

utility reporter

SEPTEMBER, 1972
 OAKLAND, CALIFORNIA
 VOL. XX, NO. 9
 Official Publication of I.B.E.W.
 Local Union 1245, AFL-CIO,
 P.O. Box 4790,
 Walnut Creek, Ca. 94596



Shown above is James R. Chambers, relief senior control operator, Pipeline Operations. Brother Chambers rescued a parachutist from the Antioch Municipal reservoir. See story below.

Member attempts rescue

A young parachutist is dead. He was killed on his first jump, but was given a chance for life due to the heroic actions of Local 1245 member James R. Chambers.

Edward R. Post, of Milpitas, lived for 6 days after his rescue from the Antioch Municipal Reservoir. His injuries were too extensive to overcome, but Jim Chambers didn't know that when he dove into the reservoir.

During an interview with Chambers, a relief senior terminal control operator, Pipeline Operations Dept., he was asked to relate the entire story.

On July 22, 1972, Brother Chambers was playing golf and "had just hit one of the best iron shots of my life on the 5th hole" when he saw a man floating down from the sky in his parachute. "I could see that he was heading for the far side of the reservoir and I only heard him holler for help once. There was a parking area near this hole so I ran and jumped in the car where some woman was in the passenger seat but she said she didn't have the keys and then I ran to a pickup truck, moved the driver over and took off for the other side of the reservoir. When I reached the shore closest to where the man went into the water I was about 100 yards away from him and I swam out as rapidly as possible. There were two people out in the water when I got there and the woman said not to get tangled up and I told her to get out of my way and made one dive after him. I found his chute on the first dive and pulled him to the surface. He wasn't breathing at that point and I saw a tire that someone had pushed out there and I put his upper torso on the tire and gave him mouth-to-mouth resuscitation as I made our way to shore. The fire department and ambulance personnel were waiting at the shore when we arrived."

Brother Chambers described everything in detail and gave some gruesome observations which I will spare the readers. His response to the crisis

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Farah Boycott Still in Progress

Charges that the Farah Manufacturing Company used a wide variety of unfair labor practices against its workers, including the use of guard dogs to intimidate peaceful strikers of the Amalgamated Clothing Workers Union, have been made by the National Labor Relations Board.

In its complaint, the NLRB's General Counsel supported union charges that the Jarvis Security Company, a private guard service employed by the Farah Company "threatened and intimidated by the use of guard dogs, striking employees who were then engaged in peaceful picketing at the plant."

The ACWA strike which is supported by the entire AFL-CIO, including a boycott of Farah clothing, is still in progress.

The NLRB charges included:

- Farah "maintained a close watch over and surveillance of the

working time activities" of various groups of workers employed in different plants and departments "for the purpose of intimidating these employees from giving support to or otherwise being sympathetic to the union."

- Farah "curtailed all talking among employees during working time when the previous practice was to permit employees to talk during working time, provided such talk did not interfere with the work."

- Farah "warned employees that those who became active for the union could expect harsh treatment" from the company.

- Farah "transferred from its Gateway plant to the Gateway machine shop employees who were known to be sympathetic for, or prominently identified with, the union for the purpose of isolating

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YOUR Business Manager's COLUMN

LOCAL 1245 & POLITICS

L. L. MITCHELL

I have listened to many in our membership who state our country is in a mess; that they as workers are caught in a squeeze; the union is not doing a proper job in salary and benefit improvements provided through negotiations with the employer since they do not offset and keep pace with increased interest rates, higher taxes, new taxes, inflation, etc. In the same breath they say that unions should stick to the role of employee representation, limited to activities dealing only with the employer and should not be concerned with any political endeavors.

Politics affect all of us as citizens regardless of our affiliations or method of earning a living. Politics determine who are to be the law givers as well as the law. It is absolute that political awareness is something which must be developed within all members of this union.

How many truly understand the political process and what can be accomplished within it? I would concede that probably most of our members are registered to vote, and most of them will no doubt vote on election day. This, however, is not a measure of political awareness.

The union is not an entity as such. It is the instrument or means which is used by a group of individuals to advance common goals through chosen spokesmen acting for the body. This concentration of voice and action can more effectively deal with other groups than can individuals whose dissipated "voice in the wilderness" remains unheard.

In the case of an organization of employees of a given employer, establishing a relationship with that

employer is a basic function which must be provided in order to expedite the prime goals of human dignity in the work place and provide the basic income level necessary to achieve a standard of living beyond bare living needs. However, if the instrumentation does not include all possible efforts in all fields of endeavor which can affect the outcome of objectives which it was set up to attain, it cannot properly serve its purpose.

In gaining the right to have a union to present your arguments on the minimum desires mentioned, the group to be represented must meet the requirements provided under law. The scope of our bargaining issues is always subject to change either by new laws, revision of existing law or court determination. The classic example, if anyone should need reminders, is the situation now faced by all workers under the Wage Board Guidelines. These situations are created by those persons holding public office. If the representatives of the union take no part in trying to influence the decisions of those who make, administer, or review the law, we might just as well fold our tents and leave the battleground.

The union representative or officer who must deal daily with these problems is charged with the responsibility to implement desire through action. To promote the good and welfare of the union's members, he cannot sit idly by and not engage in the debate on issues of the day or be nonpartisan on the selection of office seekers he knows to be against the objectives of the

(Continued on Page Two)

... HAVE YOU MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

RETURN TO:

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

Local 1245 Executive Board Passes Resolution to Endorse McGovern for President

WHEREAS the results of the 1972 General Elections will have a substantial impact on Organized Labor at both the national and state levels; and

WHEREAS Organized Labor's efforts, or lack thereof, in connection with the presidential election could play an important role in whether or not majorities friendly to Organized Labor are expanded or at least maintained in the United States Congress and the various State Legislatures; and

WHEREAS Richard M. Nixon, during his term of office, has proven himself to be opposed to the goals and aspirations of Organized Labor and working men and women throughout the nation, this by deliberate policy resulting in doubled unemployment, increased prices, an increased tax burden for working people (at the same time lowering the tax burden for the rich and for corporations), the holding back and lowering of legitimately negotiated wage and benefit increases, increased harassment of labor officials by the Justice Department, slowed down NLRB procedures and reversals of previous Board policy by his appointees, and presidential vetoes of most decent legislation passed by Congress; and

WHEREAS the record of George McGovern in the United States Senate has proven him to be in substantial accord with the goals and aspirations of Organized Labor and working men and women throughout the nation, this by his 95% pro labor voting record during his service in the United States Senate; and

WHEREAS one of the objects of Local Union 1245 is 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" (L.U. Bylaws, Article I, Section 2, Subsection (1); and

WHEREAS the Executive Board of Local Union 1245, after a careful review of all the factors involved including a comparison of the records of the candidates in public office, does recommend support for George McGovern; now therefore be it

RESOLVED that Local Union 1245 of the International Brotherhood of Electrical Workers, AFL-CIO does endorse the candidacy of George McGovern for President of the United States of America.

Member Rescues Parachutist

(Continued from Page One)

situation was one he described as a "natural reaction—I didn't have time to think about anything."

The whole episode didn't last more than 20 minutes from beginning to end. He stated that he was thankful that he found Post on the first dive because he didn't think he would have had the strength or energy to make a second dive.

Bus. Rep. Manny Mederos and I informed Brother Chambers that Bus. Mgr. Mitchell intended to recommend him for the I.B.E.W. Life Saving Award. His response to that was something to the effect that the guy had died anyway—he really didn't save his life.

"It would have been wonderful if the man had lived," expressed Bus. Mgr. Mitchell, "but it shouldn't take away one bit from the courageous acts which Jim Chambers performed. He gave Post that extra chance for life as the man lived for 6 days after the accident. If Brother Chambers had left him at the bottom of the reservoir the doctors would have had no chance to try to save his life."

The great courage, determination, and ability to think quickly, as demonstrated by Chambers during this incident, is to be commended and should not go unrewarded.

James R. Chambers, the members of Local 1245 salute you.

YOUR Business Manager's COLUMN

LOCAL 1245 & POLITICS

L. L. MITCHELL

(Continued from Page One)

institution he represents, regardless of individual membership lethargy or disagreement.

How can any representative of good conscience sit dumb and not speak out when the "double talk" of "improvement" in the economy the last few months is called a great achievement, when in fact it is only a recouping of losses created by an administration that through deliberate policy put the economy into a recession?

How can we cheer a one-tenth of one percent decline in unemployment to its current level of 5.5% when that figure was 3.9% in 1969 before unemployment became part of a game plan to stop inflation, which failed?

While I can't say I'm especially pleased at the prospects I face each year in April, I believe in democracy and am proud to live under a form of government with a stated policy of equity and justice for all.

On the other hand, how can one find the justice and equity in a situation where most people agree that tax reform is needed and promises are made to do so, but the present national administration says tax reform should not become a political issue? At the same time, changes which have been made have compounded the problem and the rules continue to favor the influential and leaves the rest of us with an unfair burden.

Read the following quotes from an address made by the Honorable John V. Tunney, Senator from the State of California, and draw your own conclusions on tax reform:

"Item—In 1970, Bethlehem Steel made \$134 million. It paid dividends of \$97 million. And how much did it pay in federal income taxes? Not one penny!

Item—1970, Standard Oil of Ohio made \$66 million, and in 1971 it made \$61 million. It paid stockholders \$72 million in those two years. And how much did it pay in federal income taxes? Not one penny!

Item—1971, United States Steel made \$154 million. It paid \$97 million in dividends. And how much did it pay the federal government? Not one penny!

Eight giant corporations paid no federal income taxes in one of the last ten years. Westvaco Paper Company, Alcoa Aluminum, Standard Oil of Ohio and U.S. Steel in 1971; Allied Chemical, Republic Steel, National Steel, Bethlehem Steel and, once again, Standard Oil of Ohio in 1971. Those eight companies earned a total of \$651 million after expenses—and they paid a total of \$416 million in dividends."

Taxation is not the only political issue affecting us as working men and women over which we should be concerned. Unemployment Disability Insurance, Workmen's Compensation, Labor Legislation, Civil Rights, Education, Social Security, Welfare, Natural Resources, Consumer Protection, Ecology, Full Employment and the Economy, etc., to name only a few over which we should have concern. All affect us as citizens and most of them

deal with our pocketbooks as much as any issues we can resolve through collective bargaining.

The policies providing solutions to the problems involved in the subject stated will be determined by those we place in public office. Our membership, along with the rest of organized labor, can and should be a potent force in deciding the selection of those who will guide our destiny as a society and a nation. Our members can and should play a greater role in the selection of those to be office holders within our jurisdictional boundaries, and those office holders should know that our organized effort played a role in their placement in office.

Legislative actions should be founded on citizen's attitudes and principles. To the end that shaping legislation to those attitudes, the united voice of labor and our union must be made known. It means we must express our beliefs about candidates who have or will listen and respond to the needs of our members and other workers like us, for we are the bulk of the populace.

If we really care about the type of legislation we will live under, we must care about who wins elections. If we are at all concerned about city, state and federal government, then it is time we do more than urge registrations and voting.

You as union members should call your candidates' headquarters and offer your services. There are many tasks you can perform which every candidate needs... telephone committees, poll watchers, office work, canvassers, solicitors, block workers, baby sitters, registrars and transportation for voters, just to name a few.

Inasmuch as we will celebrate in this decade the 200th anniversary of our nation, whose constitutional form of government is recognized to be superior to those of individual repression and despotism of authoritarian forms, it seems we should have more concern and use of the rights and liberties we have to shape the course of our future. What we do now will determine what we will have to show as a nation on that day.

It is now that we must act. In any case, should our choice of candidates win or lose, we will have made a contribution and have given something of ourselves to the democratic process. It is in this manner that we can discover anew the wisdom of our founders who gave us the means under law to make change.

OOPS

We would like to apologize in print to Brother Jack Lemos, Troublemaker for PG&E in the Ft. Bragg area, for putting the wrong name under his picture in the August issue of the Utility Reporter. His daughter, Jone Lemos, was the winner of Local 1245's Annual Competitive Scholarship Contest.

We erred and put the name Tony Lemos in both the photo caption and story.



the utility reporter

Telephone (415) 933-6060



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Published monthly at 1918 Grove Street, Oakland, California 94612. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, Ca. 94596. Second Class postage paid at Oakland, California.

POSTMASTER: Please send Form 3579, Change of Address, to P. O. Box 4790, Walnut Creek, Calif. 94596.

Subscription price \$1.20 per year Single copies, 10 cents

Vitamin sellers use fear to push costly pills

By Sidney Margolius, Consumer Expert for Utility Reporter

In almost every store you go to nowadays, and in many publications, you are confronted by pressures to buy vitamin products, especially the high-priced "natural" vitamins.

You now find these "natural" vitamins not only in the health food stores cropping up all over the country but in regular drug stores, supermarkets, even karate clubs and gyms.

The tactics used to sell these vitamins are usually based on fear. Worried people are good prospects. As one workingman wrote to us: "I was visited by a vitamin supplement salesman who supported his claims with government reports on poor soil, cooking of foods, storage, organic vs. inorganic farming, etc. His arguments sounded good when backed up by U.S. government reports. However, I couldn't see spending \$20 a month on vitamins.

"Can we get all we need out of foods? Should we all eat raw instead of cooked vegetables? What about white sugar and white flour? Are they harmful?"

We'll come back to these questions later in more detail. But in general, if you have no abnormality and do eat a balanced diet you should be able to get all the nutrients you need without taking additional vitamins. If you do have some physical condition that may require extra vitamins, you should consult a doctor. He would determine what vitamin, if any, you really need.

What's a "balanced diet?" The U.S. Agriculture Department advises choosing some foods every

day from four basic food groups. Some nutritionists think the USDA has oversimplified the seven basic groups it used to suggest. Marcella Katz, nutrition consultant for the Health Insurance Plan of Greater New York, in the Public Affairs pamphlet, **Vitamins, Food, and Your Health**, recommends using some foods each day from each of these six basic food groups:

1. **Meat, fish, eggs, poultry, legumes** supply high-quality protein that contains an adequate amount of essential amino acids.

2. **Breads and cereals**, whole-grain and enriched, supply sugar and starch, vitamins and minerals. (The protein in grains and cereals is not complete and should be used in combination with the complete proteins in Group 1.)

3. **Milk and milk products** such as cheese supply high-quality protein, minerals, and vitamins.

4. **Dark green leafy and yellow vegetables** are important sources of vitamin A.

5. **Other vegetables and fruits** — citrus, tomatoes, strawberries, cabbage, potatoes — are important sources of vitamin C.

6. **Fats and oils** supply saturated and polyunsaturated fatty acids and vitamins. (Mrs. Katz recommends, as do many nutritionists nowadays, liquid vegetable oils and margarine made from them, rather than so-called "saturated" or hard fats.)

It is true that some vitamins are lost in food processing and in home cooking, although vitamin sellers tend to exaggerate these losses. Vegetables washed in too much

water or held in the pot too long before serving "make vitamin-rich water and vitamin-poor food," Mrs. Katz warns. She points out that many families rarely use the cooking water.

They should. Vegetables should be cooked in as little water as possible and for as short a time as feasible. Whatever water remains contains some of the water-soluble vitamins from the vegetables and should be used in gravies, sauces and soups.

With careful meal planning and care in cooking, most people should not need vitamins. If you or your doctor feel you do, then take care not to get involved in the high-priced products being pushed nowadays.

For example, in a recent shopping survey we found you could pay anywhere from 45 cents for a bottle of 100 tablets of 100 milligrams of vitamin C, to as much as \$1.75 for so-called "natural" vitamin C (really partly synthetic). Different brands of multivitamins with minerals sell for anywhere from \$2.65 to \$4.50. They have somewhat varying formulas, which makes it hard for consumers to compare values precisely, but are basically similar products. For B vitamins, although with varying formulas, you can pay anywhere from 79 cents to \$3.79 for 100 tablets.

There are huge profits in vitamins, especially the "natural" kind. For example, a large basic supplier like General Mills sells vitamin E (the current fad vitamin) to packagers for 50 cents for 100 tablets

buyers'
bailiwick

of 100 international units. By the time these 100 tablets are bottled and reach the retail counters they have price tags of anywhere from \$1.95 to as much as \$3.30 (in brands sold in health food stores).

The vitamin packagers nowadays have a number of ways of building up prices:

—They are packaging bigger dosages, such as vitamin C in 250 and even 500 milligram tablets, in order to command higher prices but claiming that you are more certain to get your full needs this way.

—They then package smaller amounts such as 30 or 60 tablets in a bottle instead of the traditional 100, in order to make the higher prices seem lower.

—They try to influence you to buy not only specific vitamins to supplement your supposedly "impoverished" food supply, but to buy other vitamin or food supplements to balance the primary vitamins. For example, they now try to sell you bioflavonoids along with vitamin C, or vitamin A along with lecithin.

—They push the higher-priced "natural" vitamins instead of the lower-cost synthetic vitamins, when actually they are the same in function, and the supposedly natural ones are partly or even largely synthetic in any case. (If they weren't they would be too big to swallow.)

Copyright 1972 by Sidney Margolius

Consumers win as IRS eases interest deduction rule

The small taxpayer, who also often is an installment buyer, has won a long-sought victory with the new ruling by the Internal Revenue Service that finance charges on revolving credit accounts are fully deductible on tax returns.

The IRS had long made an unfair distinction between "interest" and "finance charges." Interest on loans, even if used to buy cars and other goods, was fully deductible. But deductions for installment-plan "finance charges" or "service charges" were limited to an amount equal to 6 per cent of the average monthly unpaid balances, even though actual true interest charges on such debts are 18 per cent a year or more in most states.

Interest

Then in 1970, the IRS declared that interest on bank-sponsored charge accounts also is fully deductible. But the revenue service still ignored the other types of monthly payment plans. At the time, this writer pointed out to various IRS spokesmen that other retail revolving charge accounts are basically the same as the bank-sponsored monthly-payment accounts. We pointed out that the

"truth in lending law" had made a whole new ball game. Even though retailers and finance companies called their fees "finance" or "service" charges instead of "interest," truth-in-lending now requires that all such charges be stated as "annual percentage rate."

In its latest ruling, the IRS agreed that "the amount charged to the customer's revolving charge account is solely for the privilege of deferring payment and is interest. Since the interest charge is ascertainable, the special 6 per cent statutory rule need not be applied, and the total charge is deductible."

Unfortunately, the IRS still has not clarified whether finance charges on regular installment plans, often used to buy furniture and other equipment, also can be considered fully-deductible "interest." Despite several discussions, IRS spokesmen in Washington will only go so far as to say that "each contract would have to be considered separately to see whether the interest is ascertainable or whether there are any other charges that are not 'interest'."

All I can say is that this is a distinction without a difference,

which leaves both IRS local offices and individual installment buyers up in the air without a clear, uniform ruling. If you look at the installment plan offered by one of the largest mail-order houses, the seller says, "The annual percentage rate of the finance charge will be 20 per cent." There are no other charges. For the same retailer's revolving charge account, the contract says the finance charge is "1.5 per cent per month (annual percentage rate of 18 per cent)." For its home modernization credit plan, the same retailer says, "The annual percentage rate of the finance charge is 14.75 per cent."

Credit

Moreover, all three types of credit meet another IRS definition of fully-deductible interest "... a service charge is fixed and has no relationship to the amount borrowed or the time given to pay. Interest, however, is based on the unpaid amount and the length of time before payment is made."

Obviously, in all three kinds of credit, the finance charge is now given as an annual percentage rate, is solely for the privilege of deferring payment, is interest, and

should be deductible. Installment credit obviously is merely a loan. Any other interpretation is notably unfair to consumers. Businessmen can deduct all the "interest" they pay for financing.

Save Two Ways

One way to make sure the interest you pay is fully deductible without varying interpretations by different revenue officers, is to borrow for your purchase from a credit union or bank. In fact, you'll save a lot on the interest, too. Credit unions charge no more than a true annual rate of 12 per cent and sometimes less.

If you did suffer a reduction in a finance charge deduction because of the previous 6 per cent limitation, and enough money is involved to make it worthwhile, you can claim a refund. The time limit is three years from the due date of the return. You can use Form 1040X for claiming a refund so you don't have to do a whole new return. This form is available at your local IRS office, and the staff there will help you file the claim.

—Electrical Union World

IBEW offers 12 Founders' Scholarships

The International Brotherhood of Electrical Workers offers to its members a maximum of twelve Founders' Scholarships annually for university study leading to bachelor's degrees in specified fields. The number of scholarships awarded each year is determined by the number of qualified applicants. One scholarship is awarded for each 25 qualified applicants or major fraction thereof. They will be granted each year on a competitive basis to qualified candidates from all branches of the IBEW.

The IBEW Founders' Scholarships honor a small group of skilled and dedicated wiremen and linemen who in November 1891 organized the International Brotherhood of Electrical Workers.

The scholarships are worth \$2,500 per year for up to four years of study each or until a bachelor's degree is attained, whichever time comes first. They may be used in any accredited college or university which offers a curriculum leading to a bachelor's degree in the following fields of study:

Engineering courses

| | |
|---------------|---|
| B.S.AERO-Sp.E | Bachelor of Science in Aero-Space Engineering |
| B.C.E. | Bachelor of Civil Engineering |
| B.S.C.E. | Bachelor of Science in Civil Engineering |
| B.Chem.E. | Bachelor of Chemical Engineering |
| B.S.Ch.E. | Bachelor of Science in Chemical Engineering |
| B.E. | Bachelor of Engineering |
| B.S.E. | Bachelor of Science in Engineering |
| B.E.E. | Bachelor of Electrical Engineering |
| B.S.E.E. | Bachelor of Science in Electrical Engineering |
| B.E.S. | Bachelor of Engineering Science |
| B.S.E.S. | Bachelor of Science in Engineering Science |
| B.M.E. | Bachelor of Mechanical Engineering |
| B.S.M.E. | Bachelor of Science in Mechanical Engineering |
| B.S.I.E. | Bachelor of Science in Industrial Engineering |

Other courses

| | |
|----------|--|
| B.S.Acc. | Bachelor of Science in Accounting |
| B.Arch. | Bachelor of Architecture |
| B.B.A. | Bachelor of Business Administration |
| B.S.B. | Bachelor of Science in Business |
| B.S.B.A. | Bachelor of Science in Business Administration |
| B.S.Ec. | Bachelor of Science in Economics |
| B.I.D. | Bachelor of Industrial Design |
| B.S.I.M. | Bachelor of Science in Industrial Management |
| B.S.I.R. | Bachelor of Science in Industrial Relations |
| B.S.Met. | Bachelor of Science in Metallurgy |

The Founders' Scholarship Program is an adult program for qualified members. It is not open to sons and daughters of members unless the sons and daughters are themselves qualified.

Eligibility

The IBEW Founders' Scholarships are open to IBEW members who have been in continuous good standing for at least four (4) years by the time they begin college study or an original member of a local union chartered less than four (4) years. It is further required that apprentices shall have completed a full, formal apprenticeship as established in their trade and area.

Qualifications

Applications must be submitted to the IBEW Founders' Scholarship Committee at 1125 - 15th Street, N.W., Washington, D.C. 20005 on official Application Forms available from Local Unions or on request from the International Office. To be considered as qualified candidates in the scholarship competition, candidates must have taken the Scholastic Aptitude tests (SAT) administered by the College Entrance Examination Board and are responsible for registering to take their SAT tests and for paying all fees for the test. The test dates for 1972 and 1973 are as follows:

November 4, 1972
December 2, 1972
January 13, 1973

Candidates must register to take the SAT test four to six weeks in advance of the examination dates. Further information about the SAT tests and registration forms are available at leading high schools and at many colleges. If unobtainable in your area, registration forms may be obtained by writing the College Entrance Examination Board at either Box 592, Princeton, New Jersey 08540, or Box 1025, Berkeley, California 94701.

On all registration forms for the SAT, prospective candidates must use the IBEW code number "0485" and in Item 9, line 1 of the form write "IBEW Founders' Scholarship." This will insure that the candidate's test results will be reported to the IBEW Scholarship Committee for consideration.

Applicants should submit records of their high school and college level work (if any) along with application and other forms. (High school records are not mandatory, but would be helpful to the Selection Committee.) All high school records and college transcripts must be accompanied by an explanation of the marking system in use at the school, unless such explanatory notes are clearly printed on the face of the records. If the candidate has completed a formal apprenticeship training program as a member, records of apprenticeship classes and recommendations from his instructor would be helpful.

Applicants are required to submit a complete personal resume of their notable activities to date.

Applicants are required to submit an essay of between 250 and 500 words explaining, "How the Founders' Scholarship will benefit the Brotherhood and the Electrical Industry." Essay must be double spaced and typewritten.

Each applicant must be recommended by the Business Manager of his local union (or Acting Business Manager in the absence of such officer) before his application will be considered. In addition to recommendation from the Business Manager, an applicant must submit letters of recommendation from at least two other reference sources (not members of his family) who are familiar with his abilities and performance records. Preferably these references should be from persons of recognized standing and reliability with whom the candidate has associated such as employers, supervisors, instructors, professionals, etc.

Application forms, transcripts, recommendations, records and other supporting statements or papers must be received by the Selection Committee before Jan. 31, 1973. It is the responsibility of each candidate to see that all recommendations and letters of reference plus other required materials are received by the committee before the closing date.

Selection of Winners

An independent Selection Committee composed of recognized academic, professional, and community representatives will examine the complete record of each scholarship applicant. Consideration will be given to the Scholastic Aptitude Test, transcripts of records for any college-level work already completed plus the essay, resume and any other evidence of maturity, initiative, ability, and demonstrated leadership potential. On the basis of these factors the selection committee will choose the winners of the IBEW Founders' Scholarships, will also name a panel of alternate winners, and will report the names to the IBEW Scholarship Administrator. The winners will be notified immediately by telegram and the list of scholarship winners will be published in the Electrical Workers' Journal.

Awards

The \$2,500 is to be used for all legitimate educational expenses. These would include tuition, room and board (or an equivalent allowance if not living on campus), books, laboratory fees, instruments, library fees, student activities and other standard campus charges. The student is expected to budget his grant in such a manner as to assure completion of college education.

If an IBEW Scholarship winner desires to accelerate his education by attending school during the summer, he will inform the IBEW, which will then arrange to transfer an appropriate portion of his scholarship fund for that period. The amount so advanced will be deducted from funds for the fourth and final year of the award. The student is limited to \$2,500 for any three quarters of study in a school operating on a quarter system. An advance of funds for study in a fourth quarter of that year must be requested well in advance.

Responsibilities of Winners

Winners are expected to carry in each period a full academic load of classes appropriate for their chosen curriculum and to begin study within 12 months after being notified of winning. Scholarship holders are required to send a copy of their official grade reports to the IBEW Scholarship Administrator as soon as they are available. They are also required to submit an annual paper of not less than 1,000 words on a labor related topic. The topic may be on the American labor movement, labor history or a subject of current concern to labor. The paper must be submitted no later than August 1st of each respective year. The first paper would be due by August 1, 1974.

Scholarship winners are required to maintain their membership in their local unions.

Scholarships are not transferable and are forfeited if the student withdraws or fails to meet the standards of scholarship, character, health, morality and personality deemed necessary for graduation.

Continuity of Scholarship

Once a scholarship winner is admitted to college his scholarship will be renewed annually, subject to all the rules set forth in this brochure.

If serious or chronic illness intervenes after a winner has entered higher education, the scholarship will be held in abeyance for one academic year.

If higher education is interrupted by military service, the scholarship will be held for not more than two academic years, unless the time of service is extended by the Selective Service Board. Those leaving the military service must apply for reinstatement of scholarship status within 90 days after severance.

Employment

If requested, the IBEW will undertake to seek summer employment and/or Christmas and other holiday and vacation employment for IBEW Founders' Scholars. In addition, the IBEW will assist graduates in final placement.

Free Act of the IBEW

The creation of the scholarship program is a free act of the International Brotherhood of Electrical Workers. The IBEW retains its right to alter, suspend, cancel or halt the IBEW Founders' Scholarship program at any time, and without giving any reason, provided however that scholarship winners already in college under the program will continue to receive the stipends through their graduation or the end of their fourth year of study under their IBEW Founders' Scholarship, whichever comes first.

A summary of Senior Citizens Property Tax Relief Act

On December 8, 1971, the California State Legislature enacted the Gonsalves-Deukmejian-Petris Senior Citizens Property Tax Relief Act to expand the existing Senior Citizens Property Tax Assistance Law. The new Act is intended to provide property tax relief to certain individuals who are 62 years of age or older. The Act provides that any qualified person may file each year for a refund of a portion of the property taxes levied on his home.

Do You Qualify? . . .

To qualify, an individual must meet **each** of the following requirements in the year he files:

- Must be 62 years of age or older as of January 1, and
- Must be a resident of California as of January 1, and
- Must have owned and occupied his home between July 1 and June 30 of the current fiscal year, and
- Must have paid the current property taxes assessed on the home, and
- Must have a household income not in excess of \$10,000 for the previous calendar year (January 1 to December 31). See instructions below for what constitutes household income.

You may receive Senior Citizens Property Tax Assistance even though you also claim the veteran's property tax exemption or the homeowner's property tax exemption.

You Do Not Qualify . . .

If you or a member of the household received cash public assistance or relief payments which contained an allowance for property taxes during the fiscal year, you are not eligible for Senior Citizens Property Tax Assistance.

If the gross household income of all members of your household is more than \$20,000 (\$30,000 if your principal trade or business is farming), you do not qualify for Senior Citizens Property Tax Assistance, regardless of the amount of net income. See instructions on the opposite page for what constitutes gross household income.

Who May File a Claim? . . .

Only one member of each household may file a claim. If more than one person in a household qualifies, such as both husband and wife, they must decide which one will file the claim. Only one claim may be filed for each individual home.

What To Do and When . . .

If you meet all of the qualifications, you should file a Property Tax Assistance claim with the Property Tax Assistance Division between May 16 and October 15. No claims may be filed prior to May 16 or after October 15. Extension to file after October 15 may be granted under certain circumstances.

Claim forms will be made generally available after May 10 each year and can be obtained at any office of the Franchise Tax Board after that date.

What Does Household Income Include? . . .

Household income includes all income received during the calendar year by all members of the household. It includes almost all cash received, such as wages, salaries, bonuses, tips, the gross amount of any pension or annuity, social security payments, disability payments, railroad retirement benefits, life insurance benefits and proceeds, interest and realized capital gains. The income of all members of the household must be included, regardless of whether they have an ownership interest in the property or contribute to the payment of the taxes.

What Does Gross Household Income Include? . . .

Gross household income includes the same items as household income except that gross household income includes GROSS rental receipts and/or GROSS profit from business or farming. No deductions are allowed in the computation of gross household income except those items necessary to determine GROSS profit from business or farming.

Amount of Property Tax Assistance Available . . .

The amount of property tax assistance will be a percentage of the property taxes paid by the claimant. The percentage is determined by the amount of household income in accordance with the schedule shown on the back page. No claim for \$5.00 or less will be allowed.

Property taxes paid means only those assessed on the first \$7,500 of assessed value of the homestead, and currently paid. Assistance is available on the dwelling and up to one acre of land surrounding the dwelling. Property taxes DO NOT include improvement bonds, interest or penalties, and charges for services such as weed burning.

Will a Lien Be Placed on Your Property? . . .

Senior Citizens Property Tax Assistance does not become a lien on your property, and the law does NOT require this assistance to be repaid by your estate.

How To Compute Your Assistance . . .

An example of how to compute your assistance follows:

| | |
|---|------------|
| 1. Total household income | \$4,150.00 |
| 2. Percentage of assistance available, from schedule below based upon household income | 52% |
| 3. Amount of property taxes paid | \$300.00 |
| 4. Amount of assistance, multiply the percent at line 2 times the amount of property taxes at line 3..... | \$156.00 |

Property Tax Assistance Schedule

| If the household income is not more than: | The percentage of assistance is: |
|---|----------------------------------|
| \$1,000..... | 96% |
| 2,000..... | 92% |
| 2,500..... | 88% |
| 3,000..... | 80% |
| 3,500..... | 70% |
| 4,000..... | 60% |
| 4,500..... | 52% |
| 5,000..... | 45% |
| 5,500..... | 38% |
| 6,000..... | 32% |
| 6,500..... | 26% |
| 7,000..... | 21% |
| 7,500..... | 16% |
| 8,000..... | 12% |
| 8,500..... | 8% |
| 9,000..... | 6% |
| 9,500..... | 5% |
| 10,000..... | 4% |

When Will the Refunds Be Made? . . .

Refund warrants will be processed and mailed beginning July 1 of each year and most will be completed by November 30 of each year. No refunds can be made prior to July 1.

Where To Get Help . . .

If you need additional information, assistance or forms, telephone or call in person at any of the Franchise Tax Board offices listed below. Inquiries by correspondence should be directed to:

Senior Citizens Property Tax Assistance
P.O. Box 1588
Sacramento, California 95807

Franchise Tax Board Offices

| | | |
|---------------------|------------------------------|----------|
| Bakersfield..... | 1031 Seventeenth Street..... | 322-0540 |
| Fresno..... | 2550 Mariposa Street..... | 488-5540 |
| Long Beach..... | 230 East Fourth Street..... | 435-9116 |
| Los Angeles..... | 3325 Wilshire Boulevard..... | 381-2540 |
| Oakland..... | 1111 Jackson Street..... | 464-0540 |
| Sacramento..... | 1435 Alhambra Boulevard..... | 445-9540 |
| San Bernardino..... | 303 W. Third Street..... | 383-4201 |
| San Diego..... | 1350 Front Street..... | 239-2215 |
| San Francisco..... | 345 Larkin Street..... | 557-0540 |
| San Jose..... | 555 N. First Street..... | 294-0540 |
| Santa Ana..... | 2021 E. Fourth Street..... | 835-9540 |
| Santa Barbara..... | 411 E. Canon Perdido St..... | 963-1828 |
| Santa Rosa..... | 1739 Fourth Street..... | 544-0540 |
| Stockton..... | 31 E. Channel Street..... | 948-0540 |
| Van Nuys..... | 8155 Van Nuys Boulevard..... | 786-9540 |

Will your hearing grow old before you do?

(Continued from Page Eight)

cut down on glare, allowing you to see what you want to see, hearing protectors screen out unwanted sounds, enabling you to hear what you want to hear. Most important, hearing protectors prevent damage.

Trap and skeet shooters are no strangers to ear plugs or muffs. And in March the University of Virginia basketball team wore ear plugs while playing at the University of Maryland.

Virginia coach Bill Gibson said Maryland crowds have been known to generate noise levels up to 115 decibels, and "that kind of noise can have a harmful effect on the eardrums."

Ear muffs and ear plugs are about equal in effectiveness. But if you decide on ear plugs, fit becomes important. A word of caution: Check with your doctor, because if you have an ear infection, for example, he may advise against plugs.

Another hearing protector is glass wool—a synthetic fiber re-

sembling cotton but far superior to it.

Marcus Aurelius, another Roman emperor, once said: "Moderation in all things, excess in nothing." The emperor's motto applies to noise—or silence.

An utter absence of sound won't hurt your ears but it can be as nerve-wracking as noise pollution—as was proved by NASA space scientists.

Human guinea pigs were isolated in a sound-proof "anechoic chamber." After a while, the poor volunteers were driven to distraction by the sounds of their own breathing, gurgling gastrointestinal tracts, even the pounding of their hearts!

On the other hand, though, it would be a welcome relief to turn down the volume on some of civilization's sound and fury.

Wouldn't it be great if, as Pushkin wrote, we could "hear the green vine in the valley climbing?"

What's that? Please speak a little louder!

—Family Safety

Henning Urges Law Governing All Public Employee Relations

Existing laws governing public employees in California amount to "a patchwork system that is ineffective and inadequate" and this patchwork must be replaced with "an overall law governing public employee relations at all levels of government" that includes at least four basic points.

So declared John F. Henning, secretary of the California Labor Federation, AFL-CIO, in testimony presented to the Assembly Advisory Council on Public Employee Relations in Los Angeles.

Pointing out that California presently has separate laws governing local government employees, state workers, teachers, and transit district employees, Henning said:

"The result has been contradictory actions and court interpretations and confusion."

The spokesman for the State AFL-CIO, which represents California's 1.6 million AFL-CIO union members, said that an over-all public employee relations law would bring "uniformity and stability to labor relations in the public employee field" and stressed that it should contain at least the following key provisions:

1. It should apply to local government workers, state employees, including employees of the University of California, and all teachers. The only possible exception might be transit district employees because of the history of the various transit districts acts which recognize the past pattern of privately owned and operated transit systems, he said.

2. It should assure that all public employees, without exceptions, have the right to engage in concerted activities, including the right to strike.

"Any ban on this right will not guarantee that, for example, fire fighters in a particular community will not strike," Henning said. "In fact, short of a police state, there is no way to guarantee absolutely that there will not be strikes in public employment," he added.

3. The right of self-determination in the establishment of bargaining suits.

4. Provisions to permit the union shop and the exclusivity of the certified bargaining agent. "This means that any overall public employee relations law must contain language clearly granting to public employers and public employee organizations the power to negotiate the union shop, agency shop, or other forms of union security," he explained.

In addition, Henning said, the law should include provisions "to insure that the employee organization having majority membership in a bargaining unit shall have exclusive recognition for the period of the collectively bargained agreement."

He noted that instances where a minority in a unit also has bargaining "rights" results in fragmentation and chaos and observed that "this is not in the best interest of the general public, which would benefit from stable collective bargaining processes."

Asserting that true collective bargaining in the public sector cannot exist without these essential elements, Henning urged the Advisory Council to incorporate the State AFL-CIO's suggestions in drafting its report to the State Assembly.

To drive home his point that "meaningful collective bargaining, of necessity, must include the right to strike," Henning called attention to the fact that Hawaii extended the right of public employees in all categories of work in 1970.

He also called attention to the fact that the Western Assembly on Collective Bargaining in American Government which held a three-day meeting in Carmel earlier this year, concluded that "all state and local employees should have the right to strike in order to make genuine collective bargaining possible."

And in elaborating on the needs for a provision establishing the right of self-determination in setting up bargaining units, Henning said:

"We believe in the 'Globe' formula approach on this issue, feeling workers should be allowed to determine for themselves their collective bargaining representatives."

This is particularly important in cases where a definable unit or group of workers has had any wishes to continue a particular association. Without self-determination, the possibility would exist that workers in particular units, against their will, would lose their particular identity and become part of a larger unit where their identity was lost," he said.

During the 1972 session, the State AFL-CIO sponsored Assembly Bill 2027 introduced by Assemblyman Leo McCarthy (D-San Francisco) which would grant the Department of Industrial Relations the authority and responsibility for determining representation units by a self-determination election. This bill would apply to both state and local government.

The five-member Advisory Council was created by Assembly Speaker Bob Foretti last July to evaluate the way public employee-public employer relations are now handled and to make recommendations to the Assembly designed to eliminate future work disruptions in the public employee field.

The Council is chaired by Benjamin Aaron, professor of law and director of the Institute of Industrial Relations at UCLA. Other members include: Howard S. Block, a Santa Ana attorney, Morris L. Myers, a San Francisco arbitrator and mediator; Donald Vial, chairman of the Center for Labor Research and Education at the Institute of Industrial Relations in Berkeley; and Donald H. Wollett, professor of law at the University of California at Davis.

—Valley Labor Citizen

IBEW Members Volunteer Aid To Victims of Hurricane Agnes

Long after life in Wilkes-Barre, Pennsylvania, has returned to normal, the people of this city will remember with gratitude the speedy and skillful assistance of 450 IBEW electricians who voluntarily and without pay, braved the worst possible conditions to restore electrical service to homes flood-damaged by hurricane Agnes.

Saturday, July 22, was declared a "holiday" by IBEW Vice-President Andy Johnson and by Business Managers of eight IBEW local unions whose members responded to the call to aid the town's flood victims.

They came from Allentown, Easton, Hazeltown, Philadelphia, Scranton, Shamokin, Wilkes-Barre and Wilmington, Del., exemplifying IBEW's long-standing tradition of community concern.

They sped to the disaster areas on army trucks loaded with electrical equipment. Working in teams, applying their skill without any thought of compensation, they restored service to more than 550 homes in the disaster area.

The public-spirited action of the IBEW members won the commendation of G. A. Lincoln, Director of the President's Office of Emergen-

cy Preparedness.

In a letter to IBEW President Charles Pillard he said, "The public service rendered by members of your union is in the finest tradition of neighbor-helping-neighbor, in times of hardship and suffering."

Restoring electricity speedily and efficiently following a disaster is one of the OEP's highest priorities because of the suffering and hardship inflicted on families and businesses without power and also because of the threat to public safety and health and welfare. Water service, food storage and other essential human needs depend on uninterrupted electricity.

The Army Reserve and National Guard were also praised by Lincoln for providing transportation for the electricians and the Pennsylvania police for escorting them to the work areas.

Meter routes were furnished the electricians by the Pennsylvania Power and Light Co. of Wilkes-Barre and the UGI Corporation of Kingston. Active on the scene coordinating the work of the OEP were the Red Cross and the U.S. Army Corps of Engineers.

The monumental task of clearing away debris, assisting the homeless and repairing public facilities in the flood-ravaged areas continues with much of the relief work being carried out by disaster teams set up by the Pennsylvania AFL-CIO Community Services staff.

Electrical Union World

FARAH FOUND GUILTY BY NLRB

(Continued from Page One)

them from contact with other employees."

• Farah "on the public streets of downtown El Paso, recorded the names of employees who were then engaged in an organizational demonstration."

• Farah "advised employees that things would go better for them at work if they removed union organizing badges and ceased their organizing activity in behalf of the union."

• Farah "caused a company guard to take pictures of employees who were then engaged in conversation outside the plant during non-work time."

• Farah "confiscated union authorization cards which were then being used by employees for the purpose of solicitation in the plant during non-work time."

• Farah "advised employees that things would go bad for them because they had union authorization cards in the plant and were soliciting for the union on non-work time."

• Farah "questioned employees regarding their union sympathies and support."

• Farah "took still camera and motion picture camera photographs of striking employees."

• Farah "assigned less agreeable and more arduous work tasks" to certain employees who were known to be union adherents.

• Farah "discriminated in regard to the terms or conditions of employment" of certain employees.

—Union Electrical World

WORKERS LOSE SAFETY INSPECTION PAY ISSUE

Workers lost another round in the battle for effective enforcement of the federal job safety law as the Occupational Safety & Health Administration decided that employees don't have to be paid by the employer for accompanying compliance officers in workplace inspections.

Assistant Labor Sec. George C. Guenther, who heads OSHA, concluded that Mobil Oil Corp. did not discriminate against workers when it refused to pay them for the time spent during regular working hours for a "walkaround" inspection.

George H. R. Taylor, the AFL-CIO job safety specialist charged that this is another instance in which the Labor Dept. is attempting to weaken the effectiveness of the law and flout the intentions of Congress.

Although the Labor Dept. admits that a representative of the workers must be given an opportunity to accompany a federal inspector, it backed Mobil's contention that the company did not have to pay the employee because he was not performing his regular job while assisting the inspector.

—News and Views

The Safety Scene

Will your hearing grow old before you do?

JULIUS CAESAR, after what must have been a bad night's sleep, angrily issued an imperial proclamation banning chariots from the streets of Rome after dark.

From the same city—two thousand years later—came a gentler and more eloquent plea for quiet. "Let avoidable noise be avoided," said Pope Pius XII. "Silence is beneficial not only to sanity, nervous equilibrium and intellectual labor, but also helps man live a life that reaches to the depths and to the heights . . . It is in silence that God's mysterious voice is best heard."

The Industrial Revolution has given the average citizen a standard of living beyond the fondest fantasies of a Roman emperor. But attached to our technological progress is a grim price tag: Noise Pollution.

Although many believe the price is too high, we are nevertheless paying it in a variety of currencies ranging from annoyance through emotional stress to actual hearing damage.

Modern technology, to prove its fickle nature, has put the world's finest music within earshot of us all. Yet many of us can't enjoy it fully for, paradoxically, that same

technology is now capable of mass-producing the tin ear.

Public health officials rate hearing damage as America's number one non-fatal health problem. Approximately 20 million Americans suffer from total or partial hearing loss. And an estimated one out of four people are exposed to noise levels (not all of them on the job) that can lead to further damage.

Deputy Under-Secretary of Transportation Charles Baker recently warned: "If the city noise continues to rise at the present rate of one decibel a year, urbanites could be stone or tone deaf by the year 2000."

Jets, trains, subways, traffic and construction offer loud if not clear testimony to The Roaring Seventies. But added to their assaults on the ear are the less noticeable and more insidious sound effects of recreation: motorcycles, snowmobiles, dune buggies, mini-bikes, all-terrain vehicles (ATVs), auto racing, amplified musical instruments, indoor spectator sports, hunting and target shooting, power boats and power tools and power mowers.

Too much of our recreation no longer recreates—it self-destructs. And if we're exposed to nine-to-five bedlam, according to former U.S.

Health Commissioner Dr. Murray C. Brown, those recreational decibels and discords can add serious injury to insult:

" . . . hearing loss problems in industry may be aggravated by the inability of the worker to find an off-job environment quiet enough for him to allow his ears to recover from the occupational insult."

In our high-powered culture, it's often a case of hear now, pay later—and we seem powerless to do anything about it. Yet the problem can't be dismissed with a passive that's-the-way-the-hearing-crumbles. Nor do we have to become a generation of lip-readers.

With the help of organizations like the National Safety Council, impressive victories have been won on the industrial front. And right now some of the best minds in both the government and private sectors are fighting noise pollution in our cities.

But what about those sonic skirmishes in the suburbs and not-so-peaceful-anymore countryside? Out there, in recreation land, the situation calls for guerrilla warfare. According to the latest intelligence reports, you can win that war for yourself and your family—with just a little bit of savvy.

Strangely, we are more understanding and tolerant of failing sight than we are of hearing loss. As we grow older we know our vision will diminish and we make adjustments. But when our hearing gradually decreases with age, we tend to blame others for not speaking clearly.

A 20-year-old, for example, can hear the infinite tonal coloration of a symphony orchestra, with all its highs and lows. At 40, nature turns down the volume for some of us and distorts or attenuates the high notes. At retirement age, you may think "they don't make orchestras like they used to."

Hearing, like vision, deteriorates with age. But the question is: Will your hearing grow old before you do? The answer, for many in this noisy world of ours, is yes. Unless we employ defensive tactics—or move to the Sudan.

In the southeast Sudan resides a primitive tribe called the Mabaans. Home on the range for them might not necessarily mean they never hear a discouraging word. It does mean, however, that one of the loudest sounds a Mabaan hears on an average day is a bird call.

Audiometric tests revealed that the Mabaans enjoy extremely acute hearing at the age of 75. At 75, in fact, their ears are as good as the average American's at the age of 25!

All of which proves that the Mabaans, though underprivileged by our standards, are blessed with

the privilege of peace and quiet and probably the oldest living eardrums this side of Shangri-la.

The Mabaan study also proves that we, back here in civilization's cacaphony are in trouble. But The Great American Ear Robbery is, like most problems, capable of solution. And, as has been said, a problem well-defined is half-solved.

Webster defines noise as " . . . any loud, discordant, or disagreeable sound or sounds." (Noise, incidentally, comes from the same Latin root as nausea.) Another definition, favored in the field of acoustics, labels noise "unwanted sound." An NSC expert with a horticultural bent said, "Noise is the weed in the garden of sound."

In terms of hearing impairment, specialists define noise in the language of cycles per second (frequency related to pitch) and the decibel (a unit for measuring sound level related to loudness).

Decibels concern us more than frequencies, so to guide you in your attempt to "hear no evil," you'll find a decibel table on these pages.

As for those recreational hours when silence has become particularly golden, it's sobering to learn that some models of gasoline-powered mowers generate sound levels of about 95 decibels—or roughly the same noise level as a farm tractor or newspaper printing press.

When noise levels exceed 80 decibels, some of us are earmarked for possible hearing damage if the noise is frequent or sustained. We get by without harm from many loud noises simply because they are infrequent or of short duration.

Many of us think loss of hearing is caused by a single, explosively loud noise, but that's only partially true. Most hearing damage happens gradually, like wearing down the tread of a tire.

In other words, we tend to respect the blast of a shotgun which can cause actual ear discomfort but, because we feel no pain, we dismiss the sustained sounds of a motorcycle, power boat or snowmobile.

How can you tell if your hearing is taking a beating? It's easy.

Take your power mower again, or your son's amplified guitar. If you're talking to someone at arm's length and either of you has to shout to be heard, you're in a danger zone. Another warning signal is a ringing in the ears after exposure to loud noise. And if speech seems muffled after leaving an area, it means excessive noise levels were present in that area.

But after making those do-it-yourself audiometric tests, what if you can't avoid the noise?

Your last line of defense becomes ear protection. Just as sunglasses

(Continued on Page Five)

TYPICAL SOUND LEVELS OF NOISES FOUND IN THE OUTDOOR ENVIRONMENT

| A-Weighted Sound Level Range in Decibels | Subjective Effects | Unless otherwise specified, the sound levels of the sources listed below were measured at typical operator-listener distance from the source. |
|--|--------------------|---|
| 140 | Threshold of Pain | Exploding firecrackers Firing a shotgun Standing near jet plane takeoff |
| 120 | Uncomfortably Loud | Thunder claps Crowd at basketball game Amplified rock music Pneumatic jackhammer |
| 100 | Very Loud | Farm tractor Power lawn mower Subway car interior Motorcycle Snowmobile All-terrain vehicle Large cocktail party |
| 80 | Moderately Loud | Diesel truck Crowded restaurant Window air-conditioner |
| 60 | Quiet | Normal conversation Bird singing |
| 40 | Very Quiet | Rustle of leaves Dripping faucet |
| 10 | Just Audible | |