Sierra Pacific Power pact wide open

Tommy Lewis

James Bessey

Elva Dakon

Carl Kelly

George Porter

Henry Redford

John Stralla

Frank Anderson

Local 1245's Negotiating Committee on the Sierra Pacific property.

Reno

Union's proposal for a "substantial wage increase" led the list of items sent to Sierra Pacific management here on February 28th by Local 1245's Negotiating Committee.

Some of the other proposed contract changes related to various wage inequities, improved bidding rights, increased shift premiums, better overtime provisions, nine guaranteed holidays, more vacation, improved safety rules, full payment by Company of medical and group life insurance premiums, more sick leave allowance for employees, extension of paid leave during illness in the immediate family, and automatic progression to journeyman.

The first series of meetings has been scheduled for the week of March 25th when Union and Company will explore the meaning of each other's proposals. Other bargaining sessions will be scheduled throughout the month of April.

Sierra Pacific members have been urged to keep in touch through their Stewards with Union's Negotiating Committee, the members of which are: Tommy Lewis, Chairman—Gas; Jim Bessey—Electric; Elva Dakon—Clerical; Carl Kelly—Test and Measurement; George Porter — Power Production; Henry Redford—Electric (Lake Tahoe); John Stralla—Gas; and Frank Anderson—Business Representative.

utility reporter

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Local 1245 Nominates All Officers in April

Nominations for all Local 1245 Officers will be open at the April Unit Meetings in accordance with the Local's By-laws. Article III of the Bylaws provides for the April nomination of Local Union President, Vice President, Recording Secretary, Treasurer, Business Manager-Financial Secretary, Southern Area Executive Board Member, Central Area Executive Board Member, Northern Area Executive Board Member, and the At-Large Executive Board Member from General Construction, Tree Trimming Members, and Outside Construction. Advisory Council Members will also be nominated at the same meetings as provided by the Bylaws.

Article III sets up the procedure for nominating candidates. (The following excerpt is from Article III. Its specific language is controlling.)

ARTICLE III

Section 6 provides that nominations shall be made under a special order of business at 8:30 p.m. at your April Unit Meeting.

Section 11 provides that nominees shall have been members in good standing for two years prior to April 1, 1968. A nominee should not have his name recorded in the minutes as a candidate if he knows he does not qualify.

Section 12 provides that a member, in order to qualify as a candidate, must be in attendance at the Unit Meeting at which he is nominated. The only exception to this is if the member notifies the Local Union's Recording Secretary in writing, on or before April 1st, 1968, that he will run for a specific office if nominated.

Section 13 provides that a member shall not accept nomination for more than one Local Union Office, unless it is a combined office under the Bylaws. If a member is nominated for more than one office, he or she must notify the Recording Secretary not later than May 15, 1968, as to the office for which he or she will be a candidate and must decline nomination for other Local Union offices.

The election of officers will be by secret mail ballot as provided for by Article III of the Bylaws. Ballots will be mailed before June 1, 1968, to all members eligible to vote. The ballots must be mailed to arrive at the post office in Oakland by 10 a.m. on Monday, June 17.

Voting instructions will be mailed along with the ballots. Members are urged to familiarize themselves with the nominating and election procedures by studying Article III of the Local Union Bylaws.

The May issue of the Utility Reporter will carry a list of all candidates together with a factual record of their activities, committee assignments, offices held and experience gained for, and in behalf of, Local 1245.

Please send any corrections of name, address or zip code to 1918 Grove Street, Oakland, Calif. 94612

(Name)

(Street Address)

(City)

(State and Zip Code)

YOUR *Business Manager's* COLUMN

Union's backbone— Our Shop Stewards

By Ronald T. Weakley

A job which is receiving top attention in the office of the Business Manager of Local 1245 is the preparation of programs designed to achieve substantial wage increases for some 12,000 members in 1968.

Despite the generally improved economic conditions enjoyed by our major employers and the obvious fact that our people are slipping behind in the current wage picture, we don't expect any tea parties at the bargaining tables this year.

One of the reasons is that we shall be talking in terms of wage increases well beyond those agreed to and ratified in the recent past.

These are not ordinary times. Our people have greater economic responsibilities than ever before and must gain substantial wage increases in order to meet them.

I have attended a large number of meetings over the past few months, including Stewards' Conferences ranging from Bakersfield to Reno, to Eureka. These meetings have been exceptionally well attended and anyone who participated in them or observed them, would say that they afforded some real two-way communication between leaders on the job and the full-time leaders who operate out of the Business Office.

There is no doubt about the leadership's reading of membership attitudes regarding 1968 wage increase needs.

It comes through loud and clear that our people expect a fair share of the affluence of our major employers' present profit position in order to help meet growing personal and property tax burdens, to firm up and improve shrinking family budgets, and to be properly

(continued on page two)

BART rides again!

Editorial

With all the reservations Bay Area residents might continue to have with respect to the financing, design, routing, management and democratic structure of BART—they still confront the dilemma they faced when the bond issue was originally passed: whether to provide rapid transit as soon as possible, or strangle life in the Bay area with concrete freeways cluttered with cars. Of these reservations the crucial one then, as now, is financing—but all of these now seem to be luxuries in terms of the ultimate need for rapid transit. The question is not whether we can afford rapid transit, but whether we can afford not to have it.

In the subordination of what are now luxuries (what could have been at the outset, specifications) to the ultimate need—the people who suffer are the people who pay the freight—taxpayers.

The answer whether we will have rapid transit at all seems to lie now in the State legislature where two bills by Assemblyman Foran have been introduced to finance the extra $144 million needed by the Bay Area Rapid Transit District to complete the full 75 mile rail system.

The rapid transit hopes of some Bay Area residents also rose March 14th when city and county officials in the BART District agreed to support additional fund-raising efforts in the State legislature. On the strength of this unity, BART Directors reversed a freeze on further construction of the full 75-mile system and awarded three contracts totalling $5.6 million; they also advertised for bids on four other contracts estimated between $5.5 and $7 million.

That the people who dare hope for rapid transit are also the same ones who will bear the additional tax burden is not news. Taxpayers in Alameda, Contra Costa and San Francisco Counties are already paying 39.8, 36.9 and 35.4 cents per $100 of assessed valuation, respectively, as part of their property taxes in 1968. This is to pay the interest on the $510 million worth of general obligation bonds already sold. The bond issue passed by the voters of the three counties authorizes $792 million. The $144 million required beyond that authorization could be reduced by $28 million promised by the federal government, which has, to date returned $52 million in construction funds and $8 million in demonstration grants to the Bay Area.

Locally, a number of methods have been proposed to allow rapid transit to become a reality. One proposal would divert an expected one half cent reduction in the State sales tax. Another would raise Bay Bridge tolls. A third would tax automobiles registered in the three counties.

The State sales tax has recently been raised; it is regressive; and any relief from it should be passed along to the people who suffer most—the poor. While certainly the people of the ghetto suffer severely from inadequate public transportation, the need for rapid transit develops most at rush hours with the influx of suburbanites to the predominantly white collar jobs of the central cities, and the outflow of central city people to blue collar and domestic jobs. The burden for rapid transit should therefore fall on those with the better paying jobs, and not on those unable to find even poorly paid work, as the Sales tax does.

Bay Bridge tolls are already committed to building the underwater transit tube for BART, and any increase is looked to by East Bay legislators as a guarantee for the construction of a future southern crossing of the Bay. If this southern crossing is proposed as an auto-truck-bus bridge, it would seem an extension of the horse and buggy thinking that got us in this traffic jam in the first place. Better that any toll increase go to guaranteeing rapid transit instead. A recent report from the respected Legislative Analyst in Sacramento indicates that a ten cent increase in Bay Bridge tolls would indeed be enough to overcome the $144 million deficit. Foran's bill is now before the Assembly Transportation and Commerce Committee (which he chairs) and despite doubts as to support from the Governor's Office and certain East Bay legislators, the Assemblyman is hopeful the bill can be passed into law. It would satisfy the benefit principle by taxing the users of the Bay Bridge and would, after inception of rail service, have the reverse effect of encouraging commuters to use rapid transit—BART's ultimate selling job.

The third prosposal is contained in Assembly Bill 62 which lies tabled in the California legislature. The Bill provides that one percent of the market value of a vehicle shall be collected for BART. To the extent that people can afford the car they drive, the tax is progressive and is no doubt so intended by its authors, Assemblymen Foran, Knox, Bee, Dent, and Meyers and State Senators Marks, Moscone, Petris, and Sherman. The minimum levy would be $1.00 and the average tax in the three counties is estimated to average $8.00 (Santa Clara County presently levies between $3 and $10 a year to pay for its expressway system).

However, beyond this is a point which may be news to some elected officials. The local taxpayer is also a state and federal taxpayer at the same time, and is entitled to a fair return on each tax dollar, from each level of government.

This point is not lost on the city dweller who fights his way out of Oakland on the MacArthur freeway (total cost $150 million, 91% federal money) in bumper-to-bumper rush hour traffic, out past the FHA-financed homes of suburbia, and down the west side of the Central Valley on Interstate 5 (also 91% federal trust fund financing).

If federal financing of homes and freeways has made suburbia possible, and rapid transit a necessity—then a continuation of this trend (perhaps out of the 78 cents of every federal tax dollar spent for "defense" or the $4 million an hour spent in Vietnam) is in order.

YOUR *Business Manager's* COLUMN

Shop Stewards are the backbone of Union

By RONALD T. WEAKLEY

(continued from page one)

compensated for the growing contribution toward improved efficiencies which they feel is not being properly reflected in their paychecks.

Our Stewards' Conferences have been particularly interesting and informative in that subjects covering much broader areas than wage policies were included on the agendas.

We didn't have any meetings where irresponsible chatter or disorderly conduct prevented intelligent and searching discussions concerning problems of workers, taxpayers, citizens, parents, labor, management, and government.

We discussed the impact of our national, state and local economic and social problems on the worker's pocketbook, the effects of the Vietnam situation, the current political scene and the interconnection between Local 1245's endeavors to protect and advance its members' interests, and the economic, social and military facts of present life.

Our Stewards don't have to take their hats off to any group of citizens, be they workers or managers, when it comes to being able to identify and analyze problems, develop and compare possible solutions, and to do so through the liberal use of pure old common sense.

This was the general framework within which we kicked around 1968 wage problems and possible solutions.

Our communication effort—this group dialogue process—will prove to be valuable to those who must draft wage policies, devise bargaining strategies and develop communication programs between members and leaders, to be used during actual bargaining periods in 1968.

To the many hundreds of Shop Stewards who have attended our Conferences over the past few months, I say "thank you!" It has been my pleasure to have been with you.

Giving up a Saturday or another evening at home isn't very convenient these days, to say the least. However, our Stewards evidently care enough about their jobs, their families, their Union and the problems faced by all working citizens in the U.S.A., to spend a little time trying to make and maintain honorable improvement for themselves and their fellow members.

So long as this Union has this kind of job leadership, the democratic control of its policies and operations will never pass to the hands of any dictators.

It has become apparent that an effective communication process between the job and the Union office is essentially dependent upon the adequacy and efficiency of our Shop Steward system.

Despite the value of other communication means, we must and shall place increasing emphasis on the Member-Steward-Office Leadership chain, as we "pass the word" from one end of the chain to the other, and vice versa.

Just handling grievances isn't the total role of a Union Steward. He or she is a job leader and deserves special attention, special training and an opportunity to know enough about what is going on in his or her union to be sought out and consulted with by the members on the job regarding any union question.

Regular Stewards' Conferences have been and will continue to be scheduled under the direction of the Business Office so that the techniques involved in contract administration and grievance procedures will be supplemented by two-way discussions regarding general and specific policies and activities of Local 1245, as well as any other subjects of job or group interest which our Stewards wish to raise.

This will give our membership access to more union information and we hope that our Stewards will continue to seek out membership ideas and attitudes for transmittal to the Business Office through the use of this firmly-established communication effort known as Stewards' Conferences.

The Steward is the backbone of any union, including Local 1245 of the I.B.E.W.

Is it time for a Negative Income Tax?

Negative income tax schemes to eliminate poverty in the United States could put the country on the road to social utopia or touch off a middleclass revolt against huge costs.

These opposing effects are examined in a debate by economists in a University of California publication.

According to conflicting views of the authors of three major articles in **Industrial Relations,** a journal published by the Institute of Industrial Relations at the Berkeley campus, various proposals for using a tax mechanism to pump money into millions of poor families may be socially desirable or so financially complex as to be unworkable.

Although some European nations already use family allowances, notably for dependent children, in attacks on poverty, the United States has approached such broad financial devices with wariness and skepticism. The journal's articles, written by four professors, discuss the influence of politics, mores, and budget considerations on such caution.

Doctors Earl R. Rolph, George H. Hildebrand, Christopher Green, and Robert J. Lampman indicate their personal interest in devising plans for establishing a base below which no one's income falls, generally agreeing that $3,000 a year for a family of four represents currently a rock-bottom poverty line. The economists then explore the difficulties of drafting acceptable proposals which would result in elevating an estimated 32 to 35 million persons in the U.S. above destitution.

Dr. Rolph, Professor of Economics at Berkeley, argues forcefully for a negative, or "credit," income system providing for flat-sum credits to which all residents of the United States would be entitled, plus a general proportional income tax with zero exemptions. Such credits for all would remove any stigma of singling out the poor, result in redrafting large sections of the present federal income tax law, and eliminate present progressive rates of taxation.

The Rolph approach would treat the difference between a person's actual income and some standard taken to be reasonably adequate as the "poverty gap," calculate the number of dollars required to close the gap, and give each person the difference between that actual income and the standard. Poverty is then "cured" since by definition no one is left below the standard.

According to Rolph, systematic redistribution in favor of lower income groups by a technique that carries no stigma would "immediately end the despair of many of the city poor." Furthermore, it would also improve the finances of cities by removing a substantial portion of the costs of relief from city budgets, permitting cities to finance measures to assist low income groups.

Systematic redistribution, says Rolph, would tend to reduce the migration of the rural poor to the cities because they would find their position improved in their own communities and would, presumably, have little or no incentive to migrate.

"A credit income tax," Dr. Rolph writes, "may appear to some to be a radical measure out of keeping with the American political tradition. Those who are inclined to this view should weigh against it the large and expensive but inefficient programs that transfer goods and money to some groups at the expense of others . . . With a credit income tax, any possible excuse for continuing agricultural price supports, for example, is removed. Subsidized public housing can be opposed without seeming to be ungenerous; low income groups, bolstered by the credit, may buy their own housing services in the market. From the point of view of high income groups, a credit income tax, if the credit is made modest in size, may be the less expensive alternate."

The second of the Journal's papers, authored by Dr. Hildebrand, of the New York State School of Industrial and Labor Relations, Cornell University, acknowledges that while the economist finds the negative income tax "a highly attractive idea," he concludes that the practical limitations are too serious to overcome at this time.

After discussing several current theoretical proposals to implement negative credits, Dr. Hildebrand cites damaging weaknesses in the techniques of redistribution and in the questions of cost and ideology. Net costs of the plans described by Hildebrand could run anywhere between $2 and $25 billion annually, even if an equitable solution to the problems of timing, adequacy, and frequency of payments were resolved.

"I submit that the federal budget today cannot supply even $5 billion without substantial curtailment of other forms of expenditure," says Hildebrand. "The one possibility would be to capture the needed revenue by all-out reform of the income tax law, including introduction of an equitable form of the negative income tax. I doubt that the needed reforms can be had, however, because they require the consent of the middle and upper income groups."

The plea that the proceeds could be used to finance massive transfers to all of the poor, including the able-bodied, is, according to Hildebrand, "likely to fall on deaf ears."

Those who want to raise low incomes, he adds, "will have to settle for more modest immediate gains, deferring larger schemes for later and more appropriate times. This means we should concern ourselves now with reconstruction of public assistance . . .

"In counseling caution and delay regarding the negative income tax, I am not saying that it should be rejected out of hand. But I do contend that it is not demonstrably superior to a different kind of allowance system, entirely divorced from the income tax, or even to a major overhaul of public assistance . . . (The poor) require far more skilled social work as well as increased provision of other services in kind rather than in cash, for instance, education and vocational training.

"The danger is that in our desire 'to do something,' we are likely to go on adding more and more pragmatic and ill-considered measures on the supposition that somehow they will scatter more crystals of light and goodness where these are needed, even though we do not know how much, or to whom, or at what relative cost."

A proposal called "the welfare-oriented negative rates plan" is chosen by Drs. Green and Lampman from among nine complex schemes as holding the most promise for an acceptable, broad-ranging war on poverty. (Green is on the faculty of North Carolina State University, and Lampman, with the University of Wisconsin, is a visiting professor at the University of The Philippines this year).

The welfare-oriented negative rates plan, which could "fill half the remaining poverty-income gap," in essence would supplement the earnings and existing social insurance income of poor families. The welfare-oriented plan fits in with the existing (positive) income tax system, using a parallel negative credits formula designed to reach those families who presently file no returns and pay no taxes.

After determining a family's eligibility for allowances within the framework of the traditional income tax system, the negative rates proposal would provide a 50 percent scale of allowances above and beyond Social Security and other income.

An important feature of this negative rates plan is that public assistance would be excluded from the definition of income for the purposes of determining eligibility for and the level of allowances. Two reasons for this exclusion are given by Green and Lampman:

(1) "It would be very difficult for welfare officials to determine what public assistance payments to make if the level of negative tax allowances depend on the level of public assistance, and vice versa," and

(2) "This would maximize the negative allowances paid to a family on public assistance and minimize its public assistance receipts," thereby helping to maintain work incentives and to remove the stigma presently associated with being on relief.

The overall effect of the negative rates plan, according to Green and Lampman, would be to "fill half the remaining poverty-income gap" and encourage evolutionary improvements in existing public and private anti-poverty programs.

Industrial Relations, at $1.50 per copy, is available for purchase through the Institute of Industrial Relations at the Berkeley campus.

the utility reporter

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A Salute to our

You may find them in any job in the industry, anywhere in the jurisdiction—on a line crew, in a service rig, in a control room, at a keypunch machine, on a gas or station crew, in the meter shop, garage or warehouse, along the canal bank, at the switchboard and on the phones. They are the more than 600 men and women who serve without pay and, too often, without thanks. They are the Stewards of Local 1245, and we salute them! On these pages we present some of the pictures taken at just a few of the many Stewards' Conferences held recently; we also list the Stewards appointed since last June to help serve the largest number of members in the Local's history.

New Shop Stewards

The following Shop Stewards were appointed during June, 1967:

FARRENS TREE CO., INC.
William W. Dietrich
John S. Western

PACIFIC TREE EXPERT CO.
John F. Jennings

SIERRA PACIFIC POWER CO.
Peter Frugoli, Jr.
Russel L. Wheeler

PACIFIC GAS & ELECTRIC CO.
William F. Sprague, Coast Valleys
George E. Nichols, Coast Valleys
Paul G. Humphrey, De Sabla
Bryant L. Bolen, East Bay
James F. Hampton, East Bay
Ken R. Dynan, General Construction
Roy R. Hammonds, G.C.
Henry L. Narron, G.C.
David Steele, G.C.
James L. Webb, G.C.
Peter L. Wilhelm, G.C.
Ella Ng, General Office
Booth R. White, North Bay
Donald C. Palmer, Sacramento
Robert C. Hanley, San Jose

Lou Thomson, left, Don Houx, Grievance Committee Chairman Vic Cogorno, Sig Carlson and Art Royce were some of the Stewards from the Stockton Division Gas Department who attended the February 1st meeting.

Mike Tobriner spoke on Workmen's Compensation at the East Bay Stewards' Meeting held in Oakland last month. Stewards identified from left to right are Dick Rhodes, Lynn Gillis, Nick Archuletta, Gerald Duffy, Jim Dawson, Paul Palubicki, Jim Young, Business Representative Gar Ogletree, Phillip Pia, Sherman Fox and Business Representative Dean Cofer. Seated to Mike's left are Business Representative Dave Reese, Assistant Business Manager John Wilder, Central Area Executive Board Member James Lydon and Business Representative Peter Dutton (foreground).

Shop Stewards!

Another shot of the East Bay Stewards' meeting: left to right, Jim Young, Jim Dawson, Worthy Graham, Business Representatives Al Kaznowski and Henry Lucas (partially hidden), Jim Page, Harry Souza, Don Hardie, Phil Pia, Paul Palubicki and Business Representative Gar Ogletree.

The following Shop Stewards were appointed during July 1967:

PACIFIC GAS & ELECTRIC CO.
Harry P. Hanson, De Sabla
Bonita M. Cameron, East Bay
Winona E. Edwards, East Bay
George E. Freed, East Bay
Geraldine Krumm, East Bay
Paul E. Palubicki, East Bay
Buell K. Webb, East Bay
Carlton C. Bishop, G.C.
Jack Wright, G.C.
Peter L. Wilhelm, Humboldt
Frank J. Kelly, North Bay
Robert J. Ziccone, North Bay
Grady H. Eaton, Sacramento
Larry Fillmore, San Joaquin
Russell Foxe, San Joaquin
John A. Arnold, San Jose
Clifford C. Buchanan, San Jose
Charles W. Davis, San Jose
James W. Gray, San Jose
James M. McElravy, San Jose
Donald W. Minges, San Jose

PACIFIC GAS TRANSMISSION COMPANY:
Orville D. Reiber

PACIFIC TREE EXPERT COMPANY:
Wiley L. Hamilton
Marshall A. McAboy

The following Shop Stewards were appointed during August 1967:

DAVEY TREE SURGERY COMPANY, LTD.:
Levoyle E. Heinman

PACIFIC GAS & ELECTRIC COMPANY:
Stanley M. Perkins, Colgate
John D. Rice, Colgate
Joey N. Boone, East Bay
Lonnie L. Bibb, General Construction
Richard E. Burke, Jr., G.C.
William E. Hale, G.C.
John C. Lackey, G.C.
Robert Olsen, G.C.
Gerald D. Winckler, G.C.
Robert J. Ziccone, G.C.
Cornell Winn, G.C.
Patrick A. Travis, General Office
C. E. Johnson, Sacramento
David S. Reis, San Joaquin
Neil Wayne Williams, San Jose

The following Shop Stewards were appointed during September 1967:

PACIFIC GAS & ELECTRIC COMPANY:
Robert J. Stewart, Colgate
Kenneth Prince, De Sabla
Richard D. Robuck, De Sabla
Florence E. Harris, East Bay
Terrance L. Husa, East Bay
Richard G. Stewart, III, East Bay
Robert L. Farber, General Construction
Richard K. McIntire, G.C.
Theodore R. Stokes, G.C.
Richard Wanous, G.C.
Charles M. Wilcox, Material Control
Raymond F. Gallagher, San Francisco

The following Shop Stewards were appointed during October 1967:

CITIZENS UTILITIES COMPANY OF CALIFORNIA:
Jeanette Couch

MERCED IRRIGATION DIST.:
Maynard C. Ward

PACIFIC GAS & ELECTRIC COMPANY:
Thomas P. Hegenbart, Coast Valleys
John E. Anderson, East Bay
John F. Ballard, Jr., East Bay
Ronald T. Goldsmith, East Bay
Sarah L. Kelly, East Bay
Jerry R. Obermeyer, East Bay
Linda L. Palmiter, East Bay
Jack R. Hicks, General Construction
Ernest P. Jasper, G.C.
James R. McKee, G.C.
Anthony Sanchez, G.C.
Victor H. Soden, G.C.
Richard D. McKenna, Humboldt
Robert E. Watts, Pipe Line Operations
Wavel G. Hale, San Joaquin
Lawrence E. Thompson, San Joaquin Division
Joe Means, Shasta Division
Ralph T. Heinrich, Stockton Division

SIERRA PACIFIC POWER:
Edward H. Ahlf

The following Shop Stewards were appointed during November, 1967.

CITY OF OAKLAND:
Donald D. Phillips

PACIFIC GAS & ELECTRIC CO.
Doyal Babcock, Colgate
Richard G. Rhodes, East Bay
James F. Gerace, General Construction
Lawrence W. Young, G.C.
Beverly A. Brosio, General Office
Judith A. Camuse, General Office
Edward Vallejo, General Office
Harry W. Tripp, Humboldt
Lawrence M. Jones, North Bay
Donald T. Peters, San Joaquin
Marshall R. Donig, San Jose
Dennis W. Ikerd, San Jose
Vincent Periandri, San Jose

The following Shop Stewards were appointed during December, 1967.

FARRENS TREE COMPANY, INC.:
David M. Lopez
Nick P. Meyrovich

OROVILLE-WYANDOTTE IRRIGATION DISTRICT:
Helen Fluke

PACIFIC GAS & ELECTRIC CO.
Edwin M. Horn, East Bay
Otis F. Harris, General Construction
Johnnie R. Ketrenos, Humboldt
Clifton Belknap, North Bay
Otto R. Dean, Jr., North Bay
Rosemary Jensen, San Joaquin

The following Shop Stewards were appointed during January, 1968.

FARRENS TREE COMPANY, INC.:
David Lopez

PACIFIC GAS & ELECTRIC CO.
George L. Bailey, Coast Valleys
Wesley E. Dietrich, Coast Valleys
Mike D. Parker, Coast Valleys
Edward E. Sisemore, Coast Valleys
Charles N. Larsen, Colgate
Edith D. Bell, East Bay
James T. Young, East Bay
Henry T. Corrales, General Construction
Alexander D. Murray, North Bay
Carl A. Tapella, San Francisco
Charles W. McBride, San Joaquin
Paul W. Tate, San Joaquin
Watie C. Anthney, San Jose
Jose A. Someillan, San Jose
Ronald H. Blakemore, Stockton

SIERRA PACIFIC POWER:
Michael Frohlick
Glenn Ingraham
George F. Porter

UNITED STATES BUREAU OF RECLAMATION:
Julian L. Watkins

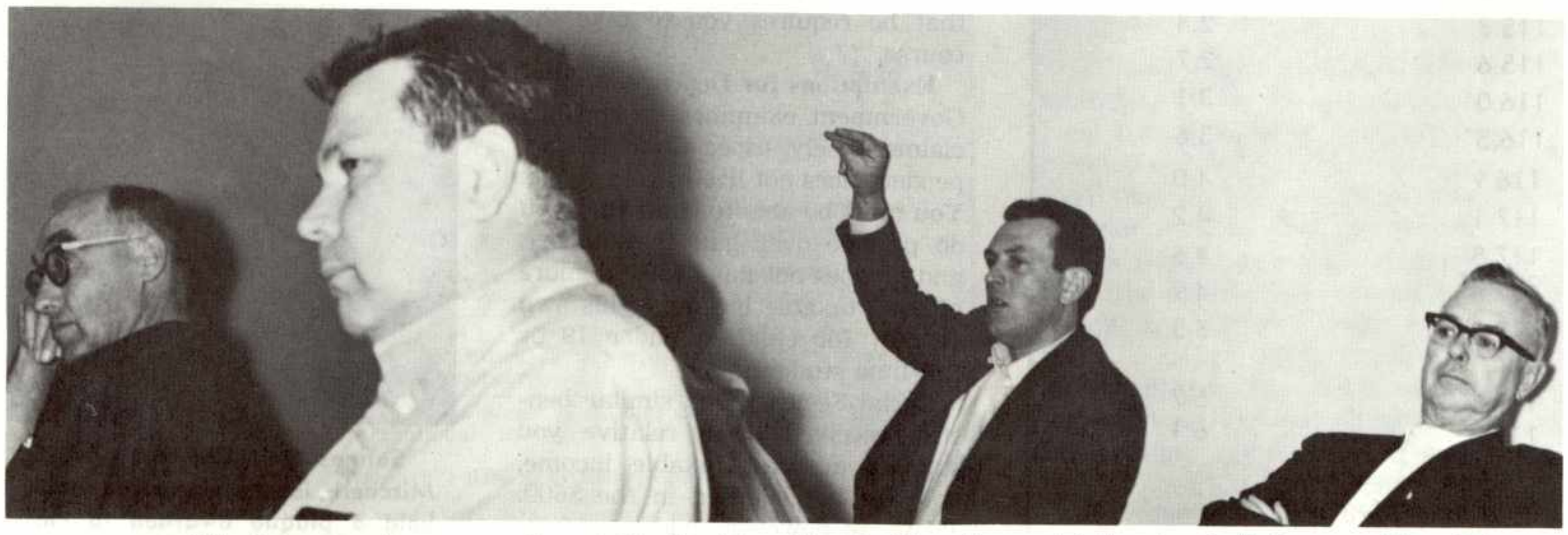
The following Shop Stewards were appointed during February, 1968.

CITIZENS UTILITIES COMPANY OF CALIFORNIA:
Richard D. Thygesen
George M. Young

PACIFIC GAS & ELECTRIC CO.
George A. Palmer, East Bay
Ralph E. Clark, Sacramento
Pat Feeney, San Francisco
Raul Arellano, San Jose
Donnie D. Ellis, San Jose
Leland Thomas, Jr., San Jose

SACRAMENTO MUNICIPAL UTILITY DISTRICT:
Keith Seyfer

SIERRA PACIFIC POWER COMPANY:
Gloria Miller
Claire Porter



Vic Cogorno raises a question at the Stockton Electric Shop Stewards' Meeting held January 31st. Other Stewards are Cecil Foster, right, Chuck Collier, foreground, and Lester Liddicoat.

More federal income tax tips

By Sidney Margolius

As we have pointed out before, if you file the short-form tax return (1040A) without also "trying out" the long form (1040), you may pass up some possible tax savers you can take only on the long form.

One is certain specified "exclusions from income." These are different from "deductions." You can take the "exclusions" whether you itemize "deductions" or take one of the two standard deductions.

Possible "exclusions" include sick pay, some or all of which can be subtracted from taxable income under specified limits; moving expenses to a new job location, and certain "employee business expenses" (for example, if you must be away overnight).

Keep in mind that the excludable "employee business expenses" are different from the more run-of-the-mill "job expenses" which can be deducted under "miscellaneous" deductions if you itemize deductions. Such "job expenses" include union dues; costs of special uniforms and safety clothing; tools; technical books and magazines, etc.

Here are several potential tax-savers, especially applicable to working people, to keep in mind.

New Medical-Insurance Deduction: A working wife as well as a husband may be able to deduct the new medical - insurance deduction **if** she files a separate return. This may or may not be desirable.

Under this new tax-saver, a taxpayer can deduct one-half the amount paid for health insurance up to $150, without regard to the usual 3 per cent limitation on medical expenses. Thus, even if your other medical expenses do not total over 3 per cent of your adjusted gross income, you still can take this deduction for health insurance premiums, including premiums taken out of your pay by your employer.

On a joint return, even if both husband and wife have income the limit is still $150. For example, say a husband paid $400 in 1967 for health insurance, and his wife, $200. On a joint return they can deduct only $150. But if they file separate returns, the husband can deduct $150, and the wife, $100 (in this example).

Sometimes, too, larger medical deductions in general can be taken on separate returns when one spouse has a lower income and large medical expenses, while the other has little medical expense.

But make sure that any advantage of filing separate returns for the sake of an additional insurance or medical deduction, is not cancelled out by the higher tax rate on separate returns. Ordinarily a joint return is a tax saver.

You also should be aware that both husband and wife must use the same method of filing. If one itemizes deductions, the other must itemize. If both use one of the two standard deductions, both must use the same standard deduction.

The only way to make sure, is to calculate the potential tax two ways: (1) separate returns with each taking his own medical deduction; (2) a joint return taking the medical deduction jointly or taking a standard deduction.

Strike Benefits: These are taxable income unless you show that the money or goods received were intended to be gifts. Ask your union for a statement on this.

Vocational-Education Costs: The Government has changed to some extent its rule governing deductions for the cost of training taken to enable you to advance in your job or get a new one in **your own trade.** The rules now also allow you to deduct the cost of becoming a specialist in your trade.

But you still cannot deduct for training or school expenses to meet the minimum requirements for a trade or vocation, or for personal educational improvement.

For example, an auto mechanic takes a course in automatic transmissions. He can deduct the cost since the main purpose is to maintain or improve skills needed in his work. Similarly, a stenographer improves her shorthand taking an advanced course. She too can deduct. But a clerk with no or little knowledge of steno takes such a course to get a secretarial job. She **can't** deduct.

A letter from your employer explaining the need for the course can help you prove your right to a deduction. But it is **not** necessary that he requires you to take the course.

Exemptions for Dependents: The Government examines dependency claims closely, especially if the dependent does not live in your home. You must be able to show that you do provide over half the support, and he does not have $600 or more of total taxable income of his own (except for children under 19 or full-time students).

Social Security and similar benefits received by a relative you support are not taxable income, and are not counted in the $600. They are however, evidence of income which the dependent could use for his own support. If so used, such income should be taken into account when you figure out whether you do provide more than half their support.

If the dependent owns his own home, you also have to take into account its fair rental value as part of his contribution towards his own support. If he lives with you, you can include his share of your rent or home expenses as part of your contribution as well as food; clothing; medical and dental bills; health insurance including fees for Medicare Part B; entertainment; contributions; transportation, and personal care such as barber and toiletries.

Even if you cannot claim an exemption because a dependent had too much taxable income, you can include in your own medical deduction any health-care bills you pay on his behalf, as long as you do provide more than half his total living expense.

When two or more persons jointly provide over half the support, one can claim the exemption. But remember to file the required statements from the others that they will not claim the exemption for that year.

Working Child: If your child has worked part-time, make sure he files a return to get a tax refund. He has to file in any case if he earned $600 or more. But he won't owe any tax if he did not earn over $900 since he gets a $600 exemption for himself plus the minimum standard deduction of $200 plus $100.

Even though he claims himself as an exemption, you too, can claim him as long as he is under 19 or a full-time student if you do provide more than half his support.

buyers' bailiwick

Trend in "Cost of Living" shows Whether PG&E Wages reopen in 1968

1966	Consumer Price Index (U.S. City Average 1957-59 = 100)	CPI Point Increase since June, 1966
June	112.9	—
July	113.3	0.4
August	113.8	0.9
September	114.1	1.2
October	114.5	1.6
November	114.6	1.7
December	114.7	1.8
1967		
January	114.7	1.8
February	114.8	1.9
March	115.0	2.1
April	115.3	2.4
May	115.6	2.7
June	116.0	3.1
July	116.5	3.6
August	116.9	4.0
September	117.1	4.2
October	117.5	4.6
November	117.8	4.9
December	118.2	5.3
1968		
January	118.6	5.7
February	119.0	6.1

Point Increase necessary to invoke 1698 wage reopener
4.5 index point change from 6-66 to 3-68, 4-68 & 5-68

Salinas Unit Chairman W. E. Mitchell, left, and Harold Zook hold a plaque awarded to employees for their 100% participation in the area's single gift drive which the two led.

Advantages of "no-fault" auto insurance

Editor's Note — The following article by John F. Lyons is reprinted from the Wall Street Journal.

Regina, Saskatchewan — The accident was a bad one. Two cars going in opposite directions on a narrow road crashed into each other on a dark night. Of the five occupants, four were killed.

Had it happened anywhere but in Saskatchewan, chances are that little if any liability insurance benefits would have been paid, because it was impossible to establish which driver was at fault.

Because it did happen here in Saskatchewan, however, damages totaling $35,000 were paid to families of the cars' occupants—and nobody had to hire a lawyer or file suit to get the payments.

The reason: Saskatchewan's automobile insurance policies provide death and injury benefits — relatively modest ones, to be sure—that are payable immediately in many cases and that are paid to the parties involved without regard to who is at fault in an accident.

The policies, which are compulsory, are sold by the Saskatchewan provincial government. In broad outline, the Saskatchewan Plan, as the scheme is called, resembles workmen's compensation insurance in the U.S. under which an injured employee gets workmen's compensation payments whether his own or his employer's negligence caused his injury.

WHY NOT HERE?

A close look at Saskatchewan's experience is particularly pertinent now because of the mounting dissatisfaction with the way automobile casualty and liability insurance works in the U.S.

Auto insurance in the U.S., its critics say, is too costly, and liability benefits are too uncertain. Courts are clogged with lawsuits seeking to pin the blame for accidents on one driver or another, the critics complain, and injured persons who can't afford to hire a lawyer often receive no liability payments at all.

Support for no-fault auto insurance in the U.S. has recently picked up backing from such noted figures as Daniel P. Moynihan, a former official of the Kennedy Administration, who urged adoption of the Keeton-O'Connell plan in an August article in the New York Times Sunday magazine.

Moreover, a recent issue of Fortune magazine contains an article saying "there is a powerful case for scrapping" the U.S. auto insurance system "altogether and replacing it" with no-fault coverage.

The Saskatchewan Plan has been operating 21 years. It was established in 1946, when Saskatchewan elected the only socialist state or provincial government in North America.

Though the socialists were replaced in 1964 by a regime of the middle-of-the road Liberal Party that had promised to return auto insurance entirely to private companies, the provincial insurance system has been maintained and there appears to be little likelihood of major change.

Hardly anyone injured in an automobile accident in Saskatchewan goes uncompensated. The amount is determined by a schedule of payments set by the province. Whether or not he is at fault, the injured person normally can collect as much as $4,000 in damages for a physical disability, $2,000 for medical expenses not covered by medical insurance and $2,250 for loss of wages.

Death benefits of up to $10,000 also are payable, plus $300 in funeral expenses. Even before they begin to collect from automobile insurance, most injured persons will have a good part of their medical bills paid by the province's separate medical insurance plan, which provides up to $6,300 in benefits.

When an accident victim feels he has been inadequately compensated under the schedule of automatic payments, he is free to sue for additional damages. The province's compulsory insurance policies provide for liability payments up to $35,000 to protect a driver found liable in such cases.

However, only a small proportion of injured persons sue, a situation that helps keep the backlog of liability cases low in Saskatchewan's courts. Also working to keep the provincial courts uncongested is a prohibition against lawyers' handling liability cases on a "contingency" basis, in which the lawyer takes his fee out of any award he may obtain for his client.

The uncrowded court dockets in Saskatchewan, which has had under a million residents, mean that a suit filed today will probably be disposed of by Christmas. By contrast, in metropolitan U.S. areas it takes 30 months to wind up the average liability suit that goes to a jury; in Chicago, which has an especially big backlog of liability cases it takes 69 months.

The relatively small number of accidents that do lead to attempts to collect damages beyond the payments specified by the province are usually those that result in severe disabilities—loss of a limb or an eye, for example.

In cases where an injured party seeks additional compensation and it is determined that the other party is liable, the province will pay a judgment for damages of up to $35,000 if the driver found at fault is an uninsured person from outside the province.

Such a case occurred a year ago, when a dentist was struck by a car and seriously injured on a Regina street. Basic hospital fees were paid by the provincial medical care plan. The provincial auto insurance office automatically provided $1,850 for intensive special care and therapy and $1,050 to compensate the dentist for time spent in the hospital. But beyond that, the dentist got a lump sum damage award of $35,000.

RATES ARE RIGHT

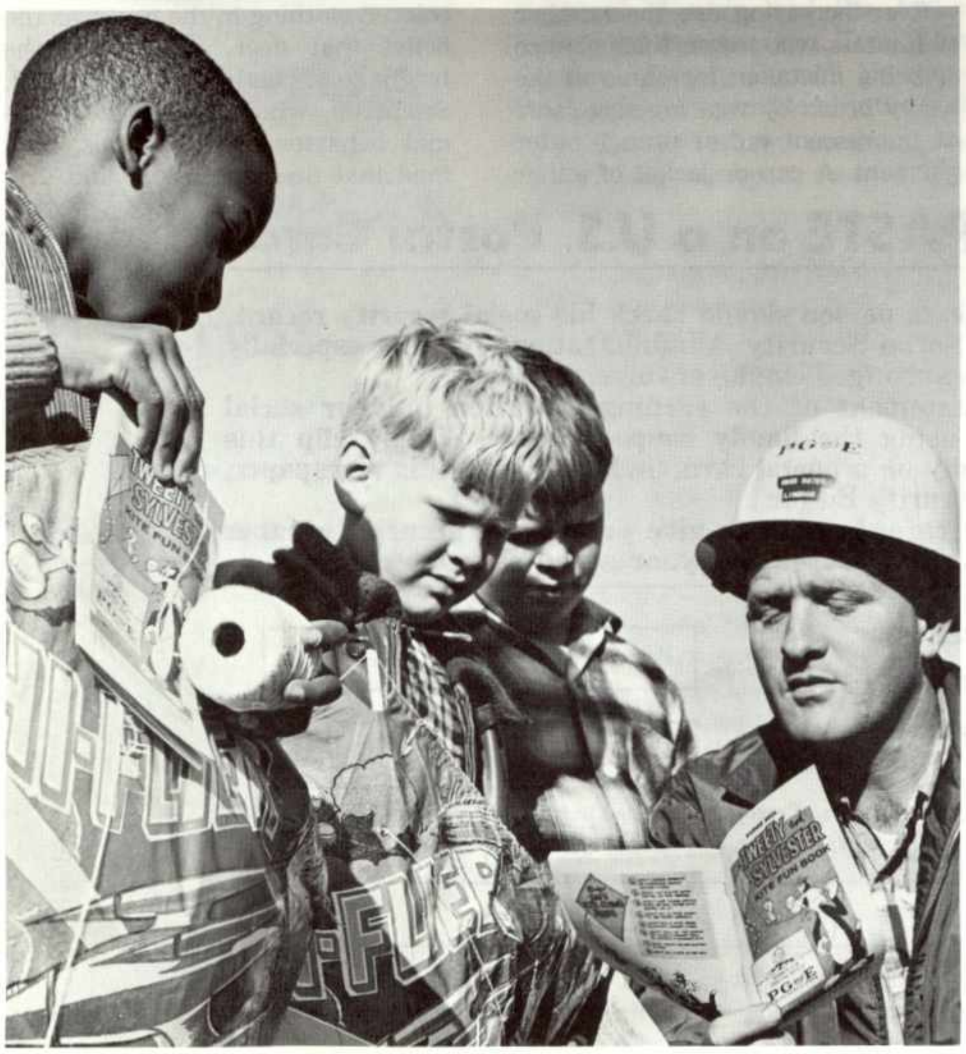
In this case the dentist didn't even have to file a suit. Insurance officials agreed at a hearing that the driver who hit him was so clearly at fault that a trial wasn't necessary. The insurance office paid the $35,000 because the driver, a resident of another province, wasn't covered by liability insurance.

Saskatchewan drivers are required to pay for their compulsory insurance when they register their cars each year. Most drivers are billed a basic fee of $3 for personal injury and liability insurance. Drivers under 25 years old are charged $5, occasional perpetrators of moving traffic violations pay $30 and chronic violators $60.

Drivers judged at fault in any accident by a court or by the provincial insurance office pay a $25 surcharge over their basic fee the next time they renew their insurance, even though such findings of blame do not affect driver's automatic benefits from compulsory insurance.

The purchase of collision insurance from the province is also compulsory in Saskatchewan. It costs a driver up to $74 a year for the largest of late-model cars and reimburses him for damages to his car exceeding $200.

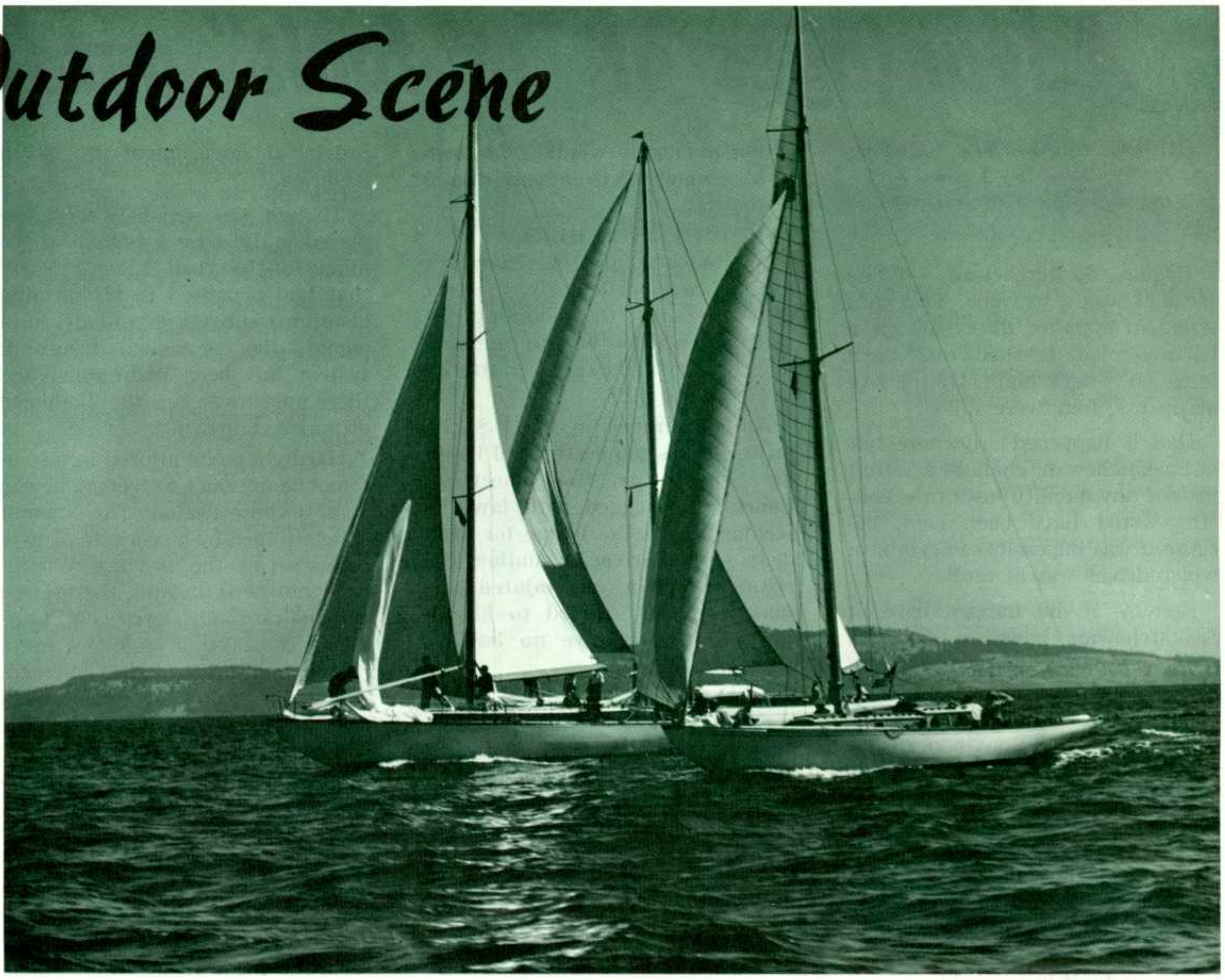
To prevent excessive collision damage claims, the Saskatchewan insurance system opened service centers during the 1950's in the province's major cities. A car involved in an accident is driven or towed to one of these centers, where an adjuster calculates the damage and authorizes a local garage to repair it.



Russ Bates, Richmond Lineman, basketball and baseball player, tells some neighborhood children of the dangers of flying their kites near overhead power lines.

The Outdoor Scene

by Fred Goetz



P.I.Y.A. Regatta, Victoria, B.C.

It was over 40 years ago that a most memorable big game hunt took place in the west. Picture, if you will, a tall, stately, high-collared citizen named Dr. E. C. Braddock, then Mayor of Lewiston, Idaho—scurrying down Main Street in pursuit of the largest species of game in the world—an elephant which had escaped from the Sells-Floto Circus on a hot summer day (August 9th, 1925) and was running amuck down Lewiston's well-travelled Main Street.

Senior citizens of Lewiston who recall the incident conclude the beast was maddened by thirst and had "busted out" of the parade line in search of water.

Perhaps it had mistaken the sun's shimmering reflections in the windows of Main Street for water, for it rushed headlong into plate-glass store fronts, shattering glass everywhere. Cut and bleeding, dazed — probably still goaded by thirst—the frenzied beast apparently "smelled out" or "stumbled inadvertently" onto a stream of running water in a corner of a wide-doored garage, said stream maintained for the washing of cars.

The beast charged through the gaping entrance. Heading for the water near the back wall, it crunched automobiles and fixtures en route.

Seconds previous to the elephant's entrance, two Lewiston school teachers — sisters, Misses Lydia and Lillian Sloan—passed in front of the garage. Alerted by the shouts of the pedestrians they turned and saw the animal lumbering toward them. They dashed into the building ahead of the elephant, scrambling upstairs to the mezzanine floor while the animal charged beneath them in full view. Close call!

Entering the scene at this point was Dr. Braddock and, I dare say, with some degree of compassion—slammed several shots from his high-powered rifle into the unfortunate "Mrs. Jumbo" who never should have left home.

Ever-increasing are the number of hunters who lessen their chance of being mistaken for game in the heavy brush by wearing some sort of fluorescent red or orange outer garment. A cap or jacket of either of these bright colors will make a hunter clearly visible to another hunter, even under conditions of poor visibility.

The prime objection which some hunters held against fluorescent-colored clothing in the past was the belief that deer, could spot the bright colors and would be spooked. Scientists, who have studied animal behavior and reactions, contend that deer are color-blind.

ARE YOU AN OUTDOOR SCENE FAN?

We have three kinds of readers—those who are for "The Outdoor Scene"—those who are against it—and those we don't hear from. Would you fill in the following information and send it to us with your Social Security information, please?

I read "The Outdoor Scene" and like it ____

I read "The Outdoor Scene" and my blood runs cold __________

I don't read it and we should use the space for something else __________

Please indicate what __________

CLIP and PASTE on a U.S. Postal Card

From time to time, a person should check his social security record, say officials of the Social Security Administration. This is especially important if you have changed employers often.

You can get a statement of the earnings credited to your social security record by using the handy coupon below. Simply clip this coupon, paste it firmly on a postal card, and mail it to this newspaper, Attention: Social Security Editor.

In filling out the card, be sure to give your social security number and name exactly as they appear on your social security card.

REQUEST FOR STATEMENT OF EARNINGS

SOCIAL SECURITY NUMBER → | | |

DATE OF BIRTH → MONTH | DAY | YEAR

Please send a statement of the amount of earnings recorded in my social security account to:

NAME { MISS / MRS. / MR. } __________

STREET & NUMBER __________

CITY & STATE __________ ZIP CODE __________

Print Name and Address In Ink Or Use Typewriter

SIGN YOUR NAME AS YOU USUALLY WRITE IT __________

Sign your own name only. Under the law, information in your social security record is confidential and anyone who signs someone else's name can be prosecuted.

If your name has been changed from that shown on your social security account number card, please copy your name below exactly as it appears on that card.