



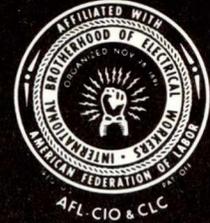
utility reporter

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OAKLAND, CALIFORNIA

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



S.F. PIN AWARD DINNER



This photo shows the members of Local 1245 from the San Francisco area who received pins commemorating 20, 25, 30 and 35 years or more membership in Local 1245.



Shown above from left to right are: L. L. Mitchell, Bus. Mgr.-Financial Sec'y., Shirley Storey, Business Representative-San Francisco and General Office Clerical, and Bus. Rep. Frank Quadros, San Francisco area.

AFL-CIO fights plans to undermine seniority

The AFL-CIO will support every valid effort to protect workers threatened by the recession but will oppose "any and all efforts to weaken or dilute the seniority system."

Voluntary agreements reached through collective bargaining on work sharing or other approaches are useful, the Federation's Executive Council declared, but it affirmed its strong opposition to weakening and impairing seniority systems through legislative action, court decision or administrative fiat.

The council pointed out that heavy and rising unemployment has touched off attacks on the seniority system, that it is being blamed "for social conditions, particularly discrimination in hiring, that it did not cause."

The statement reaffirmed the

AFL-CIO's long-held position that "full employment is the only solution to unemployment and to discrimination. And we will not stand idly by while a few would pit worker against worker for the right to be unemployed."

Defining the seniority system as "a cornerstone of the American labor movement" and the worker's answer to arbitrary decisions by management in determining employment rights and promotion priorities, the council termed it "a tangible asset for any worker," the most valued possession "next to the union card itself."

In an effort to limit the economic impact of rising unemployment some unions have negotiated provisions for early retirement, sharing of

(Continued on page three)

YOUR Business Manager's COLUMN

MEMBERSHIP SURVEY

L. L. MITCHELL

Leadership in any democratic organization must develop its programs and prepare actions on the basis of membership consensus. Determining that consensus is often a difficult task.

In the every day operation of Local 1245 we probably have the highest percentage of member participation of any organization. We have nearly 1300 shop stewards who are in almost daily contact with Union administrators and the field representatives. Several hundred more persons are involved through activity on grievance committees, negotiating committees, special committees, and as unit officers. Thus, some 2000 of our membership is involved on a consistent basis in providing ideas and opinions on a variety of issues.

The membership meetings, while not being attended as well as they should be, are supported by a sound core of loyal and dedicated persons. Input from these meetings provide a good base of information of membership attitudes and help determine consensus. However, there are issues of such diversity that the normal sounding boards are too slow or too limited to rely on those inputs to make a determination of the course of action to be taken.

One such problem is now facing us. In the latter part of 1975 we must select one subject from each of the working conditions agreements with P.G.& E. (Physical and Clerical), Stan Pac and P.G.T. which will be proposed for negotiations with these companies, together with a proposal for a general wage adjustment. In order to make a determination of which subject should be proposed, the Executive Board has approved the mailing of a survey questionnaire to all members working under the above noted agreements. This questionnaire

will be mailed as soon as it can be prepared. Instructions will be on it for the return mailing and filling it out. I would urge all of you to consider this carefully and send the questionnaire back so that a true consensus can be determined.

It is our hope that we can develop a computer program to compile data from the survey for use of the negotiating committee. The timing of the mailing will be determined by the ability to use a computer or if it must be compiled manually.

Once again I point out that the subject for negotiation is limited to the working conditions agreement and no proposals for changes in the hospital, medical, dental, pension, stock savings, long term disability and diversified saving fund plans can be considered.

It should be borne in mind that each of the companies also has the opportunity to propose one subject from the working conditions agreement as a negotiating item. Their choice must be reviewed by our negotiating committee and given consideration in the same manner as we expect consideration by their committee on our proposal.

This will no doubt be a difficult set of negotiations. The problems of economic concern on both sides of the table run counter. The outlook for recovery from the general economic decline before we enter negotiations is not encouraging. The best means of assisting the negotiating committee is a good return on the survey. With a true consensus and an active participation at unit meetings, we can be in a position to make counter to any proposals made by each company and to present the best arguments on that subject which you decide is the issue for 1976 negotiations.

... HAVE YOU MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

SOCIAL SECURITY # _____

RETURN TO:

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

Appointments

Negotiating Committees

CALIFORNIA PACIFIC UTILITIES COMPANY - WINNEMUCCA DIVISION:
Walter Hardenbrook

PLACER COUNTY WATER AGENCY:
Robert J. Coolidge

CITY OF ROSEVILLE:
Paul B. Jefferson

NEVADA IRRIGATION DISTRICT:
Larry Richerson
C. B. Laird
Kent Pasco
C. F. Mildred

TURLOCK IRRIGATION DISTRICT:
Lynda Jackson
Virgil Vaughn
Dennis Larson
Arlan Babb
Frank La Chapell
Frank Cumpston
Tim Virgo

LINDMORE IRRIGATION DISTRICT
Clyde Berger

Grievance Committee

P.G.&E SACRAMENTO DIVISION JOINT GRIEVANCE COMMITTEE:
William Tomlison replacing Frank Poe



Shown above from left to right are: Bob Blankenship, L. L. Mitchell, Bus. Mgr., Wayne Ware and David Mader. Bus. Mgr. Mitchell was present to congratulate the first apprentices from the city of Santa Clara to graduate and become Journeyman Electricians. The state indentured apprentice program was negotiated several years ago and the men shown above are the first to successfully complete the program.

Local 1245 member Receives 50 yr. pin



Shown above from left to right: Spencer Cronk, Vice President of Local Union 111, Gordon Novacek, Unit 18 Chairman, Mrs. Ballew, W. F. Ballew, Leonard Schroeder, Assistant Business Manager of Local Union 111, Larry Steuben, Executive Board member of Local Union 111.

Brother W. F. Ballew, member of Local 1245 for 24 years and member of the IBEW for 50 years was presented with his 50 year pin and scroll near Denver, Colorado.

Bus. Manager L. L. Mitchell sent a letter in May to Kermit M. Dacus, Bus. Mgr. of IBEW Local 111 requesting assistance in the presentation of a pin and scroll since Bro. Ballew is making his home in their area.

In the true spirit of Brotherhood, they responded by having W. F. Ballew and his wife attend the June Unit Meeting of the Intermountain Rural Electric - Unit No. 18, and presented him with his 50 year pin and scroll.

In correspondence with Bus. Mgr. Mitchell, Brother Dacus indicated that Brother Ballew was in good health and that they considered it "a pleasure to meet a man who has served his brotherhood with the spirit that we find lacking somewhat today."

Local 1245 extends hearty congratulations to Brother Ballew and many thanks to Bus. Mgr. Dacus for his co-operation in the presentation of the award.

California unemployment still rising

California's unemployment rate in May was 10.6 percent, up from 10 percent in April.

In comparison, the federal unemployment rate increased from 8.9 to 9.2 percent.

According to Jim Lorenz, director of California's Employment Development Department, 75,900 more people found jobs, but the employment increase was less than usual for this time of year.

"Better weather has stopped the decline in overall employment," Lorenz said, "but job opportunities are not keeping pace with the continuing high number of jobseekers. This includes new entrants to the labor market as well as those laid off."

Total unemployed in May was 954,200. Of these, 740,556 were claiming unemployment compensation. A year ago, when the jobless rate was 6.9 percent, total unemployment was 604,100, of whom 371,889 were claiming benefits.

Total employed in May went up to 8,509,900 — but still was 81,200 less than in May, 1974. Most of the increase over April was in agriculture,

where seasonal gains were expected, boosting farm employment by 47,400 jobs to 298,500. But this was 12,300 below the number in farm work last May.

Nonfarm jobs increased by 37,000 to 7,809,100. Last year, the May increase was 95,100 and 51,600 more persons were employed.

Among the major employment groups with more than 1.5 million workers each (manufacturing, trade, services and government), only services registered on actual job loss (2,200) between April and May, but the gains of the others, ranging from 3,900 to 10,200, were far short of the gains they made at the same time last year.

The decline in the services industry was mainly a result of layoffs of hospital personnel caused by the physicians' dispute over malpractice insurance rates. In the same period last year, services showed an increase of 15,900 jobs.

Construction moved up by 12,400 jobs to 292,600 — 53,100 fewer jobs than in May, 1974.



the utility reporter

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BARGAINING ROUND-UP

AD HOC NEGOTIATIONS...CABLE SUBFOREMAN...PG&E: Received proposal from Company dated June 6. Reviewed and Union submitted counter which has been accepted subject to drafting final language.

AD HOC NEGOTIATIONS...SECTION 208.23 (Review Case No. 1372)...PG&E: On May 27th Company submitted a revised proposal which was discussed on June 17th. Company has under consideration further revisions to eliminate one potential problem.

INTERIM NEGOTIATIONS...DATA RECORDING SECTIONS - VP & COMPTROLLERS ORG...PG&E: Company's revised proposal discussed July 2nd. Revision agreed to and Company drafting language.

INTERIM NEGOTIATIONS...NUCLEAR POWER PLANT OPERATIONS...PG&E: Met with Company on June 17th and came to tentative agreement on most of the issues involved. Company reconsidered the method of payment and submitted a redraft of proposal which has been sent to Committee for review.

INTERIM NEGOTIATIONS...PIPELINE OPERATIONS...PG&E: Met on June 26th and discussed changes in the areas of unassigned journeymen and expanded opportunities for beginning classifications to participate in apprenticeship programs. Union is evaluating Company proposal and will require another meeting to conclude.

INTERIM NEGOTIATIONS...CITIZENS UTILITIES COMPANY OF CALIFORNIA: Have had several meetings and exchanged proposals. Company to prepare drafts of tentative agreement for Union's consideration.

INTERIM NEGOTIATIONS...WATER DEPARTMENT...PG&E: No change since last report.

INTERIM NEGOTIATIONS...PRESSURE OPERATORS...PG&E: No change since last report.

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

STEAM HEAT DEPARTMENT TRAINING COMMITTEE...PG&E: Awaiting Company draft of suggested proposal.

BUILDING DEPARTMENT TRAINING COMMITTEE...PG&E: Company preparing draft of suggested program.

DIVISION MATERIAL DEPARTMENT AND MATERIALS DISTRIBUTION DEPARTMENT TRAINING COMMITTEE...PG&E: Union Committee meeting at Local Union headquarters on July 16th. Meeting with Company scheduled for July 17th.

GENERAL CONSTRUCTION EQUIPMENT OPERATION AND GAS LINE OF PROGRESSION COMMITTEE...PG&E: Met with Company on June 10th and resolved most of the outstanding problems. Partial committee met with Company on June 19th to resolve remaining issues. Company preparing draft.

LIDMORE IRRIGATION DISTRICT: Union has submitted proposals to District and asked for a date to commence negotiations.

MERCED IRRIGATION DISTRICT: June 17th was deadline for accepting proposals from members. Union's proposal is being drafted for submission to District. No date is set as yet to commence negotiations.

NEVADA IRRIGATION DISTRICT: Proposal submitted by Union on July 1.

PARADISE IRRIGATION DISTRICT: Met with Board of Directors on July 2nd and explained Union's position relating to its proposal. Meeting scheduled for July 16th.

STORER T.V. CABLE (Rohnert Park and Fairfield): Agreements have been submitted to the International Office for approval.

MT. WHEELER POWER, INC.: Met on June 26th and 27th. Further meetings scheduled on July 16 and 17.

TRUCKEE-DONNER PUBLIC UTILITY DISTRICT: Met evening of June 19th. Union received offer of 8-1/2% general wage increase and improvements in medical plan. Meeting with Board of Directors on July 11th.

PLUMAS-SIERRA RURAL ELECTRIC COOP: Met July 1st. Company claims inability to pay. Asked three month delay pending outcome of PUC action on rate increase.

CITY OF SANTA CLARA: No change since last report. City is still reviewing Union proposals and meeting will be scheduled as soon as this is completed.

CITY OF BERKELEY: We have had three meetings. Offer pending agreement on wage applications. Meeting scheduled for July 10th.

CITY OF HEALDSBURG: Offer rejected by membership. Further meetings will be scheduled.

OCEAN VIEW CABLEVISION, INC: Meeting held on June 19th and Union submitted a proposal which includes medical, dental and life insurance plans and a prescription plan. Meeting will be scheduled in the near future to discuss various plans after they have been costed out. General agreement was reached at meeting of July 2nd on coverage, subject to approval of cost figures. Union awaiting Company answer.

CALIFORNIA-PACIFIC UTILITIES COMPANY (Winnemucca District): Union proposals submitted to Company. Meeting scheduled for July 29th.

TELEPROMPTER OF UKIAH, WILLITS & FT. BRAGG: Have met with employees. Proposal drafted and submitted to Company. No meeting scheduled at this time.

CONCORD TV CABLE: Wages only. Negotiating meeting of June 27th produced offer which was rejected by membership on July 1st. Meeting scheduled for July 9th.

LITIGATION

DAVEY TREE SURVERY COMPANY: Union still awaiting action of the District Court of Appeals regarding Company's attempt to have the Arbitration Decision reversed.

UTILITY TREE SERVICE, INC.: Hearing held in U. S. District Court on June 30th. Decision pending.

RATIFICATIONS

SIERRA PACIFIC POWER COMPANY: Revised agreement reached. Offer now being voted on by membership. Vote to be counted July 15th.

YUBA COUNTY WATER AGENCY: Members ratified a 1 year Agreement based on complete parity with PG&E regarding wages and fringes. Also tied to PG&E wage negotiations on 1-1-76.

CITY OF GRIDLEY: Members ratified a 3 year Agreement which includes a wage increase first year of 6-3/4% + inequity increases for Parts Department employees of 7-1/2% and Fire Fighters of 9%; increase of sick leave accumulation; changed Good Friday holiday to day before New Year's; second and third year increases of 5-1/2% + 1-1/4c per hour for each 5/10 of a point the CPI goes above 7% based on June to May Index; fully paid medical.

SACRAMENTO MUNICIPAL UTILITY DISTRICT: Interim negotiations rejected by membership. Issues referred to general negotiations at year end.

AFL-CIO fights plans to undermine seniority

(Continued from page one)

reduced work during a temporary emergency period and other voluntary agreements, it noted.

CAL-OSHA RESULTS

The first year of full-scale operation of California's occupational safety and health program (CAL/OSHA) resulted in inspections of 15,000 workplaces, citations for 60,000 violations of job safety and health standards and proposed civil penalties of nearly \$1.4 million, according to a report issued by the State's Agriculture and Services Agency.

In releasing the report, Rose E. Bird, Agency Secretary, noted that only about one-fourth of the firms inspected by the State Division of Industrial Safety were found to be in compliance with the safety and health standards. Inspections in the remaining firms revealed 60,051 violations, 1.6 percent of them classified as serious by the State Labor Code definition. Approximately 900,000 workers were employed in the inspected workplaces during the program's first year. Violations of standards resulted in proposed civil penalties against employers totaling \$1,371,347 in 1974, one-fourth of which was for serious violations.

The CAL/OSHA program is now staffed with 170 Compliance Safety Engineers, 22 District Managers and 18 Consultants. In addition, the Department of Health, which is responsible for investigating occupational health complaints, has 23 Industrial Hygienists and 2 Supervising Industrial Hygiene Engineers.

Labor Occupational Health Project Monitor

In contrast to this voluntary approach, however, "there have been calls for the destruction of the seniority system and creation of 'phantom seniority' or the imposition of forced work sharing," the council said. Some federal, state and local agencies have suggested their readiness to prescribe regulations for guidelines for such programs, the statement added.

The council stressed the importance of "leaving the decision as to work-sharing a voluntary one to be adopted when the parties most familiar with its potential impact on a particular workplace see it as the most rational solution."

Noting that forced work-sharing has been championed as a device to prevent "disproportionate layoff of minority employees," the council said that "in most American industries substantial numbers of minority employees have been employed and those employees thus have a substantial investment in the utilization of plant seniority as the determinant of who will remain at work during periods of economic downturn."

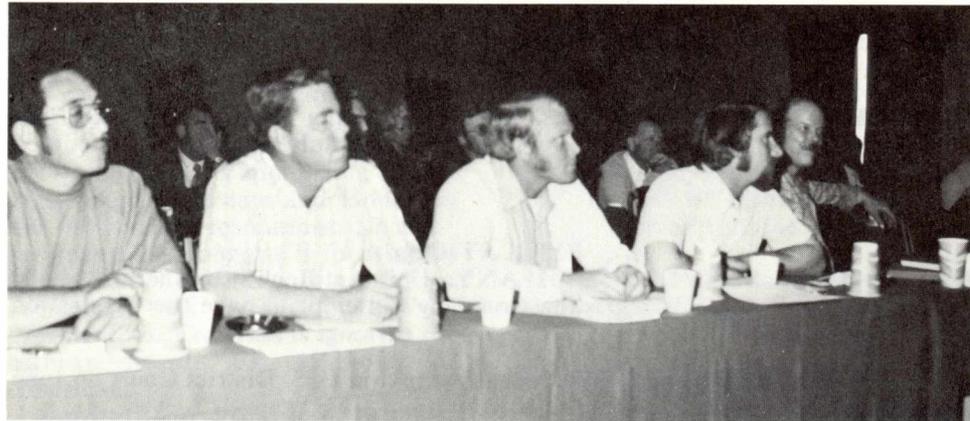
American workers, regardless of race, the council asserted, "do not think it inequitable that the more senior workers are protected in times of layoff." The principle is widely accepted that "the longer service employe has priority in job allocation." If added:

"Forced work sharing violates that principle. It is nothing more than 'poverty-sharing.' By forcing all workers to share the brunt of economic downturn, work-sharing inevitably would tear apart the solidarity necessary to achieve real economic gains for all workers."

AFL-CIO News

Local 1245 establishes training program for C

SAN JOSE



This photo shows some of the participants of the San Jose-Peninsula area "walk-around" training session.

SOUTHERN SAN JOAQUIN AREA



L. L. Mitchell, Bus. Mgr., is shown as he listens to questions from the members.



Bus. Rep. Orv Owen is shown as he begins the training session.



The photos above and below show members from the So. San Joaquin area at the training session in Bakersfield.



In 1970 the Federal Occupational Safety and Health Act was passed by Congress and signed into law. Included in the Federal Act was a provision whereby each state could adopt and administer their own OSHA program and standards provided that the state program had as a minimum the federal standards established in the act.

California elected to have their own plan and in 1973 passed assembly Bill 150 which was the enabling legislation required by the California Occupational Safety and Health Plan.

The California Occupational Safety and Health Act of 1973 was enacted for the purposes of: a) assuring safe and healthful working conditions for all California working men and women by enforcement of effective standards, and by b) helping employers to maintain safe and healthful working conditions.

The Agriculture and Services Agency is responsible for administering the CAL/OSHA plan. All enforcement and rulemaking authority will be with the Department of Industrial Relations.

In order to enforce and administer all standards and orders or special orders requiring places of employment to be safe and healthy, the Division of Industrial Safety has the power, jurisdiction, and supervision over every place of employment in this state.

The Division, in enforcing occupational safety and health standards, may do any of the following:

(A) Declare and prescribe what safety devices are well adapted to render the employees or places of employment safe.

(B) Enforce standards and orders adopted by the Standards Board for the installation, maintenance and operation of safeguards.

(C) Require the performance of any act which the protection of the safety of the employees reasonably demands.

In order to provide a safe working place for men and women in California the act provides the state with the capability to inspect any place of employment with over 15 employees, any individual employee, or the legal representative of an employee can file a formal complaint against the employer.

A compliance Safety Engineer from the Div. of Industrial Safety must investigate the complaint within 3 working days. The name of the complainant is kept confidential as a matter of policy unless contrary instructions are received from the person who complains.

Summary of General Inspection Procedures

COMPLIANCE SAFETY ENGINEER RESPONSIBILITIES

The primary responsibility of the Compliance Safety Engineer is to conduct effective inspections which require employers to: (1) comply with safety and health standards and regulations promulgated by the Occupational Safety and Health Board and (2) furnish places of employment free from hazards, not covered by standards, that pose a threat to the safety or health of their employees. Inspections may vary considerably in scope and detail, depending upon the circumstances in each case.

ADVANCE NOTICE OF INSPECTIONS

In general, Division personnel are prohibited by law from giving advance notice of inspections. Only the Chief or, in the case of his absence, his authorized representatives will have the authority to permit advance notice of an inspection or investigation. Any person, who without authority from the Chief or his designees, gives advance notice of any inspection to be conducted is guilty of a misdemeanor and will, upon conviction, be punished by a fine of not more than \$1000 or by imprisonment for not more than six months, or by both. When an inspection is to be made as a result of an employee complaint, imminent danger to an employee is the only acceptable reason for advance notice.

Prohibition of advance notice of inspections is intended, in large part, to avoid giving the opportunity for an employer to create a misleading impression of conditions in an establishment.

PREPARING FOR AN INSPECTION

Prior to an inspection of an establishment, the Compliance Safety Engineer familiarizes himself with as many known factors of the establishment's operations



This photo shows Div. of Ind. Safety Staff consultant Hurley George as he explains CAL-OSHA.

AL-OSHA walk-around inspection designates

as possible and determines which CAL/OSHA standards are applicable.

Pertinent information and data available at the District Office is reviewed for relevant factors. These may include case histories or synopsis or other reported safety and health summaries of hazards and accidents.

In cases of complaints, if additional information is necessary to complete the complaint statement form, the Compliance Safety Engineer will phone the complainant to obtain it. In order to facilitate a more complete inspection, the Compliance Safety Engineer may review Safety and Health orders applicable to that particular type of operation, facility or industry.

INSPECTION OF THE ESTABLISHMENT

The Labor Code requires that a representative of the employer and a representative authorized by the employees be given an opportunity to accompany the Compliance Safety Engineer during the physical inspection of any workplace for the purpose of aiding in the inspection. The reason for this provision is to involve the employees in the physical inspection of their places of employment and to give them an opportunity to point out hazardous conditions to the Compliance Safety Engineer.

If employees are represented by a certified or recognized union, ordinarily the union would designate the employee representative. If there is a plant safety committee, the employee members of that committee would be contacted in connection with the employee representative selection.

To assure a more effective inspection, the Compliance Safety Engineer may include in the inspection party someone who is not an employee of the employer - such as an industrial hygienist or another safety engineer. A non-employee will be cautioned not to discuss matters pertaining to operations of other employers during the inspection.

The Compliance Safety Engineer is authorized to interview any employee who may have information on the safety conditions of the workplace. Such interviews of employees will be held when the Compliance Safety Engineer determines that they will aid in the inspection and may be conducted any time during the inspection. The Compliance Safety Engineer will conduct these interviews when they least affect the employees' work schedule, or if necessary, outside the workplace during non-working hours. Interviews with former employees will not be held unless they have information necessary to the success of the pending prosecution of an employer.

WALK AROUND INSPECTIONS

To make the inspections described above a valid and meaningful operation and to fulfill our role in the walk around inspection we are in the process of training the members we have designated as the persons representing the employee group.

The purpose of the meetings are to acquaint the Stewards of Local 1245 and the Local's designated walk around persons with the rights and responsibilities of the employee representatives and also the rights and responsibilities extended to the employer as set forth in A.B. 150.

The training sessions were conducted by Mr. Hurley H. George, Staff consultant, Division of Industrial Safety, State of California. Mr. George's excellent presentation consisted of an explanation of the function of the Division of Industrial Safety as it regards to the activities of the consulting branch and the compliance officers.

Mr. George begins with the O.S.H.A. act of 1970 and explains how it evolved into what is known today as Cal-O.S.H.A.

The major portion of the presentation involves the use of slides to show a typical walk-around inspection. It begins with an opening conference and progresses on through to the closing conference with an explanation of what the employee representative is entitled to participate in. The slide presentation also shows the various aspects and functions of the Division of Industrial Safety.

Mr. George's presentation lasts approximately 3 hours. This includes the time taken for questions and answers.

Most of the sessions last a full day. (See the photos of the meetings held thus far). L. L. Mitchell, Business Manager, has attended each of the training sessions and has given a report on the activities of the Safety Committee.

Business Representative Dave Reese, Local 1245's Safety and Apprenticeship Director, reports on Cal-OSHA citations for violations of the act. He covers the citations mainly against employers in our jurisdiction. Brother Reese also covers our involvement with the Standards Board.

There have been 7 training sessions thus far. The following meetings were held: On February 22, 1975 the people from North Bay and San Francisco areas met at the Local Union Headquarters in Walnut Creek.

On April 12, 1975 the people in the San Jose area met in San Mateo for their training session.

The involved members in the East Bay area met on May 10, in Oakland, California (Home of the World Champion Oakland A's).

The designated members in the Northern San Joaquin Valley area met for their Cal-OSHA training session on May 17, 1975.

On May 31, 1975, the members involved in the Safety program in the Southern San Joaquin area met in Bakersfield.

The City of Lodi was the site for the walk around inspection program held on June 14, involving the members in the Sacramento, Stockton, Lodi, Turlock region and surrounding areas. Members employed by PG&E and their General Construction group, Pacific Tree Expert Co., Turlock Irrigation District, Tri Dam Project, Sacramento Municipal Utility District and the Sacramento Regional Transit District were at the meeting.

The involved members in the Shasta and De Sabla areas met in Red Bluff, California on June 21, 1975. The various employer groups in that area were represented by members who have been designated as the employee groups walk-around inspection member.

The remaining Divisions or areas not yet covered are expected to hold training sessions after the vacation period is over.

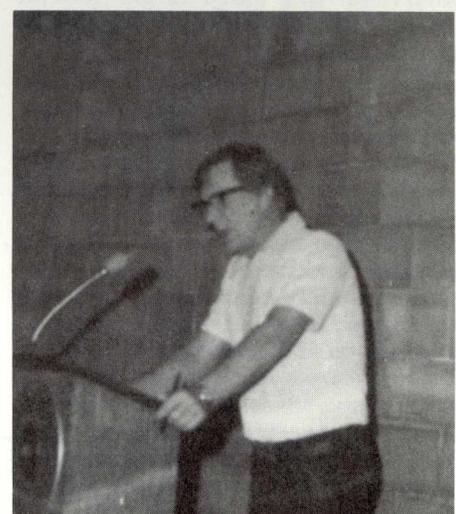
SACRAMENTO-STOCKTON AREAS



Shown above and below are the walk-around designates from the Sacramento-Stockton area at the training session in Lodi, Calif.



This photo shows Hurley George at the training session in Lodi.



Business Manager L. L. Mitchell is shown reporting on the activities of the Safety Committee.



This photo shows more members in attendance at the Lodi meeting.

PUTTING AMERICA BACK TO WORK

From AFL-CIO Executive Council statement:

The AFL-CIO is appalled at the actions taken by Senate and House on the first budget resolutions. Like the President, the Congress is focusing on the dollar deficit and ignoring the real cause of this deficit. Like the President, the Congress is ignoring the human needs of millions of Americans...

Neither the President nor the Congress recognizes these two fundamental economic facts of life.

► During periods of severe economic recession and depression federal revenue drops drastically. A deficit can be avoided either by providing the stimulus necessary to revitalize the economy or by slashing vital human programs.

► For every 1% drop in unemployment, the Treasury gains \$16 billion in tax revenues and reduced social costs. When Richard Nixon became President, unemployment was below 4%. If joblessness was at the same rate today, America would be enjoying a budget surplus.

Both the President and the Congress ignore these facts. The President has set as his goal a \$60 billion deficit total, no matter how unemployment spirals upward. The Congress refuses to challenge the President.

The President's insistence on an arbitrary budget deficit ceiling of \$60 billion indicates that he lacks essential faith in America's economy.

We in the trade union movement have absolute confidence in the ability of this nation's economy to recover from this current economic emergency, but *only* if it is given the opportunity to grow and expand. This will require a much larger federal deficit to create jobs and get Americans back to work.

The President's projected federal deficit of \$60 billion, as a percentage of today's gross national product, is far too low for this recessionary period. In fact, this country supported a much higher deficit at a time when its economy was smaller and its gross national product much less.

The publicly held federal debt was nearly 103% of the gross national product in 1947, after the end of

World War II. In 1957, the debt was down to 51% of the nation's total production of goods and services. It fell to 47% in 1960 and, in the year ended June 30, 1974, the debt was down to less than 26% of the gross national product.

The nation can—and must—revive the economy again. The Congress must ignore the President's goal and use facts, not myths, to determine what the economy needs to achieve full employment. If they don't there will be no recovery and unemployment will remain intolerably high.

The Congressional budget process was created to establish national priorities. The action taken in the Senate and House last week demonstrates that priorities have been replaced by politics.

Both the Senate and House budget resolutions are totally inadequate. In terms of funding, they either reject or under-finance essential programs.

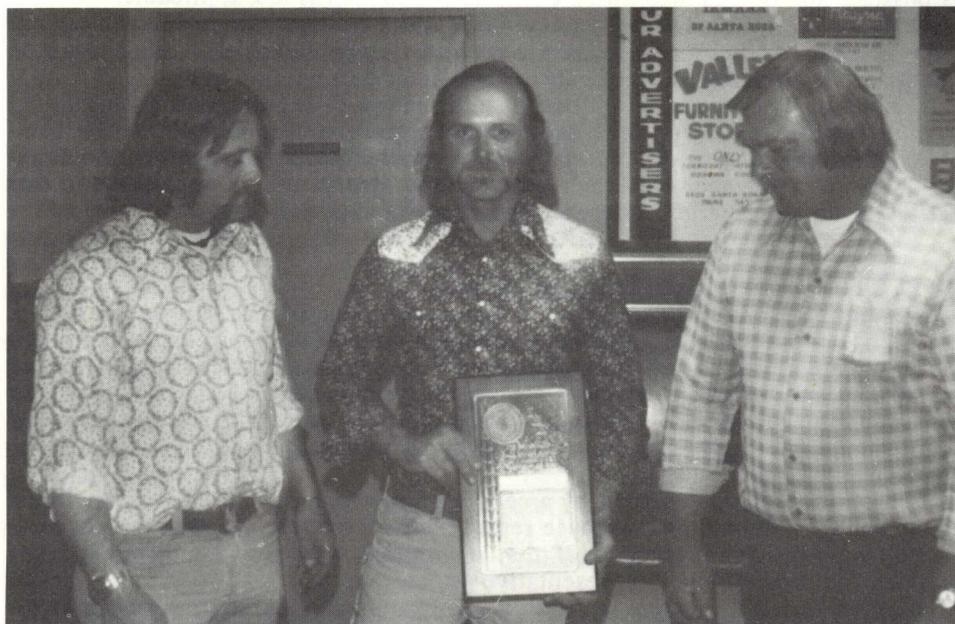
In the Senate, five Senators — Mondale, Humphrey, Williams, Javits and Schweiker — offered an amendment that would have provided \$9 billion to finance these programs. While the amendment did not go far enough, it was strongly supported by the AFL-CIO as critical to economic recovery. Only 29 Senators voted to put America back to work—for that was the issue.

In the House, the political appeal of a reduced deficit almost led to the elimination of the inadequate job-creating funds recommended by the Budget Committee.

Congress must stop ignoring the need to restore the nation to a full employment economy. Its members must be told, again and again, that putting America back to work and restoring a healthy economy must be their main goal. Seven hundred, sixty-five thousand and five.

The budget committees are mandated to bring forth reconciliation resolutions in September. But September may be too late. Therefore, the AFL-CIO will continue to call upon the budget committees to face their real responsibilities and report supplementary resolutions well before the summer recess...

IBEW Life Saving Awards



This photo shows Unit Chairman Art Farhner, left, Wayne Lewallen, center, and Ad Council Member Marshall Proschold. Brother Lewallen received the IBEW Life Saving Award for saving the life of nine year old Scott Sailor who nearly drowned while swimming in the Russian River. Another man found the boy under water in some rapids and brought him ashore where Lewallen started mouth-to-mouth resuscitation and continued until an ambulance and a Fire Dept. rescue team arrived.



This photo shows Bus. Rep. Al Sandoval, left, as he presents the IBEW Life Saving Award to Brother William M. Gregor for giving first aid to a sheriff's deputy and his assailant. Brother Gregor, a meter reader for PG&E in Placerville, was reading the meter at the home of Dewey Jackson when he heard shots. He found that Jackson had slashed the arm of deputy Howard Wilson when Wilson attempted to serve a warrant and another deputy shot Jackson in the chest after Wilson was attacked. Brother Gregor gave immediate first aid to both Wilson and Jackson who have both recovered.

CONSUMER PRICE INDEX

The terms of the PG&E Agreements provided that if the May 1975 Consumer Price Index reaches 163.5, all wages would 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%

The Index for May was 159.3; therefore, no increases in the wage rate will be made on July 1, 1975.

ARTHUR HAYS

could have won \$50.00 if he had noticed his union membership card number in the May 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

San Jose Pin Dinner



Shown above and to the right are some of the participants of the San Jose area pin award dinner.



Your Baby's Health Care begins before birth

By Marion Wells

Research Director, AMERICAN PHYSICAL FITNESS RESEARCH INSTITUTE

If you are expecting a child now or hope to have one in the future, probably your greatest concern is that the baby be healthy. Tragically, rough estimates indicate that TENS OF THOUSANDS of babies born in this country each year are not "all right." However, medical authorities also note that there is much you can do BEFORE YOUR BABY'S BIRTH to give your child the healthiest possible start in life.

According to Virginia Apgar, M.D., a noted authority in the field, a baby's care "... must begin long before he is born—ideally, even before he is conceived."

Whether you are a prospective father or mother, you can help safeguard both your own unborn baby and future generations as well by avoiding NEEDLESS RADIATION EXPOSURE, particularly to your REPRODUCTIVE SYSTEM. Authorities say "There is hazard both from a single large exposure and from an accumulation of exposures." When radiation is medically required, exposure can be minimized by a qualified radiologist with the proper equipment. If you switch physicians or dentists, be sure to request the transfer of your x-ray records. The information they provide may eliminate the need to take new ones and will also help indicate amount of exposure.

An important period in your baby's development may begin BEFORE YOU EVEN REALIZE YOU'RE PREGNANT. Dr. Apgar points out that "The infant's body, including brain and heart, have already begun to form before his mother has missed the first menstrual period and his other organs start to develop before she can be reasonably sure her period is not just late."

Because of higher risks during the early weeks of fetal development when pregnancy may still be unsuspected or unconfirmed, some physicians recommend that where pregnancy is even a possibility, no

drug product should be taken without the approval of a physician who knows that pregnancy is possible or planned. In her book IS MY BABY ALL RIGHT? (Pocket Books, 1974), Dr. Apgar notes that "Scientists now think many birth defects are caused by the action of a drug taken by a pregnant woman on the vulnerable tissues of her unborn child whose individual, genetic constitution makes these tissues susceptible to damage. Researchers now do not know which drugs could be hazardous to what specific unborn infants."

It goes without saying that precautions should also be taken to minimize exposure to toxic substances around the home, such as ANY kind of a poison or toxic spray.

Eating a nutritious, well-balanced diet is essential during pregnancy and should preferably begin before conception. An American Medical Association sponsored ad emphasized the importance of prenatal nutrition with these words: "During pregnancy, nutrition can have a direct, permanent effect on early brain growth. A seriously malnourished mother means a seriously deprived fetus. And that means a child born with less than full potential, physically and mentally."

Precise effects of maternal malnutrition on the unborn human child can be difficult to pinpoint, but findings in animals indicate the wisdom of making every effort to insure a good diet. One noted researcher writes: "In the laboratory we can produce at will baby animals that are deformed... by giving the pregnant animals poor or mediocre diets. When the diets are improved, the deformities cease to appear."

Limiting calories too severely during pregnancy "... may have harmful effects on the unborn baby's neurological development and may make his birth weight hazardously low," findings from a National Research Council study indicate. Your unborn baby may be in better shape if you follow your physician's

recommendations concerning your weight.

Are you a smoker? Note that studies have indicated maternal smoking during pregnancy is associated with lower birth weight and a higher risk of spontaneous abortion, premature birth, stillbirth and neonatal death.

Finally, both you and your baby deserve good prenatal care throughout your pregnancy. Free or low cost care may be available in your community to those with budgetary problems. Information may be obtained from the

closest Department of Health, Education and Welfare office, your state, county or local health departments or the nearest chapter of The National Foundation-March Of Dimes.

Why take unnecessary chances with your unborn baby's health?

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

Health Insurance

New Figures Belie 'Coverage' Claims

Nearly 42 million Americans under age 65 have no private health insurance at all. The number does not include the many thousands of workers and their families who have lost coverage this year due to layoffs.

New data on the limited extent of private health insurance coverage were reported in the February 1975 Social Security Bulletin. The government publication said that 22 percent of all Americans under 65 had no coverage for hospitalization or any other health costs as of December 31, 1973. The gaps in coverage were considerably greater than those presented by the Health Insurance Association of America, which claimed that only 9 percent of the under 65 population had no private health insurance.

The Social Security Bulletin reported that private health insurance met only 25.2 percent of the \$85.9 billion total national expenditures for personal health care in 1973. Medicare met about 40 percent of the health care expenditures of the aged in that year.

For services other than hospitalization, widening gaps were reported (see box).

THE GAPS IN PRIVATE HEALTH INSURANCE

The total population of the United States on January 1, 1974 was 210 million (with those aged 65 and over nearly 20 million.) In the under 65 population:

22%	42 million	had no hospital insurance.
22.4%	43.1 million	had no surgical insurance.
22.8%	43.3 million	had no in-hospital medical expense insurance.
23.1%	44 million	had no insurance to cover x-ray and laboratory examinations when not in the hospital.
64.8%	123 million	had no insurance for visits to doctor's offices or doctor visits to their homes.
88.6%	168 million	had no insurance against dental expenses.
35.4%	67 million	had no insurance against the cost of prescribed drugs.
38.5%	73 million	had no insurance for private duty nursing.
37.1%	70 million	had no insurance for visiting nurse services.
66.6%	127 million	had no insurance for nursing home care.

Source: Social Security Bulletin, February 1975.

The Safety Scene

Member puts together effective defensive driving program

Local 1245 has many members who are interested in Safety. Most who are really interested, practice safety on the job and off, and possibly submit suggestions which make the work environment a safer place.

Lynn Gillis, Light Crew Foreman in the Gas Dept. of P.G. & E., and member of Local 1245 for years, has taken his interest in safety well past the norm. Brother Gillis has developed an excellent "Defensive Driving" presentation that involves slides in sync with a tape recorder. It covers the many aspects of defensive driving on the job and shows the many pitfalls there are waiting as members drive from their headquarters, to the job site, and back to the yard in the afternoon.

The presentation is so well put together that you'd swear it was done by a professional. He has certain slides that he has taken at various headquarters which he puts into the presentation, depending on which location he is at, so that the people at the safety meeting can see someone they know and relate more to the material being presented. The music

and dialogue were put together to explain or highlight each slide.

The safety program on "Defensive Driving", which Brother Gillis put together, became especially meaningful when Bus. Rep. Dave Reese tried to find more material on defensive driving from the various safety groups, and found very little. There are many slogans, but no films or slides available.

Shop Steward Bill Schuett, this month's co-chairman of P.G. & E's Safety First meetings in the gas dept. in East Bay's Central District, asked if the Local Union would participate, and Brother Reese answered in the affirmative. He believed that it would be an easy subject to cover and found the above-mentioned lack of material.

Bus. Rep. Reese did find something called the "Smith System" which develops systematic seeing habits and driving strategies to detect and cope with accident producing situations. The full title is, "The Harold L. Smith System of Space Cushion Driving", and primarily it outlines the 5 cardinal principles of

professional driving. These are:

1. Aim high in steering
2. Get the big picture
3. Keep your eyes moving
4. Leave yourself an out
5. Make sure they see you.

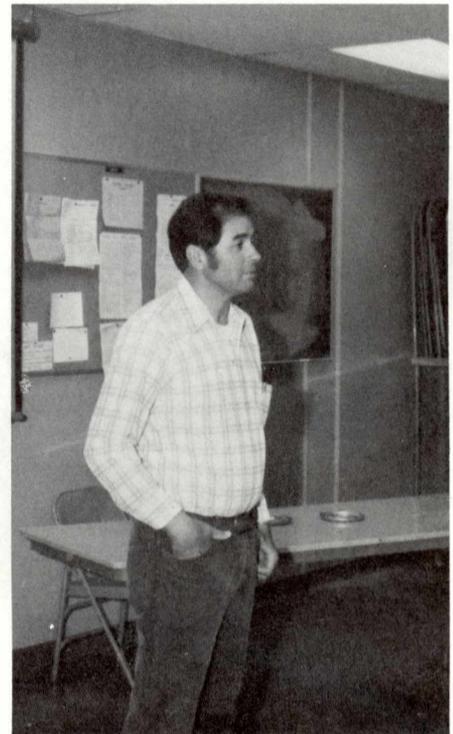
This last one, "Make sure they see you", is really important to those of you that ride motorcycles or bikes.

Brother Reese elaborated briefly on the five principles and this, combined with Lynn Gillis' slide program, made a very effective case for defensive driving.

If just one person learned from these meetings, and one or more lives are potentially saved, then their efforts will have been worthwhile.

Local 1245 will make an effort to see that more material is developed on the subject of defensive driving.

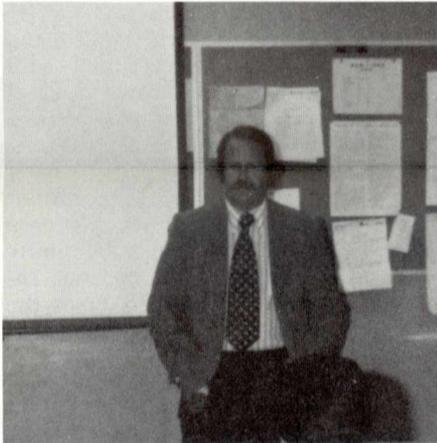
Bus. Mgr. L. L. Mitchell has invited Brother Gillis to Local 1245's next Advisory Council meeting to show his program to the elected leaders of the Local, and to officially congratulate him for his efforts in the field of safety.



LYNN GILLIS



Shop Steward Bill Schuett is shown speaking at the PG&E safety meeting at Oakport.



Dave Reese, Bus. Rep., is shown presenting defensive driving material.

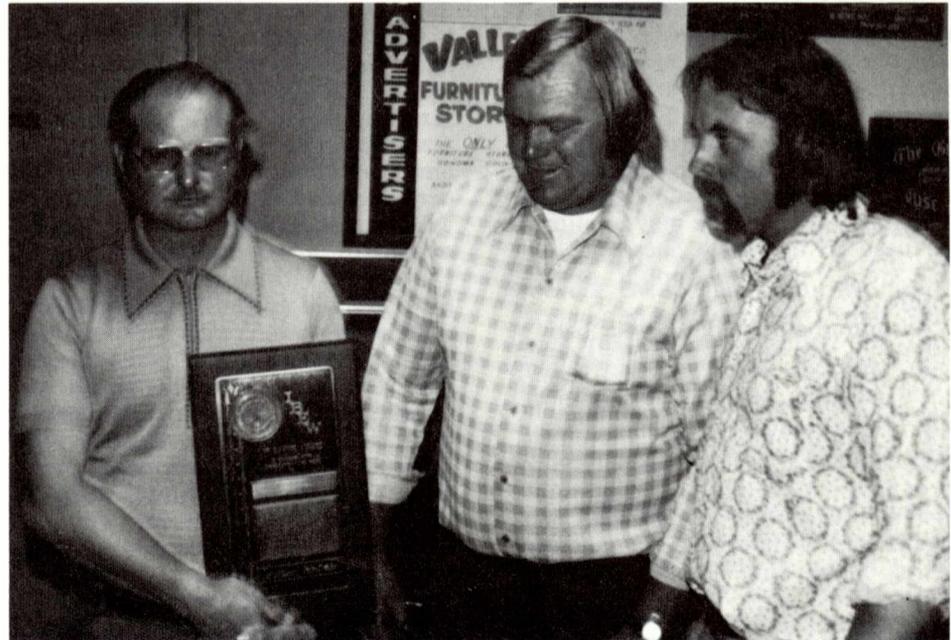


This photo shows some of the people at the PG&E safety meeting at Oakport.

IBEW Life Saving Awards presented at Santa Rosa unit meeting



Shown above in the photo on the right are: Jewell King, left, in the center is Marshall Proschold, Advisory Councilman, and Art Farhner, Unit Chairman. The photo on the left shows Art Farhner, left, congratulating Howard Stiefer. Brothers' Stiefer and King saved the life of 5 year old Mike Miller who almost drowned. They were eating lunch when they heard cries for help. They responded and found that the child was not breathing, had no pulse and was turning blue. Brother Stiefer opened the air passage and administered mouth-to-mouth resuscitation while Brother King gave closed chest cardiac massage and checked the throat for pulse.



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