles, a PG&E employee at the Oakport facility in East Bay Division, coach the sixth grade CYO Basketball Team. The Team has not been defeated in league play for the past two years.

The winner of the Unit Drawing for the month of October, 1978 was Ivan J. Lynch, Unit 3714, Ukiah.

The winner of the Local Union Social Fund for the month of October, 1978 was Unit 3411, Chico.

The winner of the Unit Drawing for the month of November, 1978 is Edwin K. Busbee, Unit 3812, Vacaville.

The winner of the Local Union Social Fund for the month of November, 1978 is Unit 2312, General Construction — East Bay Division.

DeSabla Division Union Dance

By Larry Hope

On Saturday, October 28, 1978 Chico Unit 3411 and Paradise Unit 3417 sponsored a DeSabla Division Union Dance in Chico. Musical selections by the Reflections, and down-home country musicians Rich Hafner and Winnie Stewart entertained the guests. The entertainment, plenty of good food and lots of door and raffle prizes helped make the evening a big success.

There were five door prizes and 20 raffle prizes awarded during the evening. Gary O'Connor was the biggest prize winner. He won one door prize and two raffle prizes — his wife drew his name.

Guests at the dance included Business Manager and Mrs. Dean Cofer, Senior Assistant Business Manager and Mrs. Willie Stewart, Assistant Business Manager and Mrs. Mert Walters, Assistant Business Manager and Mrs. Tony Morgado, Northern Area Executive Board Member and Mrs. Bill Peitz, Central Executive Board Member and Mrs. Red Henneberry, Business Representative and Mrs. Arlie Baker, Business Representative and Mrs. Skip Harris, Business Representative and Mrs. Larry Hope, and Business Representatives Gary Hall and Rich Hafner and their guests Judy and Donna.

The highlight of the evening was when Chico Unit Chairman Herb Stansbury and Paradise Unit Chairman Dick Knaus presented Business Manager Dean Cofer a flag for Local Union 1245. Thanks to Units 3411 and 3417, our Local has its own especially designed flag. The actions of these Units show the true spirit of brotherhood and pride in our Local.

Thanks are extended to all those members who helped make the evening a tremendous success, especially dance committee chairman Tom Conwell whose leadership and hard work were invaluable, and Jim Dean who carved 25 pumpkins for decoration in the hall.

I am looking forward to whatever the Units plan for next year.

San Jose Union Dance

Units 1411 — City of Santa Clara, 1501 — San Jose Clerical, 1511 — San Jose Physical and 1514 — San Jose General Construction sponsored a dance on Saturday, November 4, 1978 at Clover Hall in San Jose. Attendance was great — nearly 300 people were present in spite of the flu bug that was going around. Some of the guests are shown above.

Reminder

I.B.E.W. Scholarship Program

As reported in the September issue of the UTILITY REPORTER, the I.B.E.W. Founders' Scholarship Program for 1979 is accepting applications for scholarship candidates. Up to twelve scholarships are awarded annually to members for four years of union undergraduate study at the college of their choice.

Eligibility rules and other important information regarding the scholarship program are available upon request. Please direct all such requests and inquiries to the Scholarship Administrator at the I.B.E.W.'s International Office, 1125 - 15th Street, N. W., Washington, D.C. 20005.
Guest editorial

There's nothing noble about being hungry

I spoke briefly with — well, the name's not important. Let's just say she's one of the few scabs that I can bring myself to speak to. Anyway, she told me the same old usual stuff about how awful things are inside and how lonely we are that we stood by our principles and stayed out.

She talked about how she and others admire us and wish us well and how she knows the future for employees at The Bee is at best bleak — sooner if we lose, and eventually even if we win.

She talked about the positive public impact of our billboards and our canvassing crews — of how much more difficult it is now to sell new business and how even established customers are "too busy" and "not interested" more often now. She talked about the laughter and joking on the picket line and seeing Boycott the Bee T-shirts, buttons and bumper stickers everywhere.

She talked about breathing clean air and being able to hold up our heads while she and her kind will go on or believe in. Some choice!

She told me the same old usual stuff — endless, maybe, but no picnic. No, Jane, it isn't an endless picnic out here, Jane, and we aren't really that noble, we simply don't have a choice. To accept the offer would mean the loss of over half of our jobs. I guess there is a choice — the ones at the top of the seniority list might be able to return, abandoning friends — the people with whom they worked for years and with whom they've suffered the last seven months.

The ones on the bottom will be abandoned, will give up the future they too worked for, to let someone who is big and powerful step on them just because they are not so big; to agree that all being right isn't enough and friends are not necessarily people that you can rely on or believe in. Some choice!

No, Jane, it isn't an endless picnic — endless, maybe, but no picnic. We're people, Jane, with needs like yours. We're people who get discouraged and tired, we've seen too much and won too little. We've been betrayed by fellow workers, betrayed by the company we helped to make great, betrayed by weak leadership. We've been cheated, lied to, lied about, attacked verbally and physically.

We've worked long hours on street corners, on sidewalks, and on the picket lines. We've worn out our shoes and our hearts. We've forfeited our past in the hope of ensuring our future — a future you, Jane, are helping to kill before its even born.

It's cold at night and it's cold in the rain and it's cold in the heat when hope begins to fade. There's nothing uplifting about being broke with Christmas coming. And there's nothing noble about being hungry. Your admiration and well wishes don't mean a damn thing in the face of the arrogant contempt of company officials.

We laugh and joke on the picket line because sometimes the tears are so close and we don't want to let our brothers and sisters down by giving in to our own weaknesses.

In a way, the care we have for each other is both our strength and our weakness. When a Larry Youell has to take his wife and newborn child out of town to survive, it hurts all of us. When a Jim Bathel is killed and his family by the decision he made, we all feel his agony. When most of us have to take part-time jobs just to keep our heads above water, we all share the fatigue. When our men and women break under the strain, we all cry a little. When a Len Salmi lies in a cardiac ward, we all suffer. When a Jim Bathel is killed, we all ache for his family and we all have a hole in our lives.

We are strong — usually. But sometimes we get tired, and right now I'm very tired. Oh, and Jane! "Don't call me, I'll call you."

Boycott of J.P. Stevens

Focuses on Liberty House

On Friday, October 20th, the Alameda Central Labor Council Executive Committee passed a resolution urging union members to join in a December campaign to boycott J. P. Stevens products, the second largest textile manufacturer in the U.S., in support of the 1,200 Fort Worth workers who are picketing the company's plant in Fort Worth, Texas. The Bay Area "Christmas Campaign" will consist of leafletting and other informational activities outside Liberty House stores, the leading promoter of Stevens products in the Bay Area. Customers will be urged to boycott J. P. Stevens products, not the store.

Corporate Outlaw

J. P. Stevens, the nation's number one corporate outlaw, has been convicted of over 1200 health and safety and unfair labor violations, Stevens, the second largest textile manufacturer in the U.S., is the industry leader in Union busting, degrading working conditions, and substandard wages. Stevens workers have called for a nationwide consumer boycott of J. P. Stevens products until Stevens signs a strong union contract.

Every Day Until Christmas

The Christmas Campaign will feature daily consumer education activities at the six Bay Area Liberty House stores. Should Liberty House decide to cooperate with the boycott before December 1st, the Christmas Campaign will shift to Capwells/Emporium or Mervyn's. Union members are asked to sign up for at least one three-hour shift in front of Liberty House in December, and to call Liberty House President Teller Weinmann at 415-891-2010, to express their support for the boycott. To help with the campaign, contact Local Union Headquarters (415/933-6060).

Our Union Label Family

Christmas, Hanukkah, the December holidays — some how, some way, most of us have to admit that we look forward to this season every year.

Among the many meanings attached to the holidays, the tradition of giving, especially among families, has become a focal point of the celebrations.

Trade unionists have traditions too, including the support we give to union brothers and sisters when we are needed.

This year, as always, when we get caught up in the round of holiday festivities, of shopping and gift giving, let's take a second to remember a present for the union brothers and sisters who make the products we select for gifts, who work in the stores, shops, restaurants, hotels we patronize. Make sure each gift is union-made, each service union-provided.

Using our resources to help keep other union members on the job is the best "gift" we can give our union "family," or that they can give to us.
California

Greater Protection for Pregnant Employees

Greater protection for pregnant women in the California labor force is provided under a measure signed into law by Governor Edmund G. Brown, Jr. The new amendment to the California Labor Code, Assembly Bill 1960, authored by Howard Berman (Dem.-Los Angeles) incorporates protection against discrimination on the basis of pregnancy into the State Fair Employment Practice law and recognizes that such discrimination is to the disadvantage of women employees.

The bill was supported by many women, includingcharged by California AFL-CIO and the Department of Industrial Relations. It will be enforced by the Division of Fair Employment Practices which will develop implementing rules and regulations.

Washington

Worker's Right to Walkaround Pay Upheld

WASHINGTON — Assistant Secretary of Labor Eula Bingham has welcomed a U.S. Court action upholding the right of workers to "walkaround pay" while accompanying federal job safety and health officers during an inspection.

"The court action reinforces our contention that walkaround pay is one of the fundamental rights of workers guaranteed by law," said Dr. Bingham, head of the U.S. Department of Labor's Occupational Safety and Health Administration.

"It is an important step in our efforts to assure to the maximum extent possible safe and healthful working conditions for every American worker."

The U.S. District Court of the District of Columbia denied a motion filed by the Chamber of Commerce of the United States for a summary judgment to invalidate OSHA's interpretation that failure to pay workers for time spent while accompanying inspectors examining OSHA official would be considered discriminatory.

Also denied as part of the motion were Chamber requests that the court issue a permanent injunction prohibiting any enforcement action based on that interpretation and that it invalidate OSHA's interpretation that the Fair Labor Standards Act requires compensation for time spent on OSHA inspections.

OSHA, in its brief, further contended that the right of employee participation in inspections was spelled out by the Act (Section 10 (g)), that the right is one of the "essential ingredients in the expeditious and thorough discovery" of workplace hazards, and that "the interruption of wages, which would otherwise be earned by an employee who forgoes his walkaround rights, constitutes a clear and unmistakable example of adverse discriminatory action."

The interpretation was published in the Federal Register on Sept. 20, 1977, as a change in the Department's policy on walkaround pay. The action reversed a 1972 interpretation that failure to pay for walkaround time was not permissible discriminatory.

Court upholds Agency Shop Pact in Portland

Portland, Ore., city employees who don't join a union that bargains for them can be required to make "fair share" payments to the union, Circuit Judge Clifford Olsen has ruled.

His decision rejected a "right-to-work" challenge to the agency shop agreement covering Portland city workers represented by the State, County & Municipal Employees.

ATTACK ON UNIONS

The suit against the city and the union involved was financed by the National Right to Work Legal Defense Foundation as one of a series attacking union security agreements throughout the country.

The judge noted that the plaintiffs had received from AFSCME under the union's constitutional procedures a rebate covering the small portion of payments used for "political or ideological purposes" to which they objected.

But he found nothing in the city law or collective bargaining agreement that conflicted with state law, and dismissed the suit. "IT'S LAWFUL."

"The requirement of the collective bargaining agreement, embodied in a city ordinance which requires fair share dues, is a reasonable and lawful condition of continued employment," the court ruled.

The union security agreement requires new employees either to join the union or make fair share payments within 90 days.

Any person who refused to do either, the court said, would have violated a condition of employment and could properly be dismissed for cause.

FEPC Issues New Retirement Guides

Employees who want to continue working beyond the age of normal retirement date (NRD) may do so under the age discrimination amendments to the Fair Employment Practices Act (AB 586).

The Fair Employment Practice Commission made effective May 26 regulations for employers, making it unlawful for them to refuse to hire or employ, or to discharge, dismiss, reduce, suspend or demote any individual over the age of forty on the grounds of age.

Under the FEPC regulations, employers must provide a written notification to employees no later than 90 days prior to the employee's NRD and no earlier than 180 days.

An employer who intends to continue in employment past his or her normal retirement date must file a written notice of this intention not more than 45 days after the employee has received notification from the employer.

If an employee works beyond the NRD, his performance must meet the employer's standards of adequacy and quality of work. If these standards are not met, then it would not be discriminatory for that employer to terminate or force retirement of that employee.

It is, however, discrimination if such action taken is based upon standards more stringent than standards which the employer uses to measure performance of any other employee under the age of forty.

Employers have two years or until existing pension plans or collective bargaining agreements expire, whichever date comes first, to make changes in future plans to cover employees who wish to stay in their jobs past their NRD.
Asbestos Fact Sheet

- Since the beginning of World War II, an estimated 8 to 11 million workers have been exposed to asbestos, 4.6 million in America's shipyards during the peak years of that war. Of the total, approximately 1.5 to 2.5 million are presently employed.

- A worker who was exposed many years ago is still in danger because the diseases associated with asbestos take a long time to develop — from 10-35 or more years.

- Four serious diseases are linked to exposure to asbestos. They are: Asbestosis (a chronic lung ailment which can produce shortness of breath and lung damage), lung cancer, mesothelioma (a cancer that involves the thin membrane lining the chest and abdomen), and certain gastrointestinal cancers.

- Families of workers exposed to asbestos may face an increased risk of developing asbestos-related diseases, probably as a result of exposure to asbestos dust brought home on the shoes and clothing of workers.

- One current study indicates that 20 to 25 percent of workers, both smokers and nonsmokers, who were heavily exposed to asbestos in the past, have died of lung cancer, compared to 4 to 5 percent in the general population.

- Asbestos and the smoking of cigarettes together produce much more lung cancer than either factor acting alone. An exposed worker who smokes is 30 to 90 times more likely to develop lung cancer than a non-exposed non-smoker.

- In addition to shipyard work, asbestos exposure may occur in asbestos mining and processing, construction and building trades, including renovation; automotive brake and clutch installation and repair; and the manufacture of a wide variety of asbestos products.

- A worker who has been or is currently exposed to asbestos should:
  1. Stop smoking.
  2. Get annual health checkups and provide his/her physician with a detailed work history including:
     a. time period worked in industry where exposure occurred.
     b. types of jobs held.
     c. types of body protection worn (masks, respirators, gloves, etc.)
     d. types of substances to which exposed (asbestos, radiation, fiberglass and other dusts).
  3. Get prompt medical attention for any respiratory illness.
  4. Use all protective equipment, work practices and safety procedures designed for working around asbestos.

Family Health News

Is Your Lifestyle Harmful To Your Health?

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<th>FAIR (2 points)</th>
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What Did You Score?

To determine your total score, add up the points you gave yourself for each category.

Example:

- Smoking — Poor — 1
- Alcohol — good — 3
- Weight — fair — 2
- Exercise — Dangerous — 0
- Pres. drugs — excellent — 4
- Other drugs — fair — 2

TOTAL 21-28 POINTS

If you were honest with yourself, and still scored from 21 to 28 points, you did "okay" on the test. For the most part, you're practicing healthy living habits, and chances are that you're in good health.

0-14 POINTS

If you scored fewer than 14 points or if you had a "dangerous" rating in any category, you didn't just "fail" the test, you're failing yourself (and your family and friends) by taking chances on harming your health and shortening your life.