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



ACCORD REACHED ON HISTORIC FARM BARGAINING BILL

Historic legislation extending collective bargaining rights to California farm workers — a California AFL-CIO goal for decades — may be ready for Governor Brown's signature within the next 10 days.

Breakthrough action on the long-sought legislation came when Governor Brown announced acceptance of changes to the bills (SB 813-Dunlap and AB 1533-Berman) that recognize the traditional jurisdictions of the packinghouse workers and the building trades unions.

The breakthrough followed a weekend settlement conference involving John F. Henning, executive secretary-treasurer of the California Labor Federation, AFL-CIO; Cesar Chavez, director of the United Farm Workers Union; James Lee, president of the State Building and Construction Trades Council of California, and Jerry Breshears, executive secretary-treasurer of the Fresh Fruit and Vegetable Workers, an affiliate of the Amalgamated Meat Cutters and Butcher Workmen's Union, at which efforts were pursued to make the bill acceptable to all Federation affiliates.

Henning praised Chavez, Lee and Breshears for their cooperation in resolving the jurisdictional problems at issue in the legislation.

The Governor also accepted an amendment sought by the Teamsters Union which provides that existing Teamster-grower contracts would be voidable only if the workers choose another union or if they vote to have no union represent them.

The Executive Council of the California Labor Federation had voted earlier to continue negotiations to win recognition of the traditional craft jurisdictions but had also voted

that, if all such efforts failed, the Federation would oppose the unamended bills.

Assembly Speaker Leo T. McCarthy (D-San Francisco) suggested that such amendments were needed to avoid further "bitter farm labor warfare."

Subsequently, opposition to the Governor's bills, which had previously won the backing of both the growers and UFW, mounted.

To expedite implementation of the measure, the Governor called a special session of the legislature on farm labor legislation. This will permit the measure to be enacted as an urgency statute and to become operative 90 days after it is signed by the Governor.

Without the special session, the legislation would not become effective until January 1, 1976.

After announcements by the California AFL-CIO, the State Building and Construction Trades Council, the Packinghouse Workers and the Teamsters Union that they were supporting the amended bill, the Senate Finance Committee approved the bill on a 12 to 0 vote.

BROWN BREAKS NEWS

Following the committee vote, Governor Brown told some 2,000 UFW supporters who had been demonstrating at the capitol all day that the accord of all parties had been won.

Henning also addressed the rally, praising the cooperation from all segments of the labor movement that had made it possible to clear up the jurisdictional problems that had threatened the bill and pledging the full support of the California Labor

(Continued on page two)

YOUR Business Manager's COLUMN Legislative Activities

L. L. MITCHELL

The myriad of problems caused by a sick economy, the energy crisis, rising unemployment, jurisdictional disputes, layoffs and public reactions to increasing utility rates has kept my office busy. There are no pat answers to these problems and many are beyond our capability of influence.

There are activities going on in the legislative field which affect us as working men and women and can help to develop partial answers to some of the problems which cannot be solved by collective bargaining. While I can have some measure of influence on the outcome of these legislative deliberations due to my position and office, there is a more influential and effective means of directing the outcome of these issues. Each of you as a tax paying citizen has a voice and a means of expression open to you. Telegrams, letters and personal contacts with your senator or assemblyman expressing your beliefs and desires on any issue will be considered by them, and if enough of you exercise this right you can determine the ultimate decision.

The membership of Local 1245 is considerable. It is broad based and covers a diverse constituency. There is always some bill under discussion in the legislature which affects our membership one way or another for we are consumers, taxpayers, workers, etc.

There are currently a few bills which are under debate and which our membership should not find controversial. These bills deal with unemployment insurance, Workers Compensation, and employee access to company records and personnel files concerning the individual employee.

These bills have been introduced as a result of efforts by the California State Federation of Labor, or have been endorsed by them. I would urge each of you to review them and then write or contact your senator or assemblyman expressing your views. Hopefully your decision would be to support these measures.

AB 1753 - Brown, would require all private and public employers, including the state, to provide for a leave of absence for any employee required to be absent due to pregnancy, miscarriage, child birth or recovery from such causes. It would also stipulate that such disabilities would be temporary disabilities for job-related purposes. This bill passed the Public Employees and Retirement Committee by a 9 to 1 vote and is now in the Ways and Means Committee.

Assembly Finance, Insurance and

Commerce Committee actions: AB 784 - Robinson, to limit the period of time that persons disqualified for unemployment insurance benefits are ineligible for benefits to five consecutive weeks. At present, persons disqualified for benefits are disqualified for the week in which the act that causes disqualification occurs and the disqualification continues until the worker has found a job and earned wages equal to or in excess of five times the worker's weekly benefit amount. The committee approved this bill by a 9 to 4 vote.

AB 2109 - Chimbole, a measure to strengthen workers' rights at hearings before the California Unemployment Insurance Appeals Board, won the committee's approval by a vote of 13 to 0.

AB 2110, also introduced by Assemblyman Chimbole, would require all testimony presented at hearings before the Unemployment Insurance Appeals Board to be recorded by a reporter in shorthand or by machine writing. It was also approved by a 13 to 0 vote.

AB 1287 - Foran, introduced by Assemblyman John F. Foran to assure industrial disabled workers covered by the state's Workers Compensation Program free choice of physician won the committee's approval by a vote of 9 to 1. The substance of 1287 has long been a goal of organized labor and has been narrowly defeated a number of times in the past. The employers and insurance companies have been most vigorous in opposing this measure. It is a key issue and a needed reform to guarantee workers a fair shake in getting the best treatment available and unbiased medical reports in an industrial injury case.

SB 955 - Roberti. The existing law does not require an employer to permit an employee to inspect records and personnel files concerning the employee. This bill would amend the Labor Code and would require every employer to permit any employee to inspect all records and personnel files concerning the employee at reasonable times upon request.

Those of you who receive any replies from a legislator and care to let us know his comments could assist our efforts by sending us a copy. This is a test effort and if you feel it helpful, we will establish a monthly feature on key bills to be printed in the *Utility Reporter*. Much of our daily living is controlled by the laws and regulations established by our legislators. You can help shape how it will be if you care. Comments from you will be welcomed.

... HAVE YOU MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

SOCIAL SECURITY # _____

RETURN TO:

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



Vernon Loveall

Loveall Appointed to E. Board

Vernon Loveall was appointed by the Executive Board to fill the Southern Area Executive Board Member seat. The seat became vacant when James "Bud" Gray resigned.

Loveall, a former Business Representative and past member of the PG&E Medical Plans Negotiating Committee, is currently a Line Subforeman and works in the San Joaquin Division of PG&E at Merced.

California's Unemployment

California's unemployment rate rose to 10.0 percent in April, up from 9.3 percent in March to set a record high for the 25 years since the current data series began in 1950.

In comparison, the federal unemployment rate increased from 8.7 to 8.9.

Jim Lorenz, Director of the state's Employment Development Department, said the total number of unemployed in April was actually down 2700 from the March figure (952,500 to 949,800), but a normal seasonal reduction would have been about 75,000. Therefore, the seasonally adjusted unemployment rate soared.

"The normal spring gain in employment just didn't occur," Lorenz said, "partly because of continuing slack in the economy and partly because of the unusual cool weather that delayed the start of food-processing and similar industries."

Lorenz said total employment in April was 8,434,000, a gain of 58,600 since March, "but most of this gain

was in agriculture, which rose from 219,300 to 251,100, while the nonagricultural industries were way behind normal growth."

Manufacturing and construction industries continued to suffer heavy employment losses, Lorenz noted. Compared to a year ago, manufacturing is down by 104,300 jobs (a 6.2 percent drop) and construction, down by 52,800 jobs (a 15.9 percent drop).

Total nonagricultural employment in April was 7,773,400, compared with 7,748,000 in March and 7,765,600 in April, 1974.

"We had a gain of only 7,800 workers in nonagricultural industries over the year, compared with a gain of 247,800 workers in the previous year," Lorenz said.

"If you exclude government workers, there was a loss of 69,100 jobs in the private sector, compared with a gain of 198,300 in the previous year."

Within the manufacturing industry, the largest job losses since April, 1974 occurred in electrical supplies (down 20,300), transportation equipment (down 15,100), fabricated metals (down 11,800), rubber and plastics (down 7,600), lumber and wood products (down 7,400) and furniture (down 6,800).

Apart from government, the only industries showing sustained employment growth over the year were medical services and restaurants, up 28,700 and 20,600 respectively, Lorenz said.

Local 1245 Member Wins Scholarship

Brother Craig F. Nelson of Pacifica has been announced as one of the I.B.E.W. Founders' Scholarship winners of the 1975 competition.

The annual scholarship competition is open to all IBEW members and Brother Nelson, who works for PG&E in San Francisco Division, is one of five winners.

The other winners are: John Flumach, LU 397, Blaboa, Canel Zone; Robert Steinbomer, LU 278, Corpus Christi, Texas; Francis Spause LU 98, Philadelphia, Pa.; Richard Collins LU 1002, Tulsa, Okla.

All the officers and members of Local 1245 congratulate Brother Craig Nelson.

FARM BARGAINING BILL

Continued from page one

Federation in the farm worker election campaigns ahead.

The workers then dispersed, cheering, waving the red and black eagle UFW flags and honking their car horns.

The amendment protecting the historic craft jurisdictions of the building trades unions in SB 1 reads as follows:

"Further, nothing in this part shall apply, or be construed to apply, to any employee who performs work to be done at the site of the construction, alteration, painting, or repair of a building, structure, or other work (as these terms have been construed under Section 8 (e) of the Labor Management Relations Act, 29 USC Section 158 (e) or logging or timber-clearing operations in initial preparation of land for farming, or who does land leveling or only land surveying for any of the above.

"As used in this subdivision, 'land leveling' shall include only major land moving operations changing the contour of the land, but shall not include annual or seasonal tillage or preparation of land for cultivation."

Essentially, the legislation, to be known as the Agricultural Labor Relations Act of 1975, would create a five-member board appointed by the Governor to oversee elections and labor negotiations between workers and growers.

The board would also be empowered to hear charges of unfair labor practices from both employees and employers.

The legislation would require representational elections to be held at the peak of harvest and will not allow delays which have frustrated farm worker organizing efforts in the past.

The legislation requires secret

ballot elections among the workers before collective bargaining negotiations could get under way.

The terms of the five members of the Agricultural Labor Relations Board, whose appointments are subject to the advice and consent of the Senate, are for five years but four of the initial appointees will be appointed for shorter terms so that the board will eventually have one of its members' terms expiring each year.

The measure directs the board to follow applicable precedents of the National Labor Relations Act and limits use of the secondary boycott, one million, nine hundred sixty six thousand, three hundred ninety three.

It also spells out unfair labor practices by employers and employees and establishes rules for the conduct of representational elections.

Among other things, the legislation:

Stipulates that no collective bargaining agreement executed prior to the effective date of the legislation shall bar a petition for an election.

Bars the ALRB from considering a petition for a representational election unless the employer's payroll reflects 50 percent of the peak agricultural employment for that employer for the current calendar year immediately preceding the filing of the petition.

Stipulates that if at the time the election petition is filed a majority of the employees in a bargaining unit are engaged in a strike, the ALRB shall seek to hold a secret ballot election within 48 hours of the filing of the petition.

These and other sections can be expected to prompt vigorous organizing campaigns to be launched by the UFW in the light of the possibility of valid representational elections under the new law being conducted by August or September.

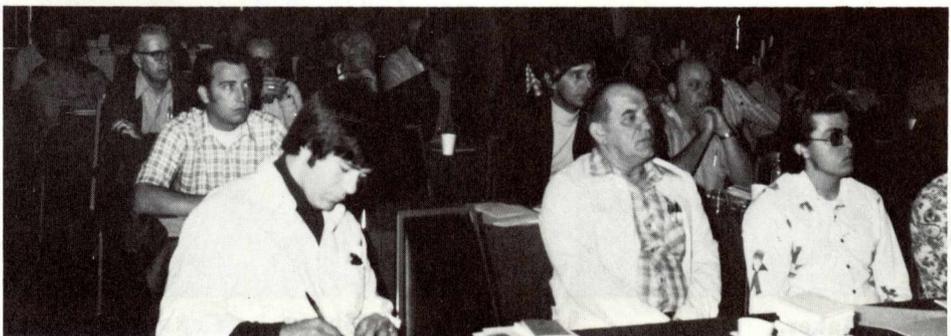
East Bay Stewards Meet



Hurley George, CAL-OSHA, addressing East Bay Stewards on walk-around inspections.



Above and below are some of the East Bay Stewards attending a training session on CAL-OSHA walk-around procedures.



the utility reporter

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The Small Claims Court

A Public Service Message From
Calif. Trail Lawyers Assn.

In every county in California there is a court where legal disputes are handled in an uncomplicated manner and where attorneys are not allowed: The Small Claims Court.

The Small Claims Court is designed for the resolution of disputes where the amount of money involved is small and it is not worth it to the parties to hire a lawyer to assist them.

While most people think of lawsuits strictly as actions to obtain money from some other person, a great many of the lawsuits actually filed every year do not involve the request for money, but actually seek some other kind of relief, such as an injunction, an order to get a nonpaying tenant out of a house, etc. In Small Claims Court you may sue only for money, and if you seek more than \$500 you may not use the Small Claims Court.

As with any other court, a judge — either a justice court judge or a municipal court judge — actually hears the case (no jury is allowed in Small Claims Court). And, as in other cases, only persons who are 18 or older may file a suit in Small Claims Court, unless they have a parent or guardian who will accompany them to court and appear with them.

Even though the jurisdictional limit is \$500, many people who have a claim somewhat higher find it advisable to reduce their request to \$500, file in Small Claims Court, and therefore avoid the expense of attorney's fees.

Although there are a great many advantages to Small Claims Court for the person who claims that someone else owes him money, there is one disadvantage that everyone considering bringing a Small Claims Court action must bear in mind. That is that the plaintiff (the person who files the suit) cannot appeal the case if he loses. On the other hand, if the defendant (the person who is sued) loses the case, he can appeal.

WHAT HAPPENS IN SMALL CLAIMS COURT

Because Small Claims Court is truly a "people's court" and the persons who appear there are not trained in the law, the proceedings are quite informal.

Usually, when you get to court, the judge will explain what the procedures are. When your case is called, both you and the other party, as well as any witnesses that you have, will be sworn to an oath that you will tell the truth.

The plaintiff is required to tell his side of the case first. He should be certain to tell the judge all of the facts that he feels are important as to why the defendant owes him the money. Usually, the judge will ask each party and each witness questions of his own to help him get all of the relevant information.

While it is important that you tell the judge all of the relevant facts, it is equally important that you prepare in advance so that you can state them briefly and be direct and to the point. Small Claims Court is usually quite crowded, and if you are not brief and to the point, you may not be given sufficient time to tell the full story.

Usually, you will have the right to cross examine the other party to the suit as well as any witnesses which he may bring into court, and he has the same right of cross examination against you and your witnesses.

If your claim involves a matter which is not common knowledge to most people (for example, television repairs, plumbing repairs, etc.) it is a good idea to have an "expert" in the field, such as another plumber or television repairman, to explain to the judge why the repairs that were done in your case were done improperly.

After hearing both sides and their witnesses (if any) testify, the judge will either render his decision on the spot or will mail it to you.

HOW TO FILE SUIT IN SMALL CLAIMS COURT

Filing a Small Claims case is quite simple. You must obtain the necessary forms from the clerk of the court — either the municipal or the justice court, depending upon the district in which you reside — and follow the clerk's instructions on how to properly fill them out.

At the time you file the case, you must pay a \$2 filing fee, which, if you win the case, will be ordered paid to you by the defendant, in addition to the amount of your judgment.

You must state on the form the name and address of each person you are suing, the amount of money which you are claiming, and a brief statement of the nature of the case.

After this is done, the court clerk prepares an order which is served on the defendant, advising the defendant that he is being sued and that if he does not appear in court on a certain date to defend himself a default will be taken against him.

You may not serve this order yourself, but the clerk may serve it for you by certified mail (for a charge of \$1.50), or for a slightly greater fee you may have the marshal or the sheriff of that locality serve it for you.

Actually, anyone over the age of 18 who is not a party to the lawsuit may serve the papers on the defendant, but it is usually best to have the proper authorities handle service for you. If you get to court and discover that the defendant has not been properly served, you must start the procedure all over again.

If the defendant lives or works in the small county in which the court is located, he must receive the order notifying him of the lawsuit at least five days before the trial date, and if he lives or works in another county he must receive it at least fifteen days before the trial.

WHAT HAPPENS IF YOU WIN — OR LOSE?

As with any other lawsuit, the mere fact that you win your case in Small Claims Court (if you do) is usually not the end of the matter. You still have to collect the money, and the court itself will do nothing for you in this regard.

However, once you have a judgment, the clerk of the court will provide you with various forms which may be used to have the marshal or sheriff help you to collect the judgment, and will explain what the collection procedures are.

Points To Remember:

Do not be misled by the mere passage of time since your claim arose. However, there are certain restrictions as to the time after the occurrence happened that require you to file the claim within a certain time period.

For example, in a personal injury action you must file within one year after the injury arose. There are several other limitations called "Statutes of limitation", but do not be afraid to file a claim just because several months have elapsed.

Prepare your case carefully and properly. Be sure to gather and bring to court with you any written documents which help to explain or support your case, as well as any witnesses who have personal knowledge of any facts in your favor.

If a witness will not voluntarily agree to come to court, the clerk will provide you "subpoena" forms to have him ordered into court to testify.

Be brief and to the point — and under no circumstances is it advisable to argue with the judge.

Unlike other courts which have seemingly interminable delays, your case will come up in Small Claims Court within 10 to 30 days if the defendant lives in the county where it is filed. If outside the county, it will be tried within 30 to 60 days. Be prepared for an early court date.

IBEW - USBR Meet

Delegates from Local Unions in the 7th, 8th and 9th Districts of the I.B.E.W. who represent employees of the United States Bureau of Reclamation met in Las Vegas, Nevada on April 10, 11 and 12, 1975 with management of the U.S.B.R. The three day conference included discussions on O.S.H.A. and safety regulations for federal employees; the application of the Fair Labor Standards Act; Federal Mediation and Conciliation Service in Federal

negotiations; the Federal Employees Compensation Act, and other related matters.

Local 1245 was represented by the following participants: L. L. Mitchell, Business Manager, Ed Fortier and Hank Lucas, Business Representatives, Norman Miller, Mechanic, U.S.B.R., William Miller, Line Foreman, U.S.B.R., William Peitz, Mechanic, U.S.B.R. and Wilbur Stubberud, Operator, U.S.B.R.



Pictured above is Local 1245 delegation in Las Vegas (L to R) Bill Peitz, Wil Stubberud, Ed Fortier, Hank Lucas, Business Manager L. L. Mitchell, and Bill Miller.

CONSUMER PRICE INDEX

The Consumer Price Index rose .51 percent in April. The Index now stands at 158.6.

The terms of the P.G.& E. agreements provide that if the May 1975 Consumer Price Index reaches 163.5 all wage rates will be adjusted according to the following schedule:

May 1975 C.P.I.	Wage Increase
163.5 - 164.2	1/2 %
164.3 - 165.0	1 %
165.1 - 165.8	1 1/2 %
165.9 - 166.6	2 %
166.7 - 167.4	2 1/2 %
167.5 - 168.2	3 %
168.3 - 169.0	3 1/2 %
169.1 and above	4 %

BRUCE CRABTREE

could have won \$50.00 if he had noticed his union membership card number in the April issue of the *Utility Reporter*. This month's number is as well hidden as it was last month. Don't miss out, read your *Utility Reporter*.

LOOK FOR YOUR CARD NUMBER

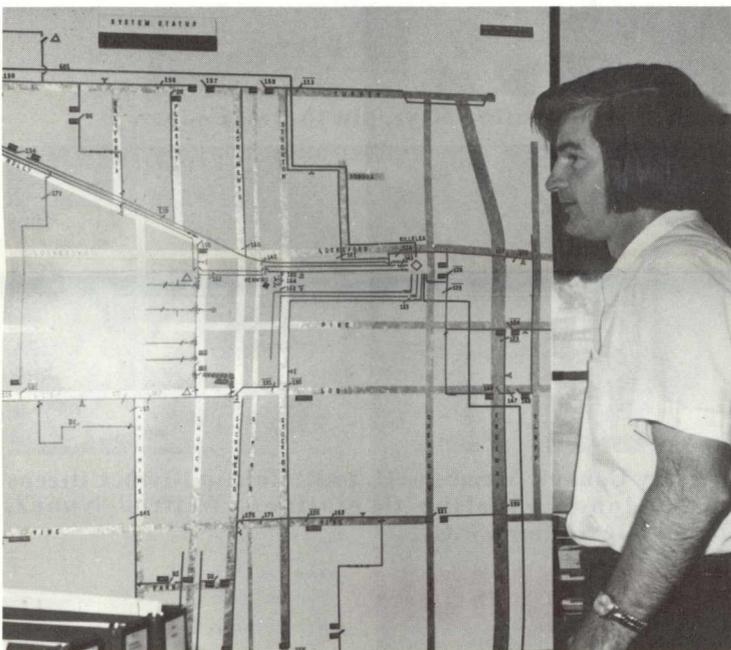
MEMBERS OF UTILITY DEPARTMENT



Standing above are: (L to R) Lineman Don Seibel, Lineman Al Thurman and Foreman Don Heinrich.



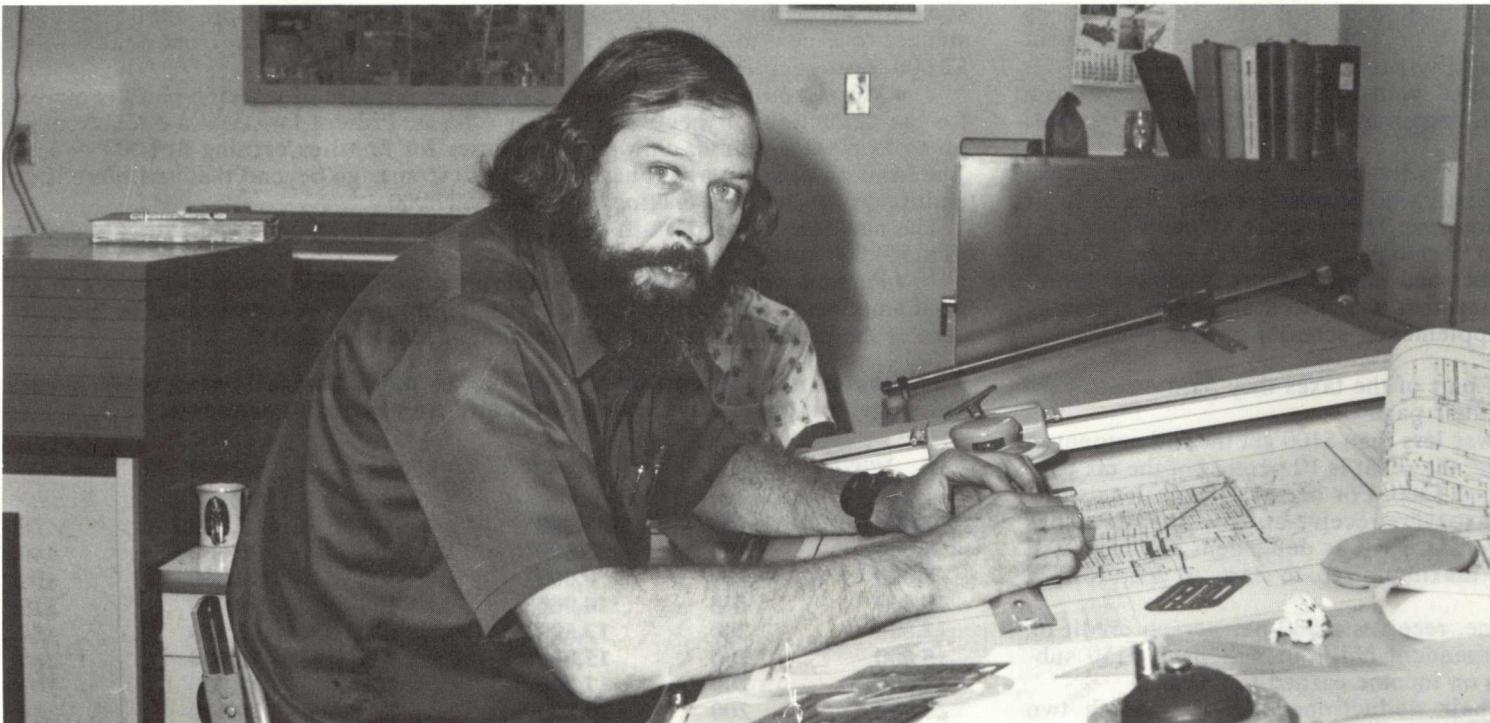
Pictured above at underground job site are: (L to R) Shop Steward Lucas, and Shop Steward Gary Mai.



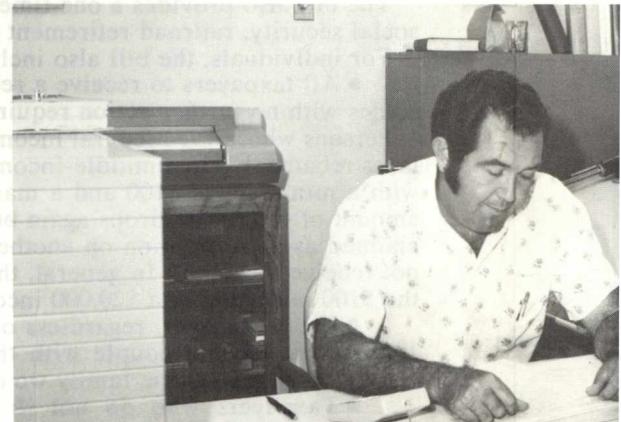
Above is Ken Orr, Load Dispatcher for the City's system.



Above is Jess Kerekes, Electrician.



Above is Gary Mai, Estimator. Gary is a Shop Steward and was on the Negotiating Committee.



Shown above is Estimator Gary Mai.

The City of Lodi is one of the few cities in Nor maintains their own electric distribution system.

In 1902, F.G. and E.C. Cary owned and operated terest growing in electric lighting, they built a steam plant with enough capacity to supply 500 lights for this pioneering period of the Electric Utility Inc formed numerous companies to develop hydro-el panies, the American River Electric Company, su Cary brothers' expanding Lodi system.

When Lodi was incorporated in 1906, the Board the Cary brothers' water system. The brothers wer and electric systems for \$55,000.00, but not the w great deal of controversy over the matter and after took over the electric and water systems on July 1

After several mergers, the American River Pacific Gas and Electric Company, and today st system.

In 1951, there were a couple of I.B.E.W. meml City of Lodi. They knew the value of union or organize the employees of the City was made. Loc over 90% of the employees in the Water, Street, P and in 1952 submitted their first demands to the C

For the next couple of years the Union made union representation laws and collective bargainin to dwindle and the activity was nil until 1968.

In 1968, the employees in the Electric Dep organizing. By this time there were state laws for bargaining started again. In 1969, Local 1245 wo Myers-Milias-Brown Act for the Utilities Depart Lodi, and since then many improvements in wage been won for our members.

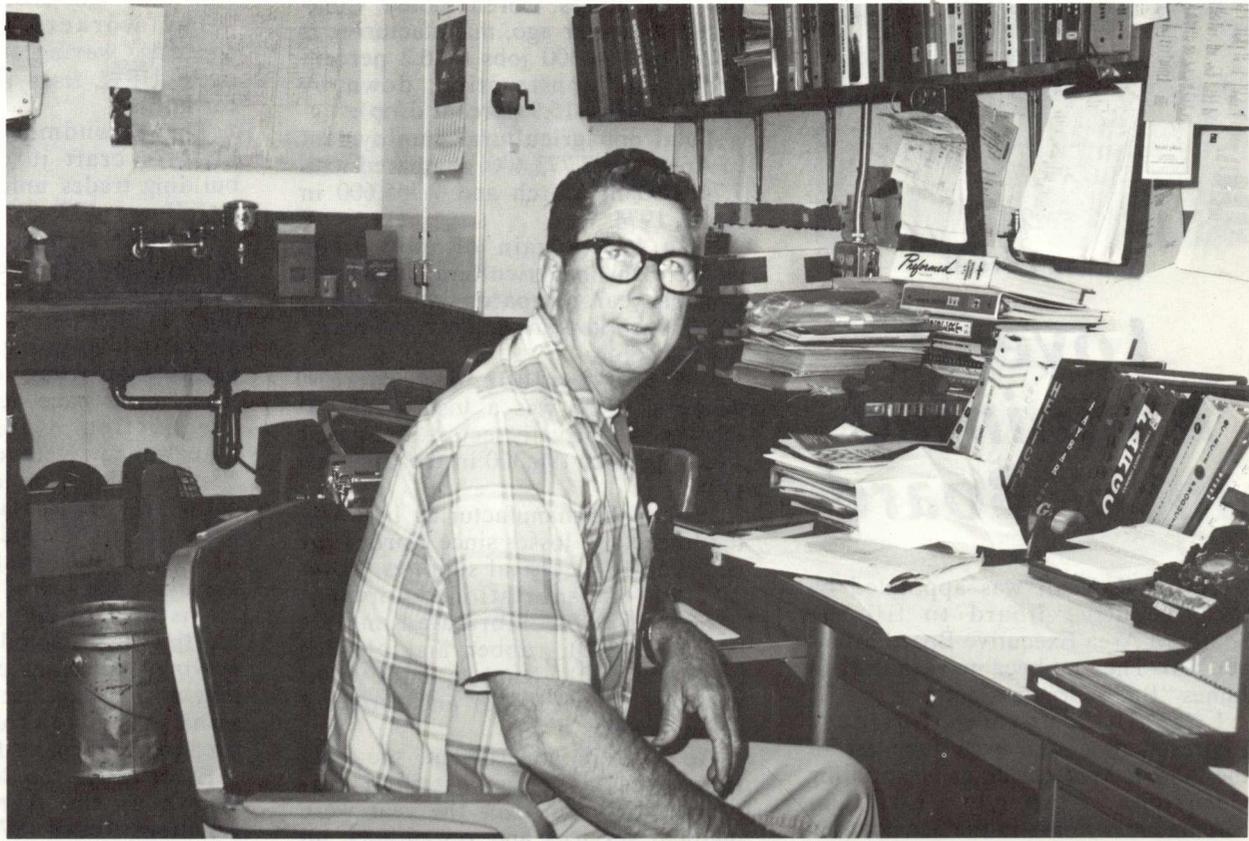
Our members employed by the City of Lodi bu mission and distribution systems within the City li note that our members here recently completed a t they designed and built from the ground up.

Some of our members are pictured here on these ter at their job for the City of Lodi.

DEPARTMENT -- CITY OF LODI



Shop Steward Mike Williams, Business Representative Hank



Shown above at his desk is Warehouseman-Clerk Chuck Loftus.

few cities in Northern California that owns and distribution system. owned and operated the City water system. With ing, they built a steam-operated electric generating supply 500 lights for subscribing Lodi citizens. In electric Utility Industry, enterprising individuals develop hydro-electric sites. One of these com- tric Company, supplied additional power to the system. In 1906, the Board of Trustees offered to purchase The brothers were willing to sell both the water .00, but not the water system alone. There was a e matter and after a court battle, the City of Lodi systems on July 1, 1910. American River Electric Company became the any, and today still supplies power to the City



Shown above (L to R) is Ed Muller, T&D Driver, Bob Butler, Lineman, and Al Smatsky, Lineman.

of I.B.E.W. members who were working for the value of union organization and an attempt to ty was made. Local 1245 succeeded in organizing e Water, Street, Parks and Electric Departments, demands to the City. The Union made some progress, but the lack of ollective bargaining rights caused the organization ril until 1968. the Electric Department expressed interest in ere state laws for public employee relations, and 9, Local 1245 won formal recognition under the e Utilities Department employees in the City of ovements in wages and working conditions have

e City of Lodi build and maintain electric trans- within the City limits of Lodi. It is interesting to ntly completed a 60KV to 12KV substation which ground up. red here on these two pages of the Utility Repor- odi.



above is Estimator Jim Baker.



Shown here at a new meter box are: (L to R) Aaron Bayer, Meterman and Bob Linton, Electrician.

BARGAINING ROUND-UP

AD HOC NEGOTIATIONS...CABLE SUBFOREMAN...P.G.&E.: Parties met on May 16, 1975 to discuss status of these negotiations. As the result of this meeting, Company is to submit a revised proposal to Union.

AD HOC NEGOTIATIONS...SECTION 208.23 (Review Case #1372)...P.G.&E.: On March 21, 1975 Company submitted a proposed Clarification of Sections 208.23 and 308.15 of the Physical Agreement, this as a result of Ad Hoc negotiations conducted in January of 1975. A review of the proposed Clarification raised a number of questions and it was not signed. As a result of meeting on May 16th, Company is to submit a revised proposal to conclude these negotiations.

INTERIM NEGOTIATIONS...NUCLEAR POWER PLANT OPERATIONS...P.G.&E.: At meeting on May 1, 1975 Company made substantial movement beyond their last written proposal of April 10th, which included increasing the emphasis on "on the job study and training", increased bonus for Senior ROL and pay for having instead of using, payment on any basis Union desires from bi-weekly to annual and payment of bonus for time not worked (vacations, holidays, sick leave) and overtime. Company is in process of preparing a revised proposal for submission to Union.

INTERIM NEGOTIATIONS...DATA RECORDING SECTIONS-V.P. & COMPTROLLERS ORG...P.G.&E.: Met with Company on April 29, 1975 and set forth Union's concerns with Company's proposal. Also set forth Union's desire for elimination of two grades of Key punch Operators and the need for training program. Company appeared receptive to Union's thinking and is in the process of redrafting its proposal.

INTERIM NEGOTIATIONS...CITIZENS UTILITIES COMPANY OF CALIFORNIA: Parties will hold first meeting on June 2, 1975. Members of Union's negotiating committee are Business Representatives Dean Cofer and Willie Stewart, and Mike McCoy.

INTERIM NEGOTIATIONS...WATER DEPARTMENT...P.G.&E.: Union waiting for date for meeting with Company.

INTERIM NEGOTIATIONS...PRESSURE OPERATORS...P.G.&E.: Union waiting for date for meeting with Company.

GAS METER SHOP CONSOLIDATION...P.G.&E.: No change since last report.

STEAM HEAT DEPARTMENT TRAINING COMMITTEE...P.G.&E.: No change since last report.

BUILDING DEPARTMENT TRAINING COMMITTEE...P.G.&E.: No change since last report.

DIVISION METERIAL DEPARTMENT AND MATERIALS DISTRIBUTION DEPARTMENT TRAINING COMMITTEE...P.G.&E.: No change since last report.

GENERAL CONSTRUCTION EQUIPMENT OPERATION AND GAS LINE OF PROGRESSION COMMITTEE...P.G.&E.: Union expects to receive proposal from Company in the very near future which will resolve the remaining issues.

PARADISE IRRIGATION DISTRICT: First negotiating meeting was held on May 8, 1975. Union submitted proposal. They will meet with their Board of Directors on May 21, 1975 to consider Union's proposal. Next meeting is scheduled for May 29, 1975.

CITY OF GRIDLEY: Three negotiating meetings have been held thus far. Proposals have been exchanged and next meeting is scheduled June 4, 1975.

YUBA COUNTY WATER AGENCY: Have had three negotiating meetings to date. Anticipate agreement at next meeting scheduled for May 29, 1975.

STORER T.V. CABLE (Rohnert Park and Fairfield): Contracts are now being prepared for signature.

MT. WHEELER POWER, INC.: Union has notified Company of its desire to negotiate for wages only. No date set as yet for first meeting.

TRUCKEE-DONNER PUBLIC UTILITY DISTRICT: Met with District on May 13, 15 and 19. Proposals were exchanged and next meeting scheduled for May 27, 1975.

PLUMAS-SIERRA RURAL ELECTRIC COOP: Union has requested meetings for discussion of wages only. No meeting date scheduled at this time.

CITY OF SANTA CLARA: No change since last report. City's attorneys still reviewing Union's proposals.

CITY OF BERKELEY: Have had one meeting. Union's proposals explained. Second meeting scheduled for May 26th and we hope to conclude negotiations prior to June 30th.

CITY OF HEALDSBURG: Met with City on May 16, 1975 and exchanged proposals. Next meeting scheduled for May 30th.

OCEAN VIEW CABLEVISION, INC.: Met with Company on May 9, 1975 to consider ways to improve medical plan. Next meeting scheduled May 28, 1975.

SOHNER TREE SERVICE, INC.: Union still has not received signed Agreements to Amend back from Company which were mailed on May 24, 1975.

LITIGATION

DAVEY TREE SURGERY COMPANY: Grievance regarding violation of Sections 8.1 and 8.2 with respect to rate of pay for Foreman assigned to work with another Foreman. Arbitrator Gerald D. Marcus ruled in Union's favor on October 21, 1974. Company refused to accept arbitrator's decision and filed Petition in Superior Court to vacate the award. The Superior Court ruled in Union's favor on May 27, 1975. On April 4, 1975, Company filed Notice of Appeal and has appealed Superior Court decision to the First District Court of Appeals.

UTILITY TREE SERVICE, INC.: On December 16, 1975, the N.L.R.B. sustained the Unfair Labor Practice charges filed by Union against Company and issued a Decision and Order with respect thereto. These charges related to Company's refusal to sign the collective bargaining agreement that was negotiated between the parties and ratified by Union's membership. Company refused to comply with the Decision and Order. On February 20, 1975, the N.L.R.B. filed an Application in the Ninth U.S. Court of Appeals to enforce its Order. On May 2, 1975, the Ninth U.S. Court of Appeals granted the N.L.R.B. an extension of 180 days to file the Certified Index - this in response to Company's Motion to Stay Proceedings of the Court and reopen proceedings before the N.L.R.B. On May 8, 1975, Union filed Complaint for Damages and Injunctive Relief arising from breach of a labor contract against Company in U.S. District Court. Hearing before Judge Alfanso J. Zirpall has been set for June 9, 1975 at 1:30 P.M.

ARBITRATION

SIERRA PACIFIC POWER COMPANY: Two employees of Company, one a Clerk and the other a Lineman, got married. Company notified both employees that due to their marriage one would have to leave the employ of the Company, and if one didn't leave, then Company would terminate the junior employee. The case went to arbitration and Arbitrator William Eaton stated that Company's rule on employment and hiring which provides that in the event of the marriage of two employees, the Company will require the resignation of either the husband or the wife or whoever is junior in employment of the two, is in violation of the bargaining agreement because it is arbitrary and unreasonable.

RATIFICATIONS

CITY OF REDDING: On May 16, 1975, Union's membership ratified agreement with the City of Redding which includes a three year term, 8.5% general increase on June 29, 1975, five special classification adjustments, modified agency shop, and City to provide all line tools, including body belts, gloves and shirts for all employees and rain gear for meter readers and sanitation employees; 3% general increase on December 28, 1975; 1.1% general increase on June 27, 1976 for each 1% increase in CPI March '75-May '76 + .8 of 1% for L.T.D. Program; 1% general increase on June 26, 1977 for each 1% increase in CPI for May '76-May '77 + 2.47% to be applied for improvements in Retirement Plan (P.E.R.S.)

OROVILLE-WYANDOTTE IRRIGATION DISTRICT: By a vote of 23-0, Union's membership ratified an Agreement with O.W.I.D., terms of which include: 1 year Agreement, 11.4% increase-retroactive to January 1, 1975; effective June 1, 1975, 4.3% of 11.4% to be utilized to provide medical coverage for first dependent + a dental plan. Wages would then be increased 7.1%; effective July 1, 1975, an additional 5% to be applied to Power Division wage rates.

CALIFORNIA-PACIFIC UTILITIES COMPANY (Needles): Membership ratified negotiations which included 1 year agreement; work during rest period paid at 2X the regular rate; increased vacation allowance; improved inclement weather practice; improved sick leave provisions allows time off for illness of immediate family members; reduced length of Meter Reader progression to 1 year; and improved wages.

SIERRA PACIFIC POWER COMPANY: Membership *rejected* Company's wage proposal. Bargaining will resume on May 27, 1975.

CONCORD T.V. CABLE: Membership *rejected* proposals for settlement. Meeting will be scheduled in the near future.

WESTERN T.V. CABLE: Negotiations were completed and membership ratified. This was a pre-negotiated wage with wage opener if cost of living index rose above a certain level, then the prenegotiated wage would be renegotiated.

Have You Attended A Union Meeting Lately?

Long Time Members Honored at Advisory Council Meeting

The Advisory Council and the Executive Board met jointly on May 3rd and 4th at the Concord Inn in Concord, California.

Two long-time members were honored on Saturday of the two-day meeting. At that time, Business Manager L. L. Mitchell presented a 50 year pin to Brother Chauncy B. Cooper and a 60 year pin to Brother Newt Coates.

Brother Cooper was born on December 21, 1895, and initiated into local Union 50 on August 6, 1925. He retired and went on I.B.E.W. pension January 1, 1957, at which time he was employed by Pacific Gas and Electric Company. He was a very active union member and served as Vice-President of Local 50.

Brother Coates was born in March, 1882 and retired in March of 1957, at which time he was employed by the City of Berkeley. In preparing this issue of the Utility Reporter, the Editor came across an April, 1956 issue of the Utility Reporter and found that Brother Coates was honored in that issue as the "Steward of the Month." We think that article, printed over nine years ago does a good job in presenting Brother Coates' union background, therefore we have reprinted it below:

STEWARD OF MONTH Newton Coates

One of the interesting "old timers" of our Union serves as Shop Steward for employees of the City of Berkeley Electrical Division. He is Brother Newton Coates, an Electrician Foreman with the City.

Brother Coates joined the I.B.E.W. in 1908, affiliating with Local 595 in Oakland. Except for a brief lapse of Union membership in 1914, during the disastrous Reid-Murphy split which shook the International Union, Brother Coates has maintained continuous good standing—he has not missed for the past 41 years, in fact!

After working for electrical contractors during his first few years in the Brotherhood, Coates started as an

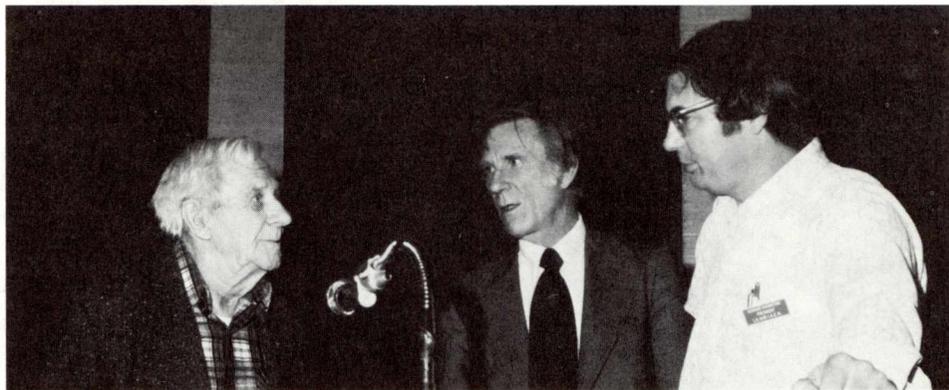
Apprentice Lineman with the P.G.&E. Company in 1910. His employment was abruptly terminated in 1913, when the I.B.E.W. struck the utility firm. However, by 1919, when the bitterness had subsided, Coates returned to P.G.&E. where he remained until 1925. Following a year of service with the Electrical Department of the Key System Transit Lines, he joined the staff at the City of Berkeley in 1926. He has been there ever since, depression years notwithstanding.

Brother Coates' Union service included more than 13 years as Recording Secretary of I.B.E.W. Local 50 (merged with Local 1245 in December, 1951), and Local 50 President for 1 term of office. He has served as Shop Steward "for more years than I care to remember," as Newt himself puts it! Actually, he has been a Union Shop Steward for more than 25 years!

In addition, he is currently a member of the wage committee which is seeking a substantial increase for Berkeley's Electrical Division employees. Newt and his wife, the former Hallie Cox, make their home at 910 Modoc Street in Berkeley. He has one step-son still at home, Bob Cox, who is a member of I.B.E.W. Local 595. Four other step-children of Newt's have "grown up and departed."

As an interesting sidelight, Union records indicate that Brother Coates and Union Treasurer George Wagner are our only two remaining members who weathered the 1913 P.G.&E. strike, the Reid-Murphy split in the International Union, the great depression, the hazards of their trade—and yet, are still very active trade unionists! Brother Newt Coates seldom, if ever, misses a meeting of Municipalities Unit No. 2211—an example which some of our younger members might well profit by!

The UTILITY REPORTER is proud to honor BROTHER NEWTON COATES as our Shop Steward of the Month for April, 1956. We extend congratulations to Newt for his 48 years of active, loyal trade-union service.



Above (L. to R.) Newton Coates, Business Manager L. L. Mitchell and President Howard Darington.



Above Bus. Mgr. Mitchell is presenting 50 yr. pin to Bro. Cooper.



Shown above are Advisory Council Members: (L to R) Phillip Blyth, Citizens Utilities, Rubin Arrendondo Pipeline Operations, Wilfred Nunez, Sacramento Transit, and Alex Adams, P.G.T.

WHAT TAX CHANGES DO - FOR WHOM

The combined amount of the tax refund and reduction depends both on income and family size.

For a couple with two children the biggest savings will be for a family with an adjusted gross income of \$6,000. The combination of payments and reductions total \$510. At the \$15,000 level, the total will be \$290. It rises to \$320 at about \$17,500 but drops gradually to \$220 at a family income of \$30,000 and higher.

For unmarried taxpayers, the savings range from \$175 at the \$3,000 level to a top of \$230 at the \$12,500 to \$20,000 level, dropping to \$130 at adjusted incomes of \$30,000 and above.

The lowest-income group is helped by a "work bonus" providing for a cash payment to taxpayers with dependent children who normally would pay little or no income tax because their earnings are too low. They receive 10 percent of earned income up to a maximum of \$400 on earnings up to \$4,000 a year. This is scaled down for persons with higher incomes and phased out at the \$8,000 level.

The bill also provides a one-time cash payment of \$50 to each person receiving social security, railroad retirement and supplemental security payments.

For individuals, the bill also includes:

- All taxpayers to receive a rebate of part of the taxes they paid on 1974 incomes with no further action required on their part.

Persons whose 1974 federal income tax was less than \$100 get the full amount of taxes rebated. Up to a middle-income range, the rebate is 10 percent of the tax paid with a minimum of \$100 and a maximum of \$200. For higher income levels, the amount of the rebate drops again but all taxpayers receive at least \$100. (Persons claimed as an exemption on another tax return, such as dependent children, will not receive a refund.) In general, the \$200 maximum rebate starts to drop toward the \$100 minimum at a \$20,000 income.

- Every taxpayer, regardless of income, receives a \$30 per person credit on 1975 taxes. Thus, a couple with three dependent children will have \$150 subtracted from the tax the family would owe on income earned this year.

- Taxpayers who do not itemize their deductions benefit through two modifications of the standard deduction. Those in the lower-income brackets gain by an increase in the minimum standard deduction—the amount that any taxpayer

can deduct from taxable income when not itemizing. This goes from the present \$1,300 to \$1,600 for a single person and to \$1,900 for a couple.

Those with higher incomes who don't itemize deductions may be able to take a standard deduction of 16 percent of income, instead of the present 15 percent, subject to a new maximum of \$2,300 for a single person—up from \$2,000—and \$2,600 for a couple filing a joint return.

- More families with child-care expenses because of working parents qualify for tax deductions if they itemize their returns. Present law allows deductions of up to \$4,800 a year in child-care expenses for families earning \$18,000 or less. The limit on deductions is phased down as incomes go beyond that and there is no deduction for families making more than \$27,000.

The new legislation permits deductions up to a \$35,000 income with a phaseout to a \$44,600 cutoff.

- Persons who buy new homes, apartments or mobile homes this year will get what amounts to a Treasury-financed rebate through a tax credit equal to five percent of the purchase price up to a maximum rebate of \$2,000.

Tax rebates will depend on the 1974 taxes paid. The following table covers "average" taxpayers by income level and number of dependents.

Single Person		Couple (2 Children)		Couple (No Children)	
Income	Rebate	Income	Rebate	Income	Rebate
\$ 3,000	\$100	\$ 3,000	—	\$ 3,000	\$ 28
5,000	100	5,000	\$ 98	5,000	100
8,000	109	8,000	100	8,000	100
10,000	148	10,000	100	10,000	115
12,500	200	12,500	126	12,500	157
15,000	200	15,000	170	15,000	200
17,500	200	17,500	200	17,500	200
20,000	200	20,000	200	20,000	200
25,000	150	25,000	150	25,000	150
30,000-over	100	30,000-over	100	30,000-over	100

The Safety Scene

Back Trouble

By Marion Wells

Research Director, AMERICAN PHYSICAL FITNESS RESEARCH INSTITUTE

Back trouble is reportedly "...the greatest single drain on industrial compensation funds." Millions of us are under treatment for it, and surveys show it drives people to dial their doctor more than anything else except respiratory infections. Backaches have literally "come from behind" to become a leading health problem of the twentieth century.

However, our nation might be feeling less of a "backlash" if we took care of our backs before our backs got after us. While many things can cause a bad back, findings of one study involving five thousand consecutive low-back trouble patients indicated that for some eight out of ten, "Their troubles were all in their muscles, ligaments or tendons, and resulted from strain, sprains, poor posture or lack of exercise."

If you'd like to help keep back pain out of your future or minimize its frequency and severity, then it's worth taking a "backward" glance at your living habits NOW. Simply improving your "body mechanics" and avoiding some common sources of strain may help prevent back problems from coming to the forefront.

First, do you find yourself "sitting still" for back trouble? Interestingly enough, occupations considered a "high risk" for developing bad backs include airline pilots, editors, writers, psychiatrists, secretaries and librarians—all of whom spend long periods sitting.

Experts advise choosing a chair which is firm enough and gives good lower back support. Are the height and depth of the chair comfortable?

One well known orthopedist reportedly advises that "... anyone engaged in a sitting occupation move around on his chair as much as possible." Can you get up every so often, breathe deeply, walk around, shrug your shoulders and rotate your head to loosen up tight muscles and stimulate circulation?

The same goes for driving. As one specialist notes, "A common complaint is 'my backache is worst after an hour in the car seat.'" Is your car seat adjusted to YOU? A seat too deep for your thigh length can lead to pressure behind your knees. The combination of slumped posture and a sagging seat can also give you a pain in the back. One possible solution experts offer is to sit on a piece of plywood covered with a pad. If your car seat doesn't support your back properly, have you

looked into back supports for your automobile?

Good body mechanics can keep your back in better shape during pregnancy, a time when back trouble is prevalent. According to orthopedic specialist Leon Root, M.D., "... many different organic back problems that arise in women later in their lives can be traced to the structural weaknesses that developed in their backs as a result of pregnancy. The saddest thing about this is that the entire syndrome—both the back pain of pregnancy and the later complications—could have been so easily avoided with a few minutes a day of exercise..."

Ask your obstetrician about professionally taught "exercises for the expectant" which might be available through a local hospital or other qualified organizations in your community.

For both men and women, the right kind of regular exercise can have vitally important PREVENTIVE AND THERAPEUTIC value for your back. However, it's wise to check with your physician or orthopedist **before** embarking on any program of unaccustomed physical activity. If you already have back problems, you may require an individually prescribed exercise program, and exercise unsuited to your INDIVIDUAL needs could do you harm rather than good.

Is part of your back trouble really "up front?" Experts say that "Well-developed back and stomach muscles are the best support a back can have." If your abdominal muscles are weak, your back muscles have to take on more of a load. Overweight and that "all American pot" make matters worse. A simple way to start strengthening your abdominal muscles is simply to tighten them as often as you think of it throughout the day.

Your back may also be "less of a pain" if you replace that soft, sagging mattress with a firmer, flatter one. Experts say in some cases it may help to place a flat plywood board of suitable size and thickness between the mattress and the bed springs.

A word of warning. If back pain persists, recurs, radiates, is severe or is accompanied by other symptoms such as fever and chills, report it promptly to your physician.

If better health habits start coming to the forefront, back problems are more apt to stay in the background!

Provided as a public service by the AMERICAN PHYSICAL FITNESS RESEARCH INSTITUTE (APFRI), 824 Moraga Drive, West Los Angeles, Calif. 90049.

State's Response to Critical Evaluation of CAL-OSHA

Donald Vial, Director of the State Department of Industrial Relations, today made public the State's answer to a federal report criticizing job safety and health programs in California.

In responding to criticisms raised by the evaluation of State job safety and health programs (CAL/OSHA), the State acknowledged major problems and promised they would get "special attention during the next few months".

The State programs to implement the federal Occupational Safety and Health Act of 1970, under agreement with the U.S. Department of Labor, are coordinated by Rose Elizabeth Bird, Secretary of the State Agriculture and Services Agency. Vial is administration of overall job safety and health field operations conducted by his department, the State Department of Health, and the State Fire Marshal.

In her written response to the federal evaluation of CAL/OSHA, Ms. Bird acknowledged criticism that "CAL/OSHA's routine budgeting and accounting procedures need to be improved". She said interim measures now in effect to prevent future spending overruns on line items will be strengthened by permanent auditing procedures and budget reporting requirements.

She also promised to strengthen the anti-retaliation program, to protect employees who complain about safety hazards in the workplace. In addition, she said a "more rigorous and effective training program" will be initiated for compliance safety engineers, in order to assure their effectiveness in control of health hazards.

The federal report, **Semi-Annual Evaluation Report on Implementation of the California Occupational Safety and Health Plan, July-December, 1974**, was made available April 21 for public review, consistent with Vial's philosophy of open information on the operations of his department.

Vial said that the full text of the State's response will be available for public review beginning Wednesday, May 28 at the State Division of Industrial Safety's 22 district offices in Bakersfield, Concord, El Monte, Fresno, Long Beach, Los Angeles, Modesto, Oakland, Panorama City, Redding, Sacramento, Salinas, San Bernardino, San Diego, San Francisco, San Jose, San Mateo, Santa Ana, Santa Barbara, Santa Rosa, Stockton, and Vernon; and at field offices in Chico, Eureka, Ukiah, and Ventura.

Age Hits The Belt Line

The older the car, the less likely the driver is to be wearing a safety belt at the time of an accident, according to a study by the Highway Safety Research Center at the University of North Carolina.

The center cited three possible reasons for the less frequent use of belts in older cars: 1) as cars get older, belts and belt buckles may become damaged and more difficult to operate; 2) older vehicles are frequently driven around town instead of on extended highway trips; 3) as vehicles become older, they are more often driven by the young, who are less likely to use safety belts.

Safety Cutbacks Feed Inflation, Recession

CHICAGO — National Safety Council President Vincent Tofany advised President Gerald Ford in a recent letter that sacrificing safety regulations in an effort to cut business production costs could actually help fuel the fires of inflation and recession.

The letter was prompted by the tone of President Ford's speech at the 63d Annual Meeting of the U.S. Chamber of Commerce. In the speech, Ford commented on the development of new safety regulations, saying, "We must either revise proposed rules and regulations to lower their costs or we must not adopt them."

In the letter, Tofany told Ford that, "The National Safety Council hopes that this statement is not an initial step toward a slowdown or moratorium on necessary new safety regulations or a rollback on existing safety standards."

Tofany added that the cost of safety regulations was small compared to the inflationary cost of accidents.

"Safety is more than a moral necessity," Tofany said. "In this time of restricted budgets, safety is necessary to minimize the tremendous costs of accidents that plague the nation's economy."

Tofany said that preliminary National Safety Council estimates of the impact of accidents upon the economy show that approximately one million productive man years were lost in 1974 as a result of work accidents.

"This is a great loss in human productivity - productivity that could have been used to put more goods and services into the economy," Tofany said.

According to Tofany, the cost of productivity loss due to work accidents in 1974 was \$15 billion. The cost included lost wages, medical expenses, administrative costs, property losses caused by fire and related costs. In addition, Tofany said the cost of wages lost as a result of motor vehicle accidents, accidents in the home and accidents in public places totaled another \$10 billion in 1974.

"Together," Tofany said, "these costs amounted to \$25 billion in lost productivity - an amount that represented about two per cent of the nation's total productivity in 1974, as measured by our more than \$1.4 trillion Gross National Product. Since our annual inflation rate is about 11 per cent, elimination of this two per cent figure would have cut our overall inflation rate by about one-sixth," Tofany said.

Tofany also told Ford that accident costs contribute to recession as well as inflation. Last year, Tofany said, all types of accidents cost Americans more than \$43 billion in funds withdrawn from buying power or added unproductively to taxes.

"In our present circumstances," Tofany told Ford, "we cannot afford the economic waste of accidents. Government must take an active role in combating them. It can do this," he continued, "not only by revitalizing rather than discouraging the development and implementation of effective safety regulations but, even more effectively, by supplying encouragement and support for voluntary, private sector safety programs which have a proven record of accomplishment in accident reduction both on and off the job."

The National Safety Council, based in Chicago, is a nongovernmental, non-profit, public service organization dedicated to safety education and the development and implementation of accident prevention programs reaching every segment of American life.