



Seated from left to right are: Mr. Ronald T. Weakley, Business Manager of Local 1245 and member of the Board of Directors of UBAC, Mr. Ellis Langley, San Jose Division Manager for PG&E and this year's Director of the United Fund Drive in Santa Clara County, and Mr. George Szudy, Executive Director of the Santa Clara County United Fund. All three of these gentlemen participated in the Shop Stewards' meeting.

SAN JOSE DIVISION SHOP STEWARDS MEET

The Shop Stewards of the San Jose Division met at the Hyatt House Hotel at 6:30 p.m. on July 11, 1969. This meeting served a dual purpose in that it was used to explain the involvement of the Shop Stewards in the forthcoming United Fund Campaign and also for general steward education.

The first portion of the Dinner Meeting was spent on the United Fund Campaign. Lee Thomas, Vice President of Local 1245, chaired this portion of the meeting and introduced the various guests to the group.

Among the guests was Ellis Langley, San Jose Division Manager for P.G.&E. who is also this year's Director of the Santa Clara County United Fund Drive. Mr. Langley declared full support and cooperation from PG&E for the San Jose Division Shop Stewards of Local 1245, who will be collecting from fellow employees for the United Fund. He went on to state the purpose, program and accomplishments of giving the United Way.

Mr. George Szudy, Executive Director of the Santa Clara County United Fund, showed the group some slides and answered many questions from the Stewards. Both Mr. Szudy and Mr. Langley were encouraged and optimistic about the joint effort between Labor and Management to help those who need help in the community.

The joint effort is something that the San Jose Division has not tried before and they are anticipating a very successful Drive. Many of our Stewards have served as collectors before, but never as a solid group.

Ron Weakley, Business Manager, urged the Stewards to disregard any organizational ties and concentrate on the humanitarian aspects of this program. He went on to say that the needs of these people are real and if they are not met in a voluntary manner at low overhead costs, then these people would go on the welfare roles which result in a larger tax burden for the average citizen.

There were a number of Company Supervisors and Department Heads present the first half of the meeting. They are involved in the United Fund.

The second half of the program was for Steward education and the participation was very good. Dave Reese, Business Representative, spoke on the Apprentice programs and also on safety. Dave encouraged the Stewards to keep a watchful eye on the training that must be given in the Apprenticeship program. He urged the Stewards to keep in touch with all of the apprentices in their area and to encourage these men not to falsify any work records in regard to training received. Any problems in this area should be referred to your Business Representative for investigation and correction.

Other comments on points of interest were covered by Ron Weakley, Business Manager, Orville Owen, Business Representative, Ron Fields, President, and Lee Thomas, Vice President.



The above photo shows a general view of the Shop Stewards' meeting. The stewards deserve a vote of thanks from the membership for giving up a Friday night; they even stayed until 12:30 a.m., to gain knowledge which will help them in their jobs as stewards.

YOUR *Business Manager's* COLUMN

PLANNING AHEAD

By RONALD T. WEAKLEY

Keeping up with the rapid and continuing changes in the technologies applicable to the industries which employ our members is not an easy task.

We do not have a "planning department", staffed with full-time research people and separated from the regular operational functions of our office.

One of the many hats I must wear is that of "planner". This assignment is important and receives daily attention.

To plan, one must know what is going on. I keep up with current happenings through scanning, speedreading and routing a host of materials which have current or future value as they pertain to the need to adjust and change the operations and programs of Local 1245.

These materials include many

trade journals and many publications covering the scientific, technical, government and financial picture.

We subscribe to many special information services of top quality which cover many phases of our wide scope of interest.

The National economy, which is in a highly uncertain state, must be watched closely. Bargaining settlements must be continually reviewed in order to help us try to adapt our own bargaining programs to the certainties of today as well as to the uncertain twists and turns of the future.

The political picture is also an important item. Decisions are made which apply directly or indirectly to our peoples' current and future economic situation as a result of governmental processes from the local to the Washington level.

Judicial decisions also must be closely watched for their effect on both the members' rights and welfare and the existence of our Union as an institution.

Automation, mechanization, new materials, new production techniques, changing industrial management philosophies, corporate financing, industrial development, energy marketing, mergers, diversification, interest rates, regulatory decisions, etc., are all subjects which have much bearing on what we do or plan to do, as responsible representatives of thousands of working people and their families.

For instance, what is the plastic pipe picture today? Undergrounding of electric facilities? How about air and water pollution, beautification, conservation, electric power reliability, nuclear plant

(Continued on Page 2)

Please send any corrections of name, address or zip code to P.O. Box 584 Walnut Creek, Calif. 94597

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Andy & Leah Clayton Retire From Stan. Pac.

Andy Clayton, Recording Secretary of Local 1245, and his wife Leah, retired from Standard Pacific Gas Line, Inc. on June 30, 1969. Andy had worked for Stan Pac for 24 years and Leah had worked for them for 25 years.

Andy has been active in the Union since Jan. 1, 1958, which is the first day Local 1245 became the exclusive bargaining agent for the "physical" employees of Stan Pac. Andy first served as the Advisory Council member for all the members employed by Stan Pac. Andy has further served Local 1245 as Treasurer, Trustee, and is now in his second term as Recording Secretary.

Leah Clayton was in an exempt position with Stan Pac; therefore, she was unable to belong to the Local, but we've never received any more moral support from anyone. Leah had the distinction of being the only female employee of the Company. Anyone who has served the Union in any capacity knows how important it is that your wife be understanding and support you in your work with the Union and we would like to thank Leah for supporting Andy and Local 1245.

Andy plans to remain active in Local 1245 at least until the end of his present term of office and possibly longer.

We would like to congratulate this wonderful couple on their joint retirement and we hope they will enjoy every minute of it.



It has been said that "a picture is worth a thousand words" and the above photo is a classic example of this. The smiles and warmth that Leah and Andy display in this photo tell us how much they will enjoy their retirement together.

"NOISE"

A missile blasts into outer space—a police car siren screams through the streets—a jet airliner roars for takeoff—giant machines pound and pulse in industry.

These and thousands of other sounds of every pitch and intensity are the sounds of our modern civilization. The sounds we hear can either be desirable or undesirable. A desirable sound may be an audible warning such as a bell, horn, or buzzer, or the music played by a symphony orchestra. Undesirable sound may be the drip of a leaky faucet at night or the repetitious rhythm of a rock and roll band.

Any "unwanted" sound is defined as noise, and man has had growing knowledge of the harmful effects produced by noise. Some of the effects are:

1. Loss of hearing when exposed to excessive noise for long periods of time.
2. A cause of accidents because the noise masks warning sounds or voice communications.
3. A cause of general discomfort, annoyance and fatigue.

To protect yourself and others from the effects of noise at your place of employment, you must actively participate in a hearing conservation program when instituted. This may mean the wearing of ear protectors when provided, limiting your exposure time in high noise levels, performing noisy operations in acoustical enclosures, or any other means to reduce noise.

Hearing is one of our important senses. Without hearing everything would be silent. There would be no communications. As Helen Keller once said, "Deafness is even more isolating than blindness." Your life, as you live it daily, would be impossible without the use of the telephone, without television or radio or without being able to converse with your family or friends. Noise induced hearing loss can never be regained.

Your compliance with a hearing conservation program will assure that this vital sense will not be impaired.

YOUR *Business Manager's* COLUMN

PLANNING AHEAD

By RONALD T. WEAKLEY

(Continued from Page 1)

siting, expiration of Federal hydro licenses, etc.?

All of these issues and many more, must be continually reviewed for the purposes of keeping up with the times as well as for providing the basis for actions designed to meet unavoidable impacts on our Union as a bargaining instrumentality, on our members' job requirements, and on our members' jobs and family security.

Major changes do not necessarily occur in step with the openings of our Agreements. We do not control the making of management decisions, nor how the managers determine optimum methods designed to maintain and improve efficiency as technological changes hit them with increasing rapidity in the space age.

We must react to the decisions of others through our abilities to anticipate such decisions, obtain necessary information regarding the nature and scope of such decisions, and then bargain on the application of the decisions to the daily work performance, the compensation and the other aspects of the conditions of employment of our people.

Our employers are well-equipped to handle the sophisticated tools of management which relate to the problems of change.

I am glad that our employers have this capability because it is easier and more productive to deal with competence than with "horse and buggy" managers.

The fact that Local 1245 and the employers with which we deal believe in the concept of "living agreements," has been of great value to our members.

We have met a host of challenges over the years in a generally successful manner as they have arisen

within the periods between the opening dates of our Agreements.

We have worked out a great many interim wage adjustments for increased job content. We have included many new jobs in our contracts and most important of all, we have provided job protection for many people who would have been seriously harmed if we had not acted with dispatch in conjunction with changing management decisions.

The adverse effects of such decisions have been minimized to the fullest possible extent through "evergreen bargaining."

As we plan ahead, the fact that we are continually meeting change with new methods of accommodation, helps us become better prepared for future technological advances.


Not much attention is paid by many people to the less dramatic but highly important job of planning ahead and meeting changes as they come.

However, this job cannot be overlooked or neglected if we are to continue to be a defensive instrument as well as a progressive one for those who pay fees for a wide range of Union services.

I am fortunate in having fellow staff people and Officers to work with me who understand the need for planning and who help provide the links between anticipation and actuality at the job site, as we operate in an atmosphere of constant change.


I am also secure in the knowledge that the great majority of our members understand the inevitability and necessity for change as well as the limitations faced by those who labor for them.

Efforts to meet change in the best possible manner, are dependent upon the united support of that membership majority.



the utility reporter

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Group Drug Plans Flourish

By Sidney Margolius
Consumer Expert
for Utility Reporter

Drug-buying and stores sponsored by unions, co-ops, senior-citizen and other community groups are sprouting up all over the country. They are saving both working families and retired people literally millions of dollars.

Hundreds of such plans have been organized in recent years as an answer to high drug prices of medicines, especially those packaged under brand names. Group drug plans have become the fastest-growing form of mutual buying in the country today.

They range from simple arrangements for discounts from local pharmacists, to union and co-op stores and mail-order depots, with many variations in between. In Wisconsin alone, ten union and senior-citizen prescription centers have been opened. New centers have been established in Toledo and in Lorain, Ohio (where a big bar room in the local Steelworkers' headquarters has been converted to a prescription drug store).

Garment workers now are able to mail Rx's to four regional mail-order pharmacies. New York City civil service workers can have Rx's filled for 75 cents under a union-administered plan. The United Housing Foundation in New York, which operates co-op housing developments and supermarkets, has three flourishing co-op pharmacies and is opening up more. Longer-established co-op pharmacies serve both members and the general public in Berkeley, Calif., several Michigan cities and other areas.

These pharmacies make available real savings to members. Recently I had the opportunity to inspect the pharmacy operated by the Oregon Labor Council in the new Portland Labor Temple.

The pharmacy is able to save

working families an average of 25 per cent on prescriptions, reports Glenn Leemon, head pharmacist. When the doctors prescribe by a generic or common name, rather than brand name, and reliable generic products are available locally, the savings are even larger.

For example, Leemon reports, if the doctor prescribes Pentids, the wholesale price is \$8 for 100 tablets. The labor pharmacy would charge the customer \$10 (although, of course, a prescription would not call for 100). Ordinarily the Pentids would retail for \$12.75 per 100.

But if the equivalent generic, penicillin-G, is used, the wholesale cost is only \$2.70 per 100. The labor pharmacy would charge \$4. Even many private pharmacists, if they used the generic version, would (or should) charge only about \$4.50.

Thus, the same medicine would cost anywhere from \$4 to \$12.75, depending on whether the brand-name or generic equivalent is used, and where the prescription is filled.

Another example cited by Leemon is the tranquilizer sold under the brand name of Equanil. It has a wholesale cost of \$5.80 per 100. The Labor Temple pharmacy retails it for \$6.95. The usual drug-store price would be \$9.95. The equivalent generic drug, meprobamate, costs \$3.75 per 100. The labor pharmacy retails it for \$4.95.

Some inexpensive drugs, such as phenobarbital, which has a wholesale cost of only 18 cents per 100 under its generic name, are sold by the labor pharmacy at very low prices — 50 cents in the case of phenobarb.

More and more doctors prescribe generic names for the tetracycline drugs, Leemon reports. Tetracycline is a widely-used antibiotic medicine often sold under such brand names as Achromycin, Sumycin, Terramycin, etc.

Many drugs are not available

under generic names, he points out. But labor and co-op pharmacies can save 16-18 per cent on prices charged by many private pharmacies for brand-name drugs through large-quantity buying.

Small private druggists are caught in a rather cruel squeeze themselves these days. On the one hand the brand-name manufacturers charge them highest prices. On the other, moderate-income families are forced to seek ways to cut costs, especially on maintenance drugs for chronic conditions.

Leemon points out that a small retailer would have to pay a jobber \$4 for pyrabenzamine.

Bought direct from the manufacturer in larger quantities, the price is only \$3.40. Even worse, from the consumer's view, too, brand-name manufacturers often give hospitals a special low price, such as 50 per cent off on Equanil. They do this because they want to get people started on a particular brand while in the hospital, in the expectation they will continue to use it after they leave.

Overcharge refunds available

If you bought certain tetracycline drugs under their high-priced brand names during the years from 1954-66 (as who didn't), you may be eligible for a refund of the overcharge if you file a claim before Aug. 16, 1969.

The potential refund is the result of a settlement by five large manufacturers of a "class suit" charging that they illegally agreed to fix prices and overcharged buyers. Most of the one hundred twenty million dollars the manufacturers have agreed to pay back is expected to go to state and city governments and firms in 43 states who joined in the suit.

But individual families, too, can file claims if they provide a statement signed by a pharmacist or notarized by a notary public, listing

buyers'

bailiwick

their purchases, names of the products, name and address of the pharmacy where bought.

The drugs involved are Aureomycin, Terramycin and other tetracycline drugs manufactured by American Cyanamid Co., Pfizer; Bristol-Myers; Upjohn and Squibb.

The refund is available to consumers in 43 states and the District of Columbia, plus Los Angeles County, San Francisco and Honolulu. Still suing are California, Hawaii, Kansas, North Carolina, Oregon, Utah and Washington.

If you do want to apply, get in touch with your state attorney general's office, or in the larger cities, with your city attorney general. Ads listing how to proceed have been published in most large cities.

Is it worth applying? Arthur Galligan, of the New York law firm of Dickstein, Shapiro, Dennis & Galligan, believes it is. They represent 20 states and several cities in the suit.

Galligan says it is not possible to estimate how much a typical refund might come to. No one knows yet how much of the money will be set aside for consumers in various states. But, he points out, the overcharge may amount to half to two-thirds of the cost of these prescriptions.

Best proof of purchases, he says, is copies of the Rx's for these drugs during that period. Some pharmacists are cooperating in providing copies; others are reluctant. Other usable proofs are doctors' records, your budget record if it shows amount, specific Rx, date, etc., or even your own "best recollection" to which you swear an affidavit.

New Package Law Helpful—But Unit Pricing Needed

By Sidney Margolius
Consumer Expert for
Utility Reporter

You already may have noticed in the stores some of the changes resulting from the new Truth-in-Packaging law. All food packages and cans now show the net contents on the front face in fairly large type.

In a few product lines the previous jungle of many different sizes has been thinned down a little. Also, where manufacturers say how many servings the package provides, they now also say how big the servings are.

For example, in dehydrated mashed potatoes the packages now specify "8 half-cup servings," or for rice, "12 two-thirds cup servings." This is a help in two ways. The manufacturers now admit how small their concept of a serving may be, such as a half-cup of mashed potatoes (about 4 ounces). Some in fact no longer specify the number of servings.

Too, the relative number of same-size servings provided by different brands can give you another way to compare values. Obviously,

a 21-serving box of French's dehydrated mashed potatoes for 65 cents costs less than an 8-serving box of Hungry Jack mashed for 33 cents (without attempting to compare taste) since both are half-cup servings.

That, however, is most of the benefit so far from the Truth-in-Packaging law. In shopping for most food and toiletry products, you still have to go through a process of dividing the cost per ounce into a large number of package sizes, brands and related varieties.

For example, just one supermarket offers four different brands of tuna fish, each of which comes in three or four types and four or five sizes. This adds up to 45 different choices. You have to figure out the best buy among 3½ ounces of tuna for 27 cents; 6½ ounces for 37 cents; 7 ounces for 45, and 9¼ for 57. In canned sardines you have to compare among such sizes as 1½ ounces, 3¼, 3 and ¾, 4, and 4 and ⅓. Have fun.

We found nine different sizes of dehydrated mashed potatoes in just one store, including 5, 5¼, 5½, 6, 8, 13 and ¾, 16 and 16½ ounces.

It still is virtually impossible to compare relative values in baby foods. Among meat products for infants and toddlers, there were three different majors brands offering approximately 90 different varieties in four or five different sizes such as 4¼ ounces, 6½ ounces, 7 ounces and so on. Here the consumer has a terrifying amount of "free choice," with a potential of over 300 different mathematical computations. No wonder the birth rate is beginning to decline.

Among frozen vegetables, we found six different sizes of packages ranging from 8 to 24 ounces, and with the face of some of the 8- and 9-ounce packages as large as the 10-ounce. An unwary or hurried consumer can be fooled if she does not stop to look at the weights.

Even in fresh produce, you can be fooled by the practice of selling some produce by the piece instead of the pound. We weighed four heads of Boston lettuce, all marked 17 cents, and found they ranged from 9 to 15 ounces. One buyer gets 40 per cent less for the same price than another depending entirely on chance. The same lottery exists in

citrus fruits and other produce sold by the piece.

In shopping for soaps and detergents, you still have a multiplicity of weights. Bar soaps now have to show their weights for the first time. But you have to work to compare their values.

Just among the newly popular deodorant soaps we found soaps in 3½, 3 and ¾, 4.65, 4 and ⅞, 5 and 5.7 ounce sizes. If you look closely you do get some information. You see, for example, that Dove, which looks like the biggest bar, actually is only 4.65 ounces, and Phase III, only 5, even though both look bigger than Zest which is 5.7 ounces. Dove and Phase III have a cardboard inner wrapper which makes them look bigger than they are.

Since Congress failed to require standard sizes as the original Senate Truth-in-Packaging bill called for, the only immediate help in sight is if local governments accomplish this goal through unit pricing. This would require stores to mark the price per ounce, pound, pint or other standard measure on

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Do United Crusade and United Fund

Do United Crusade and United Fund agencies really fill community needs?

This is a basic question that many readers of the Utility Reporter may be asking. The reason they're asking it is because they, in turn, will be urged shortly to join others in payroll giving, which amounts to a "Fair Share" giving of one hour's pay per month.

To whom does this money go? What do they do with it? Does it meet the problems of growing human needs in the community?

These are the questions (and sometimes the criticisms) that must be answered. The people who ask them are the ones who are truly concerned. Some few may put up objections just as an excuse for not giving at all, but the majority are not using such questions as an excuse. They want to know the facts.



With tenderness and love, we can release the retarded child or the child with limited hearing and speech from a prison of loneliness. Aid to the retarded and handicapped are among the many services offered by the agencies supported by United Bay Area Crusade and United Funds.

So here are some of the "facts" that the Utility Reporter has checked out. They are meant for those who want some questions answered. And they are meant, also, for those who are now giving but are not aware of what the many United Crusade or United Fund agencies do or what impact their individual giving may have upon the community.

Speaking generally, the humanitarian work of the hundreds of United Way agencies is deeply concerned with the poor, the sick, the crippled, the disadvantaged in your community.

However, that is not the only job because in every community where United Way drives are held, one out of every three persons benefits from the work of these "people-helping" agencies.

Even more important is that these service agencies are moving more and more in the direction of trying to *prevent* man's misfortune. They are changing with the times; they are showing a keen interest in how life is being shaped in your community; they are showing flexibility in meeting new problems as they arise.

The government could never replace this kind of service because the overwhelming majority of the work is done by dedicated citizens who serve without pay. Only a very few are paid and if the government had to take over this huge task your taxes would zoom.

Moreover, the funds raised are actually raised by volunteers, so that more than 90% of every dollar you give goes directly into services to people given by the agencies. For example, in the San Francisco Bay Area 50,000 volunteers give their time to insure success of the United campaign each year—making it far and away the largest civic undertaking in the Bay Area.

In the earlier days of our country, down on the farm and in the



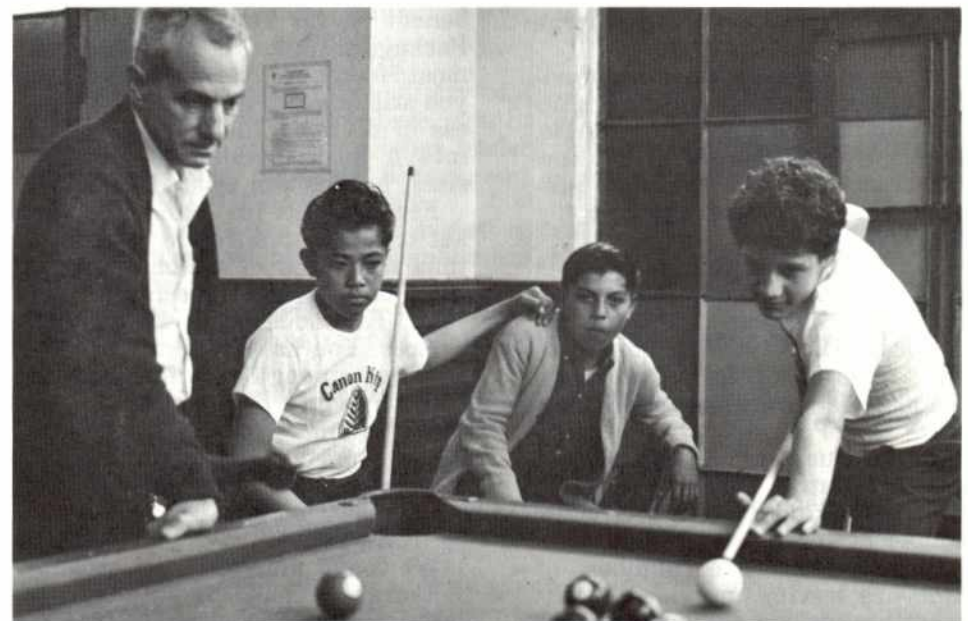
Waiting for the bus to take them to the country! From the streets, we can bring children into the wonderland of forests and camps, so they can grow up with dreams reaching the sky. Through their many agencies the United Bay Area Crusade and United Funds provide this priceless opportunity for youth to venture beyond the bounds of their inner-city life.

small town, people were able to give help and aid directly to their neighbor when disaster or misfortune struck.

Now we live in much larger communities, often farther removed from the focal point of some of the more urgent needs. But the need is just as real, and perhaps more real today, and we cannot remain detached. Man is not an island unto himself—he needs to become involved in order to be a full human being.

And because we share—giving our "Fair Share"—we bring hope to thousands and we make possible an endless flow of neighborly acts of charity, month after month, week after week for those whose unspoken gratitude is our only reward. (In early Fall, some of these voices that have been recorded, you will hear on TV and radio broadcasts saying "Thank you! Thank you!".)

Question No. 1. Although the United Funds' seeking solutions to human problems is not confined to class groupings and is no respecter of



Boys can get off the streets and alleys and into the wholesome fun atmosphere of a Boys' Club, where they develop through sports, crafts, vocational training, supervised by skilled and dedicated citizen-leaders.

and Agencies Fill Community Needs?



We can lift the shackles from limbs that long to run and play with the freedom of joy and youth. Many children who might be condemned to a life of helplessness and confinement find new hope through the patient training and advanced techniques of agencies supported by the United Bay Area Crusade and United Funds.

financial or social status, what are the services that are devoted to low-income families?

The list would run to dozens and only the UBAC and United Funds Agency Directories could fully answer such a question. The best indication, however, is that many areas housing low-income families have UBAC and United Fund Agencies within their geographical limits.

Question No. 2. What about minority groups?

Attacking the very root of minority poverty are the Urban Leagues which put heavy emphasis on the crucial need for jobs. Through its Skills Bank, qualified men and women are brought into contact with employers willing to use their skills. Unqualified applicants are encouraged to get into school or vocational training programs so they, too, can become fully employed.

There are an estimated 21 Boys' Clubs, in the Reporter's circulation area, all located in low-income neighborhoods, with many thousands of members of all races and creeds.

Salvation Army never overlooks the basic needs when asked for help. Meals and lodging are available to the homeless at its Men's Social Service Centers.

Question No. 3. What about boys?

Beside the Boys' Clubs mentioned above, there are some 16 YMCA's in the area, there are homes and schools for orphaned and neglected boys, and practically all Boy Scout Councils are UBAC and United Fund Agencies. Catholic Youth Organizations operate throughout the area.

Question No. 4. What about girls?

In addition to some twenty YWCA's and numerous Girl Scout Councils, the Camp Fire Girls, for example, have embarked on a special program entitled "SEEK", which is investigating and experimenting with new methods to serve lower economic areas.

There are homes for girls and educational and counseling services for teenage pregnant girls of high school age.

Question No. 5. Are school drop-outs being considered?

Much work is being done with this group in the more depressed areas and also with youth gangs. Most notable has been a UBAC agency called Youth for Service, which also seeks employment for unemployed teen-agers.



To the sick there is aid and comfort and into the emptiness of elderly lives we can offer comfort and companionship. Thousands of Senior Citizens find such human warmth in the many agency projects supported through the United Bay Area Crusade and United Funds.

Question No. 6. Does this need to meet problems exist in all counties?

Not as much in some as in others, but the problems in one form or another exist throughout all counties. This means that there are no agencies within the framework of UBAC or other United Funds that are not loaded beyond their capacity.

In addition to the above there are Agencies concerned with Child Care Services—adoption and care of children in foster homes; counseling troubled children; daytime nursery care; treatment for the emotionally disturbed and for the crippled. There is Family Service counseling to help solve personal and family problems. There are services for military personnel through the USO and the Red Cross; there are services for the elderly; legal services for those who cannot afford an attorney; many Community and Neighborhood Centers meeting a variety of needs for both youth and adults.

After checking over the whole broad spectrum of dedicated community activity, most of it carried out by equally dedicated volunteers, the Reporter can only conclude that United Crusade and United Fund "Fair Share" giving, places you, the giver in the category of being a truly "Concerned Citizen".



A child, such as the one shown above, has no control over her physical condition or her position in the community. A large percentage of the agencies in the United Fund and United Crusade do something for children.

Turkish Trade Unionist Visits Local 1245

Approximately one month ago, Local 1245 was honored by the visit of Mr. Yucel Ozkok, a Turkish Trade Unionist. He is in the United States under the auspices of the Agency of International Development (AID), U.S. Department of State.

Mr. Ozkok is a Training Officer in the Education Department of the Turkish Confederation of Trade Unions, the national trade union center, comprising some 476,000 members, affiliated with the International Confederation of Free Trade Unions. Yucel thought that the U.S. parallel to the Turkish Confederation would be the AFL-CIO.

Mr. Ozkok came to the U.S. on Jan. 27, 1969, and began a three month training course at Harvard University's Trade Union Program. Yucel had no communication problems in the classroom because he speaks very good English. He thought that the training he received at Harvard was excellent.

Yucel is a very likable fellow and we certainly enjoyed his visit here. He will continue visiting selected trade unions at various levels and we wish him well.

During his classroom training at Harvard, Yucel gave a brief talk about the Confederation of Turkish Trade Unions and we thought it might be interesting to you, so it will be reprinted below.

"Now I would like to give you a brief idea about the Confederation of Turkish Trade Unions. What it is? What it does? How it works?"

I would like to start with the **Turkish Labor Oath:**

We the Turkish workers believe in:

The human rights;
Democracy; Social Justice;
Principles and ideals of Ataturk;

We the Turkish workers Promise to:

Abolish poverty and misery;
Protect our democratic regime
against any kind of aggressive action

In short I could state the aims of the Confederation like this:

The confederation stands for:

Democracy;
The right to govern themselves;
Social Justice;
Freedom of thought and speech;
Dignified life for all Turkish
Workers;

The Confederation is against:

Imperialism; Dictatorship;
Economic exploitation;
Oppressive regimes;
Social injustice; and Discrimination.

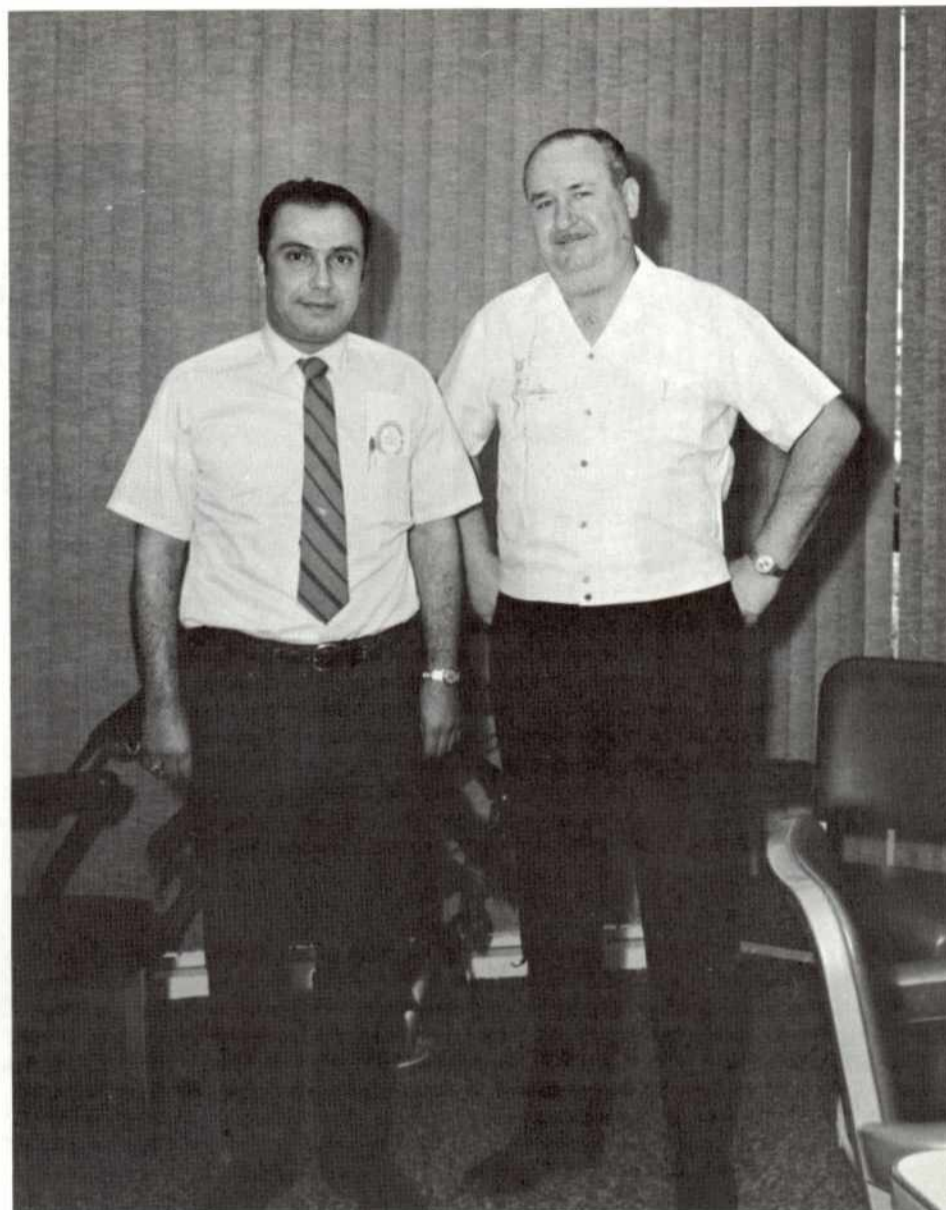
A strong responsible and democratic Turkish Trade Union Movement.

Confederation of Turkish Trade Unions was founded on July 31, 1959. Right now it has a membership of about 800,000. Number of affiliated unions to the Confederation is 34. 10 of these are the Federations and the 24 are the National Unions.

The Confederation is ruled by the members for the members. The highest authority of the Confederation is The Congress. The Congress consists of the delegates of the affiliated organizations. It meets in ordinary



Yucel Ozkok, Turkish Trade Unionist, is shown posing in front of Local 1245's headquarters in Walnut Creek, California.



Yucel Ozkok, left, and Ron Weakley are shown having a brief discussion shortly before Yucel's departure.

session every two years.

Structure of the confederation is as stated: Executive Committee; Disciplinary Committee; General Council; Management Committee and the Board of Trustees.

Under the executive Committee comes the Regional Offices; Research Department; Press and Public Relations Department; Trade Union College; and the Labor Education Center.

The country is divided into 7 districts. Every district is represented by a regional office. There are altogether 7 regional offices. In every regional office we have at the same time one regional training offices too. Regional Training offices comes directly under the Labor Education Center..

Now I would like to tell you about the responsibilities of the different offices and what they do.

1. LABOR EDUCATION CENTER:

Prepares training programs for and with trade unions.

Assists trade unions in setting up their own educational programs.

Participates and cooperates with other agencies which are concerned with labor management problems or with problems affecting the workers.

Cooperates with ICFTU, AID, OECD and other national agencies in performing its functions.

I could add here that we had the ICFTU World Youth Seminar last year in September in Istanbul. About 36 different countries had representatives in this seminar.

2. TRADE UNION COLLEGE:

The most important activity of the college is to prepare intensive training for a period of three months, 4 times within one year. Every term includes 25 selected labor leaders and officers. The college has its own dormitory, cafeteria, library, and an audio visual studio.

3. RESEARCH DEPARTMENT:

The confederation has devoted special attention to the collection of useful information to its membership. For this reason this department takes care of all kinds of research and statistical works, and furnishes the proper information to the affiliated organizations who need them. Sends out questionnaires to the affiliates and collects the proper information.

Cooperates with Statistical Institute, Turkish Employment Department, Labor Statistics Department, ICFTU, ITS, ILO, AID and with other international bodies.

4. PRESS AND PUBLIC RELATIONS DEPARTMENT:

This department regulates the relations of the confederation with the society and publishes the necessary documents in carrying out this task.

Confederation has a magazine which is published monthly and which is the official organ of the confederation. At the same time we have an English and Turkish Bulletin which is published monthly too. This Bulletin

(Continued on Page Seven)

Living Costs Keep Climbing, But Inflation Pace Slows

The steady climb in living costs took somewhat of a breather during the month of May. The Consumer Price Index went up three-tenths of a per cent to a new record high of 126.8, but that was considered less than the eight-tenths it registered during March and the six-tenth hike during April.

The battle against inflation on the cost-of-living front is far from over in the opinion of Labor Department statisticians, but Arnold Chase, Deputy Commissioner of the Bureau of Labor Statistics, was willing to hazard the judgment that the picture was "encouraging."

As the figures stand now, the cost of living has gone up 5.4 per cent since May, 1968. This compares with the 4.7 per cent boost that living costs boomed during 1968.

There is still no telling what the future holds on the inflation front. Chase thought that there would still be bigger boosts than the three-tenths May mark before the

year is out, and he was certain that by the end of the year living costs would have increased by at least 5 per cent.

May Hike Due to Food

Much of the May increase was due to food prices, especially meat. Beef alone went up 2.2 per cent during May and has now increased 9.2 per cent over the past year.

Pork is up 4.2 per cent as compared with May 1968. Beef has gone up largely because cattle prices were low two years ago, farmers cut their herds, and cattle sales are now on the short side.

Apparel prices maintained a strong upward trend and consumer services continued climbing. Services have gone up 8.4 per cent during the first four months of the year and 7.3 per cent over May of 1968.

The Wholesale Price Index for May showed a deflationary trend. It went up 4 per cent over the year, 1.3 per cent over the past three

months, and only eight-tenths over the month of April.

As a result of the increase in the Index during May, about 173,000 workers will receive cost-of-living pay increases. About 73,000 of them will receive 8 cents an hour in the meat packing industry based on changes since last November. About 27,000 aerospace workers will receive 5 cents an hour boosts and 20,000 tobacco workers will get two cents more.

Others Get Pay Hike

Other boosts will go to transit workers in Milwaukee and Washington, D.C.; 3,500 employees of the Kellogg Company in Battle Creek will get an 8-cent boost. There are 35,000 workers who are covered by cost-of-living clauses, but they have already reached their maximum contract adjustments so will not benefit because of the May increase.

The relative slowdown in living costs plus a two cents an hour increase in wages and a slightly

A REVOLUTIONARY CABLE SYSTEM

New York

The Union Carbide Corp. announced what it described as a revolutionary system to transmit electricity underground.

Union Carbide scientists predicted that one 20-inch-diameter pipe could handle more electricity than is consumed by New York city, or more than can be handled by 20 conventional 10-in. cables.

New York Times

longer work week meant a slight improvement in "real" wages of the average worker. Gross weekly earnings increased to \$113.55 in May for a gain of \$1.05 over the month and \$6.86 over the year.

Translated into "buying power," however, this meant an average of \$78.23 for the worker with three dependents and \$71.12 for the worker with no dependents, and higher withholding taxes. Those rates represented a five-tenths per cent increase over April, but still down three-tenths from a year ago.

Editor's note: The above article is from the July 4 issue of the Toledo Union Journal.

California Council For Health Plan Alternatives Requests Consumer Controlled Commission

California hospitals should be required to justify any proposed rate increases before local regulatory commissions composed of a majority of consumer representatives.

Such an approach represents the only hope of stabilizing costs and assuring quality health care for the average citizen, according to the California Council for Health Plan Alternatives, an organization composed of many of the state's biggest union organizations including the California Labor Federation, AFL-CIO.

In letters sent to San Francisco Mayor Joseph Alioto and Los Angeles Supervisor Ernest Debs this week, CCHPA Executive Director Tom Moore declared:

"We have long since passed the time when hospitals can wrap themselves in a cloak of charitable intent and charge what they please."

Pointing out that although the public uses the hospitals and grants

them tax privileges and other special consideration, Moore stressed the fact that the public has no control over the rates.

He called on the San Francisco and Los Angeles officials to help create local, consumer-controlled regulatory commissions to cope with the problem.

At present, he charged, the quality of health care "is frequently compromised by financial considerations, while the public using the hospitals has no way of knowing what quality standards are being applied by hospital management."

The CCHPA spokesman noted that while hospitals are prone to attribute rate increases to increased labor costs, a number of other factors are involved. Among these, he said, are "inefficient administration, unwise investment decisions, and poorly conceived and planned capital investments in medical gadgetry and buildings."

So long as hospitals "remain aloof from close public scrutiny," he said, "the consumer is going to be at the mercy of hospital management."

The CCHPA's letters to the San Francisco and Los Angeles officials also pointed out that:

"No other industry of comparable size—certainly no other industry of comparable importance—has as little responsibility to the public for its actions as the hospital industry . . .

"The non-profit, community hospital is an unregulated public utility, granted special financial privileges and even protected . . . from severe competition.

"Rate regulation is a community right and responsibility," the CCHPA's letters declared.

They also noted that they were in effect, seconding a similar proposal calling for the creation of hospital regulatory commissions sent to Mayor Alioto and the Mayors of Oakland, Berkeley and Alameda earlier this month by Mrs. Sylvia M. Siegel, executive director of the Association of California Consumers.

Unit Pricing Needed

(Continued from Page 3)

the package as well as the price of the package itself.

Thus, they would have to label the tuna fish "6½ ounces, 37 cents; 91c a lb." In most areas stores do this for meats, poultry, fish and some produce, and there is no reason why they can't for packaged foods.

Some co-ops voluntarily post prices per ounce of various items; for example, one of the Berkeley, Calif., co-ops, and Hyde Park in Chicago. New York City now is considering a regulation that would require all stores there to show the unit prices.

If this responsibility is put on the stores, it is reasonable to expect that they in turn will press canners and packers to use more uniform and standard sizes. Certainly both stores and consumers would benefit.

Bess Myerson Grant, the former Miss America who is doing a re-

markable job as New York City Consumer Commissioner, reports that a survey by her department found even experienced shoppers fail to select the best buys as much as 40 per cent of the time. This failure, Mrs. Grant warns, may cost you up to 11 cents of every shopping dollar.

A real battle is shaping up over the new drive to get cities and towns to require unit pricing, warns Ralph Reuter, of the Ladies Garment Workers Union, who is also active in consumer organizations. The grocery industry is bitterly opposing unit pricing, Reuter reports.

We want to warn you to especially watch bread weights these days. Some brands now are "balloon" type 22-ounce loaves which look as big as 1½ or 2-pound loaves. Another potential fooler is 12-ounce "balloon" loaves (puffed up with air) that look as big as 1-pound standard loaves.

A Visitor From Turkey

(Continued from Page 6)

letin is distributed to all national and international labor organizations, press agencies, and other interested bodies.

As far as the political aims are concerned, Confederation is not a supporter of any party or group. It maintains a political policy above all parties. It holds regular joint meetings with the Council of Ministers once every three months on equal terms. Different points and views of the confederation are expressed and discussed at these meetings.

I hope I gave you a brief idea about my organization and didn't bore you with unnecessary information.

Thank you very much.

The Safety Scene

Will You Be Next?

The Executive Board of Local 1245 received a recommendation from Unit 2211, Oakland General, in regard to industrial accidents. They requested that a resume or summary of all accidents be printed in the Utility Reporter. The Board concurred and this will be a regular column in the "Safety Scene" of the Utility Reporter.

This is one column where the editor hopes that there is a total lack of material to report on.

We will not use names, but we will list the dates and a description of the accident.

On January 7, 1969 a stack of timbers being transported on a hyster, somehow became unbalanced and fell on an employee. The employee suffered a hairline fracture between the ankle and the knee and many bruises on his leg.

On January 8, 1969 a line crew was jacking a pole out of the ground. During this procedure the pole fell prematurely and struck an apprentice lineman. The apprentice suffered a shoulder separation and surgery was necessary to correct the separation.

On January 16, 1969 a lineman was using a stripping tool on Underground Cable and the tool slipped and the lineman cut himself on the leg.

On January 23, 1969 a lineman was descending a pole when he stepped on a piece of metal with his gaff, causing him to kick-out and fall. He wound up with two broken ankles and a broken wrist.

Fatality On January 27, 1969 a crew was preparing to pull up the static line on the 750 K.V. Line in Nevada. The wire had been on the ground long enough to have frozen and when the line came tight, it broke loose from the ground and flipped the lineman fifteen feet in the air. The lineman died from a broken neck.

Fatality On January 29, 1969 one of our members who was a lineman for many years, was attempting to roll up wire on the ground when another wire being lowered to the ground contacted a secondary line that was ener-

gized and it touched the wire the deceased was holding at exactly the same time.

On February 21, 1969 a lineman fell with a pole after he had transferred the existing conductors to a new pole. The old pole had been stubbed, but the pole broke off approximately one foot above the bottom band. He suffered a compound fracture of the left elbow, a simple fracture in two places on his left forearm, a shattered left knee cap and some muscles were pulled loose on his left calf.

On March 7, 1969 a Gas Serviceman sustained multiple injuries while attempting to prevent four youths from stealing a car.

On March 10, there were two separate cases of dog bites reported in one division.

On April 8, 1969 an employee was working on a 20 ft. ladder which was leaning against a customer's service. He was cutting down service wires when the pole snapped in half, causing the man to fall. He suffered a bruised heart and arm and also had a concussion.

On April 11, 1969 a lineman fell with a pole after service wires had been cut down. The lineman received multiple injuries.

On May 16, 1969 a member was welding a leak on a hydraulic oil tank and the tank exploded. He experienced temporary loss of sight in one eye, a head concussion and broken facial bones.

On May 23, 1969 a member was in the process of installing a lasher wire on new Cablevision Service when through a malfunction of the lasher, the wire became energized by contacting a 12 KV line above the workman. He received severe burns due to his clothing catching on fire.

On June 13, 1969 an apprentice lineman fell from a pole. He does not know what happened; the only thing he remembers is "that one minute he was on the pole and the next minute he was flat on his face on the ground." He incurred facial injuries and a broken wrist.

Could the accidents listed above have been avoided? It's easy to point a finger and say he should have done this or that, but it won't undo what has already been done. The best lesson that can be learned from these incidents is that we all drop our guard occasionally and some of us get hurt and some of us do not, but it becomes very clear that we cannot let up for one minute or we might be the next fatality.

ELECTRICITY - A GOOD BUT DANGEROUS SERVANT

In this day of electrically-powered carving knives, scissors, and computers, it seems impossible to visualize either our homes or places of work without the constant presence of electricity. This modern power source is so easily available and used in so many ways that most of us are unaware of its constant presence.

It takes a serious storm which fells power lines, or a power failure to remind us how dependent we are on this valuable servant.

The easy availability of electric power and the apparent quiet safety of a power line also lulls us into a false sense of security. The low hum of electricity at work, or its complete silence, leads us to underestimate the potential dangers inherent in this power source.

The roar of live steam and the tremendous heat radiated by a furnace easily dramatize both the power and the danger of these power sources. Most of us work at least part of the time exposed to electrical equipment operating at 220, 440, or even a higher voltage. The electric range, air conditioner, and dryer in our own homes usually operate at 220 volts. This constant proximity to such high voltages makes it hard to visualize any real danger.

The fact is, however, that current capable of lighting a 10-watt bulb on a 110-volt line can produce a fatal shock. The amount of current actually passing through the body, and the path the electricity takes through the body are the important factors. These two factors, along with a good ground, will determine the seriousness of an electric shock.

Respect should be shown to electrical equipment operating at any voltage. This is doubly true whenever a good ground condition exists. A good ground condition exists outside where contact to the earth is available, and inside where plumbing fixtures or water spills may be touched. Other situations may also provide a good grounding situation, creating a potential shock hazard.

Because we may not realize that a good ground situation exists, it is wise to assume that it always does and then take adequate precautions around electrical equipment or wiring. The following list of precautions should give a good and safe basic working approach to electricity, whether at work or in the home:

(1) All portable electrical tools and equipment should be kept in good repair and all worn cords should be replaced.

(2) Portable electrical tools should be grounded before use, unless they are of the double-insulated type.

(3) Do not attempt to repair tools or patch cords temporarily. This equipment should be repaired by a competent repairman.

(4) Only those qualified, and appointed to do so, should replace fuses or repair electrical wiring.

(5) Do not use temporary cord wiring where permanent wiring should be installed.

(6) If the use of a temporary cord is necessary, make sure it is of

adequate size and not subject to mechanical injury—such as under a rug..

(7) Never store anything in a fuse box.

(8) Turn your head away or wear eye protection when operating a switch.

(9) Do not trust the insulation on electrical wires to protect you. It may be defective.

(10) Do not use foam or water type extinguishers to fight electrical fires. Use dry chemical or carbon dioxide.

(11) Use good lockout procedure when shutting down electrical equipment for repair.

(12) At least one person should always be available who knows how to administer mouth-to-mouth resuscitation.

(13) Be careful in the use of metal ladders or other metal equipment around electrical wiring or equipment.

(14) While working on roofs or in trees, be careful of overhead electrical lines.

—W. S. Grannan, Michigan Mutual SHOP MAN

EDITOR'S NOTE: The above article is from the Safety Newsletter, a publication of the National Safety Council.

Care and Use of Small Tools

1. Select the right tool for the job. Never use a makeshift.
2. Use only tools in good condition. No tools with cracked or broken handles, none with mushroomed or broken heads.
3. Keep keen-edged blades sharp; store them safely when not in use.
4. Do not use a hammer with a hardened face on a highly tempered tool such as a drill, file, die or jig. Chips may fly.
5. Use wrenches of the right size for the job. Face the jaws of an adjustable wrench in the direction of the pull.
6. Never apply a wrench to moving machinery; stop the machine; then remove all tools before starting it again.
7. See that pipe wrench jaws are sharp and chains in good condition so they will not slip.
8. Never use any tool in such a way that you will be injured if it slips. Observe the following precautions when using screw drivers:
 - (a) Do not use a screw driver with broken, chipped or rounded point.
 - (b) Do not carry screw drivers in pocket where injury may result through exposure of the point of the blade.
 - (c) Do not use screws with damaged slots. Burred screw slot often causes screw drivers to slip, resulting in an accident.
 - (d) Work with screw driver in such a position that if it slips, it will not injure the hands, face or eyes.