Local 1245 Efforts To Kill Oakland City Payroll Tax Successfull

Speaking on behalf of Local Union 1245 against the ordinance at the December 12 City Council Meeting were Assistant Business Manager Mert Walters and Business Representative Veodis Stamps. They were joined by Local 1245 President Ron Fitzsimmons, members Harold Hungerford, Al Souza and John Teicheiro, and representatives of business, labor and the community.

Assistant Business Manager Mert Walters, who serves as the Local's Legislative Advocate, told the Council working men and women can no longer bear the tax burdens being thrust upon them by all levels of the government. He said that workers are currently faced with an 8.8% rise in the consumer price index over the last 12 months, and the President's "voluntary wage control program"—the President wants workers to bear the brunt of fighting inflation by accepting a 7% wage freeze, and, if necessary, a discriminatory tax. Workers don't think the action is fair, particularly when it isn't a progressive tax increase like State and Federal income taxes are. It is a discriminatory tax. It only taxes one form of earnings—workers' salaries—other forms of income derived inside the city limits will be tax free.

Walters stated that our members employed by the City of Oakland were not granted any salary increases due to the City's acceptance of State surplus monies, and pointed out its refusal to move forward to protect the purchasing power of the City's employees in the area of fringe benefits which the City clearly could have done under the provisions of Proposition 13 and SB 2212. Now the Council is proposing to tax City employees for the privilege of working for the City. Not only has the City refused to protect the employees purchasing power it wants to reduce it even further. Alameda Central Labor Council Secretary-Treasurer Richard Groux represents nearly 60,000 workers throughout Alameda County blasted the Council members for attempting to over burden working people by instituting another tax on those who are already clearly over-taxed while letting big-business whose profits continue to soar off the hook again.

After the nearly two hours of testimony from speakers who came forward to speak out for repeal, Councilman George Vukasin made a motion to repeal the ordinance. The Council members (Continued on page 5)

STATE AFL-CIO

Legislative Program Set By Council

The Executive Council, California Labor Federation, AFL-CIO met in Los Angeles November 28 and 29 to deliberate and introduce the Federation's 1979-80 legislative program, based on Policy Statements and Resolutions adopted by delegates representing 1.7 million workers at the 12th Constitutional Convention last summer in San Francisco.

Local 1245 is represented on the Executive Council by Business Manager Dean Cofer. Dean was unanimously elected as a Vice President at the Federation's last convention.

Between 45 and 50 measures will be drafted and introduced on behalf of the State AFL-CIO. In addition, Federation representatives will lend active support to a number of other measures to be introduced by others when the legislature begins its next two-year session at Sacramento.

The program will include a concerted effort to improve the deplorable situation where California workers find their weekly ceiling on unemployment insurance benefits, now only $104, placing them lower on the scale than jobless workers in 36 other states and the District of Columbia.

A bill to establish a maximum benefit at 75 percent of the average weekly wage as of January 1, 1980, with an automatic escalator to maintain that ratio as the average weekly wage increases, will be pushed.

Another U.I. proposal would provide uniform duration of benefits at 39 weeks. Others seek to extend coverage for dependents as it is done in nine other states, to include tips as wages in computation of benefits and to limit disqualification for trade disputes, voluntary quits, or misconduct to a five-week maximum.

There are several other bills planned to liberalize the state's unemployment insurance program.

Under workers' compensation, the State AFL-CIO will seek maximum weekly temporary disability benefits and permanent total disability benefits at $180. Labor's legislation will also seek to raise the permanent partial disability benefit for the 70 percent to 99 percent ratings to a range of $90 to $177.

Other workers' compensation legislation would raise benefits for surviving spouses and dependents.

Measures to provide for child care centers for working parents and those seeking work or to acquire work skills will be included in the Federation's program.

The State AFL-CIO also will seek laws (Continued on page 2)
The first annual award dinner honoring members with at least 20 years of membership was held in Reno at the Holiday Inn on December 1st. Honored at this dinner were: William Hearn, Ernie Rabe, John Riehm, Joseph Wright, Ed Ahlf, Harold Coe, John Depaoli, Gene Leforte, Charles Martin, Don Moler, Harold Seekins, and Arlene and Ralph Walker. Business Manager Dean Cofer and his wife and John Wilder and his wife also attended. A great time was had by all and we are looking forward to next year when we can have a bigger and better award dinner.

Business Representative John Stralla, who has been off sick and hospitalized for some time, is now all patched up and back on the job.

Another 62-mile portion of the cross-state transmission line is now out for bid. A Shop Stewards meeting is scheduled for January 20, 1979 in Reno for all Sierra Pacific Power Shop Stewards. We will discuss the forthcoming negotiation proposals.

CP National, Elk Power Division, is starting to get straightened out with a Unit established and Shop Stewards selected. We have had a couple of rough spots so far, however, with a little work we will have these overcome.

CP National, Elko Power Division, will be open for wage negotiations very shortly.

Wells Rural Electric Company is attempting to get some training programs established. We have provided them with material to study and we will be talking with them in the very near future.

In the early part of January, the members of Teleprompter Reno will be considering an offer on an improved medical plan.

Merry Christmas — see you next year.

This has been a pretty fair year for work and it looks like it will continue. The way our people in our construction unit have been performing, is great. I have been getting compliments on the excellent quality performance of work performed by our Linemen and Groundmen.

Merry Christmas — see you next year.

I haven't received any comments from outside line workers regarding possible changes in the work referral procedure used by Local 1245 and Local 47. Local 1245 feels some changes should be made, but we do not want to attempt to amend any of the language until we hear from our membership. Our members are so widely scattered throughout our jurisdiction that in most cases we have to depend on the mail for input.

We will be accepting applications for entrance into the Apprenticeship Program during the first two weeks of January. Anyone interested in obtaining an application should call the dispatch office (415/933-7121) or drop in.

Job Progress:
The Tri-O job in Eastern Nevada is progressing very well, the crews are now pulling wire.

Another 62-mile portion of the job is out for bid. Bids are due on January 10th and an early start is expected on this portion. This section will carry the line to a point within about 40 miles of Elko.

Harker and Harker has a crew working in Susanville for CP National.

The job in Portola being performed by Crater Line. Construction is progressing in good shape. We also have a dock crew working for Crater in the Susanville area.

Slater Electric has several dock crews working outside Reno. They are primarily doing underground work. Slater also has crews working in Cottonwood and Redding.

B & A Electric's substation job is underway at the Keswick Dam. The Electrical Constructors' oil-o-static job in Sacramento is progressing well.

Having received some more material, the Melones project is again started with possible completion in another month or two.

We have a couple men working for Price Electric in Alameda.

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Editor's Note: Members of Local Union 1245 who wish to receive a copy of the full text of a letter agreement shown below may do so by submitting a written request to the Local Union.

PG&E 78-57: Provides for the return of an employee who was off on LTD to his former classification of Lineman and places said employee in a Lineman vacancy at the Bellmont Headquarters in San Jose Division.

PG&E 78-60: Provides for the placement of an industrially injured employee into a newly established Utility Groundman position at the Belmont Service Center in San Jose Division.

PG&E 78-63: Provides for the return of an employee who was off on LTD and places him in a Shop Helper vacancy at the Fremont Gas Meter Shop in East Bay Division.

PG&E 78-67: Establishes a temporary change of hours for Pony Express Drivers on December 24 and 31, 1978 so they can enjoy a longer period of time off prior to Christmas and New Years.

PG&E 78-71: Establishes a temporary change of hours for second shift employees at the Fremont Gas Meter Shop on December 22, 1978 to allow them to be released from work early in order to enjoy the Christmas weekend.

PG&E 78-72: Provides for the return of an employee who was off on LTD to his former classification of Cable Splicer, Line Construction Department. The employee will report for work at San Rafael.

Flask: General Construction Employees

In accordance with the provisions of Subsection 103.3(b) of the Physical Agreement, Company and Union have agreed that April 13, 1979 shall be observed as the Floating Holiday for General Construction employees, Service Centers, and in those cases where it is not possible to shut the job down April 13, the provisions of Subsection 103.(a) shall prevail.

Did You Know That...

You Are Protected Under The Federal Wage Garnishment Law?

The Federal Wage Garnishment law limits the amount of an employee’s disposable earnings which may be garnished in any one week, and protects him from discharge because of garnishment for any one indebtedness. It does not change other matters related to garnishment, such as the right of a creditor to collect the full amount owed him, and most garnishment procedures established by State laws or rules. This law (Title III of the Consumer Credit Protection Act) applies to all garnishment orders.

What is Garnishment?
The term “garnishment” means any legal or equitable procedure through which earnings of any individual are required to be withheld for the payment of any debt. Most garnishments are made by court order. Wage assignments, which are generally private transactions, are not subject to this law.

Wages Subject to Garnishment

The term “earnings” means compensation paid or payable for personal services, such as wages, salary, commission, bonus, or otherwise, and includes periodic payments under a pension or retirement plan.

An employee’s “disposable earnings” means that part of his earnings remaining after the deduction of any amount required by law to be withheld. Examples of such deductions are: Federal income tax withholding; Federal social security tax; and State and local tax withholding.

Deductions such as those for union dues, health and life insurance, assignment of wages, and savings bonds, are not considered required by law.

Garnishment Restrictions

The Federal Wage Garnishment law limits the amount of an employee’s disposable earnings which may be subject to garnishment in any one week. The largest amount of total disposable earnings subject to garnishment in any workweek may not exceed the lesser of:

(a) 25 percent of the disposable earnings for that week;
(b) The amount by which disposable earnings for that week exceed 30 times the Federal minimum hourly wage (currently this is $5.2F 0.90 an hour or $116.00 a week).

No court in the United States, or any State, may make, execute, or enforce any order or process in violation of the restrictions on the amount that may be garnished in a week.

Protection Against Discharge

The Federal Wage Garnishment law prohibits an employer from discharging any employee because his earnings have been subjected to garnishment for any one indebtedness. The term “one indebtedness” means a single amount of money, regardless of the number of讨es or proceedings brought to collect it. The law does not prohibit discharge if there are garnishment proceedings under another debt. The garnishments may be from the same creditor, but they must involve separate debts.

Whoever willfully violates the discharge provisions of this law may be prosecuted criminally and fined under (1) $1,000, or imprisoned for not more than one year, or both.

Effect On State Laws

The Federal Wage Garnishment law does not annul, alter, affect, or exempt any person from complying with State laws:

(1) which prohibit garnishments or provide for more limited garnishments than are allowed under the Federal law, or
(2) which prohibit the discharge of any employee because his earnings have been subject to garnishment for more than one indebtedness.

Enforcement

The Federal Wage Garnishment law is enforced by the Secretary of Labor, acting through the Wage and Hour Division, U.S. Department of Labor.

S.M.U.D. Negotiations Settled

Local 1245 members employed by the Sacramento Municipal Utility District voted by secret ballot to accept the results of negotiations. The ballots were counted December 14, 1978.

The new Agreement provides a 7 percent general wage increase, substantial improvements in vacations, 4 weeks after 15 years and 5 weeks after 25 years. Improvements were gained in the funeral leave provisions and dental checkoff procedure. A new and more comprehensive health plan will also be available to our members and their families. The new plan provides a broader range of health coverage than the two previously negotiated health plans which will still be available to employees if they wish to continue enrollment. The District will continue to pay 80 percent of the premium costs of the two older plans and will pick up 80 percent of the premium cost of the new plan.

Negotiating Committee members William Paynter, Margaret Coyle, Gerald Funk, Michael Paulsen, Edward Hefiandner, Russ Landino, Gene Curry and Business Representative Hank Lucas are to be commended for obtaining such a good settlement from the District.

U.S.B.R. bargaining scene

Bureau’s last offer contained increases ranging from nothing for some classifications to a top increase of 5-1/2 percent for foremen. The offer was not acceptable to Union’s committee.

As a result of the Bureau’s refusal to make any substantial movement during negotiations, the dispute has been referred to Arbitration. The Arbitrator’s decision will be final and binding upon both parties after approval by the Commissioner’s office to assure that the decision conforms to the provisions of the Agreement between the United States Bureau of Reclamation and Local Union 1245.

Utility Reporter—December, 1978—Page Three
Notes of Interest

Cofer elected to environmental board seat

Business Manager Dean Cofer was reelected to the Board of Directors of the California Council for Environmental and Economic Balance at its December 4, 1978 meeting in San Diego. The Council is a coalition of individuals from labor, business and the public sector with a strong commitment to advancing California's economic growth with environmental quality. Since its inception in 1973 it has played a key role in providing information through publications, advocacy, participation in policy discussions, testimony and sponsorship of conferences. Labor is represented on the Board by Dean Cofer and 19 other high ranking union officials such as Dina Beaumont, International Vice President of the Communication Workers Union and John Crowley, Secretary Treasurer of the San Francisco Central Labor Council. There are 20 representatives of business serving on the board and among the 20 public board seat holders are former Governor of California Edmund G. Brown who also serves as Chairman Emeritus and former Lt. Governor Merlyn Dymally. Board Chairman Katherine Dunlap and other members of the Coalition believe that the broad range of interests reflected by the diverse backgrounds of the Council's Board of Directors is particularly helpful in fulfilling its goals.

Tom Wilkerson Gets Meany Award

By Richard Hafner

Organized Labor's highest award for service to youth through the program of the Boy Scouts of America has been awarded to Tom Wilkerson. Tom is a resident of Redding and a long-time member of Local Union 1245.

Thomas R. Wilkerson was presented the George Meany Award on Friday, December 1, at a ceremony held at the Five-Counties Central Labor Council at its Christmas Party. The George Meany Award is given by the Five-Counties Central Labor Council for the purpose of recognizing union members who perform outstanding service to youth as volunteer scout leaders. The award presentation was made by Local 1245 Business Representative Richard M. Hafner and I.B.E.W., Local 442 Business Manager Walter Hurlbert. During the ceremonies Business Manager Hurlbert commended Brothers Wilkerson was initiated into I.B.E.W., Local 1245 in October 1954 and has been a good loyal union member since that date. Tom works for Pacific Gas and Electric Company as a light crew foreman headquartered at the Redding Service Center.

Tom is one of three men who has helped keep Scout Troop 122 going since 1965. He presently serves as Assistant Scout Master. Troop 122 is the largest troop in Northern California and it has 25 Eagle Scout members. His son Tim is one of those Eagle Scouts. Tom is the Senior Committeeeman for the Troop. He has been presented the Scouting Award of Merit for Shasta County and he is the first aid instructor for the troop. He helps the boys qualify for their merit badges in first aid, water skiing and boating. Tom has organized many snow-pack trips over the past years and this year as in the last two years he has organized one-week canoe trips on Shasta Lake for the scouts. Tom is a licensed scuba instructor and teaches classes on his job at PG&E. As a coach, he helped promote the Enterprise Eagles in the Pop Warner Football League. Tom is also an active member of the Methodist Church.

Six years ago he and his wife, Ruby, purchased a 16 acre farm in the Bella Vista area on which they and their son, Tim, raise prize hogs. They show the hogs at all 4-H Clubs and local fairs. Tom's family also consists of a daughter, Peggy, and a granddaughter named Chris. We are all very proud of Tom's many accomplishments and wish him the best luck in the future.

Modesto I.D. Picnic

Photos by Bill Peitz

Chiefs Carl Nunez and Chuck Lyghtlie munch on a man-size piece of chicken.

On the river

By Scott Thomas

The Antioch Unit Poker Run was a tremendous success. The Run was held Saturday, December 2, 1978. The 35-mile boat trip started at the Antioch Boat Ramp. Stop off points included Eddo's Harbor, The Anchor at Frank's Resort, and the beach near Brandon Island, Collinsville and ended at Rodger's Point.

During the course of the Run a couple of people lost their cards overboard — fortunately they were able to retrieve them. Several boats managed to get misplaced too. However, at the end of the Run all boats and passengers were accounted for.

First, second and third prizes were awarded for the best hands in both the adult and youth categories and a special trophy was presented to the captain of the boat that was misplaced (lost) the most. In addition, raffle prizes of a portable barbecue, Raiders football helmet radios, a thermos cup and two football helmet banks were given to the winners of the various drawings.

Special thanks are extended to Brother Roy Dunning, his wife and friends for contributing so much time and hard work to make the Run a success, to TNT Marine Shop for donating some of the prizes, and to Brother “Compy” Compmizzo for publicizing the event. Brother Compmizzo is well known throughout California for his annual “River Rat” (father and son) trips from Red Bluff to Colusa State Park. “Compy” was one of the more active participants on the trip. He made sure that none of the other boaters forgot to pick up their cards at the resorts. We still don't know how he managed to forget his own at the Outrigger (our third pickup point). Everything worked out fine though after he finally remembered and went back to the Outrigger and picked it up.

Boaters are in the mill to hold another Poker Run in September and I can hardly wait to spend another exciting day on the river. Congratulations to the Antioch Unit for coming up with something unique and fun for Local Union 1245 members and their families to enjoy.

Potential member Richard Lederle enjoys a fun day at the park. Left to right are: Joe Lederle, Sam Montgomery, Ken Raven, Dan Druffel, Henry Azevedo, Randy Inmon, Business Representative Pate Dutton, Don Yohannon, Dave Pilitman and Assistant Business Manager Mert Walters.

Our new members employed at Modesto Irrigation District, joined by Business Representative Pate Dutton, Assistant Business Manager Mert Walters and Northern Area Executive Board Member Bill Peitz, recently enjoyed a fun day at the park.
**State Fed Offers Thirty $500 Scholarships**

Graduating seniors in public and private high schools throughout California are invited to compete for one of the 30 $500 scholarships at stake in the California Labor Federation's 29th Annual Scholarship Program.

Brochures spelling out the essential details and rules of the contest, along with a supply of application forms, have already been sent to the principals of all California high schools.

The deadline for the return of the application forms, which must be accompanied by a transcript of the student's high school record, is February 15, 1979.

Brochures spelling out the essential details and rules of the contest, along with a supply of application forms, have already been sent to the principals of all California high schools.

The deadline for the return of the application forms, which must be accompanied by a transcript of the student's high school record, is February 15, 1979.

A two-hour examination will be held on Thursday, March 15, 1979 in each high school where applicants have filed, thanks to the cooperation of high school officials throughout the state.

The examination is designed to evaluate the students' knowledge and understanding of labor, business, industrial and governmental problems and their ability to present that information.

The $500 scholarship may be used to advance the student's interest in any field of knowledge; it is not limited to those interested only in a career in industrial societies.

The scholarships will be awarded on the basis of the contestants' scores on the special examination and on their four-year high school academic record.

All senior high school students expecting to graduate in 1979 who wish to compete for the scholarships should contact their local high school principal to get an application form.

In inviting all graduating seniors to enter the contest, John F. Henning, the state AFL-CIO's executive officer said:

"The world of our time finds Labor an element of economic, social and political significance on every continent."

"Certainly this is true in the United States and has been so since the full impact of the industrial revolution came to our rising nation in the mid-19th century."

"American unionism developed in its own unique way, formed by the conditions of our national experience and yet reflecting universal needs."

"Labor in the critical developing nations of today's world is in the formative process, a fact that adds intellectual interest to the study of what labor means in industrial societies."

"We propose that you study American labor with the objective eye of scholarship. Not as partisans but as free thinkers. We believe such a study will enrich you as individuals and citizens. In the belief that this is so we invite your participation in our scholarship program and wish you every success."

Since the program began in 1951 with an offering of three scholarships, it has expanded more than ten-fold thanks to the cooperation of Federation affiliates in cosponsoring additional scholarships.

To date, a total of 413 California high school graduates have received more than $206,500 in financial aid from the program to help them advance toward their career goals.

**Dues Increase Explained**

The following statement from the Business Manager was mailed to all I.B.E.W., Local 1245 Shop Stewards on December 19, 1978. It is being reprinted in the UTILITY REPORTER so that all members will be alerted to the reasons for the dues increase effective January 1, 1979.

"As announced in the October issue of the UTILITY REPORTER, per capita union dues will increase by $1.00 per month effective January 1, 1979. Per capita dues are the part of your money that is sent to the International Union in Washington, D.C. The amount is set by the International Convention of delegates from all I.B.E.W. locals. Local 1245 opposed this $1.00 increase at the last convention, but was outvoted.

On the other hand, Local Union dues (paid in addition to per capita dues) are set by Local 1245 members. A vote of the membership established the present dues structure, which sets dues at a flat 1 percent of your monthly income. This means that the amount you pay depends on your ability to pay. It also means that the Local's budget increases no more than your own budget does.

A secure dues income is vital to keep your Union strong and to continue improvements in service. Local 1245's dues income is unchanged by the per capita increase. None of the extra money goes to the Local. I understand that every dollar counts in these inflationary times, and I regret to announce this increase. But I also urge you not to let the increase lessen your support for the Local's dues structure, which has served your Union well for 16 years."

**UNION LABEL & SERVICE TRADES DEPT., AFL-CIO**

**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:

- **CARPETS**
  - Contender
  - Gulistan
  - Merryweather
  - Tastemaker

- **TABLE LINEN**
  - Simitex
  - NOSIERY

- **TOILETRIES**
  - Finessa
  - High-Lites
  - Spirit

- **BLANKETS**
  - H. Schlesinger
  - J. P. Stevens

- **TOWELS**
  - Freenex
  - Tastemaker

- **SHIRTS**
  - Union Label and Service Trades Department, AFL-CIO
The Executive Board and Advisory Council met in joint session at Local Union Headquarters in Walnut Creek on Saturday and Sunday, November 4 and 5, 1978.

All 27 Advisory Council Members or their designated alternates were present as well as all Executive Board Members, the Business Manager, a large number of Local 1245 Staff persons and other concerned members.

The Advisory Council is composed of one elected member from each Pacific Gas and Electric Company division or department, companies, sections and public agencies represented by Local Union 1245. The Council meets jointly with the Local Union Executive Board and Business Manager four times a year on the first weekend of February, May, August and November. Its purpose is to meet and discuss the business of the Local Union and to inform the Local Union Executive Board and Business Manager of the business being carried on by the Units.

At the November meeting Business Manager Dean Cofer, Sr. Assistant Business Manager Willie R. Stewart, Assistant Business Manager John Wilder and Assistant Business Manager Larry Foss reported on the Union's activities in the area of negotiations, safety, grievance handling, organizing, legislative involvement and other items of concern. Each Advisory Council Member also made an oral report informing the Council of the activities in his/her area.

Under the regular order of business the oath of office was administered to newly appointed San Francisco Advisory Council Member Jay Burton by President Ron Fitzsimmons. Brother Burton is replacing Frank Saxenmeier who recently accepted a Business Representative position on the Business Manager’s Staff. Jay previously served as an Advisory Council Member from 1971-77. He was initiated by Local Union 1245 on May 1, 1956 and has been active in Local Union affairs since that date. He is a member of Unit 2412 — San Francisco and has served as a Shop Steward since 1970.

During the course of the two-day meeting the Council acted upon many motions to improve the operations of the Council and broaden the scope of activities by the Local Union.

At the conclusion of the meeting Southern Area Executive Board Member Bob Thomson who also serves as Chairman of the Local Union Safety Committee reported to the Council on the status of the Committee and introduced its members. His report highlighted the importance of members informing the Union of existing or potential safety violations at their work sites. In an effort to upgrade the Local’s involvement in the area of Safety regular training sessions and film presentations will be provided at all future Advisory Council meetings, and all Council members were urged to inform the members in their respective areas concerning the Union’s adoption of Policy 16 and the revision of the Local’s Accident Prevention Forms.

The meeting adjourned at 1:05 p.m. on Sunday, November 5 after a moment of silence was observed for our deceased members.

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San Jose Division and City of Santa Clara

By Orv Owen and Mike Davis

Twenty-one San Jose Division and City of Santa Clara Shop Stewards met at the Hyatt House in Palo Alto on Saturday, December 2, 1978. The all-day session focused on contract administration and included an update on the status of negotiations and other Local Union activities. Business Representatives Orv Owen and Mike Davis, with help from Assistant Business Manager Larry Foss, conducted the training seminar.

In line with the Local’s commitment to provide Stewards with in-depth training on a regular basis, the Local is also making an effort to broaden Steward’s knowledge of the development of the labor movement in the United States. Accordingly, a film entitled “Strength Through Struggle” was shown during the morning portion of the meeting. The impact of this and other labor history films is devastating. After the film, Orv emphasized the importance of remembering from whence we came. He and many of the Stewards present agreed that over the years workers have won much... However, improvements in wages, benefits and working conditions are still needed.

A highlight of the meeting was the report on the status of PG&E negotiations given by Lindell Williams and Stuart Neblett. Lindell is the San Jose area Advisor and serves on the PG&E Wage Negotiating Committee. Together they explained, in detail, the Union’s position as far as what would be considered a proper offer of settlement and pointed out the shortcomings of Company’s offer as stated in the Company’s Negotiating Bulletin dated November 27, 1978.

Assistant Business Manager Larry Foss updated the Stewards on the activities of the Business Manager’s office and reported on several recent arbitration settlements. At the conclusion of Larry’s report Stewards discussed the settlements and their impact on the outcome of future grievances.

East Bay Division

By Dorothy Fortier

On October 28, 1978 a Shop Stewards Training Seminar was held for East Bay Division Stewards at the Holiday Inn in Concord. Business Representatives Jim McCauley, Veodis Stamps and Scott Thomas conducted the all-day session with the assistance of Business Manager Dean Cofer.

Stewards discussed seniority versus ability and saw a film which emphasized the importance of seniority systems as compared to promotions based on ability... ability usually being arbitrarily decided by management. Business Manager Dean Cofer reported on the functions and activities of the Business Manager’s office and updated Stewards on the latest threat to overturn the California Public Utilities Commission’s decision to reinstitute the PG&E employee discount. He stated, “Just when the discount seemed secure another threat to it appeared. A coalition of consumer groups has filed a petition for rehearing of the issue to try and get it eliminated again.” He warned Stewards, the discount fight isn’t over yet and requested they resume the Local’s letter writing campaign against its elimination.

The keynote speaker, Assemblyman Bill Lockyer from the 14th District discussed AB 1295 in detail. AB 1295, the forced overtime bill, was sponsored by the California State Federation of Labor and introduced by Tom Bates (D-Oakland). It would have prohibited an employer from firing or disciplining workers who refuse to work overtime. The legislation was killed last year, but is expected to be reintroduced in 1979. The Local is 100 percent behind the passage of the issue to try to get it eliminated again.

The highlight of the day was a “Mock Arbitration”. The issue in dispute was whether or not the discharge of an employee was just. The cast included Administrative Assistant Charlie Gadzik, Business Representatives Veodis Stamps Jim McCauley and Manny Mederos, University of California Labor Coordinator Peter Guiry, Attorney Peter Nussbaum and Shop Stewards Ron Cole, Ken McCoy, Milo Dewitte, Francis Harbrecht, Gary Abrahamson and Cortese Saunders. The arbitration was very interesting and the entire cast is to be commended for playing their roles so well. In fact, Peter Guiry who acted as the Arbiter hasn’t rendered a decision yet... couldn’t be more true to life than that.

Shop Stewards who attended the meeting were: Mark Smith, F. Harbrecht, K. R. Williams, John Hale, Lee Taha, Gary Hughes, Tom Young, Ramon Marin, S. Leroy Adams, J. R. Obermeyer, Robert Houchins, Milo Dewitte, Jan Smedley, Bill Sullivan, Robert Runkel, F. Bough, Raymond E. Kmetz, Gene Lee, Albert Cuellar, Henry House, Phillip Brooks, Robert Cohn, Richard Wadsworth, Raymond Williams, David Hall, Wayne Greer, Edi Bell, Julie Lemus, George Green, Ron Cole, Alexander Washington, Jerry Gerrier, Tom Coleman, John Hall, Cortese Saunders, Gary Abrahamson and Kenneth McCoy. Several other Stewards were present, however, I could not decipher their writing (smile). Visitors included: Antioch Unit Chairman Dick Hoyer, President Ron Fitzsimmons, Judy Brooke and Robin Marshall.
TENTATIVE SETTLEMENT OUTLINED

PACIFIC GAS AND ELECTRIC COMPANY
PO BOX 4790
WALNUT CREEK, CALIFORNIA 94596

December 21, 1978

Attention: Mr. Dean Cofer, Business Manager

Guemen:

This letter will confirm the Company's understanding of the settlement reached on December 19, 1978, between the Company's Negotiating Committee and the Union's Wage Negotiating Committee and Health Plan Negotiating Committee for the 1978 negotiations resulting from the reopening provisions of the Wage, Hours, and Working Conditions Agreements, and the Health and Dental Benefit Agreement.

1. General Wage Increase

The Company will grant a general wage increase of 7.6 percent, effective upon the date of ratification and retroactive to December 1, 1978. The general wage increase will apply to those employees who are still on the payroll of the ratification and who remain on the payroll for at least 10 days thereafter, or who during the retroactive period:

a. retired under the provisions of the Company's Retirement Plan, or
b. were laid off for lack of work. Employees who were laid off due to lack of work and who are still on layoff at the time retroactive payments are made will have their checks mailed to their last address of record with the Company. Retroactive checks which are returned by the postal service as undeliverable, for one reason or another, will be canceled and Company will have no further obligation with respect to retrospective payments to such former employees.

c. The new weekly wage rates will be computed by adding 7.6 percent to the weekly rates in effect on November 30, 1978, and rounding the result to the next higher five cents.

d. Provides for a 7.6 percent general wage increase and the application and eligibility for retroactive payment.

2. Health Plans

a. Kaiser Foundation Health Plan

The Company will amend its contract with Kaiser to remove the $60 co-payment for maternity care for employees and their dependents and to provide Kaiser's mental health benefits for employees and their dependants. These changes will be made as soon as possible, but no later than April 1, 1979.

The Kaiser Foundation Health Plan will be designated as a Health Maintenance Organization effective January 1, 1979, for purposes of the Health and Dental Plan Agreement. Effective with premiums for the month of January 1979, Company will pay the full premiums for this Plan for employees and their dependants, except for sponsored dependents, as long as such premiums are less than those paid by Company for the Plan shown in Exhibit B of the Health and Dental Benefit Agreement.

b. Blue Cross

Effective as soon as possible, but no later than April 1, 1979, Company will amend its agreement with Blue Cross of Northern California to raise the ambulance benefit under the Basic Plan from $50 per year to $100 per year, to raise the outpatient X-ray and lab benefit under the Basic Plan from $100 per year to $200 per year, to raise the maximum lifetime coverage under the Major Medical portion of the Plan from $300,000 to $1,000,000, and to provide a comprehensive maternity care benefit under the Basic Plan for employees and their dependents.

The Company will pay the premiums for the 1979 Plan Year for the improved Blue Cross Plan. For the Plan Year 1980, Company will, to the extent necessary, pay a further premium of $3.00 for an employee only, $6.00 for an employee and one dependent, and $9.00 per month for an employee and two or more dependents. Company will pay no premiums for sponsored dependents.

d. Other Health Maintenance Organizations

The Company will offer to those employees in the bargaining units represented by Union, coverage offered by:

The Foundation Health Plan in Sacramento, Yolo, El Dorado, Placer, and Nevada Counties, including the pregnancy coverage described in Foundation's letter to PG&E dated December 6, 1978; the Los Padres Group Health Plan in San Luis Obispo County under its designated C Plan, including maternity coverage as described in Los Padres' letter to Company dated December 11, 1978; and Rockridge Health Care Plan in the cities of Oakland, Alameda, Piedmont, Emeryville, Berkeley, Albany, El Cerrito, Richmond, and Kensington. The benefits will be those described in their A-2 Plan, including pregnancy coverage. The Company will pay the premiums for employees and their dependents as provided in the Plans up to an amount equal to the amount it is paying for the Blue Cross Plan.

e. The Union has withdrawn Grievance No. DC/1/78/1 with prejudice.

f. Amended sections of the Health and Dental Agreement are attached.

Provides for improved health benefits and increases Company's contribution to health insurance premiums. Provides 100% payment of the 1977 Blue Cross premiums by the Company; expected to provide 100% payment of the 1980 Blue Cross premiums by the Company. Increases the minimum amount of Company contributions from 80 percent to 90 percent of the Blue Cross Plan.

Provides that Kaiser premiums will be 100% paid so long as Kaiser premiums are less than the Company's contributions to the Blue Cross Plan.

Provides for making available three new Health Maintenance Organizations to the Union members who reside in their service areas.

3. Age Discrimination in Employment Act

The Company and Union will bargain and reach agreement on specific contract language changes as soon as practicable after the issuance of the Department of Labor's regulations on the application of that Act. Such contract language changes may be necessary in any or all of the five agreements between Company and Union.
Company and Union must, no later than January 1, 1980, amend the agreements to bring them in compliance with the recent amendments to the Age Discrimination in Employment Act which requires that employees be permitted to work beyond age 65.

If any of the foregoing or the attachments are not in accord with your understanding of the settlement reached, please let me know immediately.

Yours very truly,

I. WAYLAND BONBRIGH
Manager of Industrial Relations

ATTACHMENT A

AMENDMENTS TO THE HEALTH AND DENTAL PLAN AGREEMENT

Section 5. Payment of Premiums by Employer, shall be amended to read as follows:

(a) Dental
The Employer shall pay the total premium established for its employees and their dependents. Effective January 1, 1979, the basic benefit under the Plan will be increased from 70 percent of covered benefits to 80 percent of covered benefits to a maximum of $1,000 per year per person.

(b) Health
For the Plan Year 1979 the Employer shall pay the full premium established for a regular employee or a regular employee and his or her dependents as defined and provided for in the Plan described in Exhibit B. For the Plan Year 1980 the Employer shall pay the full 1979 premium and as necessary, shall add up to $3.00 per month for an employee only, $6.00 per month for an employee and one dependent, and $9.00 per month for an employee and two or more dependents as defined and provided for in the Plan described in Exhibit B. In no case shall the Employer pay less than 90 percent of the premiums established for such employees and dependents as provided for in Exhibit B. Notwithstanding the foregoing:

(i) Employer shall pay all of the premiums for the dependent children or dependent unmarried children who have attained age nineteen (except as provided by law).

(ii) Employer shall pay all of the premiums for an employee and his or her dependents (except those described in clause (i) above) who has qualified for benefits under the Long Term Disability Plan described in Exhibit B of the Benefit Agreement currently in effect between the parties hereto, until the employee retires or terminates.

Amends Section 5(b) to provide for increased premium contributions by the Company. Provides for 100 percent premium payment by Company during 1979 (based on Blue Cross Blue Shield plan) and should provide for the percent premium payment in 1980, but, in the event the medical plan premiums increase more than is expected, will provide a minimum Company contribution of 90 percent.

Section 6. Retirement of an Employee, shall be amended to read as follows:

(a) Upon retirement from active employment under the provisions of Company's Retirement Plan (Part III of the Benefit Agreement between the parties hereto), or Long Term Disability Plan (ii) of such Benefit Agreement) on or after his or her normal retirement date, a retiree shall become eligible for membership in such plan or plans as Company may from time to time make available for retired employees and their dependents and a copy of such plan or plans will be furnished to Union.

(b) Prior to changing a plan for retired employees eligible for Federal Medicare then in effect, Company will meet and confer with Union and, unless agreed upon by Company and Union, the total benefits provided under Federal Medicare and its supplement and any plans provided by Company in effect on January 1, 1974, for such retired employees, shall not be reduced during the current term of this Agreement for employees retiring after December 31, 1974. During such term, Company shall continue to pay the full plan premium for employees who retire after December 31, 1974 for the supplemental plan in effect on January 1, 1974, or its successor plans or, if the retired employee is a member of a Kaiser Foundation Health Plan or of a designated HMO instead of such supplemental plan, such premium shall be applied toward the premium of the Kaiser Plan or the appropriate designated HMO.

(c) An employee who retires under the provisions of Company's Retirement Plan prior to his or her normal retirement date shall, until his or her normal retirement date, be considered as an active employee for the purpose of premium payment as provided for in Subsection 5(b) of this Agreement.

Provides that, if an employee retires after January 1, 1979, and prior to their normal retirement date (age 65), the Company shall contribute to the medical plan premiums for such an employee and his or her dependents the same amount Company would contribute if the employee were still working. This premium contribution by the Company shall be consistent with the in

(c) As of the date of this amended Agreement the designated Health Maintenance Organizations are (1) Kaiser Foundation Health Plan, (2) Foundation Health Plan (of Sacramento), (3) Los Padres Group Health (of San Luis Obispo), and (4) Rockridge Health Care Plan (of Oakland).

Designates four qualified Health Maintenance Organizations and provides that they will be made available, as an option, to our members who reside in our service area. Also provides for the addition of other qualified Health Maintenance Organizations as they become available.

Section 8. National Health Insurance, shall be amended to read as follows:

If a National Health Insurance Plan is established by an act of Congress, Company and Union shall meet and, to the extent required by such act, adopt a plan to coordinate the benefits of the Plans or alternative Plans provided for in this Agreement with the Plan established by law. Such coordination shall not provide any benefit or level of benefits which will require the payment by the Employer of any monetary contributions, whether in the form of payroll or other taxes or premiums which are in excess of the Company's share of the then current premiums being paid for the Health Plan provided for in Exhibit B hereof. Such total contributions shall be determined by multiplying the Employer's contribution rate for an employee only, an employee and one dependent and an employee and two or more dependents for such Plan by the number of employees in each category regardless of the plan they belong to and taking the sum of three products. If the plans are coordinated, as provided herein, Employer shall, for the term of this Agreement, continue to pay its share of the premiums, taxes, etc. required to support such coordinated plans.

Provides that in the event a National Health Insurance Plan is established by Congress, Company's contributions to the cost of that plan will be consistent with the increases provided for in the amended section 5(b).

Section 12. Term
Subsection (a) shall be amended to read as follows:

(a) This Health and Dental Benefit Agreement, having taken effect on January 1, 1975, and amended January 1, 1977, and January 1, 1979, shall continue in effect until January 1, 1981, and shall continue thereafter for terms of one year each unless written notice of termination is given by either Union or Company to the other 90 days prior to the end of the then current term.

Amended to reflect this set of negotiations.

B U S I N E S S M A N A G E R ' S S T A T E M E N T

The 1978 Negotiating Committees, led by my spokesman, Senior Assis tant Business Manager, have done a tremendous job. They had to contend with Presidential Wage Guidelines plus a Company under heavy PUC pressure to hold down costs. Despite these roadblocks, they came out with a settlement that is a victory. Each committee member deserves our thanks and appreciation.

The outcome of the settlement is now up to you. I have always held that a package should not be offered to the membership without a definite recommendation to reject or accept. However, before a Committee decides to recommend acceptance, they must feel wholeheartedly that acceptance serves the best interest of the full membership. Your Committee shares this belief and unanimously recommend acceptance.

The package before you is an excellent settlement. As your Business Manager, I not only endorse it enthusiastically, I also urge you strongly to support your Negotiating Committee's recommendation and vote "Yes" on the wage and medical offers.

Fraternally,
Dean Cofer
Business Manager

Wage Negotiating Committee members (left to right) are: Lindell Williams, Jim Russell, Richard Havey, Harvey Innes, Bettie Charles, J.V. Robinson and Ray Friend.

Benefit Negotiating Committee members (left to right) are: Gary Abrahamson, Stuart Neblett, Geary Weaver, Cindy Narango, Will Rodriguez, Bill Sullivan and Art Fahrner.

Utility Reporter—December, 1978—Page Nine
In the rush of Christmas preparations, it's easy to forget those Christmas days not long ago when wages were low and benefits almost nonexistent. Strong membership participation and support has helped the union banish those days forever. The advances were built like a pyramid, laying on one heavy block at a time to build up a strong and lasting structure. Although the building process isn't outwardly spectacular, the results are dramatic. Following is just a sampling of Local 1245's building blocks, those steady advances made since 1943.

1943-52
- Wages go up by 70%.
- Shift premium of 4½ and 6¿ per hour are introduced.
- Workweek reduced to 40 hours.
- Wages are adjusted upward every 8 hours and all work performed outside of regular hours.
- In lieu holidays are granted for holidays worked in excess of 2 per year.
- Vacation increased from 2 weeks to 3 weeks for employees with 15 years service.
- Equal pay won for women.
- Clericals get grievance procedure.
- Premium pay gained for Sunday work.
- Wages go up by 7½%.

1953
- Wage increase of 3½% brings Lineman to $2.32, Serviceman to $2.20.
- Wages are increased in 70 classifications to make the pay more equitable.
- Company must provide safe storage for employee-owned tools and must replace tools lost or damaged by storms, fires, or floods.
- Employees get 6 hour rest period after working 16 consecutive hours. Company pays employees for that part of their rest period which overlaps their regular work hours.
- The three-year bar on bidding for General Construction transfers is removed.
- General Construction employees can be off on industrial disability leave for up to 90 days and still accumulate credit for sick leave and vacation.
- Clerical unit employees win expanded job security rights during demotions.
- The 28-day waiting period on General Construction transfers is removed. Prior to this, employees who transferred before 28 days lost their expense allowance.
- General Construction employees can be off on industrial disability leave for up to 90 days and still accumulate credit for sick leave and vacation.
- Clerical unit employees win expanded job security rights during demotions.
- Job security for the physical forces is improved by expanding demotional opportunities across Division lines.
- To further increase job security, accelerated or preferred bid rights are established on a system-wide basis for employees who have not been assigned to a lack of work. This makes it easier for employees to get back their previous status and wage level.
- General Construction expense allowances are increased to provide $6 per day and specified time limits.
- The allowance for General Construction employees in inclement weather is increased.
- Shift premiums are increased to 8½ and 12½ per hour.
- The Group Life Insurance benefit is increased by $1,000 without an increase in premiums.
- Employee contributions toward Hospital Plan premiums are reduced from $3.65 per month to $2.15 per month.
- Company agrees to offer Kaiser as an alternate Medical Plan and pay the same amount toward the Kaiser premium as it does toward the P S E Plan.
- 4½% wage increase brings Lineman to $3.24, Serviceman to $3.05, C-Clerk to $2.80. Wages rise by another 4% in 1961.
- Company contribution to Medical Plan premiums is increased by 1 per month.

A Look at the Advances Won by PG&E Members Since 1943

By Charlie Gadzik

35 Years of Negotiated Progress

Wages vs. Cost of Living

- Wages up 64%
- Prices up 276%

1943
- 2½% wage increase brings Lineman rate to $2.42, Serviceman to $2.28.
- Vacation pay system for clericals is improved to give credit for work in dual classifications and temporary upgrades.
- Full accumulation of sick leave for 8 years at 10 days per year, plus the current-year’s 10 days, with a maximum accumulation of 90 days is provided for.
- Automatic time progression wage increases are won for most physical unit classifications.
- Journeyman demoted for lack of work will no longer lose their journeyman status.

1954
- 7½% wage increase brings Lineman rate to $2.65, Serviceman to $2.50.
- Employees and their families are protected against loss of income due to an accident on the job because temporary disability payments are raised to match take-home pay.
- Employees using their personal autos on Company business will be paid a mileage allowance.
- Paid vacation for employees with 25 years service is expanded from 3 weeks to 4 weeks.

1956
- 7½% wage increase brings Lineman rate to $3.00, Serviceman to $2.80.
- Employees and their families are protected against loss of income due to an accident on the job because temporary disability payments are raised to match take-home pay.
- Employees using their personal autos on Company business will be paid a mileage allowance.
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1959
- The period during which vacations may be scheduled is extended by one month. (March 15th to November 15th instead of March 15th to October 15th)
- General Construction employees get shift premiums for the first time.
- Every employee receives a 5½% wage increase.

1962
- Employees will be given time off with pay when serving on the Union’s Local Investigating Grievance Committee.
- Further refinements are made in the Grievance Procedure to speed up the time it takes to resolve a grievance.
- Limits are placed on the Company authority to schedule employees to work on holidays.
- Meal provisions of the contract are extended to cover resident employees.
- The authority of the Apprenticeship Committee is expanded to include methods of grading, related training and means of progression, thus giving employees a greater voice in determining their apprenticeship training.
- Shift premiums are increased to 9½ and 13½ per hour.
- Overtime compensation for resident employees is improved.
- Physical employees whose overtime rest period overlaps regular work hours will be paid for both the actual overlap and the portion of regular work hours that remain before they report back to work.
- Sick leave may be taken in hourly increments rather than full days. Employees with 10 years service who have at least 320 hours of accumulated sick leave will get up to 160 more hours if they need it.
- Company agrees to establish temporary General Construction headquar-

1963
- Wages increase by 9¾% over the period 1963-65, bringing 1965 Line-
- Company’s Contribution to the Medical Plan premiums is increased to cover 50% of the cost for an employee and 3 dependents and 70% of the cost for the employee alone.
- Shift premiums are increased to 10½ and 15½ per hour.
- Vacations increase from 3 weeks to 4 weeks for employees with 20 years.
- Eight holidays annually are guaranteed by granting “in lieu” days off.
- Expense allowance for physical employees is increased to cover “incidental” expenses as well as room and board.
- Vacations can be scheduled over the entire year instead of the period March to November.
- Employees are able to divide their vacation into two or more parts.

1964
- The pension formula is revised to increase the number of pension units earned.
- Company agrees to employee’s right to wear Union emblems on Company furnished hard hats.

Company must provide safe storage for employee-owned tools and must replace tools lost or damaged by storms, fires, or floods.

A Look at the Advances Won by PG&E Members Since 1943

By Charlie Gadzik

35 Years of Negotiated Progress

Wages vs. Cost of Living

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- Journeyman demoted for lack of work will no longer lose their journeyman status.

1956
- 7½% wage increase brings Lineman rate to $2.65, Serviceman to $2.50.
- Employees and their families are protected against loss of income due to an accident on the job because temporary disability payments are raised to match take-home pay.
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35 Years of Negotiated Progress

A Look at the Advances Won by PG&E Members Since 1943

How it was in 1943
- Lineman's wage is $1.32 per hour.
- No doubletime payment for overtime.
- 48-hour workweek.
- No shift premiums.
- No overtime after eight hours or for work outside of regular hours.
- No rest periods.
- Only eight holidays, provided that the holiday falls on a regular workday.
- Maximum of two weeks vacation regardless of service.
- No Dental Plan; employee pays entire cost for an inadequate Medical Plan.
- No Long Term Disability Plan.
- Employees must contribute to their pension plan.
- Women get lower pay than men working in same classification.
- Pension plan is not secure because it is unfunded.
- Seniority not considered in demotion or promotion of Clerical employees.
- Clerical forces had no grievance procedure.

1964 Continued
- Pension reductions for early retirement are lessened from 4% per year (employees retiring at age 55 get 60% of their normal pension) to a sliding scale which sets the benefit at 97% of normal at age 64 and 65.56% of normal at age 65.
- Widows receive 50% of the benefit earned at the time of the employee's death if the employee was at least 55 years old and had 15 years of participation in the Plan.
- Employees with 35 years of service are guaranteed a retirement income (including Social Security) equal to 50% of their average earnings over the last 5 years.
- Premiums for Group Life Insurance may be waivered for employee who becomes permanently and totally disabled between ages 60 and 65. Full value of policy remains in force until 65, then becomes paid up policy of $1,000.
- Vesting privileges of active employees are extended to those already retired.
- Pay provisions for temporary upgrades are improved.
- The one year bar against physical examination required before a new employee is returned to his classification is removed.
- Clerical retirement ages was reduced in 1963.
- Job biding and promotion procedures are streamlined.
- Job security (protection against layoffs) for General Construction employees is strengthened.
- Overtime rest period for physical employees is increased from 6 hours to 8 hours. (Extended to clerical forces in 1970.)
- An extra 160 hours of sick leave is granted to workers in certain classifications who qualify for it and need it.
- Vacation scheduling is improved.
- The concepts of Class A and Class B Residences are introduced to improve General Construction expense allowance provisions.
- Company agrees to furnish the tools it requires for employees to use in their work.
- Employees will accrue classification seniority during temporary upgrades to higher classifications.

1969
- Life Insurance benefit is set at twice the employee's basic annual wage.
- The paid-up retirement life insurance benefit is doubled to $2,000.
- Retirement benefit is based upon the average of the employee's highest 5 years of earnings.
- Monthly pension benefits are increased.
- Pension reductions for early retirement are lessened to 3/4% per month for every month before normal retirement. Employees retiring at age 55 now get 70% of their benefit instead of 65%.
- Pension rights of men and women are equalized.
- Spouse's pension is improved.
- Pension Plan becomes fully paid by Company after 1971.
- Present retirees receive increases in their monthly benefits.
- Employees received fully paid Long Term Disability Insurance that guarantees them at least 50% of their earnings.
- Definitions of "Credited Service" is expanded to protect employees against pension loss due to break in service.
- Vesting period is reduced from 15 years to 10 years.

1970
- Fully paid Dental Plan covers 50% (up to $1,000) of the dental bill for employees and their families.
- Union security strengthened through adoption of agency shop clause.
- Wage increases over the 3 year term bring 1973 Lineman rate to $6.58, Service man to $6.13, and C-Clerk to $5.34.
- Company will receive wage upgrades when performing work of a higher classification for one day or more.
- Additional overtime meals are provided for clerical forces.
- Vacation allowance is changed to allow 2 weeks in the 1st year, 3 weeks in the 4th year, 4 weeks in the 10th year and 5 weeks in the 18th year (instead of the 20th years).
- Birthday Holiday is added for a total of 9 paid holidays.
- Company will pay portion of educational costs for work-related instruction.
- Hospital Plan benefits are improved.
- Employees on LTD will accrue Company seniority.

1974
- Company paid portion of Medical Plan goes from 75% to 80%.
- Dental plan covers 60% of dental bills, up to $50.
- Wages are hiked 7% in January of 1974 and again by 3% in July of 1974.
- Further increases of 8 1/2% are granted in both 1975 and 1976.
- Paid time off is provided for funeral leave, jury duty and legal adoption proceedings.
- An extra holiday (after Thanksgiving) is added to make a total of 10.
- Employees win stronger voice in safety matters by creation of Joint Health and Safety Committee.
- Company will pay wages of employees during "walk around" safety inspections.
- Shift premiums are increased to 20% and 25% per hour.
- Vacation for employees with 26 years is increased from 4 to 5 weeks.
- Bonus sick leave for employees who qualify is renewed annually.
- Partially disabled employees get stronger provisions allowing them to remain in their classification.
- Travel allowances for attending Company training classes is improved.
- Benefits provided by Medical Plan are increased.
- Employees returning from LTD get accelerated bidding rights to their former classification and headquarters.

1975
- Wages are increased by 7% in 1977 and 7% in 1978.
- Funeral leave is extended to cover the use of a grandparent.
- Time off with pay will be granted to employees who appear in legal proceedings on behalf of the Company.
- A floating 11th holiday is added.
- First overtime meal is provided one-half hour sooner.
- Replacement coverage for lost tools is expanded.
- Shift premiums are increased to 4% and 5% of the average straight time wage.
- Future increases will be automatic.
- Four-week vacations are earned in the 16th year instead of the 18th year. Five weeks are granted in the 24th year instead of the 26th year.
- Vacation can be taken in one day increments.
- Doubletime will be paid after 12 consecutive hours of work instead of 16.
- Moving allowance is raised from $750 to $1,000.
- Life insurance premiums are reduced by 20%.
- LTD payments are increased for those already injured and receiving benefits.
- Average pensions go up by as much as 9%.
- "70 point rule" makes it easier to qualify for spouse's pension benefit.
- Minimum pension is increased from $210 to $250 per month for present pensioners.
- Dental coverage is expanded to cover 70% of bills in 1978 and 80% in 1979.

Double the Paid Time Off

Paid time off for holidays and vacations has doubled for employees with 24 years service and has increased greatly for others. In addition to anniversary vacations, employees enjoy the following amounts of total time off:

<table>
<thead>
<tr>
<th>Year</th>
<th>1943</th>
<th>1978</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 year service</td>
<td>13</td>
<td>21</td>
</tr>
<tr>
<td>5 years service</td>
<td>18</td>
<td>26</td>
</tr>
<tr>
<td>16 years service</td>
<td>18</td>
<td>31</td>
</tr>
<tr>
<td>24 years service</td>
<td>18</td>
<td>36</td>
</tr>
</tbody>
</table>

Utility Reporter—December, 1978—Page Eleven
During the period November 17, 1978 through December 15, 1978, applications for membership were received from the following persons:

---

San Joaquin Division

- Hake, J.C.
- Ross, P.M.
- Brittain, L.D.
- Stout, K.
- Keller, J.R.
- Wells, K.L.
- Van De Bogart, D.J.
- Welch, James
- Carlson, L.E.
- Stanley, Alan
- Evans, Glenn
- Brown, G.J.
- Breenecke, Larry
- Weese, Troyce
- Sweeney, Robert
- Dobkins, Wayne
- Byers, Chris
- Inderbitzen, Randy
- Michaelson, Fred
- Merritt, Robert
- Bumpmamer, Paul
- Doolittle, Harvey
- Epperson, Robin
- Green, Ted

Sacramento Division

- Dier, D.N.
- Alejandres, J.L.
- Chacon, A.L.
- Hammer, W.J.
- Jewells, J.A.
- Harper, Robert

Fresno Division

- Griggs, T.R.
- Scheide, R.V.

Citizens Utilities Company

- Barnes, D.A.
- Busch, J.M.
- Clepper, S.M.
- Garfield, G.M.
- Hender, M.A.
- Heidrick, C.G.
- Lapham, J.F.
- Sickelmann, T.H.
- Gay, E.L.
- Gilray, N.R.
- Crockett, L.E.
- Carman, P.M.
- Riozzi, R.G.
- Holill, J.J.
- Gorden, R.R.
- Ferguson, W.D.
- Gaines, C.K.
- Davis, K.E.
- Lewis, N.K.
- Loghadin, E.B.
- Robertson, L.W.
- Johnson, D.S.
- Dewitt, R.E.
- Walter, R.E.
- Southworth, B.O.
- Gormley, W.A.
- Worland, S.G.
- Rott, D.J.
- Pritz, B.W.
- Emquist, E.A.
- Hale, M.D.
- Smith, A.M.
- Anderson, B.S.
- Runyan, V.D.
- Pentland, M.N.
- Points, J.E.
- Osborne, G.R.
- Dobkins, C.G.
- Gates, R.G.
- Proctor, Jerry

Davey Tree Company

- Alvarado, Mike
- Bales, M.A.
- Starnes, W.D.
- Stevens, K.D.
- Chavez, L.C.
- Chorols, C.R.
- Christopher, W.D.
- Creutz, S.T.
- Dallham, D.S.
- Decampillo, D.M.
- Huffman, R.D.
- Kinney, S.A.
- Mackie, R.A.
- Pierce, J.E.
- Sandlovitch, D.
- Suzz, D.K.

Miscellaneous

- Belche, John
- Dixon, Michael
- Gallaway, Wm.
- Mayer, Fred
- Vaughn, Donald
- Devine, John
- Milligan, Clifford
- Isley, John

Outsiders Construction

- Marshall, K.
- Rios, Long
- Donald
- Rosas, Joe
- Miller, David
- Ables, Denny
- Frost, Stephen
- Statham, Dennis
- Kellogg, Robert

MODESTO I.D.

- Miller, Richard
- Mount, Glenn
- Oliva, Dorothy

Free Rider's Card

I am opposed to all unions. Therefore, I am opposed to all benefits unions have won through the years: Paid vacations, paid holidays, sick leave, seniority rights, wage increases, pension and insurance plans, safety laws, Workmen's Compensation laws, Social Security, time and one-half for overtime for hours in excess of 8 in one day and 40 in any one week, unemployment benefits and job security.

I refuse to accept any benefits that were won by the unions and hereby authorize and direct the company to withhold the amount of the union-won benefits from my pay check each week, and donate it to charity.

Signature

Address
Attend Your Local 1245, I.B.E.W. Unit Meeting!

January - June

San Joaquin

1111 FRENSNO
Eagles Hall
Chairman: D. Mills
1528 Van Ness
7:30 p.m.
3 1 5
1512 BELMONT
Chairman: E. Larsen
Good Shepherd Hall
1336 5th Avenue
Elevators
San Jose
6:00 p.m.
9 13
1513 SANTA CRUZ
Arion Hall
Chairman: A. Barson
230 Plymouth St.
San Francisco
8:00 p.m.
9 13 10 8 12
1514 SAN JOSE AREA GENERAL CONSTRUCTION
Chairman: Tuesday
Clover Hall
99 N. Bascom
Ron Swiley
4:00 p.m.
2 6 3 1 5
4412 DAVEY TREE - SAN JOSE
Chairman: Thursday
99 N. Bascom
B. Soliz
7:30 p.m.
18 15 19 17 21

City of Oakland

2211 OAKLAND GENERAL
455 Hegenberger Road
Chairman: Thursday
R. Murphy
5:00 p.m.
4 8 12 10 14

East Bay

2311 OAKLAND
Edgewater-Hyatt House
Chairman: Tuesday
455 Hegenberger Road
R. Rochel
5:00 p.m.
2 6 3 1 5
2312 EAST BAY GENERAL CONSTRUCTION
Chairman: Wednesday
Edgewater-Hyatt House
455 Hegenberger Road
R. Brewer
5:30 p.m.
3 7 4 2 6
2314 HAYWARD
Elegant Ranch
Chairman: Wednesday
22865 Atherton
H. Obermeyer
8:00 p.m.
10 14 11 9 13
2315 LIVERMORE
Eagles’ Hall
525 N. Livermore Ave.
Chairman: Thursday
K. McCoy
7:30 p.m.
4 1 5 3 7
2316 CONCORD I.B.E.W. Local 1245
3063 Citrus Circle
Chairman: Thursday
Walnut Creek, Ca.
R. Hoyer
7:30 p.m.
11 8 8 12 10 14
2317 ANTIOCH
Chairman: Tuesday
2nd & L Street
F.J. Harbrecht
7:00 p.m.
9 13 10 8 12

San Francisco

2401 SAN FRANCISCO CLERICAL
Sheraton Palace Hotel
Chairman: Wednesday
Market &
San Francisco
6th St.
12
2412 SAN FRANCISCO	6th St.
Chairman: Tuesday
East Bay General
555 Mission St.
Construction
F.J. Harbrecht
7:00 p.m.
10 14 11 9 13

Stockton

2511 STOCKTON
Jester’s Club
6011 N. West Lane
Chairman: Thursday
P. Nickeson
7:30 p.m.
4 1 5 3 7
2513 JACKSON
Native Sons Hall
Chairman: Wednesday
Court Street
Wayne Johns
7:30 p.m.
3 7 4 2 6
2514 TRACY
Norm’s Pizza Parlor
Chairman: Tuesday
2227 Tracy Blvd.
Rich Morales
5:00 p.m.
9 13 10 8 12
2515 MODESTO	Sundial Lodge
Chairman: Wednesday
808 McHenry, Rm. #138
Mike Johnson
7:30 p.m.
10 14 11 9 13
2516 LODI
Sr. Citizen’s Hall
Chairman: Thursday
113 N. School St.
Dennis Jennings
7:30 p.m.
11 8 8 10 14
2517 SONORA
I.O.O.F. Hall
Chairman: Tuesday
Joe Robinson
7:30 p.m.
2 6 3 1 5
2518 MODESTO IRRIGATION DISTRICT
Sundial Lodge
Chairman: Tuesday
808 McHenry, Rm. #138
D. Pittman
7:30 p.m.
9 13 10 8 12

Utility Reporter—December, 1978—Page Thirteen
<table>
<thead>
<tr>
<th>Pacific Gas Transmission</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>June</th>
</tr>
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<tbody>
<tr>
<td>SANDPOINT</td>
<td>3021</td>
<td>TRINITY</td>
<td>3023</td>
<td>WALLA WALLA</td>
<td>3024</td>
<td>REDMOND</td>
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<tr>
<td>Traveler's Hotel</td>
<td>R.E. Hess</td>
<td>Wednesday</td>
<td>Touchet Fire Station</td>
<td>A. Howell</td>
<td>Wednesday</td>
<td>86 Corral Club Stockman's Rm., N. 6th St. B. Miller</td>
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<td>3216</td>
<td>7:00 p.m.</td>
<td>10</td>
<td>14</td>
<td>14</td>
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<td>3212</td>
<td>REDDING</td>
<td>7:00 p.m.</td>
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<td>14</td>
<td>14</td>
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<tr>
<td>3211</td>
<td>GARBERVILLE</td>
<td>7:00 p.m.</td>
<td>11</td>
<td>15</td>
<td>15</td>
<td>12</td>
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<tr>
<td>3112</td>
<td>SHASTA</td>
<td>7:00 p.m.</td>
<td>18</td>
<td>15</td>
<td>15</td>
<td>12</td>
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<tr>
<td>3111</td>
<td>EUREKA</td>
<td>7:30 p.m.</td>
<td>4</td>
<td>8</td>
<td>8</td>
<td>5</td>
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<tr>
<td>3211</td>
<td>RED BLUFF</td>
<td>7:30 p.m.</td>
<td>2</td>
<td>6</td>
<td>6</td>
<td>3</td>
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<tr>
<td>723 Main Street</td>
<td>Harvey Iness</td>
<td>7:30 p.m.</td>
<td>11</td>
<td>15</td>
<td>15</td>
<td>12</td>
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<tr>
<td>3216</td>
<td>TRINITY</td>
<td>7:30 p.m.</td>
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<td>13</td>
<td>13</td>
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<tr>
<td>3311</td>
<td>RENO</td>
<td>7:30 p.m.</td>
<td>2</td>
<td>6</td>
<td>6</td>
<td>3</td>
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<tr>
<td>3315</td>
<td>ELY</td>
<td>7:30 p.m.</td>
<td>9</td>
<td>13</td>
<td>13</td>
<td>10</td>
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<tr>
<td>3316</td>
<td>RENO MANUFACTURING</td>
<td>7:30 p.m.</td>
<td>11</td>
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<tr>
<td>3318</td>
<td>ELKO</td>
<td>7:30 p.m.</td>
<td>4*</td>
<td>7</td>
<td>7</td>
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<tr>
<td>* January Meeting changed to Thursday</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>4411</td>
<td>DAVEY TREE - LAS VEGAS</td>
<td>7:00 p.m.</td>
<td>3</td>
<td>7</td>
<td>7</td>
<td>4</td>
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<tr>
<td>4311</td>
<td>CHICO</td>
<td>7:30 p.m.</td>
<td>10</td>
<td>14</td>
<td>14</td>
<td>11</td>
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<tr>
<td>3417</td>
<td>PARADISE</td>
<td>7:30 p.m.</td>
<td>9</td>
<td>13</td>
<td>13</td>
<td>10</td>
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<tr>
<td>Drum</td>
<td>3511</td>
<td>AUBURN</td>
<td>7:30 p.m.</td>
<td>9</td>
<td>13</td>
<td>13</td>
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<tr>
<td>Mouse Lodge Sacramento &amp; High</td>
<td>P. Harrigan</td>
<td>Tuesday</td>
<td>Villa Rosa Restaurant</td>
<td>T. Tutor</td>
<td>Monday</td>
<td>Grass Valley Nevada County Sportsman Banner Mnt. Trail</td>
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**Marysville**

<table>
<thead>
<tr>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>June</th>
</tr>
</thead>
<tbody>
<tr>
<td>MARYSVILLE</td>
<td>3611</td>
<td>MARYSVILLE</td>
<td>3611</td>
<td>MARIN COUNTY</td>
<td>3711</td>
</tr>
<tr>
<td>Da Vinci's 1235 Bridge St., Yuba City C. Larsen</td>
<td>Tuesday</td>
<td>San Rafael 209 Third St.</td>
<td>San Francisco</td>
<td>Thursday</td>
<td>Tuesday</td>
</tr>
<tr>
<td>6:00 p.m.</td>
<td>10</td>
<td>20</td>
<td>20</td>
<td>17</td>
<td>15</td>
</tr>
<tr>
<td>3712</td>
<td>SANTA ROSA Labor Center 1706 Corby Avenue</td>
<td>Tuesday</td>
<td>7:30 p.m.</td>
<td>11</td>
<td>8</td>
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<tr>
<td>3714</td>
<td>UKIAH</td>
<td>Ukihia Grange</td>
<td>Wednesday</td>
<td>8:00 p.m.</td>
<td>2</td>
</tr>
<tr>
<td>3716</td>
<td>NAPA</td>
<td>American Legion Hall</td>
<td>Tuesday</td>
<td>8:00 p.m.</td>
<td>9</td>
</tr>
<tr>
<td>3717</td>
<td>FORT BRAGG - PT. ARENA</td>
<td>Presbyterian Church</td>
<td>Thursday</td>
<td>5:00 p.m.</td>
<td>11</td>
</tr>
</tbody>
</table>

**Sacramento**

| 3811 | SACRAMENTO | Dante Club | Tuesday | 7:30 p.m. | 2 | 6 | 6 | 3 | 1 | 5 |
| 3812 | VACAVILLE | Chamber of Commerce | Thursday | 7:00 p.m. | 11 | 8 | 8 | 12 | 10 | 14 |
| 3815 | DAVIS G.C. Gallery Veterans Memorial Center | Thursday | 7:30 p.m. | 4 | 1 | 5 | 3 | 7 |
| 3911 | SACRAMENTO MUNICIPAL UTILITY DISTRICT | Dante Club | Wednesday | 5:00 p.m. | 3 | 7 | 7 | 4 | 2 | 6 |
| 3912 | FRESH POND | Mario's Villa | Tuesday | 5:00 p.m. | 2 | 6 | 6 | 3 | 1 | 5 |

**Citizens Utilities Company**

| 4012 | SUSANVILLE | Grand Cafe | Tuesday | 7:30 p.m. | 3 | 7 | 7 | 4 | 2 | 6 |
| 4013 | ALTURAS | Elks Club Main Street | Tuesday | 5:30 p.m. | 9 | 13 | 13 | 10 | 8 | 12 |
| 4014 | ELK GROVE | Pizza Barn | Wednesday | 5:00 p.m. | 17 | 21 | 21 | 18 | 16 | 20 |
| 4015 | BURNEY - C.U.C.C. | Woodworker's Hall | Thursday | 5:30 p.m. | 11 | 15 | 15 | 12 | 10 | 14 |

**General Construction**

| 1514 | under San Jose | 2312 | under East Bay | 3815 | under Sacramento |

**Public Agencies**

| 1411 | City of Santa Clara | 2211 | City of Oakland | 3911 | S.M.U.D. | 3912 | Fresh Pond (S.M.U.D.) |

**Trees**

| 4411 | under San Jose | 4412 | under Nevada |
The following article is reprinted from the California Journal and authored by George Thrush in response to the California Occupational Health and Safety Act. The California Journal provides a monthly analysis of state government and politics.

By George Thrush

In Lompoc, death certificates indicate that workers at the Johns-Manville plant are twice as likely to die of cancer as is the general population. The plant in Lompoc which makes asbestos is one of the few known to be responsible for high cancer rates.

In California, where the Occupational Safety and Health Administration (OSHA) is trying to control the hazards of the workplace, there are signs that industry's resistance is weakening. The state Senate in the final week of the session approved two bills which, if signed by Governor Jerry Brown, will establish a state Occupational Health Project in Berkeley. Funded in 1974 by the National Cancer Institute, this five-year Ford Foundation grant, the project has issued a report on occupational cancers which said in part: "The best estimate is that occupational exposure to industrial chemicals has accounted for one to five percent of cancer of all cancer. This is not an insignificant number of cancers, but is reasonably to question whether it is enough to account for the relatively large number of cancers observed by being led to believe that industrial chemicals are an overwhelming cause of cancer in this country.

The industries have reason for concern since the occupational hazards of coal and chemical processing may be one source of cancer, both for workers and for the general public. The World Health Organization in October 1977 issued a report which says: "Petroleum workers in the oil fields of the world have one of the highest rates of leukemia of all occupations. In California, where oil fields have always been a part of the state's economy, the occupational cancer rate is one of the highest in the country."

In the enforcement realm, says Larry Agran, author of The Cancer Connection, "It's not all bad. Agran, an Irvine city councilman, believes that "we know right now which are the most hazardous industries. What we need is an end to the latest hokum." He says, "We don't want an alarm of the week; but we also don't want a death of the week."
May the Spirit of Brotherhood be Yours throughout a Happy New Year

Merry Christmas To All

A Happy New Year too!

Ron Fitzsimmons
President

Dean Cofer
Business Manager-Financial Secretary

Howard Stiefer
Vice President

Bob Thomson
Southern Area Executive Board Member

Red Henneberry
Central Area Executive Board Member

Kathy Tindall
Recording Secretary

Nannette Brownlee
Treasurer

Marvin Rubendall
Executive Board Member-At Large

Bill Feltz
Northern Area Executive Board Member

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