



utility reporter

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Local Union 1245, AFL-CIO,
P.O. Box 4790,
Walnut Creek, Ca. 94596



East Bay Stewards Meet

Over 60 people were in attendance on May 16, 1972 at the East Bay Shop Stewards' meeting.

Reports were given by Asst. Bus. Mgr. John Wilder, Asst. Bus. Mgr. Larry Foss, Bus. Rep. Jack McNally, Bus. Rep. Manny Mederos and Bus. Mgr. L. L. Mitchell brought the Stewards up to date on his activities and fielded questions on bargaining and on Phase II.

The response was excellent and hopefully both new and long-time Stewards learned something. One million, two hundred and thirty-one thousand, two hundred and seventy.

The meeting lasted for three hours and the group of Stewards asked many questions.



This photo shows Bus. Mgr. Mitchell as he spoke to the East Bay Stewards.



This photo shows Local 1245's committee for negotiations with PG&E. Seated from left to right are: Stanley J. Stensrud, Jack Hill, Lee Thomas Jr., and L. L. Mitchell. Standing from left to right are: Jack McNally, Ed Horn, John Wilder, Al Calahan and Howard Darlington IV.



This is an overall view of some of those attending the East Bay meeting.

YOUR Business Manager's COLUMN LOCAL 1245 & POLITICS L. L. MITCHELL

Last month my column was too lengthy. There were two principal reasons for this. One is my deep concern that too many will not read beyond the title of Proposition 9. This title, "The Clean Environment Act," is hard to resist, and I too without looking at alternatives and without understanding the consequences posed by this measure would cast my ballot in favor of "a clean environment." In my concern I had written and rewritten my thoughts without consideration of length and with more verbiage than was intended for print. Second, my rough draft was typed, and while I was out of the office the Editor had taken it to the typesetter before I had a chance to edit, due to the time schedule set for getting the paper completed and mailed in April. Despite this effort and my chagrin over the length of the column, the coordination of efforts between typesetters, proofreaders, printer, mailer and postal department didn't jell. The paper deadline was blown and my ramblings are available for all to pick at. Such is the way of best intentions. C'est la vie.

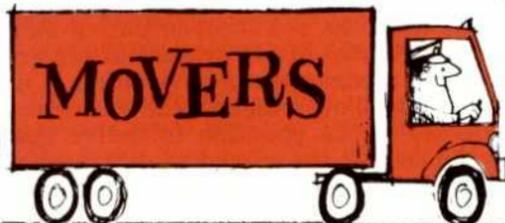
This month we are devoting much of the paper to issues and candidates in the June 6th Elections. Many will take exception to the positions taken by the Local. This is their right. On the other hand, many have expressed the belief that the Local should take positive positions in order to invoke response. Article 1, Section 2, sub paragraph 1, of our bylaws states in part that the objects of this Local Union shall be "to promote an edu-

cation and awareness of the needs and problems of working people by participation in community activities, and otherwise to recommend and support such legislation as in the opinion of the Executive Board will be to the benefit of members of this Union or of workingmen in general, and to oppose such legislation as in the opinion of the Executive Board will be to their detriment; to recommend and support candidates for public office who in the opinion of the Executive Board will assist the objectives of this Union or of workingmen in general." This places a direct responsibility on the Executive Board to review the issues and candidates and make a judgment regarding a course of action. In this election they have decided that recommendations should be made and they are printed in this month's issue of our paper for your consideration. In any event, it seems to me that more and more of our activity is being regulated by statute. If this is true, then we must become involved both individually and institutionally. We must become more aware of the issues involved, become more concerned with the candidates, who provides the funds for campaigns, and what the public official does after he becomes elected.

The Labor Movement, and particularly our Local Union on a State basis, is in a better position to inform and be informed on the issues than the individual. Provincialism is less apt to become a determining factor in a broad base of membership representation pro-

(Continued on Page Six)

... HAVE YOU MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

RETURN TO:

P.O. BOX 4790, WALNUT CREEK, CALIF. 94596

PRIMARY POLITICS—1972

The Executive Board Urges Your Support of these Endorsed Candidates

California State Assembly

- Assembly District
1. Pauline L. Davis (D)
 2. Barry Keene (D)
 3. Leroy F. Greene (D)
 4. No recommendation
 5. John F. Dunlap (D)
 6. Eugene A. Chappie (R)
 7. Harry J. Moore (D)
 8. Walter W. Powers (D)
 9. Edwin L. Z'berg (D)
 10. Daniel E. Boatwright (D)
 11. John Knox (D)
 12. Richard F. Nickerson (D)
 13. Carlos Bee (D)
 14. Robert W. Crown (D)
 15. March K. Fong (D)
 16. Ken Meade (D)
 17. John J. Miller (D)
 18. Willie L. Brown, Jr. (D)
 19. Leo T. McCarthy (D)
 20. John L. Burton (D)
 21. No recommendation
 22. Robert M. Herhold (D)
 23. John F. Foran (D)
 24. John Vasconcellos (D)
 25. Alister McAlister (D)
 26. No recommendation
 27. Tony Governale (D)
Louis J. Papan (D) (Dual)
 28. No recommendation
 29. No recommendation
 30. John E. Thurman, Jr. (D)
 31. Frank Murphy, Jr. (R)
 32. Mark A. Stefano (D)
 33. Charles B. Garrigus (D)
 34. No recommendation
 35. Ted E. Shipkey, Jr. (D)
 36. No recommendation
 37. Ken MacDonald (D)
 38. Carley V. Porter (D)
 39. No recommendation
 40. Alex P. Garcia (D)

- Assembly District
41. Jim Keysor (D)
 42. Bob Moretti (D)
 43. No recommendation
 44. Mike Cullen (D)
 45. Walter Karabian (D)
 46. No recommendation
 47. No recommendation
 48. No recommendation
 49. Gene Axelrod (D)
 50. Joseph B. Montoya (D)
 51. Jack R. Fenton (D)
 52. Martin I. Jackson (D)
 53. Bill Greene (D)
 54. No recommendation
 55. Leon Ralph (D)
 56. Charles Warren (D)
 57. No recommendation
 58. Harvey Johnson (D)
 59. Alan Sieroty (D)
 60. No recommendation
 61. Henry A. Waxman (D)
 62. John O. Sutorius (D)
 63. No recommendation
 64. Patrick "Pat" Gallagher (D)
 65. David C. Pierson (D)
 66. Joe A. Zonzalves (D)
 67. L. E. (Larry) Townsend (D)
 68. Vincent Thomas (D)
 69. Kenneth Cory (D)
 70. Terry M. Moshenko (D)
 71. No recommendation
 72. John P. Quimby (D)
 73. No recommendation
 74. No recommendation
 75. No recommendation
 76. Bob Wilson (D)
 77. Wadie P. Deddeh (D)
 78. No recommendation
 79. Peter R. Chacon (D)
 80. No recommendation

California State Senate

- Senate District
1. Randolph Collier (D)
 3. Ernest La Coste (D)
 5. Albert S. Rodda (D)
 7. Minot W. (Mike) Tripp, Jr. (D)
John A. Nejedly (R) (Dual)
 9. Milton Marks (R)
 11. Nicholas C. Petris (D)
 13. Alfred E. Alquist (D)
 15. Herbert R. Davis (D)
 17. Donald L. Grunsky (R)
 19. No recommendation

- Senate District
21. Samuel Rifken (D)
 23. No recommendation
 25. No recommendation
 27. David A. Roberti (D)
 29. Mervyn M. Dymally (D)
 31. James Q. Wedworth (D)
 33. Joseph M. Kennick (D)
 35. Otto J. Lacayo (D)
 37. G. C. (Dee) Debaun (D)
 39. No recommendation

Representatives in Congress

Nevada at Large—No Recommendation

CALIFORNIA

- | Congressional District | Congressional District |
|-----------------------------------|--------------------------------|
| 1. No recommendation | 23. Louis Velasquez (D) |
| 2. Harold T. "Bizz" Johnson (D) | 24. No recommendation |
| 3. John E. Moss (D) | 25. No recommendation |
| 4. Robert L. Leggett (D) | 26. Thomas M. Rees (D) |
| 5. Phillip Burton (D) | 27. Robert Twohy McInerney (D) |
| 6. No recommendation | 28. Alphonzo Bell (R) |
| 7. Ronald V. Dellums (D) | 29. George E. Danielson (D) |
| 8. No recommendation | 30. Edward R. Roybal (D) |
| 9. Don Edwards (D) | 31. Charles H. Wilson (D) |
| 10. Elaine Rosendahl (D) | 32. Dennis Murray (D) |
| 11. Leo J. Ryan (D) | 33. No recommendation |
| 12. No recommendation | 34. Richard T. Hanna (D) |
| 13. Lester Dean Cleveland (D) | 35. Glenn M. Anderson (D) |
| 14. Jerome R. Waldie (D) | 36. James R. Christiansen (D) |
| 15. John J. McFall (D) | 37. No recommendation |
| 16. B. F. Sisk (D) | 38. No recommendation |
| 17. Gary G. Gillmor (D) | 39. No recommendation |
| 18. Vincent J. Lavery (D) | 40. No recommendation |
| 19. Chet Holifield (D) | 41. Lionel Van Deerlin (D) |
| 20. No recommendation | 42. No recommendation |
| 21. Augustus F. (Gus) Hawkins (D) | 43. No recommendation |
| 22. James C. Corman (D) | |

Executive Board Adopts Resolution on Proposition No. 9

WHEREAS the pollution initiative has qualified for and will appear on the June 6, 1972 primary election ballot as Proposition No. 9, and

WHEREAS, in the guise of providing a clean environment for the State of California, the pollution initiative will drastically increase an already desperate unemployment situation in California, which now has more than 600,000 jobless workers, and weaken the whole California economy, and

WHEREAS the pollution initiative bans for five years the manufacture or construction of nuclear powered electrical generating facilities, a provision which is self-defeating since nuclear energy is "clean", and to ban future nuclear power plants at a time of rapidly growing energy demands is to compel heavier reliance on polluting fossil fuels for electrical generation, a problem which would be compounded by a growing shortage of natural gas and low sulfur oil, and

WHEREAS the pollution initiative is, in fact, counter productive to improving the environment in that effective research and development would be curtailed and energy requirements would be lacking for such environmental improvement facilities as solid waste treatment systems, waste recycling plants and electrified rapid transit systems, and

WHEREAS a new economic burden would be placed on low-income people owning older cars due to the requirements of the pollution initiative, requirements much more severe than the standards recommended by the Federal Environmental Protection Agency, and

WHEREAS the pollution initiative sets forth rigid and detailed technical standards and requirements, which may or may not prove feasible or effective, but which could only be changed by a majority vote of the State's electorate, an incredibly expensive and cumbersome method of solving environmental problems, and

WHEREAS the pollution initiative subjects an individual citizen to a fine of four-tenths of one percent of his gross annual income for every day he operates a personal car in violation of a pollution standard, this with no right to appeal, even though the violation was without his knowledge, and

WHEREAS the pollution initiative could result in a lessening of the ability to control the spread of destructive pests and disease,

NOW THEREFORE BE IT RESOLVED that the Executive Board of Local Union No. 1245, I.B.E.W., in regular session on April 22, 1972, recognizes the need for environmental improvements but insists that such improvements be an integral part of economic and social reform, and

BE IT FURTHER RESOLVED that, while some of the provisions of Proposition No. 9 are necessary for the future well-being of California, that the overall effects are retrogressive and not in the best interests of the members of Local Union No. 1245, and the working men and women in the State of California, and

BE IT FURTHER RESOLVED that the Executive Board of Local Union No. 1245, I.B.E.W. go on record as opposing Proposition No. 9, and

BE IT FINALLY RESOLVED that the membership of Local Union No. 1245, I.B.E.W. be urged to work for the defeat of and to vote against Proposition No. 9.



the utility reporter

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Recommendations on California Propositions:

Editor's note: Space requirements limit our ability to give the detailed arguments and rebuttals for and against the ten propositions on the June 6 Primary Election ballot. Detailed arguments for and against the propositions and the rebuttals to some of these arguments are contained in a pamphlet which will accompany your sample ballot. We urge you to take the time to read **both** sides very carefully.

The Political Action Committee of Local 1245 passed a motion to recommend to the membership to follow the recommended vote of the California AFL-CIO on the ten proposals on the June ballot, and to elaborate on Prop. #9. This motion was passed only after careful consideration of the 10 propositions themselves, as well as consideration of the research and education gained by the California AFL-CIO before they made and passed their recommendations.

We will print a very brief synopsis of arguments for and against the ten propositions and also our recommendations regarding each of them. We ask that you examine all arguments and give our recommendations careful consideration, especially if you have not taken the time to educate yourselves on the facts and given consideration as to what the short and long range effects each measure will have on you as a citizen, as well as a working man or woman in the State of California.

Any recommendation we make is done with the sincere belief that we are carrying out the responsibilities which the membership has charged us with under Article 1, Section 2, paragraph 1 of the Local Union Bylaws, Policy 19 and 19A, and in conjunction with the International Constitution, Article 19, Section 1, Subsection 5, which in essence states that we consider all political actions and candidates and educate the membership in areas that affect working men and women.

PROPOSITION 1, the Veterans Bond Act of 1971 authorizing \$250 million in state bonds for farm and home purchase aid for veterans.

VOTE YES

Proposition 1—Proponents of this Bond Act state that the program, from its inception, has been entirely self-supporting at no cost to the taxpayers. They say it supports the principle of lending a hand, rather than a handout, to our veterans via low cost home loans.

The opponents of this Bond Act state that California should get out of the money lending business that accommodates the veterans. They contend that it does cost the taxpayers millions of dollars each year. They believe that the State should only guarantee loans, such as FHA, and not finance them.

PROPOSITION 2, authorizing \$350 million in state school bonds.

VOTE YES

Proposition 2—Those supporting Proposition 2 state that a yes vote is needed to insure the safety of the thousands of school children in California. They say that voting yes only provides that the state will **loan**, not **give**, money to the school districts to enable them to replace the schools which do not meet the earthquake structural standards. It also provides money for impoverished, rapidly growing school districts which are unable to construct new schools to house their children.

Those against Prop. #2 indicate that they don't believe that school children should be permitted to attend classes in "patently unsafe" buildings, but that there are many alternatives to prevent this without increasing "California's perilously high bonded indebtedness." They say public school enrollments are declining and that California has more than enough school buildings to meet the needs in the 70's. They suggest year 'round full day usage of the present facilities.

PROPOSITION 3, eliminating State constitutional provision that a defendant in a felony case has a right to appear and defend himself in person and authorizing the legislature to require defendants to have the assistance of counsel in felony cases.

VOTE NO

Proposition 3—Those in favor of Proposition 3 believe that the present language of the Constitution giving a person the absolute right to act as his own attorney in all criminal cases is out of date considering today's complex legal system. They contend that some of the backlogs in court cases and the numerous retrials ordered by appellate courts are due to the defendant's lack of familiarity with court room procedures and criminal law.

The opponents of Proposition 3 contend that Prop. 3 should be defeated because "if we change the Constitution we would be depriving ourselves of a fundamental right—the right to defend ourselves in court." They believe that this proposition would force a member of the legal profession upon a citizen and expand the tax-supported Public Defender facilities.

PROPOSITION 4, requiring an open presidential primary.

NO RECOMMENDATION

Proposition 4—Those in favor of Prop. #4 believe that this constitutional amendment is designed to give voters a meaningful voice in choosing their party's presidential nominee. It requires the Secretary of State to place on the ballot the names of recognized candidates for the office of President of the United States. Persons not named would qualify the way they do now.

Those who oppose Prop. #4 say that it forces a candidate to enter the California primary. They say that it puts a decision in the hands of **one man** what used to be determined by the candidate and a reasonable number of signatures of registered voters. They point out that this one man is a **partisan** elected official. They contend that a candidate could be forced to risk his entire candidacy by being placed on the ballot.

PROPOSITION 5, calling for Senate approval of gubernatorial appointees to the U.S. Board of Regents.

VOTE YES

Proposition 5—Those in favor of this proposition state that it would in no way prevent the Governor from choosing an appointee, for it would only allow the State Senate, by a single majority vote, to ratify or reject the choice of the Governor.

The opponents of Proposition #5 contend that this measure would inject more politics into the appointment of regents and would erode constituted powers of government. They contend that the bitter partisan fighting which takes place now would increase if this measure passes.

PROPOSITION 6, eliminating constitutional provision requiring a naturalized citizen to be naturalized for 90 days before being eligible to vote.

VOTE YES

Proposition 6—The proponents of this proposition believe that a new citizen has demonstrated his allegiance to the United States and that the 90-day waiting period is archaic (it has been on the books since the 19th century), should be removed and the new citizen should be given the right to register and vote like any other citizen.

The opponents of Proposition 6 recommend a no vote for the reason that it represents a loosening of a statute that is typical of statutes which have been adopted by a majority of the legislature in the past two to three years. They also indicate that there has never been any difficulty with the existing 90-day period.

PROPOSITION 7, authorizing the legislature to prohibit the valuation for property taxation purposes of owner-occupied single-family dwellings located on land zoned exclusively for such dwellings or zoned for agricultural use where such dwellings are permitted at any value greater than that which would reflect the use of such property as sites for single-family dwellings.

NO RECOMMENDATION

Proposition 7—The proponents of this measure state that a person, under present law, faces unreal and unjust assessments on his home if it happens to be near a commercial, agricultural or industrial area and can be forced out by high taxes. The new law would provide that any residence in an area zoned for single family dwellings can only be assessed as a home.

Those opposing Prop. #7 say that this measure would only benefit 5% of the people of California and there are no replacement revenues to eliminate a shift of taxes to others. They believe that all property should be assessed on its fair market value.

PROPOSITION 8, amending the Chiropractic Act to let a practitioner of chiropractic be one or five additional practicing physicians nominated by an employer for an employee requesting a change in physicians under the State Workmen's Compensation Law if the employee so requests.

VOTE YES

Proposition 8—Those in favor of this proposition believe that this Act will further insure the protection and well-being of the public by imposing additional requirements for appointment to the State Board of Chiropractic Examiners.

There has been no recorded opposition to this proposition.

PROPOSITION 9, Clean Environment Act.

VOTE NO

Proposition 9—Those in favor of Prop. #9 point to the fact that this Act is a people's initiative which more than half a million Californians signed. They state that once it is enacted it will clean our coastal beaches and waters, require stationary polluters to meet State laws and require new cars sold to meet State standards. They believe it will re-evaluate the power needs of the State. They state that it will create new jobs, better health and a stronger economy.

Those opposing Prop. #9 state that your job, your future, your ability to provide the basic necessities for your family depend on the defeat of Prop. #9. They state that it sounds innocent but that it is very extreme and unworkable. They point to the section limiting the sulfur content of diesel fuel to 0.035% and state that this would bring the economy of California to a halt. It would take years to build refineries capable of producing this fuel. Most trucks and buses would not be able to operate under this law. See Local 1245's resolution on Prop. 9 on page two.

PROPOSITION 10, adds, amends, transfers and repeals several miscellaneous provisions of the Constitution.

NO RECOMMENDATION

Proposition 10—Those in favor of Prop. #10 indicate that it is basically a housekeeping measure to eliminate obsolete and unnecessary words from the Constitution without adding any new material or changing law or policy.

There is no recorded opposition to this proposition.

Local 1245 Members Play Role in O

by CORBET



The photos above and below show the new spray trucks being used by some of our members employed by Sohner Tree Service.



The Sohner Tree Service, Inc., was founded by Mr. Roger F. Sohner in 1931 in San Anselmo. The headquarters of Sohner Tree is still in San Anselmo but has expanded into the six counties of the North Bay Division. Sohner Tree has always been owned and controlled within the Sohner family.

Mr. Sohner started with a small crew and performed mainly private tree work until 1943 when he started Line Clearing work for the Pacific Gas and Electric Company.

Mr. John C. Phillips became President of the Sohner Tree Service, Inc., in 1961. Two years after Mr. Phillips became President, the Sohner Tree Service, Inc., and I.B.E.W., Local 1245 entered into their first agreement. Since that time both parties have cooperated in establishing fair and equitable wages, hours and other conditions of employment. On January 1, 1971, both parties agreed that it shall be a condition of employment that all employees of Sohner Tree covered by the agreement must be members of I.B.E.W., Local 1245 in good standing after their 30th day of employment.

The past Negotiation Committee for I.B.E.W., Local 1245 consisted of John Keck, Foreman; Robert Thornsberry, Foreman; Bill Sanders, Climber; Ed Coleman, Foreman; and Corbett L. Wheeler, Business Representative.

Sohner Tree now has thirty crews, all members of I.B.E.W., Local 1245, in fifteen different headquarters located in Marin, Sonoma, Napa, Lake and Mendocino Counties. The work they do in Line Clearing consists of weed control, special tree removal, vegetation control, line clearing, tree trimming, growth control tree spraying, right-of-way clearing, spraying around poles and towers, clearing away tops, limbs, branches and foliage of trees which interfere with or which will not allow sufficient clearance for safe and proper construction, maintenance and operation of Pacific Gas and Electric lines. All trimming is performed so as to obtain maximum clearance for conductors with due regard to current and future tree health and symmetry, and in conformity with permissions obtained. All dangerous limbs overhanging primary circuits, whenever practicable and permissible, are removed. All dead, rotten, or diseased trees leaning toward a primary circuit which could hit the line are removed.

The work they perform in Private Tree work is pruning, removing, spraying, surgery, fertilizing, and diagnosing tree problems. Private work is a very special type of work and requires numerous hours of training.

To accomplish their work the Sohner Tree members employ two methods. The first method involves the members climbing up into trees to get into position to do the necessary trimming. The second method utilizes aerial lift equipment to get the member into position for the trimming operation. The members working in the northern portion of North Bay must utilize even a more complex system because of the height of the tall redwoods.

The Sohner Tree Trimmers are required to successfully pass a qualification test covering such items as Company Safety Rules, Climbing, Trimming, Operating Aerial Lift Equipment, Operating Brush Chippers, Operating Chain Saws, Knowledge of Trees, Knots, Ropes and First Aid.

The average years of experience of the Sohner Tree members performing line clearing tree trimming is: Superintendents 26 years, Crew Foreman 10 years, and Tree Trimmers 4 years.

Safety is a big concern to the Sohner Tree Service, Inc. When the Sohner Tree Service was founded they could not find adequate safety procedures pertaining to the Tree Trimming industry. They spent numerous hours



Outstanding History of Sohner Tree Co.

WHEELER

and money in research in order to establish a safe set of standards for the safety of their employees. They established a set of safety standards that excel that of many other tree companies. They published their safety standards in book form, consisting of thirty-eight pages, and have placed one copy with each crew with the understanding that they will be adhered to.

The Sohner Tree Service publishes a Safety Bulletin each month, reporting all accidents, what happened and recommendations for prevention, and requires their crews to read and discuss them.

Approximately one thousand man hours per year are devoted to regularly scheduled safety meetings. Most of this time is spent in monthly "Tail-Gate" meetings when the Superintendents personally distribute and discuss their monthly Safety Bulletins with each of their crews.

The Safety Manual and twenty-five safety slides published by the Sohner Tree Service were adopted by the State of California Electrical Section of the Division of Industrial Safety to develop their program on "Safety Practices for Using Aerial Lift Equipment in Tree Trimming."

Other items that make up the Sohner Tree Safety Program are: (1) "Tail-Gate" safety meetings that are held at least once a month by all Superintendents with each one of their assigned crews. A large portion of this time is spent on job safety analysis and accident prevention. (2) Crew safety inspections are made at the work site by a Safety Engineer from Argonaut Insurance Company, Company Superintendents and top management periodically to check all crews, condition of equipment and tools and their safety and accident record. (3) Sohner Tree pays every Foreman a \$10 bonus for each month his crew works without an accident. Some of their Foremen have gone several years without having an accident of any kind. Last year Sohner Tree paid out \$2,700 in Safety Bonuses to their Foremen. (4) Sohner Tree pays \$10 to employees for every suggestion that is adopted for use by the Company. Many employee suggestions have been used by Sohner Tree to improve their conditions for greater safety. (5) All Superintendents and other company management meet each month to discuss ways and means of improving efficiency and safety.

Progress is a key item with the Sohner Tree Service, Inc. They were the first in the State of California to use Aerolift Equipment and Brush Chippers for Line Clearing work. Some laughed at them for this venture, but now all tree trimming companies are using Aerolift Equipment and Brush Chippers for line clearing.

In 1963 the Sohner Tree Service implemented "Growth Control Tree Spraying." This process has become popular and is now being used in other areas, as it allows the tree companies to cover more area with the same manpower and less cost to the customer. Some utilities are demanding "Growth Control Tree Spraying" after seeing the facts published by the Sohner Tree Service, Inc.

In 1971 the Sohner Tree Service, Inc., sprayed 70,780 gallons of "Growth Retardent" on 55,371 trees. This is indeed a fete not matched by many and has been beneficial to their customers.

We are indeed proud of the I.B.E.W., Local 1245 members in the Sohner Tree Service, Inc., as they are performing a much needed service in an outstanding manner.

The photos on pages four and five show the equipment our members use and also show the men on the job and at unit meetings.



The photos above and below show new Sohner Tree Service clipper trucks being used in the North Bay Division by some of our members performing PG&E line clearing tree trimming.



Local 1245 Bargaining Round Up

U.S.B.R.—United States Bureau of Reclamation—Region 2

Local 1245 and USBR exchanged proposals on April 7, 1972, and started negotiations on May 22. The negotiating committee representing Local 1245, under the direction of Business Manager L. L. Mitchell and Asst. Bus. Mgr. Mert Walters, consists of: John Bradley, Fresno Field Division; Norman Miller, Folsom Field Div.; Leroy C. Ferguson, Shasta Field Div.; William H. Peitz, Tracy Field Div.; George W. Skidmore, Willows O&M; Lester F. Pingree, Drill Crews; and Bus. Rep. Henry B. Lucas.

The Bureau's negotiating committee is under the Chairmanship of J. Robt. Hammond, Acting Asst. Regional Director.

Wages, benefits and working conditions are all open for bargaining and a comprehensive proposal covering all areas has been submitted by Local 1245's committee.

S.M.U.D.—Sacramento Municipal Utility District

Business Manager L. L. Mitchell served notice on S.M.U.D. of Local 1245's desire to revise wages, hours and other terms of conditions of employment for Union's members employed by the District. Local 1245 is seeking a general wage increase and correction of certain inequities. Union is also seeking improvement in various fringe benefits and working conditions.

Business Representative Charles P. Robinson is serving as primary spokesman for Union's negotiating committee. The committee members are: Richard A. Beede, Richard L. Daugherty, Joseph S. King, Jack L. Noble and Alvin J. Wolf, Jr., with assistance from Asst. Bus. Mgr. Mert Walters.

The first negotiating session with S.M.U.D. took place on May 8th, and other meetings are scheduled.

Truckee Donner Public Utility District

Local 1245 served notice on Truckee Donner the 23rd of March to revise wages, hours and various terms of conditions of employment. Seeking improvements in wages, overtime provisions, vacations and sick leave, as well as improvement on District provided insurance programs. To date, one meeting was held between the parties, with Union being represented by Bus. Rep. John Stralla and Shop Steward Bruce Grow.

City of Lodi

Local 1245 served notice on the City of Lodi the 13th of April and three meetings have been held, but no agreement has been reached. Union is seeking improvements in holidays, vacations, sick leave and a general wage increase. The Local is also seeking the establishment of a "Fee for Services" provision as well as improvements in the medical insurance program and the establishment of a dental insurance program.



The negotiating committee members are: from left to right Hank Lucas, John Schwelm and Steve Whiting.

City of Redding

L. L. Mitchell, Business Manager, served notice on the City of Redding the 4th of April to revise the current Memo of Understanding. Union's committee for negotiations consists of: Thomas D. Brogard, Montie O. Huff, Terry F. Springer, Bus. Rep. Gary Singleton and Asst. Bus. Mgr. M. A. Walters.

Union is seeking improvements in wages, inequities, working conditions, benefits, job protection, agency shop and an apprenticeship program. Concurrent with negotiations, the parties are working on job descriptions in all classifications covered by Local 1245.

Negotiations are progressing normally, with both parties hopeful for an early conclusion.

City of Roseville

Concluding nearly a year of activities, Local Union 1245 contemplates the adoption of an employer-employee relations resolution and formal recognition of Local 1245 as a Representative of Electric Utility Division employees by the City Council at an early date. In the meantime, representatives of the City and the Local commenced negotiations on May 16th regarding wages, hours and other terms and conditions of employment.

Representing Local 1245 in these discussions are: Asst. Bus. Mgr. M. A. Walters, Bus. Rep. Charles Robinson and Shop Steward Paul Jefferson.

Paradise Irrigation District

On April 19, 1972, Business Representative Dean Cofer appeared before the Board of Directors of the District and presented Union's proposals for a general wage increase, correction of certain inequities and establishment of an agency shop provision.

The negotiating committee consists of Bus. Rep. Cofer and Kenneth K. Churchill. They are presently waiting for the Board's response.

Plumas Sierra Rural Electric Cooperative

On April 5, 1972, Bus. Mgr. Mitchell advised Plumas Sierra of Union's desire to amend the current agreement between the parties to provide for a substantial wage increase.

Union's committee is composed of Bus. Rep. John Stralla and Hayward Hand Jr. and they have had one meeting with the co-op.

Nevada Irrigation District

A recent settlement which was ratified on May 16, 1972, provided for improved vacations (3 additional days for employees with 11 thru 15 years and 2 additional days for those with 16 years or over). Time-and-a-half for overtime beginning on January 1, 1973. They will receive one additional guaranteed holiday which brings them to a total of 9. They have agreed to continue to work on the retirement plan.

NID agreed to payroll deduction of Union dues and a 3.4% cost of living wage increase which went into effect Jan. 1, 1972, under previous agreement.

PG&E—Pacific Gas and Electric Co.

The agreements for both the Physical and Clerical Units are open for wages only this year. See photo on page one for pictures and names of the committee for wage negotiations. The Union and Company met on May 18, 1972, to exchange proposals.

Local 1245 has served notice on the following, but dates for negotiations have not been set.

1. Alameda-Contra Costa Transit District

Union's negotiating committee consists of Asst. Bus. Mgr. M. A. Walters and Shop Steward Ted B. Ewin.

2. City of Alameda

Union's committee members are: Mert Walters, Asst. Bus. Mgr., Clarence Vargas and Ronald S. Wos.

3. City of Berkeley

Union's committee members are: M. A. Walters, Asst. Bus. Mgr., and John C. Hall and they will be open for wages only.

4. City of Oakland

Asst. Bus. Manager Walters and Shop Stewards Cecil Jackson and James L. Rowley are the members of 1245's negotiating committee.

L. L. Mitchell, as Business Manager of Local 1245, is actually a member of all negotiating committees and watches over all the various sets of negotiations we are involved in.

YOUR *Business Manager's* COLUMN

LOCAL 1245 & POLITICS

L. L. MITCHELL

(Continued from Page One)

vided by our structure.

I can say without hesitation that regardless of the conclusions reached in making the recommendations which appear in this issue, they were not come by easily or without considerable discussion. I can further state, that your Officers in making these decisions, have done the very best they could to weigh the factors in terms of the interests of all members and the benefit of the whole.

In terms of the State Federation of Labor, all candidates' backgrounds and voting records on the basic human issues were carefully screened by the State Federation Executive Board, of which I am a member. This is a difficult and time-consuming task, but one which is most necessary if we are to recommend candidates who respond to the needs of people and not solely to the money interests.

1972 is a crucial year for all of those in California because of the continuing issue of reapportionment, as well as other basic legislation which will be decided by our Legislators in the next two years. It is also critical for all Americans, as the composition of the Senate, the Congress and the Administration of our Federal Government are all up for grabs.

Within the State of California it would appear that until after the November elections nothing will come from the Legislature in the form of significant legislation due to the national conventions of both

parties and the campaigning which will be hot and heavy before then. In the meantime, it appears that we should all be doing our homework on the candidates. I would certainly hope that in the June Elections you make careful analysis of the content of this issue of our paper and seriously consider the recommendations which have been made.

On a more personal Union issue, we have negotiations with a number of employers and these are all affected by Phase 2. (See Page 6). Our negotiations with the major employer, P.G.&E., are restricted to wages only, and at this writing we have held two meetings of the P.G.&E. Wage Committee in our office and had a meeting with P.G.&E. on Thursday, May 18, 1972, to discuss the general subject of wages and Phase 2 requirements. The Local had requested an early opening due to notification requirements which must be met under the Pay Board rules. Local 1245 and the Company mutually agreed to proceed prior to June 1, the actual notice date under the contract.

Bulletins will be issued as we proceed, although not much information can be sent out when money is the only subject at hand. Hopefully, we will arrive at an acceptable settlement without prolonged negotiations, and can send out a ratification ballot without the need of bulletins. This will be an objective of your Negotiating Committee and you can bet they'll give their best effort to accomplish it.

A History of the IBEW

PART IV

Open-Shop Movement

Shortly after the Armistice, the open-shop movement, the famed, misnamed "American Plan" was placed in effect and every anti-union piece of propaganda and trick in the book was pulled against us and our fellow union members in the AFL.

Anti-union employers attempted to destroy the labor movement by use of laws and by means outside the law. Action was on a national scale. Restrictive laws were passed; this was an era of court injunction; strike breakers, spy agencies, were used. Bombings and beatings were frequent—all methods were used to intimidate and destroy labor. The attack was effective. Aided by the scourge of unemployment, by 1925 our membership had dropped to 56,349—a loss of 91,723 members in six years.

In 1919, there was a change in the presidency of the Brotherhood. Brother Frank J. McNulty, who had seen our union through all the dark days of secession, resigned and was replaced by Brother James P. Noonan.

The Fifteenth Convention of our Brotherhood was held in New Orleans, Louisiana, in 1919. One of the most important actions taken at this convention was the establishment of an International Strike Fund. The fund was put into effect January 1, 1920, and was financed by collecting 14 cents per month from each member and by appropriating half of all initiation fees for the new fund.

The 1919 Convention will be remembered in IBEW history as the body which took a great step forward in labor-management relations. This convention approved a plan which now, more than 50 years later, other management and labor groups are trying to emulate. We refer to our Council on Industrial Relations.

The idea for the Council on Industrial Relations was first conceived in the era immediately following World War I when labor strife was rampant. As early as 1916 a small group of electrical contractors was in the habit of meeting regularly for the purpose of discussing matters pertaining to the electrical contracting industry. The group called itself the Conference Club. Some of the questions that came before the Conference Club were difficulties in labor-management relations. A contractor named L. K. Comstock was one of the most interested members of this club. He proposed that members of the club get together with a committee from the IBEW for the purpose of drafting a "National Labor Agreement" which would be to the mutual benefit of both groups. A joint committee from the IBEW and the Conference Club met in March 1919.

Charles Ford, then International Secretary of the Brotherhood, was the person chiefly responsible for bringing about IBEW participation in setting up the plan which was eventually to become the Council on Industrial Relations.

When the joint committee met, they decided that a labor agreement between them was not essentially what was needed. A medium for coming together, carrying on frank discussion and effecting an understanding was the procedure indicated. The Conference Club interested the National Association of Electrical Contractors and Dealers (name later changed to National Electrical Contractors Association) in becoming the signatory employer organization. This they did by action of their July, 1919 Convention. Our New Orleans Convention of 1919 likewise approved the Declaration of Principles by which the Council on Industrial Relations was created.

The Council was actually set up in 1920 with the same provisions which prevail today—equal representation by employer and union representatives; dispute cases voluntarily submitted to the Council; and all decisions to be unanimous.

The Council proved to be a milestone in the Brotherhood's history. Acting as a "Supreme Court" of the electrical construction industry, it has caused thousands of disputes to be settled without strike, winning for us the title, "Strikeless Industry."

The number of cases brought to the Council increases every year as our membership and operations grow, and recently exceeded 150 in a single year for the first time. And remarkable to relate, in all of its years only one decision of the Council has ever been violated.

Change, Depression, and Recovery

During the early years of our Brotherhood, when there were no paid officers, the headquarters' city was wherever the President of the Brotherhood lived. However, when Frank J. McNulty became the first full-time paid officer of the Brotherhood, headquarters became fixed in Springfield, Illinois.

In March of 1920, however, IBEW headquarters were moved to Washington, D.C. Many international unions were making their headquarters in the Capital city and our Brotherhood, too, felt that its best location was near the seat of government. Offices were set up in a new building just erected by the International Association of Machinists, and our office equipment and as many of the Springfield staff as could be persuaded to come, were moved to Washington.

In January of 1920, the uniform bonding of financial officers of all local unions, through the International Office, went into effect, thus giving local unions stability and protection for their funds. (The Fifteenth Convention of our Brotherhood had authorized this procedure.)

From its very inception, the IBEW was bound by the principle that Brotherhood and benefits are inseparably joined. We paid death benefits all through the years, even when our organization was nearly bankrupted by doing so.

Death benefits for electrical workers were extremely important in the early days, for the work was so dangerous that no company would insure

our members at any premium. Union members often passed the hat to assure a decent burial for their brothers who died on the job.

Because of these problems the delegates to our 16th Convention voted to form the Electrical Workers' Benefit Association (EWBA) which became effective on January 1, 1922.

At our Seventeenth Convention, held in Montreal, Quebec, Canada, in 1923, the EWBA continued to gain strength. It was at this time that the 1st General Convention of the EWBA was held. It was also the first IBEW Convention held outside the United States. Therefore, the Seventeenth Convention not only did much to improve the lot of our members by providing additional benefits, but also strengthened the feelings of brotherhood and cooperation between American and Canadian members of the IBEW.

In 1924 the Research Department of our Brotherhood was founded. The IBEW was the first union in the labor movement to establish such a department. At that time the need for a more systematic and orderly presentation of wage cases was strongly felt and the International Officers of our Brotherhood believed that more help in this regard should be given from the I.O.

The Research Department of that time collected, related and interpreted wage and hour reports and forwarded this information to local unions engaged in negotiations.

Throughout the years, in response to ever changing conditions, the work of this Department has been expanded considerably. Today, it is known as the Department of Research and Education and provides a variety of services.

To get back to our chronological account of our Brotherhood's history, that grand old man who did so much to build our union a firm basis, International Secretary Charles Ford, had to resign because of failing health. He was replaced by Brother G. M. Bugnizet who had been serving as a Vice President. This was in February, 1925.

The Eighteenth Convention of the IBEW was held in Seattle, Washington, in that year.

It is interesting to note that President James Noonan stated in his report: "After the death of President Samuel Gompers, the Executive Council of the American Federation of Labor elected Vice President William Green to fill the vacancy. This left a vacancy on the Executive Council. I was not a little surprised to learn that the Executive Council voted to give the Electrical Workers representation on the Council by electing me a member thereof."

Since then, the IBEW has held a position on that Council and later on the merged AFL-CIO Council.

The Nineteenth Convention of our Brotherhood was held in Detroit in 1927. This was a history-making Convention for it was here that the action establishing our IBEW Pension Plan was adopted. The pension—\$40 a month for members who were 65 years old and who had 20 years continuous standing—became effective January 1, 1928. The amount paid into the Pension Fund by our members at that time was 37 cents a month.

When our first Pension Plan was adopted by our Detroit Convention in 1927, we were not far away from the great depression of the thirties. The Pension Plan and its 20 years continuous good standing requirement prevented greater loss of membership in those depressed days. We lost many members, true; but many more sacrificed to hold their union cards, some through loyalty to the Brotherhood, of course, and some to retain their pension rights.

The International Strike Fund was eliminated at this Convention because a prolonged Railroad strike exhausted its funds and other complications ensued.

The Great Depression

The Twentieth Convention of the IBEW was held in Miami, Florida, in 1929. This Convention adopted a Retirement Plan for Brotherhood Officers and Representatives.

See June issue for Part V

This is an appeal to all members to support USBR members by writing Senators Tunney and Cranston to support House of Representative Bill No. H-12202.

The bill passed in the House of Representatives 238-110. It may be opposed by the Administration; problem of veto.

Presently the Federal Government pays up to 40% of the premium on hospitalization.

30 days after enactment of the bill, they will pay 55% of the hospital plan, and then in 1973—60%, 1974—65%, 1975—70% and in 1976 and thereafter—75%.

This bill is not everything we hoped for but is a start.

U. S. Senator Alan Cranston

Federal Bldg.

11000 Wilshire Blvd., Rm. 13220

Los Angeles, Calif. 90024 or

Federal Bldg., 450 Golden Gate Ave., Rm. 1805

San Francisco, Calif. 94102

U. S. Senator John V. Tunney

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San Francisco, Calif. 94102

H
E
L
P

The Safety Scene

Swimming Pools Can be Dangerous

One way to make the long hot summer seem shorter is to spend as much time as possible in your backyard swimming pool. While just a few years ago swimming pools were a luxury that only a wealthy few could afford, new methods have made it possible for an ever increasing number to have their own backyard pools.

Just as a swimming pool can be a source of cool, relaxing pleasure, it can suddenly become a tragic hot spot if safety rules are not maintained. The National Safety Council estimates that 270 persons drowned in home swimming pools last year. Unfortunately, many of them were toddlers who accidentally fell into the pool.

Here are some precautions to keep in mind:

- Have a well anchored cover over the pool when it's not in use. In addition, an alarm system, triggered by sudden displacement of water, is worth installing. Pools should be located near the house so that it can be kept under surveillance when in use.

- Children should never be allowed to swim when there is not a responsible person around to supervise. If many neighborhood children swim in your pool, you might consider sharing the responsibility of watching the swimmers with some other parents. But you are usually legally responsible for any accidents which occur in your pool.

- One way to help prevent accidents from occurring when you are not around is to have a fence with a self-latching lock around the pool. This will help prevent accidents and unauthorized visits by swimmers. Many communities require that swimming pools be fenced.

- Some sort of rescue device such as a ring buoy, long pole or pool skimmer should be handy at all times. If you don't already know the basic fundamentals of first aid, learn them, especially artificial respiration. A well-equipped first aid kit is another indispensable part of any poolside equipment.

- Prohibit running or rough-housing of any sort around the pool area. Walks and areas around the pool can become dangerously slippery when wet.

While you may think of pool side accidents in terms of the kids, adults sometimes need a bit of supervision, too. Alcohol and water don't mix. Never swim while drinking. Electricity and water don't mix, either. Keep all electrical equipment away from the pool side. The wet pavement increases the possibility of a fatal shock. The further the electricity is from the water the safer you are.

The National Safety Council urges you to cool off during the long hot summer, but to do it safely.

Safety & Health Ten Commandments

1. Thou shalt get first aid promptly.
2. Thou shalt not run, lest thy fractures be many.
3. Thou shalt wear eye protection that thy sight may last longer.
4. Thou shalt not work without safety shoes on thy feet.
5. Thou shalt keep thy area clear and safe; falls are the root of much evil.
6. Thou shalt keep thy fingers at a safe distance, otherwise their length may be shortened.
7. Thou shalt bear in mind that faulty tools causeth much suffering.
8. Thou shalt be careful of thy stacking and storing, for thy poor work may fall upon thine own head.
9. Thou shalt remember thy brother's welfare as thine own.
10. Thou shalt remember that the life thou saveth may be thine own.

From Canworker Local 2374

NIGHT DRIVING TIPS

You see less at night and so do other drivers. And vision studies prove that your sight distance shrinks the faster you go.

At 20 mph, a driver can see and identify objects 80 feet further away than he can at 60 mph. This narrowing and shortening of the visual field, plus the efficiency of the headlights, plus your stopping distance, all determine your safe speed at night.

Your eyes play tricks at night. For example, you can see an expected or familiar object much farther away than an unexpected one.

Periodic vision checks are a must as you grow older. The average 55-year-old driver with 20/20 vision needs twice as much light as the 20-year-old with the same visual rating. Visual defects are exaggerated at night. In today's traffic, small errors can make the difference between life and death.

Skin Disease — Serious Industrial Safety Problem

One of the most serious problems in the field of industrial hygiene concerns occupational skin diseases. It often comes as a surprise to learn that skin diseases account for about 60% of all compensation claims for occupational diseases. Although rarely a direct cause of death, skin disorders cause much discomfort and are often hard to cure. There are 5 basic causes of such disorders. They are:

1. Mechanical agents—friction, pressure, trauma.
2. Physical agents—heat, cold, radiation.
3. Chemical agents—organic and inorganic. These are subdivided according to their action on the skin as primary irritants or sensitizers.
4. Plant poisons—several hundred plants and woods can cause dermatitis. The best known example is poison ivy, and poison oak.
5. Biological agents—bacteria, fungi, parasites.

It should be noted that even substances that are normally harmless may cause irritation of varied severities in some skins. There are two general types of skin reaction: primary irritation dermatitis and sensitization dermatitis.

All people, to some degree or another, suffer primary irritation dermatitis from mechanical, physical, or chemical agents. Brief contact with a high concentration of a primary irritant or prolonged exposure to a low concentration will result in inflammation. Allergy is not a factor in this condition. In the case of sensitization dermatitis, allergy is a major factor. Once sensitization develops, further exposure to even small amounts of the material may cause symptoms.

Some substances produce both types of dermatitis. Examples are: organic solvents, formaldehyde, and chromic acid. Dermatitis often results from contact with cutting fluids. The worker's carelessness, and the use of germicides in the fluid increase the possibility of contracting this disease. Changing cutting fluids at regular intervals will reduce the possibility of contracting this disorder. Other measures include having the employees use protective creams or gloves, aprons or face shields. Management should encourage its employees who work in these areas to shower at the end of each day's work. They should use warm water, mild soap and soft brush. These simple precautions are very important in combating this very common disorder.

Careful supervision of the personal cleanliness of workers exposed to skin irritants is essential to the prevention of dermatitis. Prevention of skin disorders is most successful where enough convenient and efficient washing facilities are available to serve employees.

Workers should be told where, how, and when to wash, and should be advised that they will be rated on this part of their job performance. For many exposures, frequent washing alone is a successful preventive measure, particularly where the dermatitis is caused by mechanical clogging of pores, such as from dust. In all cases, however, the use of large quantities of water on the skin following exposure to irritants is necessary.

It may be advisable in some instances to use neutralizing solutions after thorough flushing of water. However, since some neutralizing solutions may themselves cause skin irritations, they should be applied only upon the advice of a doctor.

The type of soap used is important; even a generally good soap may cause irritation on certain types of skin. The choice of a soap is best left to the medical department or other qualified department.

A large number of cases of industrial dermatitis are reported to be caused not by substances used in processing, but by the material used to remove these substances. A worker may wash his hands in those cleaning agents which are easily available and work the fastest—often dermatitis producing solvents. To combat this practice, a sufficient number of conveniently located waterless hand-cleaning stations containing properly selected cleaning agents should be installed in the job washing areas and shower rooms.

NOTICE

Due to the fact that we are going to press with this issue prior to May 20th, we will not be announcing a winner or loser in this edition. We have hidden the new number for May somewhere in one of the paragraphs in this paper.

LOOK FOR YOUR CARD NUMBER

