



Negotiations with PG&E Reach Critical Stage

Local 1245's Negotiating Committee and the Company's Negotiating Committee reached a stalemate at the bargaining table on August 13th.

Business Manager Ronald T. Weakley called a special meeting of the Executive Board on August 17, 1970, to report the status of negotiations and to seek a means to try to break the deadlock.

After hearing the report of the Committee, the Executive Board instructed the Committee to resume negotiations and to seek clarification of the Company's most recent offer and report back to the Board with these clarifications so that the Board can submit the offer to the membership for a vote.

This decision was made only after careful consideration of all the facts. The facts are that our Union has been in bargaining for over four months and while the Company's offer falls short of Union's original proposal and its counter-proposal, the Company has made movement in many of the areas requested in our proposals.

The fact that we had reached a stalemate and that bargaining sessions had been called off due to the deadlock, left the Board with two alternatives. These were to allow the negotiations to remain deadlocked in the hope that the Company would somehow make some voluntary movement, or to allow the membership to decide whether or not the Company's last proposed offer was acceptable.

The Negotiating Committee determined it would not recommend any package which did not contain Agency Shop. This decision was not an arbitrary one which reflects only the attitude of the Committee itself, but rather a decision based on the attitude of many of our members as reflected by

discussions on the job, at Unit meetings, and by petitions which were initiated by the members and sent to both Union and Company.

Each member has the responsibility of making a personal decision on all of the issues which affect him or her on the job or in the pocketbook and when called upon should cast a ballot only after careful consideration of all the factors involved.

During this set of negotiations, the committee has attempted to keep the membership more informed as to what was going on in bargaining, by changing the format of the Negotiating Committee bulletins and by printing the proposals and counter-proposals in the UTILITY REPORTER.

An outline of the Company's current offer of settlement is printed below. It is a summary of what has taken place in negotiations; however, it does not cover some of the main issues which have been battled over during these sessions. For instance, Company's original proposal contained a provision which would have allowed the Company to change the normal regular work hours of day employees in the Physical Unit without agreement by the Union. This was a big issue with our members and it is no longer contained in Company's proposal. Company's answer to Union's request for improvement in Clerical hours has not yet resulted in any final agreement between the parties.

Company has also reversed its position on floating holidays and the offer does provide the capability for nine fixed holidays or, if mutual agreement can be arranged, one of the holidays can be taken at any time during the year.

On the other side of the coin, our proposals have contained provisions for additional premiums on holidays, between 12 Midnight and 8:00 AM, scheduled Sunday work and for overtime worked on Sundays—but they are not included in Company's offer. Company's position was that if Union

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YOUR Business Manager's COLUMN

A TIME FOR DECISION

By RONALD T. WEAKLEY

In negotiations such as those with PG&E which have taken place over a period of almost four months, there comes a time when only the membership can give necessary response to the parties' differences at the bargaining table.

It is the job of Union negotiators to know when that time has arrived in order to receive membership di-

rection and it is the job of management to set forth its best current offer for a Union decision when negotiations have reached a tentative conclusion.

The point will soon be reached in the long and difficult 1970 bargaining contest between Local 1245 and PG&E.

Bulletins have been circulated which relate the situation and the current offer of settlement from PG&E is set forth in this issue of our paper.

Unit meetings will be scheduled to provide information and discussion prior to the taking of any vote through a secret mail ballot.

The effort of Union's Committee to keep the membership informed this year has produced a good result in that most interested members know what has happened and what is happening. Those who have not kept up with what is going on will have a chance to do so as a result of reading printed information and attending their Unit meetings.

Whatever the outcome of the coming vote of the membership may be, our 1970 Committee will be ready to do what must be done in order to achieve a final resolution to the problems found this year in bargaining with PG&E.



The above photo shows, from left to right, Jim Fountain, Tony Boker, Jim Lydon, Ron Fields, Ron Weakley, L. L. Mitchell and Al Callahan at a briefing session for the staff on the current situation in bargaining.

Please send any corrections of name, address or zip code to P.O. Box 4790 Walnut Creek, Calif. 94596

(Name)

(Street Address)

(City)

(State and Zip Code)

REGISTER TO VOTE

The deadline for voter registration in California is September 10th. Citizens may become registered at their County Clerk's office, by seeking out Registrars in their local communities, or by asking Local 1245 Stewards or Business Representatives to help them become registered to vote on November 3rd.

Do it now! If you aren't registered you can't vote.

SILENCE IS NOT ALWAYS GOLDEN

Too often these days we hear that the so-called "silent majority" represents the true feelings of the populace. This is a lot of hogwash because only expressive and active citizens produce the means by which this country operates.

Silent executive, judicial and legislative branches of government simply don't exist. All political officeholders, be they elected or appointed, speak out and act in accordance with their personal attitudes in relationship to their current areas of political power.

Those who remain silent and do not act are not in office very long. So it is with citizens who remain silent and do not act. They don't survive very long as free men and free women because if they "let George do it," "George" will act for them while fleecing their pockets and suppressing their possible reactions by passing oppressive laws against them.

Those citizens who do not register to vote (there are millions of them in the U.S.A.) are voiceless, inactive victims of their own folly. They deserve what they get or don't get because they are too weak to even qualify to voice their opinions through the ballot box. A recent survey showed that only 43% of the Union members in California are registered to vote.

Those citizens who are registered to vote and who fail to do so on election day are also poor citizenship specimens. They purport to be interested, but do not express that interest when offered the free choice to perform as good citizens.

1970 is a crucial political year for all U.S. citizens. If the situation continues wherein over half of the eligible voters in the U.S.A. fail to register and fail to vote, such people shall indeed join the "silent majority," which is so favored these days by incompetent, self-seeking political hacks at all levels of civil government.

The so-called "super-rich" always vote. They use the vote strictly for their own economic and political protection. The so-called "upper-middle class" people perform somewhat similarly for generally the same reasons. The so-called "lower-middle class" people are prone to slide off and fail to participate fully in the election process. The so-called "lower-class" people are, of course, the least prone to exercise their citizenship rights through ignorance and other factors, which place barriers before them as a result of poverty and the stresses they find which cause personal and family survival to become their principal interest.

Organized Labor has two major jobs ahead of it in 1970 with regard to the forthcoming general elections in November.

The first job is to register as many union people as possible. The second job is to help register as many so-called "lower-middle class" citizens and as many so-called "poor people" as possible.

These jobs must be considered to be priorities this year in order to diminish the effects of the so-called "silent majority," which is becoming

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In Memorium

Name	Date of Death
Gilroy A. Albert (Colgate)	May, 1970
Joseph C. Brown (Sierra Pacific Power Company)	6-14-70
Richard B. Wiley (Fresno Irrigation District)	6-20-70
Donald McCreedy (Miscellaneous)	7-2-70
Everett Olson (Drum)	7-30-70
Charles O. Jones (General Construction)	8-5-70



the utility reporter

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Opposition to Reagan's Tax Reform Bill Explained

Editor's Note:

The following is an excerpt from a public statement made by State Senator George R. Moscone from San Francisco's 10th Senatorial District.

Young Moscone is the present Democratic Floor Leader in the California State Senate and his statement relates the general policy position of his Party regarding the basic issue of taxation.

Republican Governor Reagan's ready access to television, radio and the commercial press, gives him a lopsided advantage regarding public expression on his tax program which Senator Moscone cannot hope to match.

In order to present both sides of the issue, the UTILITY REPORTER feels it proper to present Senator Moscone's side of the coin for our California membership's careful consideration.

Comments on this extremely important issue, pro or con, are invited by your publication's Editorial Board for printing in the next issue of the UTILITY REPORTER.

TAX REFORM?

The Governor's so-called "tax reform" is, in reality, an ill-disguised tax increase for 35 per cent of all Californians, with residents of San Francisco faring even worse than that.

The tax bills are complex, but these facts are uncontradictable:

1. Renters (65 per cent of San Francisco residents) are expected to subsidize property tax "relief" for owners of high-priced homes and business properties. Of the 331,000 dwellings in the city, only 30 per cent are owner-occupied. Eighty-three per cent of married renters in the state would receive a net tax increase.

2. To provide this "relief," every Californian would pay an increase of 20 per cent in sales taxes. In San Francisco this would impose a 6½ cent tax on every one dollar in sales—the highest sales tax in the nation. We are all aware of the hardship that this places on the low and middle income taxpayer but not enough has been said about the detrimental effect that this tax increase would have on our business community.

3. To cover the cost of AB 1000 and 1001, California will face a 1971-2 budget deficit of from \$250 million to \$350 million, depending upon whose estimate you use. The lower figure has been offered by Republican Assembly Speaker Robert Monagan and the higher estimate is provided by non-partisan Legislative Analyst A. Alan Post. In either event, State taxes will be raised in 1971, no matter who is Governor. If the Governor's tax shift bills were to pass, California's budget will be out-of-balance an additional \$175 million within three years, necessitating another Statewide tax increase.

4. Relief of \$100 million for exemptions of business inventories, now paid under the State Bank and Corporations, will be passed on to individuals by the increase in sales tax and income tax.

5. The Governor's Tax Program will not magically cure the money problems of local government, as evidenced by the opposition of the California League of Cities, The California Supervisors' Association, the California League of Women Voters, the AFL-CIO and the representatives of California schools, teachers and educational facilities. The bills, of course, are supported by the California Chamber of Commerce and the National Association of Manufacturers.

These are only a few of the reasons why the Governor's tax shift program has been refused passage in the State Senate.

In the words of Republican State Senator Clark L. Bradley of Santa Clara County, "it is highly preferable that the bills be defeated in order to protect all taxpayers, including property owners, and to protect the credit of the State of California."

For one example of the inequity of this program, take the case of an average San Francisco family who rents a home or an apartment:

According to the Franchise Tax Board, the Board of Equalization and the State Director of Finance, approximately 20 per cent of the tenant's annual rent is actually property tax. On annual rentals of \$2400 (certainly a low "average" rental in San Francisco) the renter then pays \$480 in property taxes for his landlord. Under the Governor's program he gets maximum relief of \$50 . . . if . . . he has a State income tax liability of that much. In the case of the elderly citizen on fixed income or a middle or low income wage earner, he will receive no relief at all.

After paying an increase in sales and income taxes the renter winds up subsidizing the high income owners of expensive property. Even this "relief" proves highly illusionary to the high income homeowner after he pays increased sales and income taxes. His net savings, according to Senator Bradley, will be a paltry few dollars. I agree.

This seems a highly unfair way to provide tax reform!

In spite of a high-powered campaign to thrust this discriminatory and unequitable "reform" on the State's taxpayers, a few state senators (whom some prefer to call obstructionists) do not believe that the best interest of any Californians are served by this ill conceived legislation. When the Governor is prepared to provide actual tax relief to the vast majority of taxpayers and when he is ready to truly "reform" the archaic property tax system, we will be with him.

GEORGE R. MOSCONE,
State Senator,
10th District.

San Francisco.

Manufacturers Make Bikes More Dangerous

By Sidney Margolius
Consumer Expert for Utility Reporter

Bikes are hazardous enough. Some 700 bike riders die every year in collisions with cars, in addition to the 34,000 reported non-fatal accidents many of which still cause serious injuries.

But bicycle manufacturers have added to the already-serious dangers with new models, such as those with small front wheels; low front axles; long seats called "banana" seats, and high wide handlebars. For example, doctors at the Children's Hospital in Cincinnati report an increasing number of head and face injuries to children which they attribute to the popularity of this new type of bike.

One of the problems is that the long banana seat encourages children to ride double, and that's always dangerous. Rear fender decks also encourage riding double. Another problem is that the high handlebars make a bike harder to control.

The small front wheels also add to the danger by encouraging acrobatics, and here some manufacturers are doubly responsible. Their ads, too, encourage such unsafe use. Alan Cleveland, Editor of *Everybody's Money*, the credit union magazine, charges that bike manufacturers sell bikes "by advertising the stunting aspects over and over.

Then they give lip service to bike safety with a few lines tucked in the back of the maintenance booklet."

Another problem, Cleveland says, is that when a kid slides back on that long banana seat, he can lift the front wheel off the ground. Then he has no control at all over where the bike will go.

A study of bike hazards by the Cornell Aeronautical Laboratory for the National Commission on Product Safety found that while the high-rise bike is more maneuverable it also is less stable at low speeds than conventional bikes. The small wheel must spin at a higher speed to provide the same gyroscopic stability.

R. S. Rice, of the Cornell Lab, also reported that other potential safety hazards include protuberances such as high handlebars, gear shift levers mounted on the frame, and seat backs. These can be bumped. They also make it harder for the rider to get free of the bike.

Bikes equipped with front wheel brakes can be stopped quicker than similar bikes equipped with coaster brakes. But in some situations, as when a kid stands upright on the pedals, hard front-wheel braking can lead to forward pitchover. Hard

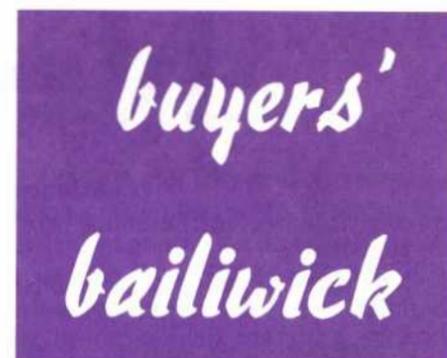
rear-wheel braking is more easily handled.

Among the worst of new design features on bikes are gear shift levers and brake handles placed on the frame instead of the safer location on the handlebar. The deluxe bikes with so called "console stick shift" are supposed to be an imitation of this feature on sports cars. But the youngster then has to remove a hand from the handlebar to shift. On models with a brake on the frame, he also is encouraged to remove his hand to brake, which is when he may most need both hands on the handlebar.

Another feature which has been criticized is the steering wheel in place of ordinary handlebars. The conventional handlebars are believed to be safer to use.

One of the worst examples of unnecessary neglect of safety in design of bikes is lack of reflective paint. James Ellers, a Memphis-Shelby county health officer, reported the death of a bike rider hit by a car one evening. The car driver said he did not see the child until he was about 20 feet away.

The bike did have reflectors at front and rear but no illumination could be seen by drivers approaching at right angles to the bike. Ellers feels that if the sides of the



body frame had been illuminated, the driver would have seen the bike sooner.

Recently manufacturers have announced they will use reflective paint on bikes. It only took 100 years of bike manufacture to make that obvious decision.

At least make sure that your own children's bikes not only have front and rear reflectors but reflective tape or other reflecting materials on the side.

To give the manufacturers any possible credit, they report they have eliminated some potential defects in construction, and have adopted a wider pedal flat so that pedals can be tightened securely at home with a C-wrench.

Keeping a bike well maintained also is vital for safety. It is important to make sure the pedal is butted firmly against the crank. Loose handlebars, improper fit as the child grows, improper brake adjustment—all can produce potential safety problems.

All the Ways the Banks Nick You

By Sidney Margolius
Consumer Expert for Utility Reporter

In many ways the small saver, homeowner and renter are kidded along and nicked of some of their rightful return on their savings. Banks, mortgage-lenders, landlords, even Uncle Sam, all play this game of nick the little fellow. They do it a few percentage points at a time.

For a typical family the combined loss of interest can add up to \$25 a year or more. For the nation's banks, the extra money they make by avoiding paying interest adds up to literally billions.

If you own a house every month, you probably pay part of your property tax and insurance ahead of time into the escrow account held by the bank. But you earn no interest on these deposits as you would if you put them into a savings account each month and then paid your taxes and insurance yourself.

Nor can you even drop the escrow arrangement when you do realize how much interest you lose over the years. The escrow requirement is part of many existing mortgage contracts, for taxes at least, if not for the property insurance.

Similarly, if you rent you may be required by the landlord to put up a deposit on which in most states you get no interest.

If you go on a vacation you buy traveler's checks, and pay 1 per cent for the privilege of letting the issuing company use your cash without paying you any interest until you use up the checks.

Traveler's checks are an interesting financial maneuver. Actually, from two-thirds to all of the 1 per cent fee you pay for the checks goes to the banks that retail the checks. The sponsoring companies, like American Express, make their profit on the "float"—the cash you give them that they can use meanwhile for investments and loans.

That's why they tell you that you can use leftover checks "any time"; your next trip, for example. The longer you delay using up the checks, the longer they can use your money. But you lose interest. Sometimes banks offer a reduced price on checks bought in the spring. But you lose interest meanwhile on the cash you pay in advance of your vacation needs.

(This is not to say that you should not use traveler's checks. It is to say that you should not buy more than you need, nor much in advance, and should re-deposit unused ones.)

On savings accounts too, small savers take a rooking. They get only 4½-5½ per cent while big investors get as much as 8 from the same banks, and 8-9 on corporate bonds today, and even 6-7 on tax-exempt municipal bonds.

Moreover, banks often get away with paying less than stated interest rates because many depositors draw out funds before quarterly dividend declarations. Banks who advertise that they pay 5 per cent often pay zero per cent, Professor Richard L. Morse, of Kansas State University, has pointed out.

Here is an example of how the quarterly and semi-annual dividend system trims small savers out of a few dollars at a time, as related by one union member, J. S. Oestreicher:

"The average daily balance on my saving account was over \$480 for the past quarter, I received only \$3.35 in interest, instead of the \$6 I figured I should get at 5 per cent. I asked the bank about it, and was told that according to State Banking Law (New York, in this case), deposits must remain in the bank until three days before the end of the quarter to receive dividends for the whole period. When I withdrew \$250 late in the quarter I became entitled only to the interest on the remaining balance for the whole quarter and lost my interest on the larger part of my money that had been in the bank for eleven weeks of the thirteen-week period."

Yet this state's banking department permits banks under its supervision to emphasize in their ads that they pay interest from "day of deposit" without also stating that amounts withdrawn before the end of the quarter yield no interest at all.

As we have pointed out many times, on some savings such as Christmas and vacation clubs, most banks pay no interest at all.

Banks even may charge you a "late penalty" if you don't keep up your club deposits. This is one of the weirdest savings arrangements in recorded history. Yet millions of adults well above the age of consent submit to it.

As an example of the way regulatory agencies often side with their "client" industries, when Congressmen Benjamin Rosenthal (D., N.Y.) asked the Federal Reserve Board to consider requiring payment of interest on such accounts, it refused. It claimed that such a requirement might "deprive" the public of a type of banking service it "apparently" wants in spite of the lack of payment of interest. Yet some banks and savings associations do pay interest on Christmas accounts and still continue to make them available, including a number in the Far West.

Ever since 1964, at least one state attorney general, Louis Lefkowitz in New York, has been trying to get that state's legislature to require that interest be paid on Christmas clubs and on escrow and rent deposits. The legislature finally did require interest payments on rent deposits in buildings with six or more tenants (only state law of this kind to our knowledge). But the other bills have gone down the drain year after year in the face of strong opposition from banks.

Even Uncle Sam nicks the small saver. The government pays 5 per cent on E bonds bought chiefly by small savers while it pays big investors as much as 7-8 per cent on borrowing such as Treasury and agency bills and notes. (The Canadian government pays its citizen-savers more, and at this writing the U.S. Senate has approved a raise in E-bond rate to 5½ per cent if the House agrees.)

But the fact is, E-bond buyers often get less even than the advertised 5 per cent. Many who cash in bonds after a year get 4 per cent. Some who cash in before six months get no interest at all. Revealingly, more \$25 bonds, usually bought on payroll savings plans by working people, are cashed in the first six months than any of the larger denominations. In fact, 60 per cent of all savings bonds are cashed in the first year.

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Negotiations With PG&E

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refused to move on the hours provision, no consideration could be given to these items.

Company has made no significant change in its position on Clerical Job Definitions but they have agreed to refer the matter to a subcommittee to explore a further delineation of functional lines of progression. This committee would report back by July, 1971.

The Negotiating Committee is in the process of sending out Bulletin #13 which brings us up to date on Company's last offer. This bulletin is also printed below for your information and discussion.

The most significant additions to the Company's previous offers are:

1. Contingent on a three-year term, establish, effective July 1, 1971, a Dental Care Plan, the provisions of which are to be negotiated. (See DENTAL below.)
2. The July, 1971, general increase may vary between 6% and 7½%, depending on the May, 1971, Consumer Price Index. (See WAGES below.)
3. The fund for classification wage adjustments was raised from \$350,000 to \$425,000 for the three-year term.
4. Company withdrew its proposal to convert Veterans' Day to a floating holiday and proposed, as an alternative to the other floating holiday, to allow the employee to take off the last work day in the workweek which contains his birthday. He may, however, elect to take a different day by agreement with his supervisor, provided he gives notice of such election at least thirty days in advance of his birthday.

The Company's last offer is summarized below:

WAGES: Effective July 1, 1970, a 7½% general wage increase.

Effective July 1, 1971, a 6% general wage increase. If the Consumer Price Index (All Cities) for May, 1971, is more than 4½% (on an annual basis) above the Index for June, 1970, the general wage increase shall be adjusted upward by ½% for each ½% the Index is above 4½%, but such general wage increase shall not exceed 7½%.

Effective July 1, 1972, a wage reopener.

DENTAL: Establish, effective July 1, 1971, a Dental Care Plan, the provisions of which are to be negotiated. Company's contribution to the Plan premiums to be limited to \$1,000,000 annually, and to 50% of the premium of any group of employees, and to \$2.50 per month per employee for an employee only, \$4.80 per month for an employee and one covered dependent, and \$8.25 per employee for an employee and two or more covered dependents. Daily employees may subscribe to the Plan, but Company will not contribute to their premium payments. The Plan will be put out for bid unless the parties agree otherwise. The Plan will be administered by the Company or its agent.

MEDICAL: Effective January 1, 1971, the benefit schedule of the California Blue Shield Plan, which is currently available to employees as the Pacific Service Employees Health Plan, will be changed from a \$5 Relative Value Schedule to a "usual, customary, and reasonable" schedule. The \$7,500 income test will be removed.

Company will continue to pay 75% of the premiums.

VACATION: Effective January 1, 1971, modify the language of the vacation titles to provide for a uniform vacation system in the Physical and Clerical bargaining units. Increase the annual vacation rate for the first year of service to two weeks.

Effective January 1, 1972, increase the annual vacation in the eighth and ninth year of service to three weeks, and the annual vacation in the eighteenth and nineteenth year of service to four weeks.

HOLIDAYS: Effective January 1, 1971, add an additional holiday to be known as a "floating holiday." An employee may take the work day immediately preceding his next scheduled days off which next follows his birthday as a holiday; he may elect to take another day by agreement with his supervisor, provided he gives at least thirty days' notice in advance of his birthday of such election.

MOVING EXPENSES: Amend Section 206.8 of the Physical Agreement and Section 19.10 of the Clerical Agreement to read as follows:

"When an employee is displaced under the provisions of this Title because of lack of work at his headquarters, and his new headquarters is beyond commutable distance from his residence, Company shall reimburse him for the reasonable costs incurred in connection with moving his household in a sum not to exceed \$500."

"Beyond commutable distance" will mean a new headquarters located more than 45 minutes, or thirty miles, from his residence.

EDUCATIONAL ASSISTANCE: Effective January 1, 1971, Company shall provide their program of partial tuition refunds that reimburses an employee up to \$200 per calendar year under certain outlined conditions, to the Physical and Clerical bargaining unit employees.

MATERNITY LEAVE OF ABSENCE: Amend the Leave of Absence Titles and Demotion Titles to provide that a woman is entitled to a six-month maternity "leave of absence" with the right to return to her own job and headquarters.

LONG TERM DISABILITY: Add Sections 209.15 and 309.14 to the Physical Agreement and Section 7.16 to the Clerical Agreement, each to read as follows:

"By written agreement between the Company and the Union and on an individual basis, an employee who qualified for and received benefits under provisions of the Long Term Disability Plan of the Benefit Agreement between the Company and the Union may be returned to active status."

DEMOTION AND LAYOFF: Amend Sections 206.9 and 19.7, if necessary, by deleting "posted" and clarifying as needed.

EMPLOYEE LISTS: Amend Section 106.4 (Physical Agreement) and add Section 17.6 (Clerical Agreement) to read as follows:

"As soon after the end of each calendar year as it is practicable to do so, Company will furnish Union with a list showing the Company seniority date, Social Security number, classification designation, and home address of each employee represented by Union."

TIME OFF FOR UNION BUSINESS: Extend the letter agreement pertaining to the Negotiating Committee, Review Committee, and Officers being carried on Company's payroll while they are engaged on Union business, to include all PG&E employees on the Advisory Council, Union's Safety Committee, and other group meetings on negotiations or special meetings with the Company.

CLERICAL AGREEMENT ONLY

HOURS TITLE: Amend Title 10 to provide that an employee may be temporarily assigned to another schedule of work days or work hours at the straight rate of pay.

OVERTIME TITLE: Amend Section 12.4 to provide that the equal distribution of overtime will apply only to overtime for which four hours' notice is given, and further that such equal distribution is limited to employees within a department, classification and function.

Add a Section containing the language of Section 208.11 of the Physical Agreement to provide for a rest period.

TEMPORARY UPGRADE: Amend Section 13.4 to provide that an employee who is temporarily upgraded for a day or more shall be paid for the time worked in a higher classification.

MEALS TITLE: Amend Section 16.2 to provide for additional meals when an employee is required to work five hours or more beyond his first meal on a continuation of his regular scheduled work period.

Amend Section 16.3 to provide for meals when an employee is required to perform work on workdays starting two hours or more before regular work hours.

JOB DEFINITIONS: Exhibit A—Lines of Progression. Refer to a Subcommittee to further delineate functional lines of progression. Such committee to submit a report on or before July 1, 1971.

WAGE RATES: Effective upon ratification, raise Mail Clerk Driver to rates paid to Light Truck Driver.

PHYSICAL AGREEMENT ONLY

MEALS: Improve the shift meal allowance in Section 104.12 (amount not stated). Refer "cost of meal" grievances to Review Committee with the instructions to settle on the basis of local facts. Settlements with prejudice only if agreed to by both parties.

CLASSIFICATION WAGE ADJUSTMENTS: Each party will appoint a committee which will be empowered to negotiate wage rates, job definitions and lines of progression. Company agrees to negotiate classification wage adjustments costing not more than \$425,000 per year on a straight-time basis during the term of the Agreement. Such sum shall be committed as follows:

July 1, 1970 through June 30, 1971:	\$175,000
July 1, 1971 through June 30, 1972:	125,000
July 1, 1972 through June 30, 1973:	125,000

Company's proposal relative to the Material Department will be referred to the Classification Adjustment Committee, but any wage adjustments resulting from agreement on this subject will not be charged to the \$425,000 commitment.

All other proposals and counter-proposals which involve classification wage adjustments will be referred to the Classification Adjustment Committee.

GENERAL CONSTRUCTION EXPENSES: Add a zone, for Class "A" Residence employees, of fifty radial or seventy-five road miles from the center of the residence area, which provides a per diem payment of \$10.00. After one year in the same location, the per diem allowance would drop to \$6.00.

Amend Section 301.9 to provide an in lieu special assignment allowance of \$10.00 per day at the employee's option.

Provide a transfer mileage allowance of 10¢ per mile and one hour at the straight rate for each forty-five miles or portion thereof traveled.

GENERAL CONSTRUCTION PROMOTION AND DEMOTION TITLE: Amend Sections 305.5(a) and 306.1(a) to redefine the term "area" to mean the geographic promotion-demotion area established by the respective General Construction Department.

GENERAL CONSTRUCTION LINES OF PROGRESSION: Refer the General Construction Lines of Progression to a Subcommittee to establish lines of progression. The Subcommittee to submit a report on or before July 1, 1971.

UNDERGROUND DISTRIBUTION: Electric T&D—Change the working rule limits to provide that Overhead crews can perform all splicing work unless on lead covered cable, paper insulated cable, cables rated above the 25 KV, or on "Network" systems. Remove the restrictive notes on duties which can be performed by Overhead Linemen.

Underground Section—Eliminate the Night Cartman and the Cartman classifications. Reclassify employees currently in these classifications to Apprentice Cable Splicer when they meet the entrance requirements for such apprenticeship. Establish the classification of Night Groundman to be used in lieu of the Night Cartman.

Gas Department—Move notes into Gas Department Lines of Progression which allows Gas Department employees to dig the ditch and install, but

&E Reach Critical Stage

not connect, non-lead cable. Add the additional duty of installing first 8' of pole risers and putting the cable in the pole riser.

FORMER EAST BAY DIVISION OPERATORS: Provide for a special wage increase of \$3.70 per week effective July 1, 1970, and July 1, 1971, for East Bay Distribution Operators who are presently "red circled," provided they are not performing relief duties. The special wage increase for such employees who are performing relief duties will be \$5.20 per week each year.

GENERAL CONSTRUCTION CAMP CLASSIFICATIONS: Amend the wages and classifications of General Construction camp classifications.

INTERIM BARGAINING: The following Subcommittees will continue discussions and endeavor to reach agreements in their respective areas of concern:

Traveling Maintenance Crews
Gas Measurement and Control
Gas Service Department

CONTRACT LANGUAGE REVISION: Clerical and Physical Agreements
—A Subcommittee will continue discussions and endeavor to reach agreement on the simplification of the contract language and to incorporate into the Agreement the previously agreed-to clarifications, interpretations, and Review Committee or Arbitration decisions.

Your Negotiating Committee
Warren H. Burr
Larry Christopherson
Victor L. Cogorno
Howard J. Darington, IV
T. Richard Fleming
Lawrence Foss
Manuel A. Mederos
L. L. Mitchell
Ronald T. Weakley



This photo shows Executive Board members, staff members and a member of the negotiating committee listening to a briefing session on negotiations.



This picture shows mostly staff members listening to the briefing session.

GOPer Rebukes President Nixon on Economy

The following are excerpts from a letter to President Nixon by Ernest George Williams, a prominent attorney and active Republican leader in Los Angeles:

Like so many others who have supported you for election, I now find myself unable to comprehend your Administration's domestic policy.

There are 147 banks listed in The Wall Street Journal, and each one of them, without exception, has increased its earnings 22% to 53% every succeeding year since you have taken office. The increased earnings have continued through the first quarter of 1970. Thousands of corporations are listed in both Moody's and Standard & Poor's, and 90% of them have shown either decreased earnings or losses in 1968 and 1969 over previous years; yet, for that same period, 100% of the banks have enjoyed a continuous increase in profits.

Can you tell us, the American people, how your Administration is curbing inflation when a working man who buys a home today must pay \$73 per month for additional interest because the interest rates have been increased from 6% to 9½%? The interest on a \$25,000 mortgage at 6% is \$1,500 per year; at 9½% the interest is \$2,375 per year, or a difference of \$875 per year. Over the life of a 25-year mortgage man must pay \$18,750 interest at 6%, while he must pay \$29,687 at 9½%. The difference of \$9,937 is a result of the increased interest.

Can you tell us, the American people, how your Administration is curbing inflation when builders of apartment houses, in order to secure funds for financing, must pay 10% interest plus a 2% premium of annual gross? It is now necessary for a person renting a \$200 a month apartment to pay \$273; \$73 per month is entirely attributed to the usurious interest rates.

Can you tell us, the American people, how your Administration is curbing inflation when banks, which are exempt from usury laws in the State of California, now charge from 10% to 18% interest on all their loans where before, under the prior Administrations, the interest rate was approximately 6%?

Can you tell us, the American people, how your Administration is curbing inflation when corporations, which received Government contracts in 1965 and 1966, now find they must pay interest rates of 10% to 12% when the cost for finance charges was originally computed at 6% interest?

Can you tell us, the American people, how your Administration is curbing inflation when a working man who needs a car for transportation now finds that it takes four years, because of the usurious interest rates, to pay for the same car that previously was paid for in three years?

As President of the United States you must take immediate action to prevent this situation from continuing longer. Your Administration cannot

continue to place the blame of this inflationary spiral on the prior Administrations or upon the labor unions when the evidence is overwhelmingly to the contrary.

As President of the United States of America you must recognize that the present program has not achieved its intended objective.

C.O.P.E. Memo

Hoover blasts agitators

By J. EDGAR HOOVER

Director, Federal Bureau of Investigation

WASHINGTON — On our college and university campuses today are a variety of Old Left and New Left type groups which are eager to foment student unrest and disruption. These groups, despite their public claims, are not interested in legitimate reform, either for the campus or the nation. Rather, they have as an aim agitation, disruption and trouble.

We must remember, however, that these extremists represent a minority of our college students. The 1960's have been an age of protest, of skepticism, of asking vital questions about our society. Our colleges have produced an inquiring generation, young people who are sincerely and deeply concerned about problems which arise from a complex, industrialized, urban society. We want this questioning process to continue. We should be thankful for the sophisticated, intelligent, poised generation of young people now coming of age.

Adults have a special obligation to establish and maintain a dialogue with the rising generation. All too frequently we in the FBI find a complete lack of communication between parents and young people about the really serious issues of life. Yes, there is talk about a new car or a vacation trip, but amazingly little about some of the basic problems which concern young people today (the war in Vietnam, the draft, race relations, poverty). Often a parent and child violently disagree—and each goes his own way, preventing the mutual interchange of opinions. The generation gap is, to a large extent, a communication gap.

In discussing these extremist groups, we must be careful of our facts and not indiscriminately label those whom we do not personally like or whose opinions are unpopular as extremists. We must remember that many moderate students are also protesting about key issues of the day. We should not label these legitimate protests as "extremism" and there-

(Continued on Page Seven)

Jess Unruh—A Man Who Bucks The Odds And Wins

Jess Unruh is a man who has bucked the odds most of his life and won.

And he's still at it in his present race for Governor of California against a powerfully financed and solidly entrenched regime that has packed key state agencies like the State Industrial Welfare Commission, the State Department of Industrial Relations, the State Labor Commissioner's Office and the Public Utilities Commission with a number of appointees inclined to cater to the industries they're supposed to regulate.

From a childhood of cotton-chopping poverty in West Texas, Unruh's drive and determination carried him through a year of college on a scholarship until the outbreak of World War II when he moved to California and worked as a sheet metal worker in the aircraft industry before volunteering for the Naval Air Force.

During the war Unruh met and married Virginia June Lemon, a teacher. Once the war was over, he used his G.I. benefits to attend the University of Southern California, his wife's alma mater, where he earned degrees in journalism and political science and completed work for a master's degree in economics.

For a while he worked for a railroad freightcar firm but his deep sense of concern for the plight of others—a plight he had known firsthand—soon propelled him into politics.

In 1948 he supported President Truman and made a symbolic bid for an Assembly seat. Four years later he lost narrowly to an entrenched Republican incumbent. But in 1954 he defeated the same opponent and took his seat in the Assembly on January 5, 1955.

Three terms and six years later, he was elected Assembly Speaker and subsequently served as Speaker longer than anyone in the state's history.

Thus, unlike his opponent, he won't require any on-the-job training. He's not only served his apprenticeship, but as Assembly leader has instituted far reaching reforms to strengthen the Assembly's committee structure and prevent the lower house from becoming either the captive of wealthy special interests or a rubber stamp for the governor's office.

Today he is recognized as an expert on the legislative process and has lectured on it at major universities throughout the world.

Unruh's stature as a strong, progressive and constructive legislator, a man concerned about the problems of consumers, of education, conservation and equal rights for all, is built solidly into his legislative record.

This includes the Unruh Civil Rights Act banning racial and religious discrimination by those doing business with the public; the Unruh Retail Installment Credit Act outlawing dishonest and deceptive sales contracts; and the Unruh-Cameron Parks and Recreation Bonds Act. He has also fought hard for major school finance measures during the past decade and opposed the imposition of tuition on our university and state college students.

Despite occasional sharp differences, Unruh has also compiled a strong labor record, both positively in pushing for measures to improve the state's unemployment insurance, workmen's compensation and disability insurance programs, and extend bargaining rights to farm workers, and defensively, in helping to defeat scores of bills aimed at crippling unions and denying social insurance benefits to thousands of California workers.

Unruh has also fought repeated efforts to impose the deceptively labeled "right to work," compulsory open shop legislation on California workers and public employees and has voiced strong support for the farm workers' grape boycott.

Long appalled by Governor Reagan's efforts to shift state costs onto the backs of county and local governments and give tax breaks to the oil lobby and other corporations at the expense of some of the state's poorest and neediest citizens, Unruh sizes up the Reagan administration in his own words:

"Since Ronald Reagan was inaugurated as Governor in 1967, his Administration either openly or behind the scenes has promoted a consistent legislative program with the following three objectives:

"1—To restrict the right of employees to organize, collectively bargain, strike, picket, or to seek redress of grievance through political action.

"2—To further reduce the fair share of taxes by oil companies, banks, insurance companies and large corporations and to shift this tax burden onto wage earners and home owners by reliance on property taxes and an ever increasing sales tax.

"3—To reduce the quantity and quality of essential social services such as education, care for the mentally ill, care for the aged, aid to needy children, consumer protection and industrial safety."

Last December 4 when he announced his candidacy, Unruh said he was entering the campaign "to keep the promise of California alive and growing for everyone."

Among other things, he pledged:

"... to provide each of our children with all the education he can use.

"... to make our streets safe and secure.

"... to preserve and protect our natural beauties and resources.

"... to stop penalizing home ownership with high property taxes."

In contrast, on the tax issue, Reagan pledged as a candidate in 1966 that "there will be no new tax increase next year. The total tax burden will not be increased." But in 1967 Reagan imposed the greatest tax boost in the history of the nation, Unruh notes.

In the course of campaigning, Unruh also reminds voters that Reagan has reduced the percentage of state aid to schools despite his pledge in 1966 to "make the state pay its rightful share of school costs by assuming a burden of 50-50 sharing of these costs with local taxpayers."

The Democratic gubernatorial nominee also points out that despite all of the publicity the incumbent governor has received for his "cut, squeeze

and trim" pledges, the last budget Reagan signed was 40 percent higher than the last Democratic budget.

In short, it's pretty clear that Reagan's pledges have been practically the opposite of his performance.

Unruh, judged on the basis of his record, his experience, his compassion and concern for the problems of the average citizen, is clearly the voter's best choice for Governor next November 3.

That's why he carries the endorsement of the California Labor Council on Political Education.

Besides, organized labor and Jess Unruh have something else in common. Both have often bucked the odds and won. The farm workers did it again this year.

And maybe that's setting a trend.

All the ways the banks nick you

(Continued from Page Three)

Some Treasury officials themselves feel the government should pay full interest on E bonds from the start. The excuse for using a sliding scale is that it discourages early redemptions. The many early redemptions prove otherwise.

The proposed rate hike will help since your present bonds will earn at the new rate too. Meanwhile, keep in mind our previous advice to use E bonds for long-range deposits, and savings accounts for short-range savings that you may need to use within a year or two.

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Why Are Labor Unions Important?

By BECKY RENFRO

Editor's Note: In the last issue of the Utility Reporter, we announced the winner of Local 1245's scholarship contest. We thought you would enjoy reading her winning essay.

The most important function of a Labor Union is to bargain with employers. However, another important function of Labor Unions that is tantamount, is their engagement in political activity by trying to elect government officials who are sympathetic to their cause, and by getting laws passed that are favorable to labor. When the Labor Unions engage in political activity by doing either of these things, they are acting as pressure groups to promote their economic interests.

As pressure groups, Labor Unions work in many various ways and at many places in the political structure. They are active in producing and distributing campaign literature, working for or against certain ballot measures, the making available of research and writing materials for public office, and many other helpful methods that contribute to campaigning. This is pointed out by the fact that the third largest source for campaign funds today comes from non-party groups such as COPE (AFL-CIO's Committee on Public Education).

Before more evidence of the importance of Labor Unions to the political structure of the United States is presented—the term "political structure" should be defined. Political parties have become synonymous with political structure—as known from our United States history and from that of other republics, too, parties are essential to the successful operation of the democratic process. The history of our political parties is a substantial part of the history of the entire United States Government. And within the history of the political parties—or political structure—the Labor Unions are embedded as a vital part.

The importance of Labor Unions to the political parties stems partly from the fact that each of the major functions of these parties are undertaken with the help of the Labor Unions. Their major function is to nominate candidates and present them to the electorate. The Labor Unions throughout the country back candidates who they feel will be helpful to their cause—in many instances, they are responsible for men running for an office.

The second function of the parties is to inform the voters and stimulate interest in public affairs. The Labor Union leaders help the parties to do this by campaigning, taking stands on certain issues and criticizing the stands and candidates of their opposition. This is done in several ways—pamphlets, newspaper ads, and other various methods.

The third major function is to act as a "bonding agent" to insure the good work of their candidates. Because unscrupulous political machines and incompetent officeholders exist where voters are not informed—the Labor Unions "educate" many voters as to which candidates are doing their job adequately.

Elihu Root once said, "Politics is the practical exercise of the art of self-government, and somebody must attend to it if we are to have self-government . . ." That is exactly what the Labor Unions have been doing—and are continuing to do today. They are actively participating in politics (the political structure) and in doing so—perpetuating the art of self-government and furthering our democratic system.

Special Clerical Meeting in Bakersfield

A special meeting for the clerical employees was held in Bakersfield, on August 10, at the Ramada Inn.

The purpose of the meeting was to bring them up to date on the PG&E negotiations and to explain the need for each clerical member to begin an organizing drive in their area.

Wayne Weaver, Business Representative, opened the meeting with a brief introduction in which he outlined the purpose of the meeting.



The above photo shows a view of most of the people at the Bakersfield Clerical meeting.

Ken Lohre, Business Representative, was the main speaker of the evening and he brought those in attendance up to date on negotiations.

Albert Callahan, Executive Board Member-Southern Area, spoke briefly on the need for organizing non-members in the clerical group.

There were many interesting questions from those in attendance at the meeting and the questions led to a good discussion period.



Al Callahan, left, and Wayne Weaver are shown discussing negotiations with the group.



This photo shows the rest of the people at the clerical meeting.

Hoover blasts agitators

(Continued on Page Five)

fore dismiss them from consideration. The genuine, hard core radical on campus must be distinguished from the legitimate protester.

We must remember that the way to combat extremism is not by counter-extremism. In other words, one of the dangers of extremism on campuses is that it will engender anti-democratic vigilante and illegal actions against this minority. These extremists can and must be handled under due process of law. There is no room either on or off campus for an anti-democratic backlash.

Society must take seriously its own weaknesses and work to remedy them, promptly, effectively and fairly. Young people very rightfully hate hypocrisy and sham. The best way to counteract extremism of any kind is through a healthy society with self-creative energies working for constant improvement.

Theodore Roosevelt said: "Much has been given us, and much will rightfully be expected from us. We have duties to others and duties to ourselves; and we can shirk neither."

America must face up to the challenge of extremism—lest, step by step, the foundations of law are eroded to the detriment of all of us. No cement more durable to hold together a free society has ever been found than the law and all the majesty it represents.

SUMMER SAFETY

(Continued from Page Eight)

elderly or debilitated person. Let the physician decide the seriousness of the case.

The best first aid for food poisoning, however, is prevention. Whether you're doing the cooking yourself or are eating out, here are some safety hints:

Keep hot food hot and cold foods cold—either at more than 140°F. or less than 40 degrees. Avoid letting food sit at lukewarm temperatures at which bacteria thrive. A packed lunch that can't be refrigerated should be eaten within three hours. Carry the picnic basket in the passenger space of a car, not in the humid trunk. Beware of anything made with mayonnaise or eggs, whipped cream, milk or fish. And, of course, wash your hands before preparing food.

Bites and Stings

You're fair game for billions of insects in summer. The majority are only a nuisance. Others are dangerous. Drop for drop, the venom in a honeybee's stinger is just as poisonous as that from a rattlesnake. But the yellowjacket, short-tempered and easily irritated, accounts for most serious stings. Bees, wasps and hornets sting with little provocation. Stay clear of them especially near their nests. If they do fly around you, move away slowly. Don't flap your arms. Sudden motion from the air currents stirs them up and aggravates them to attack.

First Aid: If stung by a bee, wasp or hornet, run cold water over the sting or pack ice around it to relieve pain and slow the absorption of the venom. Don't use your fingers to pull out the stinger left in your skin by the bee. This only squeezes out more venom. Scrape out the stinger with a fingernail or knife. Calamine lotion may relieve the itching.

If insect bite symptoms are severe—swelling, extreme redness, headache, dizziness and nausea—get the victim to a doctor as soon as possible. Persons with known sensitivity to insect bites should consult their physician for medication to be carried on outings.

Silence Is Not Always Golden

(Continued from Page Two)

the tool of corrupt politicians rather than a "natural movement" of a people which would allow such politicians to perform without restraint because what they do or do not do is supposed to be "in the best interests of the people."

Oppressive and discriminatory tax policies, corrupt political practices, massive "overruns" involving alleged "defense expenditures," attacks on the basic guarantees of our Constitution and its Bill of Rights, invasions of privacy, support of dictatorial military regimes all over the world, "brush wars" which bleed our human and natural resources, continuation of economic slavery in our great country among the poor, lack of educational and economic opportunity for millions of our youth who seek the "good life," the rampant crime and drug traffic in our cities which stems from the hopeless inhabitants of our ghettos who have lost almost all communication with their "economic betters" and the threat of human extinction through the growing nuclear arms race, are issues of great concern in the year 1970 and beyond.

Those who would discount the gravity of our present national condition and who would sit back and deliberately become part of the so-called "silent majority" must be jarred, if necessary, into at least becoming decent citizens who will contribute their beliefs and desires toward making our country a better place in which to live—a natural desire among almost all people who enjoy the rights and benefits of U.S. citizenship.

A small labor paper such as ours, which reaches at best only a comparatively few thousand citizen-workers in our geographical area of interest, holds the responsibility to try to jar nonparticipating citizens into becoming participating citizens.

We hope we can do this and we do not apologize for our effort. If we raise the level of citizen participation in the November elections by only a few percentage points, the effort is well worth it.

To do less would place this organization and its publication in the ranks of the so-called "silent majority." That placement will never be made so long as the elected leaders of Local 1245 hold responsible office through the free election processes which provide the privilege of moderate leadership authority from those members who rightfully demand leadership responsibility from their present officeholders.

The Safety Scene

SUMMERTIME IS A SOMETIME TRAP

By James H. Winchester

Hot weather is a breeding ground for all types of accidents. As the nation takes to the water and out-of-doors, mishaps multiply. Sickness drops off, reaching its lowest point of the year just before Labor Day, but at least 30,000 people will die of accidents this summer in the United States, according to the National Safety Council. A comparable toll would require the sinking of two dozen or more giant ocean liners with all hands aboard, or, in the air, at least 10 jet airplane crashes a week.

One out of every two accident deaths will occur on the highways as more than half of the 140 million auto trips Americans take each year are jammed into June, July and August. Drownings will claim another 7,000 lives during this year. Lightning will kill about 150 people; sunstroke and heat stroke nearly 500. Home power mowers will kill, mangle or seriously hurt other thousands as they tend their lawns. Millions of others will be made ill by eating contaminated food, or by insect bites.

"Prompt first aid, bridging the gap between the time the accident happens and the time when professional help becomes available, can do much to make summer safer," says the American Medical Association. "Every person should receive instruction in its basic techniques."

One survey shows that 12 persons out of every 1,000 who take an organized first aid course make use of what they have learned within the first year after completing the course.

"First aid is more than a dressing or a splint," John Gibbins, a Red Cross instructor, emphasized to the 16 men and women (mostly housewives) attending a basic first aid class in Pompton Plains, N.J. "More important than knowing what to do is knowing what not to do." In five two-hour long sessions, Gibbins, a highway engineer, combined lectures and demonstrations with first-aid tips gained from his 20 years' work with the local rescue and ambulance service.

First aid doesn't always have to involve an emergency rescue. Says Gibbins: "One reason you learn first aid is to prevent accidents."

Here, compiled by medical and safety authorities, are five common types of summertime accidents and ways to prevent or treat them.

Drowning

More than 100 million Americans take to the water for recreation each summer, and drownings are the fourth most frequent cause of accidental death in the nation. Unbelievably, more than half of those who drown never intended going into the water in the first place; their boats sink or they slip, trip or fall accidentally into the water. Fishing, for instance, looks safer than such sports as water skiing. Yet fishing accounts for nearly 50 per cent of all fatal boating accidents, and water skiing for considerably less than five per cent.

A recent survey by the American Red Cross shows that 40 to 50 per cent of those engaged in boating activities cannot swim well enough to save themselves or others. The Red Cross estimates that millions of Americans would drown if they had to swim 50 feet to save their lives.

Learn to swim. Over 140,000 American Red Cross volunteers, associated with nearly every local chapter across the country, offer free instruction. So do many other organizations, including the YMCA and YWCA, with classes year-round. "On the average," says the Red Cross, "the normal person—child or adult—can be taught simple swimming in about 10 short lessons."

Never swim alone. Don't swim when overheated, overtired or immediately after eating. Before diving, make sure the water is deep enough and has no hidden objects. Every year, dozens of swimmers are paralyzed for life when their necks or spines are broken from a thoughtless dive into shallow water.

Know your boat and how to handle it. Life preservers should always be available on any boat. If there is an accident, generally it is best to try to stay with the craft until help comes.

Any number of objects common to family outings will float and can be used for water rescue. If your thermos jug is gallon size, empty it and replace the lid. It will support a tired swimmer until he gets his breath. Similarly, the spare tire from your car will float, even with the heavy steel wheel in the center. The drowning person can hang on to it. Air mattresses, foam rubber pads, innertubes, even wooden tables and benches, will support a swimmer while he rests.

First Aid: The majority of water-accident victims require mouth-to-mouth breathing. Use your fingers to clear the victim's mouth of any visible foreign matter. Tilt his head back as far as possible by lifting with one hand on the back of his neck and pushing down on his forehead with the other hand. This helps to keep air passages open.

Next, with the thumb and forefinger of the hand on the forehead, pinch the nostrils shut, take a deep breath and seal your mouth over the victim's, or close his mouth and place yours over his nose. Blow until you see his chest rise. For infants, cover both nose and mouth with your mouth and blow, using less volume and pressure.

Remove your mouth and listen for outflow of air. For adults, repeat about 12 times a minute; for a child, 20 times a minute. If unable to inflate the lungs, roll the victim on his side and strike several times between the shoulder blades to dislodge possible obstruction. Then clear the mouth, tilt the head, and proceed as before.

When someone is injured in a dive, the worst thing that can be done in most cases is to pull him hurriedly from the water; in the case of a broken neck or spine, such action may compound the injury and make full recovery hopeless. It is important to remove a dive-injured person only on something rigid, such as a surfboard or wooden plank. Make certain that the victim's head is kept absolutely level with his body.

Sun and Heat

To avoid heat exhaustion or stroke, resist the urge to overdo. Fifty weeks at a desk is no preparation for a whirl of out-of-door activities crammed into a brief vacation under the summer sun. Dress for summer; light-colored clothing reflects heat and sunlight, helps your body maintain normal temperatures. Don't go out in the strong sun without a hat.

Drink plenty of water. Stay salty; unless you're on a salt-restricted diet, take an occasional salt tablet or drink salt solution when you've worked up a sweat. Never, however, take salt when drinking water is in short supply. The kidneys can't handle too high a concentration of salt. Most people, most of the time, do not need to augment their salt intake.

First Aid: Heatstroke victims urgently need medical attention. Take the victim to a hospital, or summon a doctor. Until medical help is at hand, bring him indoors, or into the shade. Unclothe him and keep him lying down. If the victim is unconscious be sure the air passages remain open.

If the victim is conscious, give him a mild salt solution (one half teaspoon of salt per half a glass of water every 15 minutes—if the victim becomes nauseated, stop). Sponge the body freely with rubbing alcohol or lukewarm water to reduce the body temperature to at least 103° F. If you do not have a thermometer, let the patient's general condition and pulse rate guide you. Do not give alcohol to the victim. Among other things, it interferes with the body's temperature-regulating machinery.

Heat exhaustion is different from heat stroke in that the victim's temperature stays about normal, but he feels cold and clammy, and there is profuse perspiration. Move him to a cool place, but protect him against chilling. Have him lie down, his head level with or lower than his body. Give the victim sips of mild salt solution. If he has heat cramps—usually in leg or abdominal muscles—try firm pressure. Warm, wet towels also help give relief.

Lightning

With every second's tick of the summer clock, 100 giant bolts of lightning, moving 30,000 times as fast as a bullet and creating heat high enough to boil and evaporate all the sap in a tree in less than a second, strike somewhere on earth. In the average square mile there are 40 to 80 hits per year. In a typical lightning accident, up to 100 million volts of electricity and a current 200,000 times greater than the amount consumed by a 100-watt light bulb may be generated. A Beloit, Wis., camper hit by lightning remembers: "My teeth became almost unbearably hot."

Usually, the victim is knocked unconscious. High voltage electricity passing through the body often paralyzes nerves and muscles that control breathing. The heart may jolt to a stop, the respiratory system ceases working entirely. Body burns are common.

If you are outdoors on a humid day when a thunderstorm threatens and you notice a sensation that your hair is beginning to stand on end, lie down quickly in a ditch or depression. Undue static on your car or portable radio also signals excessive electricity in the air.

With lightning lurking, the most dangerous places to be are on a high spot on a golf course, in a boat, atop a hill, at a beach, near a metal clothesline, or riding a bike, tractor or horse. About one-third of all lightning victims lose their lives when sheltering under isolated trees, that, because of their height, attract bolts. The current flashes down to the tree's base, then runs along the ground, striking anything in its path.

The safest place in a thunderstorm is probably in an all-steel, closed car. Its body provides a metal enclosure that distributes and dissipates the electrical forces into the air and the ground. Keep car windows closed.

First Aid: If you are in a position to help lightning victims, forsake the living for the "dead." Those who are breathing will in all probability recover. Forget burns or other injuries until later. It's the person who is not breathing and who registers no pulse who needs help first.

Mouth-to-mouth resuscitation may be helpful. If the person is not breathing and there is no heartbeat and if you are trained to give cardiopulmonary resuscitation, do so. Seek medical help as soon as possible.

Food Poisoning

An estimated two million Americans will be stricken this summer as the result of outdoor or on-the-road eating. Most food poisoning is caused by bacteria-contaminated food, and ranges from mild indisposition to severe and fatal attack. Suspect food poisoning if the victim is seized, one to six hours after eating, with severe cramps and abdominal pain, nausea, retching, vomiting and diarrhea.

First Aid: Mild cases recover without treatment, but get the victim to the doctor at once, if symptoms are extreme, or if he is an infant or an

(Continued on Page Seven)