



THE PROFESSIONAL GEOLOGIST

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OCTOBER, 1986



SAM R. EVANS
1987 President-Elect



RICHARD J. PROCTOR
1987 Vice President



JOHN T. GALEY, JR.
1987-88 Treasurer



EDWARD B. NUHFER
1987-88 Editor

New Institute Officers Elected by Membership for 1987

Sam R. Evans, CPGS 3349, an independent geologist and operator in Houston, Texas, has been voted AIPG 1987 President-Elect. Evans will serve as 1988 President of the Institute. He defeated Kenneth N. Weaver, CPGS 1064, Maryland Geological Survey Director and State Geologist, Phoenix, Maryland, in balloting for the '88 Presidency. A record number of Members (nearly 2,500) cast their mail ballots in the heaviest voting returns ever.

In other election results, Richard J. Proctor, CPGS 5091, an engineering geologist in Arcadia, California, has been voted 1987 Vice President of the Institute. Proctor won election over William G. Murray, CPGS 6491, a Staff Geologist with NUS Corporation, Arlington, Virginia.

Elected to a two-year term as 1987-88 Treasurer of the In-

stitute was John T. Galey, Jr., a Senior Geologist with AMAX Exploration Inc., Arvada, Colorado. In the voting, Galey was the winner over Thomas Z. Jones, CPGS 3441, Dean of the Community and Technical College, West Virginia Institute of Technology, and a consultant, Fayetteville, West Virginia.

And, elected as 1987-88 Editor of AIPG was Edward B. Nuhfer, CPGS 2808, Associate Professor, University of Wisconsin-Platteville, Platteville, Wisconsin. Nuhfer was elected over William A. Kneller, CPGS 6365, Director, Eitel Institute for Silicate Research (and formerly the University of Toledo), Toledo, Ohio.

Evans, Proctor, Galey and Nuhfer will team as '87 officers with AIPG 1987 President Charles J. Mankin, CPGS 1415, Director of the Oklahoma Geological Survey and State Geologist, Norman, Oklahoma. Rounding out the Institute's roster of officers next year, Secretary Stanley S. Johnson, CPGS 3472, Chief Geologist with the State of Virginia Department of Mines, Minerals and Energy, Division of Mineral Resources, Charlottesville, Virginia, will complete his two-year term.

Aid for Unemployed Members Expanded

AIPG is now taking additional action at the national level to aid Members who are unemployed as a result of cutbacks in the exploration activities of the domestic minerals and petroleum industries. And the Institute's Sections, particularly those in the West, are doing everything they can to help unemployed Members find new jobs.

The Institute's new Computerized Information System (CIS), now open through National Headquarters to any Member who has access to a computer with a telephone modem, has added a "Positions Wanted/Employment Available" Section. Those phoning into AIPG's CIS may enter their qualifications and availability and may view listed employment opportunities with companies or corporations, as consultants, or as expert witnesses.

Two other AIPG-produced aids of considerable value to

(Continued on Page 2)

Job Seekers, Employers May Use CIS

Members looking for work are urged to list their availability, qualifications, career interests, and information as to how they can be contacted, on AIPG's new Computerized Information Services (CIS) System. CIS, which utilizes the Institute's Arvada national office computer through a telephone "modem", is now in operation. Callers may contact the CIS to read messages or leave information by connecting their computer to AIPG's by calling (303) 431-1332 and

(Continued on Page 3)

Dues to Remain Same for 1987

The Executive Committee has voted to continue Institute dues for Members and Associates for 1987 at the same rates as in effect during past years. This action, taken at the Executive Committee's September 17th meeting in Keystone, Colorado, means that for the fourth straight year AIPG dues will not be increased and will remain level at \$75 for Members and \$35 for Associate affiliates. Dues for "Retired" Members will, however, be raised from \$15 to \$25 for 1987.

Your statement for 1987 AIPG dues will be mailed to you early in November. National Headquarters is now preparing the invoice forms following the Executive Committee decision.

The dues billing form will, as usual, include a printout of each individual's personal data as they have given it for AIPG's records. You are asked to please fill in all blanks and mark any changes. Refer to this issue of the TPG for new code numbers of Fields of Practice. This professional information for each Member will be printed in the 1987 Directory.

Payment of your 1987 dues to AIPG made before the deadline date of December 31, 1986, can of course, be taken as a business expense deduction for this year.

UNEMPLOYED...Continued from Front Page

Members seeking employment:

A new AIPG Guide to a Successful Job Search booklet is now available from Headquarters. It includes Chapters on assessing personal capabilities, resume preparation, job markets and prospects for geologic specialties, career strategies, marketing yourself, interviewing techniques, salary considerations, etc.

The Institute has produced a videotape titled **Successful Career Strategies: Finding Employment**. The tape, available to program Chairmen from Headquarters, may be used as the basis for a half-day or day-long workshop for unemployed geologists.

Institute Booth to be at AEG, SEG, GSA

Executive Director Vic Tannehill will be representing AIPG and manning its exhibit booth at the Association of Engineering Geologists (AEG) Annual Meeting in San Francisco, California, October 5th through 9th; at the Society of Exploration Geophysicists (SEG) Annual Meeting in Houston, November 2nd through 6th; and, at the Annual Meeting of the Geological Society of America (GSA) in San Antonio, Texas, November 10th through 13th.

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THE PROFESSIONAL GEOLOGIST

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Executive Committee Reps Elected

The 1987 Advisory Board at its meeting in Keystone, Colorado, September 17th, elected four of its Delegates to be its representatives serving one-year terms on the Institute's Executive Committee next year. They are: Donald L. Hook (Texas), James H. Irwin (Oklahoma), Elisabeth G. Newton (Virginia) and Bill A. Street (Wyoming).

All four will be serving for the first time on the Executive Committee. They will replace Phyllis M. Garman, Robert A. Northcutt, Norman K. Olson and Terrance E. Swor, all of whom are leaving the Executive Committee at year-end.

Hook is a consulting geologist from Dallas, Texas. Irwin is with the U.S.G.S. in Oklahoma City, Oklahoma. Newton, who is with the Bureau of Land Management, lives in McLean, Virginia. Street is an independent oil man in Casper, Wyoming.

Terms of the four newly-elected Advisory Board Representatives will begin January 1, 1987.

New Honors and Awards Booklet Printed

The new 1987 booklet on AIPG Honors and Awards is now available. Free copies will be sent to anyone who contacts Headquarters to request them.

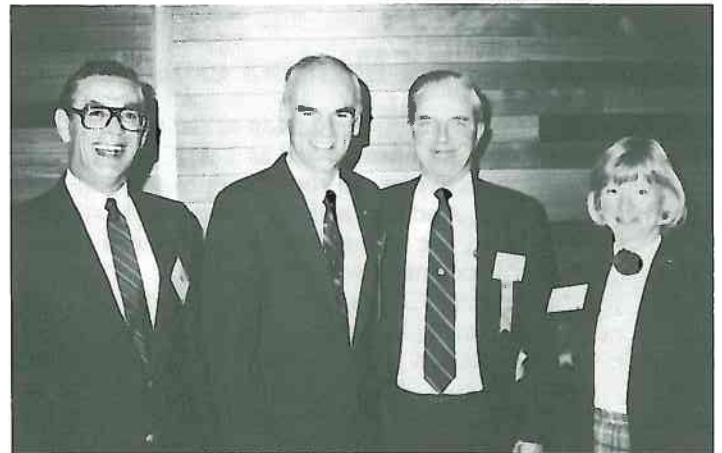
Measuring 5½" x 8½", the attractive 26-page booklet has a dark blue cover with the AIPG emblem embossed in gold. Text of the awards and photos of the awardees are printed on high-quality, cream-colored stock.

The publication describes the awards, lists the past recipients and includes the full citations for present (current year) AIPG Honors recipients. The brochure was produced by Editor Gary Glass and Executive Director Vic Tannehill.

Reminder on "Retired" Dues-Paying Category

Members are reminded once again that AIPG has the dues paying classification of "Retiree" for those Members over 65 who have belonged to AIPG for ten or more years and who are now no longer practicing geology professionally more than half time.

The 1987 National dues for such Retired Members has been set at just \$25. "Retirees" are not required to pay Section dues. If you qualify, please advise Headquarters immediately if you have not done so already.



AIPG leaders pictured with Secretary of Interior Donald P. Hodel, following his speech September 18th at the Institute's Annual Meeting in Keystone, Colorado. From left: 1986 President Travis H. Hughes, Secretary Hodel, 1987 President Charles J. Mankin, Colorado Section President Susan M. Landon.

ATRA Regional Conferences

The American Tort Reform Association (ATRA)—of which AIPG is an active member—will be holding a series of five regional conferences on this vital topic beginning October 3rd. At these conferences, individuals committed to tort reform will have an opportunity to meet their counterparts in other states, share ideas, become acquainted with ATRA's Legislative Resource Book on tort reform and hear from some of the foremost experts on bringing about tort reform in the states. This hands-on, action-oriented series of conferences will, hopefully, be a forerunner to successful enactment of tort reform in the states in 1987.

In addition to the attendance of key ATRA leaders from each state, some of the featured speakers at the conferences will include: Richard Willard, Assistant Attorney General and Chairman of the Tort Reform Working Group; Lance Tarrance, top pollster in the country on tort reform; and, Benjamin Civiletti, former Attorney General of the United States.

ATRA's regional conferences will be held on the following dates at the following locations:

- Philadelphia, PA - October 3 at the Adams Mark Hotel
- St. Louis, MO - October 7 at the Omni Hotel
- San Francisco, CA - October 14 at the San Francisco Airport Hilton Hotel
- Dallas, TX - October 15 at the Amfac Hotel & Resort
- Hilton Head, SC - October 17 at the Palmetto Dunes Resort

All interested parties are urged to attend. For more information contact: American Tort Reform Association, 1015 15th Street NW, Suite 802, Washington, D.C. 20006, phone (202) 347-7474.

JOBS...*Continued from Front Page*

following the directions.

As a free service to its Members seeking company or corporate employment, or consultant or expert witness work, the Institute has included "Positions Wanted" and "Job Openings" as part of the new CIS setup.

Employers around the country are being urged by national, state Sections and individuals to list any opportunities they may have for qualified professional geologists.

Prospective company or corporate employees can both now access the AIPG computer-matching job referral service. And the Institute's new computerized system can match available-for-consulting Members with individuals, companies or governmental organizations looking for the services of a qualified professional geologist.

In addition, the AIPG computerized service now permits Members who desire to serve as expert witnesses in court cases and at administrative hearings to offer their services to attorneys and others seeking their expertise and the credibility of a "Certified Professional Geological Scientist" (CPGS).

Counting Geologists and Changing SIC Codes

When counting all the geologists in the U.S., keep in mind that the Federal Bureau of Labor Statistics (FBLS), the Government agency responsible for such tallying—from census data, surveys, etc.—lumps Geochemists, Geologists and Geophysicists together in one Standard Industrial Classification (SIC) Code. That SIC, by the way, has recently been changed to 8999.

Professional Dues Deductibility

The "agreed to" tax reform bill, up for Congressional approval in September, proposed to alter the future tax treatment of Miscellaneous Expenses such as professional society dues and some other business expenses of professionals.

Under the proposed new plan, for corporate employees who itemize (not those who are self-employed sole proprietors), deductions for Miscellaneous Expenses will be limited to only that amount exceeding 2% of their adjusted gross income.

Expenses that typically fall in the currently-fully deductible "Miscellaneous Expense" category may include:

Employee Expenses

- Dues to professional organizations
- Subscriptions to professional journals
- Equipment, small tools and supplies needed for your job
- Protective clothing required in your work, such as hard hats, safety shoes and glasses
- Fees to employment agencies and other costs to look for a new job in your present occupation, even if you do not get a new job

Business Use of Your Home

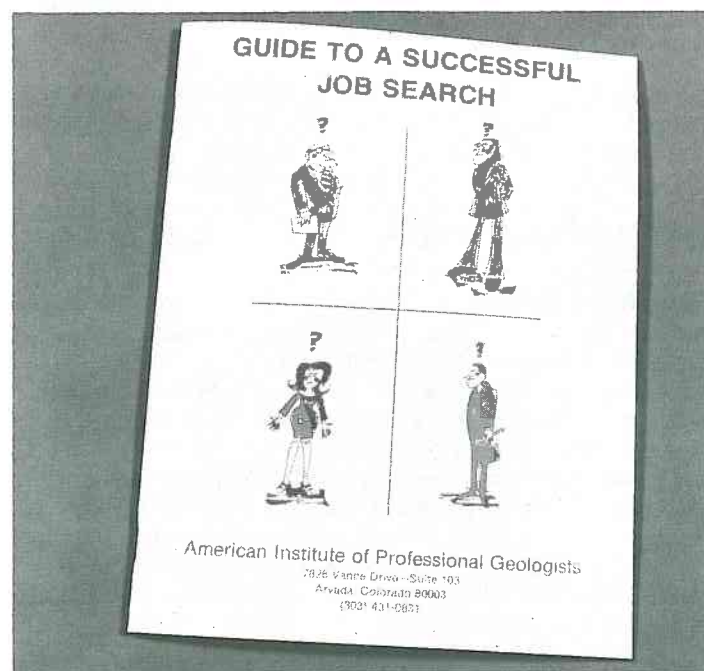
Expenses for business use of part of your home used exclusively and on a regular basis in your work and/or for the convenience of your employer

Expenses of Producing Income

- What you paid to produce taxable income
- Safe deposit box rental
- Certain legal and accounting fees
- Clerical help and office rent
- Custodial (e.g., IRA or Keough trust account) fees

Education Expenses

What you paid for education required by your employer, or by law or regulations, to keep your present salary or job. The cost of maintaining or improving skills you must have in your present position.



This is the newly-produced AIPG booklet intended to help unemployed or underemployed Members find jobs. The Institute publication, 8 1/2" x 11", 34 pages, includes sample letters, resumes, etc. A joint effort of Bob Northcutt, Editor Gary Glass and Executive Director Vic Tannehill, single copies are free. Call or write Headquarters.

Amendment Proposals Explained

The ballot for seven possible Amendments to the AIPG Constitution and/or Bylaws was mailed to the Membership October 15, 1986. These propositions were presented, discussed and debated at the Annual Business Meeting September 19, 1986. Those present approved a motion that the Bylaws Amendment be submitted to the entire Membership by mail ballot rather than voting on them at the Annual Business Meeting as permitted under the Bylaws. All Members are urged to carefully consider these proposed Amendments and to return their ballot so that it is received at Headquarters by the December 15, 1986 deadline.

Here is a summary of the Amendment proposals:

Proposition 1 - Statement of Purposes: Would add language indicating that it is a purpose of AIPG to Certify as to the professional qualifications and ethical conduct of its Members.

Proposition 2 - Inter-Society Advisory Group (ISAG): Would delete references to that body.

Proposition 3 - "Retired" Member Designation: Would provide that a Member could be designated "Retired" upon request at age 60, if the Member ceases the practice of geology for financial gain.

***Proposition 4 - Number of College Geology Credits Required:** Would increase the number of college credits in geology, geophysics, geochemistry, geological engineering, or their subdivisions, required of applicants for Membership Certification (or Associate affiliation) from 30 to 36 semester hours, or from 45 to 54 quarter hours.

***Proposition 5 - Continuing Qualifying Society Membership:** Would exempt Members in the "Retired" dues-paying category from being required to maintain a continuing membership in a qualifying society.

***Proposition 6 - Expulsion for Conviction of a Felony:** Would delete this provision.

***Proposition 7 - Initial Annual Dues:** Would delete the requirement that annual dues be prepaid by applicants and accompany their application.

**Bylaws amendments only.*

Turnout Good at 23rd Annual Meeting

Approximately 200 Members, spouses, children and guests participated in AIPG's twenty-third Annual Meeting in Keystone, Colorado, September 17-20.

The weather was excellent, the Rocky Mountain scenery spectacular, and the many places to visit outstanding for this yearly Institute gathering.

The various business meetings and the general sessions were well attended, as were the workshops, and much was accomplished. The field trip was truly excellent and an overflow crowd participated. As always, the planned and unplanned social activities were great fun, particularly the evening Western Barbecue banquet.

Everyone in attendance expressed their thanks to the Members of the Host Colorado Section Committee and volunteers from the Colorado Section who worked so hard to make the meeting a great success. Committee Chairman Larry (assisted by his wife Ruth) Anna did an outstanding job and his efforts were much appreciated.

Letters to the Editor...

TO THE EDITOR...

In response to your recent letter to members of AIPG, may I suggest that we not make too great a thing of the difference between the words "registration" and "certification." The problem with this semantic debate is that it deflects attention from the much more serious problem of state regulation, which is what registration inevitably becomes.

There were eight geologists out of the nine original members of California's Board of Registration. Following Jerry Brown's late unlamented administration, two geologists remained, and "public" members dominated the Board.

What were these public members' qualifications and points of view? Well, early in Brown's regime one of his appointees visited me to talk about what she thought ought to be done. Two minutes into our conversation she asked "What are we going to do about all of these crooked geologists?" I won't belabor you with the balance of our talk. But, it became evident then and later that she thought of herself as a policeman and guardian of public morals, and her field of crime control was the geologic profession.

Most geologists here never recognized that, although this person was an extreme case, a board of registration is indeed created in the public interest. As a result, a board can not only never be a substitute for AIPG, it may be peculiarly antithetical to AIPG. I say "peculiar" because both boards and AIPG strive for high ethical standards, but boards are political animals, not professional ones.

The sad result of geologists' confusion was a relative decline in AIPG's membership in California, at a time when it was needed more than ever as a counter to the board's hostile behavior. I am writing this letter as a warning to geologists in other states who may, erroneously, view registration as a bolstering of the professionalism fostered by AIPG.

Robert H. Paschall
CPGS 4365

TO THE EDITOR...

The action taken by the Institute in regard to its unemployed members (TPG, August, 1986) is helpful, although belated. The first paragraph of this article appears to indicate the retrenchment is particular to the petroleum industry and petroleum geologists specifically. Most of the mining industry, with its mining and minerals exploration geologists, have been in a major recession beginning in 1981 with high geologic and engineering unemployment levels since 1983. I believe a significant percentage (but not a majority) of the Institute's membership is associated with some facet of the mining-minerals industry. Historically, at least during my 30-year geologic career, the mining industry has been a stepchild to the more "glamorous" (?), more highly-publicized petroleum industry. I am disappointed that the Institute has not taken earlier action, and that it has not been more responsive to the unemployment situation in the geologic profession other than within the petroleum industry. To the Institute's credit, the contents of the Job Search booklet appear to be sufficiently generic to be applicable to all unemployed individuals within the geologic profession.

William A. Carlson
CPGS 4715

Confer "Emeritus" Status on 106 AIPG Charter Members

For many years AIPG's Bylaws ARTICLE I. MEMBERSHIP Section 1—Classification have provided that "A Member may be designated... "Emeritus"... by majority vote of the Executive Committee.

At their Fourth Quarter meeting September 17th in Keystone, Colorado, the Institute's Executive Committee unanimously voted to confer "Emeritus" status on Charter Members of AIPG (CPGs 1 - 743) aged 70 or older.

One Hundred and six Charter Members are in the first group to be recognized as "Emeritus." They have been advised by letter of this new honor. In addition, each will shortly receive a special certificate of their "Emeritus" distinction. And their status will be highlighted in future AIPG annual Membership Directories.

The letter from Executive Director Vic Tannehill to each of the newly-designated "Emeritus" Members stated, in part: "It gives me great pleasure to advise you of this honor... from your fellow AIPG professionals, with thanks for all your participation and contributions through the years from a grateful Institute."

Those receiving the AIPG "Emeritus" Member designation: Rhesa M. Allen, Jr., Andrew G. Alpha, Burton E. Ashley, Alvin L. Backlund Jr., Ewart M. Baldwin, William B. Beatty, Frank J. Bell, Ralph J. Bernhagen, D. L. Blackstone, Harold Bloom, James Boyd, Silas C. Brown, Robert H. Carpenter, Garth W. Caylor, William D. Chawner, Orlo E. Childs, Jack O. Colle, Frank B. Consellman, Kenneth H. Crandall, James R. Day, Martin J. Death, Ernest Dobrovolny, Samuel P. Ellison Jr., Arthur R.

Erickson, William C. Fackler, William C. Finch, Richard M. Foose, John T. Galey Sr., Jack B. Graham, Leland F. Grant, William C. Gussow, Michel T. Halbouty, Kempton B. Hall, Robert B. Hall, Bob Hancock, Miller Hansen, William D. Hardeman, Louis H. Haring Jr., E. T. Heck, Hollis D. Hedberg, Phillip D. Helmig, William B. Heroy Jr., Mason L. Hill, John C. Hollister, Richard D. Holt, Arthur L. Jenke, Phillip W. Johnson, William E. Kennett, John E. Kilkenny, Edward E. Kinney, Darrell L. Kirkpatrick, Fred H. Klaer Jr., Jack W. Knight, Konrad B. Krauskopf, Truman H. Kuhn, Wilson M. Laird, Richard W. Lemke, Jay Glenn Marks, Ralph W. Marsden, John C. Maxwell, Riley G. Maxwell, Ronald E. McAdams, David Pope Meacher, Frederic F. Mellen, William R. Merrill, Daisy C. Monroe, Arthur C. Munnay, Robert E. Murphy, Grover E. Murray, Henry H. Neel, William A. Newton, Jerome J. O'Brien, Gordon B. Oakeshott, Garald G. Parker Sr., Charles F. Passel, Max B. Payne, James A. Peterson, Albert L. Repecka, Otis H. Richards, George H. Roth, Orlando L. Rowland, John J. Rupnik, Dana R. Russell, Ruth A. M. Schmidt, Arvin F. Scott, Allen B. Scouler, Hy Seiden, H. A. Sellin, Benjamin T. Simmons, Fred L. Smith Jr., Frederick H. Strothmann, Harold H. Sullwold, William R. Thurston, Lon B. Turk, F. Earl Turner, Roy W. Turner, Joseph B. Vaughan, Norman S. Wagner, Ernest E. Wahlstrom, Russell G. Wayland, Sherman A. Wengerd, Jerome M. Westheimer, A. Allen Weymouth, Harry M. Whaley, James A. Wheeler and Kenneth L. Wilson.

AAAS Committee Reports on Professional Ethics

On May 24-25, the Center and the Committee on Scientific Freedom and Responsibility of the American Association for the Advancement of Science co-sponsored a workshop on the experience of and expectations for the scientific, technical professional societies in promoting ethical conduct by their members.

The Committee (on which Vic Tannehill of AIPG serves) includes professional society staff, legal counsel, representatives of government agencies, university faculty, corporate management and writers for professional journals. All joined in discussion of some of the promises and pitfalls of the professional society's role in matters of ethics.

The first day of the workshop featured a session on "Professional Society Ethics Activities: Current Policies, Programs and Procedures." Rosemary Chalk, co-director of the workshop and Program Head of the AAAS Committee on Scientific Freedom and Responsibility, presented an overview of the professional ethics activities undertaken by scientific and technical societies. She included in her talk some of the results of a 1979-80 survey of such activities involving more than 200 societies affiliated with the AAAS in order to make some comparisons with current professional society programs.

A set of issues especially pertinent to the social and behavioral sciences relate to confidentiality and privacy. Charles Mills of AAAS reviewed the importance of confidentiality to the professional-client relationship, and discussed privileged communication statutes intended to enforce confidentiality. Yet, he also noted exceptions to both the principle of confidentiality and the legal privilege, focusing

especially on the professionals' "duty to warn" as it has evolved through common law. A professional, warned Mills, would be ill-advised to ignore this duty to warn third parties if the threat posed to the latter by a client endangered their well-being.

The final presentation that morning was by William Middleton, Chairman of the Member Conduct Committee of the Institute for Electrical and Electronics Engineers. Middleton's charge was to review the ethics activities of the engineering and physical science professional societies. He concluded his talk by urging professional societies with common experiences to create a mechanism or process for exchanging information and ideas related to their professional ethics activities.

The plenary session on the second day began with Mark Frankel's examination of the normative role of professional societies in promoting ethical practices. He concluded with the observation that if one accepts that a professional association can be held morally accountable, then it has a duty to put in place mechanisms that will enable it to meet its responsibility.

Following Frankel's presentation, Charles Levy, Chairman of the Ethics Advisory Panel of the National Association of Social Workers, explored the opportunities and obstacles confronting professional societies relative to their ethics activities. While recognizing the diversity among professions, Levy also noted the commonality associated with professional efforts to codify, implement and enforce their ethics. Whatever self-serving function may be promoted by a profes-

(Continued on Back Cover)

Executive Committee Adopts AIPG "Advocacy" Policy

AIPG is an association of professional geologists organized in part to strengthen the geological sciences as a profession. Individual Members of the Institute share a collective sense of responsibility to assure that geological research and expertise are made available to benefit all mankind. AIPG encourages its Members to exercise their personal sense of responsibility and values in individually addressing current political and social issues.

In addition, the Institute through its elected officers and Executive Committee may act on issues that affect the public health and safety of the geoscientific community, and establish policy positions consistent with results from a poll of its Members. Policy positions adopted by the Institute will be consistent with its unique position as an objective source of information, analysis and opinion for the full spectrum of the geosciences.

Accordingly, the following policies will guide AIPG when it speaks on public issues:

- *The Institute has a responsibility to its Members to adopt positions of advocacy on public issues involving the geological sciences or their application to public issues. Such advocacy will be based solely on the merit of each issue and the needs of the public.*
- *To the extent that the understanding and application of geology is relevant to public policy, AIPG will offer to make information available to all parties interested in the issue.*
- *The Institute will not take or advocate public positions in its name on judgmental issues that extend beyond the professional practice of geology.*
- *Public positions adopted by AIPG and statements issued on its behalf must be based on sound evidence and must reflect the opinions of its Members, consistent with an appropriate poll of Section or Institute Members.*

Methods and Choices for the Institute To Provide Information

AIPG may provide input into the legislative process in a variety of ways which are described below. The President and/or the Executive Committee will consider the appropriateness of each option in each individual case.

Option 1: AIPG-endorsed testimony

This is an official opinion based on a review, endorsement and poll of Members or Sections. It may be represented:

- a. In person by an officer or official representative of the Institute, or
- b. In written form.

Option 2: AIPG may arrange for testimony, written or oral, to be given by a knowledgeable Member in his or her own name.

This can be accomplished through the President, Section Presidents or the Governmental Affairs Committee. One or more qualified Members may be selected to present a statement or testimony. Such expert testimony is useful in providing a government body with factual data from a reputable source and does not commit the Institute to endorsement of the testimony.

Because this option can be quickly arranged, it may be used by the Institute in response to requests for expert testimony. The Member presenting testimony may be asked to state that

his or her appearance: "has been arranged by the American Institute of Professional Geologists, but that AIPG does not necessarily endorse or sponsor these remarks".

Option 3: AIPG may join with other interested groups in development and presentation of testimony about matters of mutual concern.

AIPG may take joint action with or endorse a position of other scientific or professional societies.

An officially-designated representative of AIPG, working with similarly appointed persons from other societies, may agree to a jointly-developed statement on some issue.

Quality vs. Quantity of Responses

Because of the volume of proposals for legislation and agency regulations each year, it is impractical and counter-productive for AIPG to attempt to address every bill that has implications for geologists. The Institute finds it more productive to review the merits of pending issues, prioritize in order of significance to the geoscience community and concentrate its efforts on those policies of greatest impact. The opinions of Sections must help guide these efforts.

Less Professional Licensing Called For

The featured speaker at a national meeting in Denver, September 3rd, called on state regulatory agencies to start protecting the public and reduce the number of professions they license.

Dolly Katz, of the *Detroit Free Press*, told nearly 600 people at a meeting of the National Clearinghouse on Licensure, Enforcement and Regulation (CLEAR) that the public is less protected as more licenses are issued.

Katz said a state license should protect the public, but that's not happening. "The state is not looking over the licensee's shoulder because the state is overwhelmed with printing licenses, testing people, writing regulations and trying to find enough people to sit on the boards of all these professions it has created."

Wellington Webb, a state director of regulatory agencies and President of CLEAR, said most of the groups that have been regulated come in under the guise that they want to protect the state's health, safety and welfare.

"Actually, what most groups want is to be able to cut out an economic segment of the pie," he said. "They want to get title protection, which means no one else can use that title and that people have to come to them to receive specific services."

Meeting Held on Toxic Substances in Water

David G. Houston, Director of the Bureau of Reclamation's Mid-Pacific Region and Congressman Tony Coelho of Merced, California, were featured speakers at a meeting in Washington, DC, September 11-12, on *Toxic Substances in Agricultural Water Supply and Drainage*, sponsored by the U.S. Committee on Irrigation and Drainage.

Experts representing academia, environmental organizations, private businesses and government agencies presented papers addressing toxicity problems including legal, social and environmental issues; ground-water quality in the Chesapeake Regions; effects of selenium and other toxic elements on wildlife and humans; and, regulatory programs.

AIPG was one of the co-sponsors of the Meeting.

Safe Drinking Water Act Changes

Both Houses of Congress have overwhelmingly approved the conference version of sweeping changes to the Safe Drinking Water Act. The existing law has largely addressed bacteria and other traditional contaminants in drinking water, while the proposed changes would provide for aggressive regulation of chemical contaminants such as benzene, cyanide and EDB. Major provisions of the bill, S.124, which is a compromise of different versions passed earlier by the House and Senate, include:

- A requirement for the Environmental Protection Agency (EPA) to issue standards within three years for 83 contaminants in drinking water;
- A requirement for monitoring public water systems for all contaminants, including those not regulated by EPA;
- A program requiring states to establish "wellhead protection areas" around public drinking-water wells;
- A demonstration program to help state and local governments protect sole-source aquifers.

Although the Reagan Administration has opposed a Federal ground-water regulation program, saying that it would interject the Federal government into local land-use and water-rights issues, the President is expected to sign the bill into law. The 382-21 margin in the House and 94-0 vote in the Senate probably removed any doubt about a veto.

October is American Energy Month

October is American Energy Month, with the slogan, "Invest Now for Our Energy Future." AEM, Inc., Washington, DC, is an independent, nonprofit corporation funded by private contributions, that is coordinating activities during the month to generate discussion and understanding of the need to continually conserve as well as develop our Nation's energy resources and technologies.

AEM is sponsoring programs and activities designed to educate the public on energy-related topics. Local volunteers across the Nation are working with Federal, state and local agencies and departments, as well as with private organizations, to develop seminars, conferences and exhibits. They are also arranging for tours of energy facilities, such as power plants and national laboratories.

More than 1,500 organizations are participating in this year's American Energy Month, including the American Gas Association, Arlington, VA; the National Coal Association, Washington, DC; and the Fusion Power Association, Gaithersburg, MD.

For more information on American Energy Month call Mattox at (202) 783-4000 or toll free at (800) 833-5577.

Volunteer Immunity Bill Introduced

Rep. Porter (R-IL) has introduced H.R. 5196, the "Volunteerism Protection Act of 1986" which encourages state governments to adopt legislation granting immunity to volunteers of nonprofit organizations.

The bill provides the following:

A volunteer would be immune from lawsuits if: 1) they were acting in good faith and within the scope of their official functions and duties of the organization and, 2) if the damage or injury was not caused by their willful and wanton misconduct; and

The Secretary of Health and Human Services will withhold 1% of the funds awarded to states under the Social Services Block Grants Program from those states that do not adopt legislation by the beginning of fiscal year 1988.

Employer Code System Revamped

Headquarters staff have completed a massive conversion of computerized AIPG Member Employer Codes from the old numerical system of just six major categories to a newly revised system of twenty employment groupings.

National Office employees, under the direction of Institute Executive Director Vic Tannehill refined, improved and expanded these very important and useful employer categories—and changed nearly 5,000 individual Member records to the new system on AIPG's computer.

Institute Secretary Stanley S. Johnson commented: "Having these new employer categories in our computer system certainly will improve AIPG's ability to track and count Member employment or unemployment, by type and specialty. This revised information and these new coding categories now make possible the tallying of some very vital and extremely useful Membership data."

Members will be asked to check and verify, and correct, if necessary, their employer code when they return the information part of the billing form along with their 1987 Institute dues payment check.

The revised Employer Codes:

ACADEMIC

- A. Secondary/Junior College/Technical
- C. College/University

GOVERNMENT

- D. Federal/National/International
- E. Local/State/Regional
- F. Military

PETROLEUM INDUSTRY

- H. Integrated Petroleum Company
- I. Exploration and/or Production Company
- J. Electric/Gas Utility
- K. Exploration/Oil Field Services
- L. Consultant in Petroleum

MINING OR MINERALS INDUSTRY

- M. Exploration and/or Production Company
- N. Consultant in Mining or Minerals

ENGINEERING/ENVIRONMENTAL

- O. Waste Disposal Firm
- P. Ground Water/Hydrology Firm
- Q. Construction Engineering Firm

OTHER

- R. Research Institute or Laboratory
- S. Banking/Investments/Legal
- T. Manufacturer/Construction Company
- U. Society or Association
- X. Unemployed/Unclassified

Stopgap Money Keeps Superfund Alive

Congress enacted emergency legislation August 15th to give the limping Superfund program \$48 million in stopgap money to keep the toxic cleanup effort solvent through September.

The bill, supported by the Reagan Administration, went to the White House after voice votes in the House and Senate.

A 5-year Superfund reauthorization bill is still stalled by the bigger debate over income tax overhaul.

Lawmakers said the \$48 million will give Congress some breathing room to reauthorize Superfund, whose revenues began drying up last October 1st after Congress failed to renew its taxing authority. The action marked the second time since then that Congress had to prop up Superfund with emergency money. In March, the program got a \$150 million transfusion.

Federal Legislative and Regulatory Issues Reviewed

By Russ Wayland
AIPG Washington Representative

Federal oil and gas leasing. House bills that would change the leasing system are currently on stay, waiting for unlikely action in the Senate on S.2439 while time runs out. HR 4741 (Seiberling, D-OH) has so many environmental considerations that it would virtually shut down leasing and would overwhelm the BLM administratively. Independents favor the status quo. Many fear that any simple change in the Mineral Leasing Act could invite tinkering.

Who pays for the \$8.5 billion Superfund? House conferees want the petroleum and chemical industries to pay. Senate conferees want to retain current levies and add a broad-based tax. The Administration opposes the Senate on any tax increases.

Politics in the nuclear-waste program. Sites in which to stow radioactive waste for the long haul are the latest endangered species. First the Department of Energy (DOE) buckled under pressure last May and announced that it was suspending the search for an Eastern site, claiming that one repository will be enough for the time being. That left only Washington, Nevada and Texas sites under current consideration. Western Senators then cut the DOE's civilian nuclear-waste budget in half, a move designed to block exploration of the three western sites for at least a year. Now it is up to the Senate and House conferees on the DOE appropriations to fix the figure.

Seismic and geologic siting criteria for nuclear power plants. First published as Appendix A to 10CFR Part 100 in 1973, the criteria are now opened for reassessment in the light of experience and of advances in the earth sciences. Public meetings in Rockville, MD, are scheduled for 10-7/8/9/-86. 51FR30224

Radioactive waste below regulatory concern. The Nuclear Regulatory Commission (NRC) has issued a policy statement regarding expeditious handling of petitions to exempt specific radioactive-waste streams from disposal in a licensed low-level waste disposal facility. Streams sufficiently low in concentration or quantities of radionuclides could then be disposed of by alternative means without posing an undue risk to public health and safety. The kind of information to be filed with a petition is described in 51FR30839-30846.

Radon. HR 5202, the Indoor Radon Research Assistance Act of 1986, is a bill that would clarify the Federal role in addressing radon contamination. EPA would have the lead role.

Toll-free telephone regarding civilian radioactive waste. A new number for learning in advance of open technical meetings between NRC and DOE, including meetings on characterization of sites for a geologic repository, is (800) 368-2235. 51FR30394

Hostile Areas Exploration Incentive Act of 1986. Congressman Don Young (R-AK), with nine other Congressmen, has filed HR5437. The bill would allow tax credits for oil and gas exploration and production in Outer Continental Shelf (OCS) waters deeper than 600 feet or in any U.S. onshore arctic area north of the 49th parallel. The credits would phase out with inflation.

National Seabed Hard Minerals Act of 1986. HR 5464 (Lowry, D-WA) plus 12 other Congressmen, have filed this bill which would establish an Exclusive Exploration Zone (EEZ) research and management program for hard minerals separate from the oil and gas program of the Minerals

Management Service (MMS). Interior and the National Oceanographic and Atmospheric Administration (NOAA) would jointly run the program.

Hazardous-waste land disposal restrictions. EPA is amending its rules proposed last January (51FR1602). The newly proposed provisions include three statistical analyses for determining the best demonstrated available technology (BDAT). It also is modifying the data base on capacity estimates and is providing for variance from a treatment standard. 51FR31783-31789

Detecting ground-water contamination. EPA standards at 40CFR Parts 264 and 265, dating from 1980 and 1982, have been widely criticized and are now to be considered for revision. Present procedures may indicate contamination when it is not present, or actual contamination may go undetected. Operators will surely be required to characterize the ground water and hydrogeology at the facility more completely. EPA's discussion of changed objectives and procedures is at 51FR29812-29814.

Proposed rulemaking regarding asbestos in schools. EPA discusses its preliminary thoughts on changes in its existing regulations on asbestos in schools at 51FR28914-28920. Included are reinspections by trained inspectors; asbestos in good condition to be carefully maintained in place rather than removed; and an accreditation program for laboratories that perform asbestos analyses.

Identification of asbestos products in litigation. At least one consulting firm, this one headed by an active AIPG Member, is deeply into analytical work identifying the asbestos in products involved in litigation. Some building owners, facing the cost of removing asbestos-containing materials, are suing all possible suppliers, not being able to identify the actual supplier and recover costs from him. From several years of such detective work, our fellow geologist concludes that "some of our Government regulatory agencies have been overzealous about regulating asbestos and anything that might be considered asbestos. The tragedy is not only the extraordinary high cost of asbestos removal, but (1) the high cost of litigation, (2) the fact that most asbestos removal results in more exposure to asbestos, not less, and (3) the usual substitutes for asbestos (rock wool and fiber glass) are, according to extensive research in the U.S. and Europe done with World Health Organization funding, indicates that those artificial fibers are far more carcinogenic than chrysotile (which is 90-95% of the asbestos used.)"

National Flood Insurance Program. The Federal Emergency Management Agency (FEMA) has published final rules revising its flood plain management standards, its criteria for recognizing levees as providing protection from 100-year floods and its procedures for revising maps. The State Assistance Program is being terminated. Revisions will require some communities to amend their flood plain regulations. 51FR30290-30318

Fossil collecting in National Forest System lands. The Forest Service has published new interim rules, already in effect but open for comment until 10-27-86. The language on "paleontological resources" is now separated from archaeological considerations. The pertinent prohibition at 36CFR Part 261.9(i) now reads: "Excavating, damaging or removing any vertebrate fossil or removing any paleontological resource for commercial purposes without a special use authorization." Invertebrate fossil collection is excluded. 51FR30355

Small Business Concerns: Insurance, Spending, Taxes

People who run small businesses are worried. They are alarmed about the professional liability insurance crisis, Federal spending and taxes.

Many are angry that the government is trying to mandate employee benefits, that tax-exempt organizations are competing unfairly with them and that they are awash in government paperwork.

Some 1,823 small-business people, elected or appointed from around the country as the voices of small business, met in Washington early in September at the White House Conference on Small Business.

The professional liability insurance crisis was the major issue at the session. Delegates crammed the meeting rooms by the hundreds to tell about how they couldn't get coverage or had to pay huge increases for it.

Richard K. Willard, Assistant U.S. Attorney General, told the conference that the insurance crisis and the need for legal reform "are topics of the utmost concern to all Americans, but especially to the operators of small businesses."

Lawyers, insurers and small-business people faced off against one another at the conference over what suggestions to come up with for solving the problem. Some trial lawyers blamed the insurance companies, saying they relied on investment income and kept their premiums artificially low too long. Some small-business people and insurers blamed the lawyers for seeking excessive jury awards for victims of product claims.

The small-business conferees urged a standard of liability based on fault. They also suggested eliminating joint and several liability, which would stop the practice of assessing costs based on who has the "deepest pockets."

They also urged that noneconomic damages be limited to a \$250,000 maximum, that punitive awards be restricted and paid into a government fund, and that attorneys' contingency fees be limited.

"There is no such thing as a riskless society, so each of us must assume some responsibility for his or her own safety and the normal hazards of everyday living," the conference resolution said.

The conferees urged a balanced budget through a Constitutional amendment and suggested implementing the Grace Commission Report on government savings. They also backed tax incentives for small-business investment, a boost in a corporate surtax exemption, cuts in estate and gift transfer taxes and limits on employee benefit taxes.

Tax reform proposals to eliminate the investment tax credit for businesses and to treat income from capital gains the same as ordinary income left the conferees cold.

Advocates of reform, however, said that the plan to drop the top rate for personal taxes from 50% to 28% will help many small-business people whose personal and business returns are the same. Additionally, the reform would impose lower rates on small businesses in exchange for eliminating some deductions.

Small-business people at the conference generally also wanted tax-exempt organizations to be barred from using their tax status and postal rate advantages to compete with small businesses.

In their second-ranked recommendation, the small-business people urged government officials to stay out of the employee benefits arena by shunning legislation that would mandate employer-paid health benefits, parental leave and disability leave.

The delegates called for repeal of the Davis-Bacon Act, which boosts wages on construction projects to prevailing levels instead of local market rates.

They also took stances on social issues that keenly affect the workplace. They urged an end to bilingual education, suggesting instead that English be taught as a second language.

Liability Reform Act Introduced in Congress

The Reagan Administration has sent three legislative proposals to Congress that would make sweeping changes in the Nation's tort laws. An outgrowth of the Administration's Tort Policy Working Group, the proposals focus on product liability, government-contractor liability and tort liability of the Federal government.

The Product Liability Reform Act would apply to product-liability suits in both Federal and state courts. Although some tort-reform proponents wanted the changes to apply to all liability suits, the Administration apparently was concerned about preemption of state laws beyond cases involving products in interstate commerce.

Major provisions in the product-liability bill include: returning to liability based on fault; limiting the use of joint and several liability; capping noneconomic damages, such as pain and suffering and punitive damages, at \$100,000; eliminating double recovery from collateral sources for the same injury; restricting attorneys' contingency fees to a sliding schedule; and, encouraging the use of alternative dispute-resolution mechanisms.

Provisions of the product-liability bill would be applied to Government contractors to make sure that liability problems do not impede the ability of the Government to procure necessary goods and services. For example, the Government may have difficulty finding companies to clean up toxic wastes if potential contractors cannot obtain liability insurance.

Many provisions of the product-liability bill would also be used with respect to suits brought against the Federal government through proposed amendments to the Federal Tort Claims Act. The United States shares many of the same liability concerns as the private sector, having seen claims against it rise from about \$1 billion to \$200 billion over the past decade.

The Administration's initiative brings a new approach to the long-running debate on product-liability reform in the Senate Committee on Commerce, Science and Transportation. The product-liability proposal was introduced as an amendment in the form of a substitute to S.100 by Sen. Robert W. Kasten (D-WI). Action will be slow in the House, which is not expected to move unless a bill is passed in the Senate. The companion House bill is H.R.4766, introduced by Rep. Hamilton Fish (R-NY).

"Early Out" Bonus Offered by Alaska

The Alaska State Legislature has offered to pay as much as a year's salary into the state retirement system for state employees who choose to retire up to three years early.

The legislators made the offer in hopes that the early retirements would save the state from having to lay off workers in the face of across-the-board state spending cuts necessitated by dropping oil prices. Seventy percent of the state's revenues come from oil.

Geologists Exposed to Professional Malpractice Suits

By Ron K. Thomason
Parish & Ellison, Houston

(From the July issue of the Texas Section Newsletter)

In recent years, there has been a major outbreak of lawsuits being filed against professionals for malpractice. While those in the medical and legal professions have always been common targets for such suits, it has become increasingly obvious that no professional is totally safe from them. There is a growing number of geologists who have recently left the protective fold of large corporations and have gone out on their own. No longer personally insulated from lawsuits by a corporate shield, these individuals must now join other professionals in facing exposure on a much closer, and often individual basis.

Many geologists may have never considered the possibility of being sued for malpractice. The individual geologist may ask himself, "What in the name of God could I possibly be sued for?" (Which would be a poor choice of words now that even clergymen are being sued for just about anything, and based upon the recent depression in the petroleum industry, when something goes wrong, even geologists can expect the finger of fault to occasionally be pointed in their direction.)

It may be difficult to understand how one could be found guilty of malpractice for rendering an opinion in a profession which everyone knows is based upon the interpretation of various nebulous forms of scientific data. No one has ever expected geologists to be 100% correct 100% of the time, but the general rule for professionals is that they may be held liable on principles of negligence for damages which result from their "failure to employ the degree of knowledge, skill and judgment usually possessed by members of that profession." The courts do not limit lawsuits to those which are easy to understand. New legal theories are constantly being asserted, and the day may not be far off when we commonly see geologists dragged into court to defend the integrity of their opinions. Unless the geologist can show that he or she has taken every step correctly, done everything the way they were supposed to and made sure that every single industry standard has been followed to the letter, they are subjecting themselves to potential liability for any slight errors in judgment. (And as we are all too aware, even slight errors can cost a client hundreds of thousands of dollars.)

Most professionals have come to regard malpractice (or more tastefully, "errors and omissions") insurance as a "necessary evil" for protection against the recent rash of lawsuits. If the geologist so chooses, he may protect himself with such a policy. However, finding an insurance company that will even write such a policy, for a premium which would even come close to being considered reasonable, may not be the easiest thing to do. Although not unheard of, such policies appear to be rare.

There is another theory which may justify acquiring an errors and omissions policy. Insurance is basically a "risk-shifting" device by which the risk of being financially responsible for an error (as well as the substantial expense of defending even a groundless claim) is shifted to the insurer. It also provides a fund available for compensating your clients for any mistakes you do actually make. The other side of that coin is that it may also tend to encourage litigation since a successful claimant has a potential "deep pocket" from which to extract damages.

The insurance company would probably set premiums on a case-by-case basis, depending upon the nature of the

geologist's work, the type of clients he contracts with and the amount of experience involved, along with various other factors. Whether those premiums would be affordable, or whether one would rather just take the risk of never being found liable is a question that each geologist must decide individually.

The bottom line is that all professionals are responsible for their opinions, as that is usually the only "product" they have to market. The exposure to malpractice suits is very real, and more likely to be tested now than in the past.

Geologists, like all professionals, must maintain a constant vigil to insure that they have taken every step possible to render their best opinion, and to minimize the likelihood of being successfully sued for malpractice. But as any doctor, lawyer, architect, CPA or other "common target" will admit, even as they begrudgingly pay the often outrageous cost of insurance premiums, there is no such thing as having too much protection.

Charge Non-Profits Compete Unfairly

Owners of small businesses are fighting nonprofit organizations. The complaint of the business owners is that the non-profits are using their tax-exempt status to compete unfairly in the marketplace.

"We're not against the Boy Scouts or the Girl Scouts and their fund-raising activities directly competing on a regular basis," says Kenton Pattie, co-founder of the Business Coalition for Fair Competition.

"Small businesses have been competing with these nonprofit and government organizations, which receive special provisions such as tax-exempt status and reduced postal rates for too long," he says.

Pattie claims nonprofit organizations are the "biggest competitor" of small businesses. The issue of competition from tax-exempt organizations was a top priority among small-business owners at a recent White House Conference on Small Business.

But nonprofit organizations dismiss the complaints as sour grapes.

"It's not a question of whether the competition is fair or unfair. The question is whether small business wants any competition at all from nonprofits," said Bob Smucker, Vice President of Government Relations at Independent Sector, an organization representing 600 nonprofit organizations across the country.

1987-88 AAPG Officer Candidates Announced

Officer candidates for the 1987-88 American Association of Petroleum Geologists (AAPG) Executive Committee have been announced, with Denver independent Norman A. Foster, CPGS 1679, and Oklahoma City independent John A. Taylor, CPGS 237, nominated for AAPG President-Elect.

The candidates for Vice President are: Louis C. Bortz, a Senior Geological Associate for Amoco Production Company in Lakewood, Colorado; and, Jerome J. C. Ingels, President of Ergco Corporation in Dallas.

The candidates for Secretary are Michael E. Hriskevich with Canterra Energy Ltd. in Calgary and David William E. Organ with Chevron Standard Ltd. in Calgary.

Ballots will be mailed to the AAPG membership in the spring of 1987.

Handshake Not Enough; Written Agreement Needed

“Words are more plastic than wax,” Socrates once noted, and not much has changed since. Sooner or later, people who trust a handshake in business agreements may learn this lesson the hard way.

Oral agreements can work well in some cases. It's when recollections differ that a contract can mean the difference between a simple resolution of the problem and a day in court. Moreover, courts may refuse to hear your argument unless you produce written evidence. Agreements on transferring real estate should be in writing, for instance. So should an agreement to sell property valued at more than \$500.

A handshake also falls short when a person is agreeing to meet the obligations of another. And don't expect courts to honor oral agreements covering more than a year.

When business dealings involve relatives, a contract can salvage relationships.

Writing down terms helps people prepare for all kinds of eventualities.

Contracts need not be full of legalese. A simple description of the agreement does the job as long as it contains certain basic information:

- ✓ Names of all people involved and their roles in the deal. If an exchange of property or services is to occur, state who provides it and who receives it.
- ✓ Outline terms of the agreement. The more detailed you are, the better. Ambiguous wording will only complicate matters. State clearly the value of the deal.
- ✓ Be specific about when events are supposed to happen. What is the delivery date? When is payment due?
- ✓ Provide for the agreement's termination.

Small Companies Can Set Up Employee Pension Plans

How feasible is it for a small company to set up an employee pension plan?

If a small company should wish to explore ways of supplementing its employees' Social Security coverage, what sort of programs are available? There are three broad categories of plans, contributions to which can be deductible:

1. **Qualified pension plans**, which are of either the defined-contribution or defined-benefit types, as we'll explain below.
2. **Simplified Employee Pension plans, or SEPs**, which consist basically of employer contributions into the employee's Individual Retirement Account.
3. **401(k) plans**, which allow employees to put part of their pay, tax deferred, into a company-sponsored savings arrangement, to which the employer can, if it wishes, also make contributions.

Defined-Contribution Plan. Regular contributions are made into one or more investments, such as profit sharing, annuities or the company's stock, with the amounts of the ultimate payouts based on how well the investments perform. With defined benefits, then, performance affects only employer contributions; with defined contributions, only employee retirement benefits are affected.

Defined-Contribution Plan. With this, regular contributions are made into one or more investments, such as profit sharing, annuities or the company's stock, with the amounts of the ultimate payouts based on how well the investments perform. With defined benefits, then, performance affects

Group Asks for Moratorium on Pension Plan Terminations

Citing intent by Exxon and Phillips Petroleum to tap so-called “surplus” pension funds, the American Association of Retired Persons (AARP) has called for an immediate moratorium on pension plan terminations and swift legislative action to protect current workers and retirees from potential abuses.

Urging Congress to promptly address the issue, AARP Executive Director Cyril F. Brickfield said, “In terminating pension plans, corporations are assuring that current and future retirees will never receive cost-of-living increases. With even a moderate rate of inflation, the average 65 year old will see more than a 50 percent erosion in the value of his or her pension over the course of their retirement. That means that the pension benefit is worth half as much at a time when income and savings are drawn down and medical costs are increasing.”

Brickfield's comments came in reaction to plans by Exxon and Phillips to divert these funds for corporate use. Exxon announced that it will withdraw more than \$1 billion in pension funds while Phillips said it intends to use over \$400 million in pension funds to reduce corporate debt.

Since 1980, more than 700 corporations have terminated their pension plans and reclaimed over \$5.5 billion in pension assets.

“Pension terminations are a growing and continuing problem that threatens the stability and integrity of the private pension system,” added Brickfield. “Pensions are not charity. They are an employee's earned right. Therefore, increases in pension plan assets should be used to strengthen pension benefits.”

only employer contributions; with defined contributions, only employee retirement benefits are affected.

Simplified Employee Pension Plan. As its name suggests, this type of plan is easier to set up and administer than others. Although, with an SEP, the employer simply contributes to the employee's IRA, the limit of \$2,000 a year in annual contributions does not apply. With an SEP, contributions by the employer can be as much as \$30,000 a year or 15 percent of compensation, whichever is less.

The provisions governing distributions, premature withdrawals, and loans are the same as for individual IRAs, however. Employers making contributions enjoy tax advantages similar to those that come with qualified pension plans.

401(k) Plan. In addition to employee contributions, some employers also add to an employee's 401(k) account an amount equal to a percentage of the employee's pay. Amounts paid in by both employee and employer, plus the income from the invested savings, go untaxed until withdrawn, usually after age 59½ or the termination of employment at the company. Withdrawals for “emergency” reasons are permitted, with the definition of emergency varying from company to company. Some plans allow employees to borrow against their 401(k) accounts.

To preserve their tax advantages, employee pension plans in most cases must not discriminate in favor of officers, highly compensated employees or more-than-10-percent shareholders.

In Wake of Job Losses: Is Employee Loyalty Dead?

In the past two years nearly half a million white-collar workers have left their companies—persuaded, enticed by incentives or simply pushed out the door.

Of course eliminating jobs is an old story for U.S. firms. What's new is the growing willingness of some to slash management and professional positions. In troubled industries, these staff reductions are often needed to survive. But plenty of healthy companies are paring away, too. The motives: getting expenses in line, pleasing Wall Street or streamlining their bureaucracies.

Whatever the goal, such staff cutting threatens to kill all employees' feelings of corporate loyalty—a real if unwritten social contract between companies and workers. In a recent *Business Week*/Harris Poll survey of middle managers, 65% said salaried employees are less loyal to their companies today than they were 10 years ago.

In today's world of corporate raiders and foreign competition, many executives say "So what?" They believe that corporate loyalty is a luxury they can no longer afford.

Nearly every time a company announces cutbacks, its stock price ticks up a dollar or two. By lopping off some of its white-collar work force, a company can generate enormous after-tax savings. Over the past 18 months, nearly 300 major companies have slimmed down. Some industries, such as energy, minerals, manufacturing, computers, chemicals and pharmaceuticals, are planning their second or third parings.

American companies eventually may pay a stiff price for hacking away at the payroll. No one knows the long-term effects of liquidating such huge investments in human capital.

Survivors of mass cutbacks feel a sense of increased distance between themselves and their company. They think more about personal security and less about corporate loyalty. This reinforces the attitude already prevalent in the me-generation of the 1970s. "We are all becoming gypsies," says one geologist, "you work for a profession, not a company." Working for a corporation is being increasingly seen as a short-term contractual relationship between "Me Inc." and the company. It can be severed by either side on short notice. "People have learned you owe allegiance only to your own career," says another professional.

Some companies have handled forced cutbacks better than others. Despite big staff reductions, they have managed to maintain a high level of loyalty. Their strategy: be generous to those asked to leave. They show the survivors that the company is still committed to its people, even if it has to "surplus" some of them. They try to avoid age and sex discrimination lawsuits that often accompany massive terminations. Downsizing already is producing a number of class-action suits and other kinds of legal action against companies.

The best way for companies to avoid being taken to court, of course, is for them to get people to leave of their own free will. This is why voluntary separation plans are the most popular method of shrinking the payroll. Companies provide financial inducements for older employees to retire early or, for the younger ones, to simply take a lump sum and go. Of course if enough volunteers don't step forward, the threat of termination hovers.

All the plans are weighted toward getting employees in their late 50s and early 60s—the highest paid people—out of the company. It may be hard, or foolish, for them to say no.

If there may not be a job left after the voluntary departure plan ends, or if staying on the payroll means moving, it may

make sense to take the money and run. Termination could be just around the corner.

Legally, companies walk a thin line in communicating the future to their employees. The law says voluntary programs must be offered to entire classes of employees—and that they must have totally free choice. But there's a lot of room for influence. "Messaging" becomes subtle.

There is little question that paring down can cut short-term costs sharply. And there is little debate that powerful competitive economic forces are compelling companies to do so. Yet, the long-term costs of eroding corporate loyalty among employees may be substantial. By prodding the older ones to walk the plank, companies are depleting their reservoirs of experience and talent. With voluntary, quiet programs, many of the best are leaving.

In effect, companies that reduce staff are cashing in their human assets. Investing in human capital may soon become passe in the U.S. Downsizing is a short-term way of raising cash, and corporate loyalty is a long-term concept.

What will happen now that corporations seem to promise only a few years of work, where once they seemed to promise a lifetime? No one knows and only time will tell.

Client List May Not be "Trade Secret"

In a recent California court decision, the judge ruled that two ex-employees had not stolen trade secrets when they made use of their former employer's client list.

The rule of law is that client lists are trade secrets but when the rule of law runs into some other rule of law, it may have to give way in whole or in part.

Another rule of law is that one cannot constrain an employee so that he or she cannot freely practice the skills of the trade. Nor in general can one prevent an employee from going into business in competition with the former employer. Thus, where a customer list is short and can readily be kept in mind or where a short customer list represents the entire industry, such is not a trade secret.

Client lists, however, are normally a trade secret. One is well advised to treat them as such. Essentially that means limiting the access to the list to employees with a need to know. One will probably be able to enforce one's trade secret rights if this is done.

Odd Hours of Work, "Moonlighting" Up

A rising number of America's workers are doing their jobs outside the traditional 9-to-5, Monday-through-Friday routine. A new survey by the Bureau of Labor Statistics finds that 30 million Americans work on Saturdays, 23 million work at night or on rotating shifts, 10.5 million work overtime and 9 million work at least 8 hours a week at home. On the other hand, 15 million U.S. employees put in fewer than five days a week.

A total of 5.7 million Americans are working more than one job. That puts moonlighting at its highest level in more than two decades, the BLS reports. The rate for women is up sharply from 1980, the last time a study was conducted.

All the unconventional hours seem to suit Americans. Two thirds of them want their work schedules to stay as they are. Most of the rest aren't looking for more time off. Instead, they would prefer to make more money by working more hours at the same rate of pay.



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- 865 Subsidence

- 907 Uranium exploration

- 922 Waste disposal
- 934 Water resources

NOTE: *This list has been revised. A number of former Specialty Codes have been eliminated; some new ones have been added; and, others have been retitled. Check carefully for your correct Codes when you mark and return the Member Records part of your 1987 dues billing form.*

OHIO

The following letter has been sent to Ira Kane, President, O. H. Materials Company, Findlay, Ohio:

On behalf of the Ohio Section of AIPG, I wish to thank you and your company for your participation and sponsorship of our recent Hazardous-waste Workshop in Findlay. The meeting arrangements, coffee and donuts were most appreciated and resulted in a well run program. The efforts of Mr. Curtis Coe, of your company, who was responsible for the basic concept and arranging the meeting were most appreciated. In addition, Mr. David Mummert and Mr. Derrick Rehbein's participation in the program added insight into safety considerations at hazardous-waste sites and a better understanding of the overall capabilities of OHM.

Again, I thank your company for their support and involvement in our recent workshop which resulted in good experience for all who attended.

Samuel M. Stowe
Ohio Section President

ILLINOIS-INDIANA

The fall meeting was held Wednesday, September 10, 1986, in Champaign, Illinois. The theme was Ground-water Protection. This is a topic of interest to many. Five speakers presented information on this very timely topic.

Program for the meeting was:

- 10:00 - 11:00 Registration, coffee and rolls
- 11:00 - Noon Section Business Meeting
- Noon - 1:30 Luncheon
- 1:30 - 2:00 John Schaffer, Illinois State Water Survey: Remarks on Ground-water Protection in Illinois
- 2:00 - 2:30 Dick Berg, Illinois State Geological Survey
- 2:30 - 3:00 Rick Cobb, Illinois EPA, Ground-water Division
- 3:00 - 3:30 Konrad Banaszak, U.S. Geological Survey
- 3:30 - 4:00 David Wagner, Deputy Commissioner, Indiana Department of Environmental Management: Ground-water Quality of Indiana

Here is the nominated slate of 1987 officers for our Section who were voted on at the meeting: President, Chris Mitchell; Vice President, Hayden Murray; Secretary-Treasurer, John Utgaard; Editor, Russ Jacobson; Executive Committeemen, Konrad Banaszak, Marshall Daniel and Charles Wier.

Attendees discussed an idea to publish names of Section Members in local papers. The major question was: Should the Illinois-Indiana Section pay for publishing this ad in local papers? Should we possibly run one without any names?

Those present also heard a report on some possible modifications of our Section Bylaws.

Report on Illinois Junior Academy of Science Award by Paul B. DuMontelle, AIPG-AEG Representative: The Members of the Section were proud to award special recognition to the following outstanding exhibitors in the category of Earth Science. This is our eleventh year to honor top exhibitors at the State competition of the Illinois Junior

Academy of Science. Those recognized and their projects were: Josh Rilying, Rochester High School, Rochester, Illinois, "Precipitation and pH"; Jolene Marrow, Immaculate Conception High School, East, Elmhurst, Illinois, "Retention Ponds"; and Zach Dinardo, Auburn Junior High School, Algonquin, Illinois, "The Power of Coal".

Russell J. Jacobson
Illinois-Indiana Section Newsletter Editor

NORTHEAST

Forty people attended the Northeast Section Spring Meeting in New York City on May 14th. The topic of the panel discussion, *Future Trends in Geology*, was of specific interest to many of the attendees and resulted in several people traveling from outside the Northeast Section to attend the meeting. Also in attendance were recent graduates and professionals who have taken positions of employment in the field of geology. As with all of our meetings, one of the benefits is the informal discussion and exchange of ideas that takes place during the cocktail hour and dinner.

The Northeast Section has a geographic problem due to its size and the distribution of our 232 Members across eight states. It's a fact of life; people will not regularly travel great distances to attend a meeting. We are not unique; many single-state Sections have the same problem. Attendance at AIPG meetings, for any Section, is a function of at least three criteria; the distance one has to travel, the quality of the meeting—is it of personal interest?—and the individual's desire to be involved, to meet and discuss common interests with fellow professionals. For many of us who benefit from frequent attendance, we tend to work around the distance issue as not really being a problem, and we enjoy contributing

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Sections Reminded to Check Amendments

A reminder: Before Sections put proposed Constitution and/or Bylaws amendments to a vote of their Membership, such possible changes must first be approved by the AIPG Executive Committee. The Institute's Constitution and Bylaws states:

ARTICLE X. SECTIONS. *Section 2--Functions and Limitations states: "A Section may conduct its own affairs so long as they are not in conflict with the Constitution and Bylaws of the Institute. The Bylaws of Sections shall not be in conflict with those of the Institute, and any changes therein shall take effect only upon prior approval of the Executive Committee of the Institute. No Section shall have the power to bind the Institute by its action."*

Elections of 1987 Section Officers Underway

A number of AIPG Sections are now conducting their elections of officers for 1987. Names of these new Section officers will be reported in the TPG.

Current Section Presidents and Secretary-Treasurers are reminded that—if they haven't done so already—results of the election of their '87 officers should be sent to Headquarters in writing just as soon as possible so that mailing lists can be updated.

to the participation at the meetings and recognize the value of making new friends and seeing old friends.

On that note, I want to encourage everyone to attend our Annual Fall Meeting, to be held in the Trenton, New Jersey, area on Friday, October 17th and Saturday morning the 18th. The Friday afternoon and evening program will follow our standard format, which includes a cocktail hour and dinner. Saturday morning will be a field trip of the Reading Prong which will be led by experts who have conducted similar field trips in this area. More specific information about the meeting was included in our newsletter.

The election of 1987 officers and committeemen is especially important this year. Section Members should have received their ballots in August. Included with this year's ballot was a form to vote for or against proposed Northeast Section Bylaws amendments. It is important that everyone vote, since the Bylaws require an affirmative vote by a majority of all Section Members.

Each year the ballot return for election of officers is well below 50% of our Membership. If that is the case this year, the amendment will not pass. I personally call on you to vote on the proposed amendment (either for or against) and return your ballot. As the old saying goes, "your vote counts." In this case, it is essential, as it will allow your Executive Committee to function more effectively. Failure to vote is equivalent to a "No" vote.

In summary, the proposed amendment is to have separate officer positions for Secretary and Treasurer instead of the current situation whereby both positions are handled by one individual. It's a simple fact of needing to make these important positions more effective by distributing the work load to two individuals. It will require your vote to allow this to happen.

Thank you in advance.

Ted Clark
Northeast Section President



Recipients of AIPG honors for 1986. From left to right (back row): Ed Dapples—Honorary Membership, Bud Rue—Van Couvering Medal, Bob Weimer—Parker Memorial Medal, Frank Kottowski—Public Service Award, Ross Shipman—Honorary Membership. (Front row—recipients of Presidential Certificates of Merit): Jim Vincent, Serge Gonzales, Clay Johnson, Bill Street. Not pictured: Allan Krause.

CAROLINAS

The Section was honored to have National President Dr. Travis H. Hughes as our guest and speaker at our meeting September 5th. A social period for the meeting started at 6:30 P.M., followed by a buffet meal and Section meeting.

Dr. Hughes spoke on *AIPG—What it is and What it Does*. National President Hughes is the Vice President in charge of the technical program of P. E. LaMoreaux, a consulting firm in Tuscaloosa, Alabama, and is also the senior staff scientist in the Environmental Institute for Waste Management Studies, University of Alabama. His talk included recent activities of AIPG, including efforts to help unemployed geologists.

MONTANA

A planning meeting of Section officers, Committee chairmen and recent past officers was held. Those attending were: Elizabeth Brenner-Younggren, Bruce Cox, Jack Fanshawe, Bob Matson, Henry McClernan, Jerry Meldahl, John Tonnsen and Don Wirth.

Several questions posed by the National AIPG were discussed.

A letter from Jack Warne, who was unable to attend the meeting, brought to our attention Congressman Udall's proposed Federal leasing program, which would be adverse to the operations of oil and gas independents in our areas. President McClernan, with the help of Elizabeth Brenner-Younggren and John Tonnsen, sent letters to Udall and the Montana Congressional Delegation stating opposition to this bill.

Don Wirth, Vice President, East, has sent a letter to all our Montana Congressmen urging that certain areas with mineral, oil and gas potential be left out of the proposed new Wilderness Bill.

The Section Annual Meeting was held Saturday, September 27th, at the Crosscut Ranch, east of Bozeman, in Bridger Canyon near the base of Bridger Bowl.

There was a short business meeting followed by a report by John Montagne on the AIPG National Meeting in Keystone, Colorado, and a talk by Dave Lageson on the *Tectonic Evolution of the Bridger Range and Its Relationship to Oil and Gas*.

A field trip, led by Dr. Montagne, was held after the luncheon meeting and addressed three subjects:

1. The relation of geologic hazards and constraints of the Bridger Range and their relation to the siting of structures

(Continued on Page 16)

Sections Produce State Directories

Some half dozen AIPG Sections have produced very attractive—and very useful—Section Membership directories this year. Most notable examples have come from the Northeast, Wyoming and Arizona Sections.

All Sections are strongly urged to produce such directories for distribution to state government, news media, potential buyers of geologic services, the general public, etc.

Headquarters can and will, upon request, provide any Section with a near-typeset-quality printout of data on their Members, in any form or fashion the Section may wish. "Fields" may include any of the information printed in the AIPG Annual Membership Directory.

and recreational facilities.

2. The siting of the Sohio No. 1 Moats well and the mitigating circumstances that were followed and argued in order to comply with certain strict zoning regulations in a sensitive rural residential area.

3. Structure of the east flank of the Bridger Range, which is on the forefront of the fold and thrust belt as we know it today.

Elmer G. Meldahl
Montana Section Secretary/Treasurer

OKLAHOMA

The Executive Committee of the Oklahoma Section met Wednesday, July 16th, in Stillwater. The meeting began at 6:30 P.M.

Membership in the Oklahoma Section is currently 289. The number of Members is expected to decline, as some move out of the state due to the current economic situation in the petroleum industry. Bob Northcutt read a letter from the Texas Section issuing a challenge to all sections to recruit new Members. All should keep their eyes open for prospects.

Jim O'Brien brought the Committee up to date on plans for the 1988 National Convention which the Oklahoma Section will be hosting in Tulsa. Jim received praise from the Committee for the excellent progress in his planning for this event. Jim Irwin reported on progress for the 1987 Oklahoma Section Convention.

Oklahoma City Chapter

Oklahoma City Chapter Members have been taking a two-month summer break in their programs after a series of informative and provocative speakers in the first half of 1986. State Senator Giles spoke to them concerning the Oklahoma Corporation Commission. Daily Oklahoman State writer Mary Jo Nelson brought us a delightful program on her experiences, complete with slides, entitled *Oklahomans on the North Slope and in the North Sea*. Ladies night with Ken Johnson from the Oklahoma Geological Survey offered us the opportunity to join a float down the Colorado River

Record Amount of Section News Submitted

During the first eight months of this year, a record number of Sections submitted news items for publication in *The Professional Geologist*. All Sections are encouraged to send in items of news for the TPG at least every two months.

Sections are also urged to produce and mail their Members a Section Newsletter on a periodic basis. Such publications may be plain or fancy, but all can be interesting and informative. They can do a good job—thanks to their respective volunteer editors—of communicating news about Section and Member activities.

To help the timely flow of information between Sections, AIPG Headquarters continues its Central Newsletter Exchange Program. Under this arrangement, all Sections that produce Newsletters send 40 copies of each issue to the Institute office for sharing with the Presidents of other Sections around the Country.

through the Grand Canyon. *Registration vs Certification* was the topic discussed at an evening meeting by a panel of experts. At our last meeting prior to the summer break, Jack Davison, newly appointed Director of the Oil and Gas Division of the Corporation Commission, brought us up to date on current and hopeful happenings within the Division.

Already scheduled programs for fall are: *How to Get the Ear of Your Elected Representative* and *Getting Ready for Tax Time*.

Victor J. Veroda
Oklahoma City Chapter Representative

Tulsa Chapter

W. Carey Fields has volunteered to be the new Tulsa Chapter Representative. He takes over from Penny Nelson who has recently moved to Houston.

Scott C. Christenson
Oklahoma Section Newsletter Editor

Sections Set Dues for 1987

All Sections were to have advised Executive Director Vic Tannehill of any change in their Section's annual dues for 1987 by October 1st.

Section dues, which are billed each year along with national dues, are collected from Members and Associates and remitted back to the Sections by Headquarters, usually ten days after the payment cutoff date.

A complete listing of 1987 Section dues is shown below:

Section	Dues
Alabama	\$ 5.00
Alaska	10.00
Arizona	10.00
California	5.00
Capitol	10.00
Carolinas	5.00
Colorado	10.00
Dakotas	5.00
Florida	10.00
Georgia	5.00
Idaho	--
Illinois-Indiana	5.00
Iowa-Nebraska	5.00
Kansas	5.00
Kentucky	25.00
Louisiana	5.00
Michigan	10.00
Minnesota-Wisconsin	15.00
Mississippi	5.00
Missouri	10.00
Montana	5.00
Nevada	5.00
New Mexico	5.00
Northeast	5.00
Ohio	5.00
Oklahoma	10.00
Oregon	5.00
Pennsylvania	10.00
Tennessee	3.00
Texas	10.00
Utah	5.00
Virginia	15.00
Washington	5.00
West Virginia	5.00
Wyoming	10.00

Our Members Make the News...

John V. Brock, CPGS 3942, has been appointed Vice President of Oil and Gas for Hallador, Inc., a Sacramento-based manager of oil and gas and venture capital investments. Brock will be responsible for all oil and gas operations of the Company and its drilling programs.

Brock, 53, has almost 30 years of experience in industry, most recently as a consulting geologist. He was President of Maverex Corporation, a Denver-based exploration and production company, from 1981 to 1984. Brock was previously employed by Tesoro Petroleum Corporation of San Antonio from 1972 to 1981, finally as Manager of Domestic Exploration. He has also been associated with Tenneco Oil Company, Superior Oil Company and Sinclair Oil and Gas Company.

A 1957 graduate of Colorado College with a B.S. in Geology, Brock is also a member of the American Association of Petroleum Geologists and is a Certified Petroleum Geologist.

Douglas R. Frick, CPGS 5105, Senior Hydrogeologist and Senior Project Manager with Hall Southwest Water Consultants, Inc., has been promoted to the position of Vice President of the firm. Frick will continue to manage the firm's technical services related to ground-water contamination investigations, hydrogeologic studies for mining operations and water supply exploration and development projects. His new responsibilities include expansion of ongoing professional development and training programs, market evaluation and long-term planning.

Willis Hyde, CPGS 1593, has been appointed manager of hydrogeology in the Orlando office of Post, Buckley, Schuh & Jernigan, Inc., a national design firm specializing in environmental engineering. Hyde was formerly with Harza Engineering Company of Chicago, based in Alabama.

Hyde will be responsible for the technical and administrative supervision of the department, including technical overview and participation in ground-water resource evaluation and development, water quality studies and monitoring, project planning and development and preparation of technical reports.

A masters graduate of the University of Alabama, Hyde has more than 25 years experience in ground-water projects in the U.S. and several foreign countries and is the author of more than 40 technical papers on ground water and water resources.

On June 20, 1986, the University of Heidelberg, Germany, conferred an Honorary Doctor's Degree (Doctor Honoris Causa) on **Gerald M. Friedman**, CPGS 1531, Professor of Geology of Brooklyn College and the University Center and Graduate School of the City University of New York and President of the Northeastern Science Foundation, a not-for-profit corporation affiliated with Brooklyn College, Troy, New York.

This Honorary Doctor Rerum Naturalium Degree was granted to Dr. Friedman in recognition of his research in sedimentology.

On August 25, 1986, at the 12th International Sedimentological Congress in Canberra, Australia, Dr. Friedman was awarded Honorary Membership in the International Association of Sedimentologists. Dr. Friedman also holds Honorary Membership in the Society of Economic Paleontologists and Mineralogists and in the Eastern Section of the American

Association of Petroleum Geologists.

Dr. Friedman is a past Vice President of the American Association of Petroleum Geologists, and past President of the International Association of Sedimentologists, Society of Economic Paleontologists and Mineralogists and the Association of Earth Science Editors. He is the current President of Sigma Gamma Epsilon, the Honorary Eastern Sciences Society. Dr. Friedman received a B.S. degree from the University of London, England, in 1945 and was awarded the Masters and Ph.D. degrees in Geology from Columbia University. In 1977, the University of London, his alma mater, conferred on him the degree of Doctor of Science.

IN MEMORIAM...

On August 11, 1986, the Florida Section of AIPG and the geologic profession lost a good friend by the death of **William D. Reves**, CPG 1610.

Bill and I had both, sequentially, been the Economic Geologist for the Florida Geological Survey. Subsequently, we had worked together on carbonate evaluation projects and also "trode the same ground" for different companies at many other sites. Bill was a dear friend—I will miss him greatly.

Bill always had the time, maybe because he never married, to visit and talk about anything you wished, but preferably about his love, Geology. Bill was the Will Rogers of the Florida Geologic Community; he never met anyone he didn't like, and I'm confident no one ever met Bill who didn't also like him.

Bill was born August 23, 1922, in Welch, West Virginia, received his grade school education in West Virginia and St. Petersburg, Florida, having moved there in 1936. He graduated from St. Petersburg High, attended St. Petersburg Junior College, obtained his Bachelor's Degree from the University of Florida and his Master's Degree from the University of North Carolina at Chapel Hill; both in Geology.

Bill became a Sea Scout at 16, and furthered his fascination of the sea by joining the U.S. Coast Guard and serving in the Caribbean, Phillipines and Japan. Bill, ironically, had bought a new boat the day he died.

Professionally, Bill worked for the Florida Geological Survey, Dixie Lime & Stone Company and then had been a consultant for many years in Ocala, Florida.

Bill is survived by his mother, Masie D. Reves of St. Petersburg and his cousin, Fred E. Counts of Jacksonville, Florida.

Bill's death has left an unfillable void, but many of us are better people and geologists for having known Bill Reves.

Bobby J. Timmons

Bill Proposed to Collect Mail Order Tax

A bill has been submitted to Congress that would require mail-order companies to collect sales taxes for states in which their customers reside. This is something they haven't had to do since the Supreme court ruled in 1967 that requiring mail-order house to collect out-of-state sales taxes is unconstitutional.

The bill, submitted by Senator Mark Andrews (R-N.D.), would give a state the authority to require mail-order companies to collect state sales taxes. The measure generally is supported by small retailers who do not sell across state lines, and who feel at a competitive disadvantage with those who do, since the latter do not have to add sales taxes to the prices they charge.

APPLICATIONS RECEIVED

Applicants for Certification must meet AIPG's standards as set forth in its Constitution on education, experience and competence and personal integrity, and for Associate status, the same except for experience. If any Member has any factual information as to any applicant's qualifications in regard to these standards, whether that information might be positive or negative, please mail that information to Headquarters within thirty (30) days. This information will be circulated only so far as necessary to process and make decisions on the applications.

***AMOS, William S.**, 7 Maple Drive, Caseyville, IL 62232. Sponsors: Ronald E. Yarbrough, Paul DeMontelle, Larry Powell.

DORFMAN, Myron H., 6413 Five Acre Wood, Austin, TX 78746. Sponsors: William Fisher, Robert Morton, Edmund Wermund, Harry Kent, Don Bebut.

CAMPBELL, Bruce G., 1410 Brookgreen Drive, North Augusta, SC 29841. Sponsors: Stuart W. Maher, Norman K. Olson, Malcolm F. Schaeffer, Steven R. Benham, C. Allen Motley.

ESCHNER, Thomas R., 814 Omega Drive, Lafayette, LA 70506. Sponsors: John S. Rives II, Albert J. Trepagnier, Philip C. Dupler, John A. Worthen, Marie T. McCrink.

FITZPATRICK, Ronald G., 1095-1C Prescott Drive, Roselle, IL 60172. Sponsors: William Seno, Ed Need, Van Howbert, Carl A. Tucker, Al Smith.

FOX, Robert E., 1405 Megan Wood Circle, Lexington, KY 40502. Sponsors: Wallace Hagan, William C. MacQuown, William E. Diggs, L. R. Ponsetto, Phil Miles.

FULLER, David R., 16131 Norell Avenue North, Marine-on-St. Croix, MN 55047. Sponsors: Edward C. Sprotte, Clifton H. Gray, Paul K. Morton, Richard B. Greenwood, Judy A. Cole.

GETCHELL, Frank J., 417 Lincoln Avenue, Wychoff, NJ 07481. Sponsors: Lawrence P. Smith, Steven E. Spayd, John T. Humphrey, J. Theodore Morine, David B. Terry.

ILEY, Dennis R., Route 1, Box 125-A, George West, TX 78022. Sponsors: D. Gail Latimer, Roger D. Steward, Robert T. Kent, Jack W. Smith, Joe A. Hybner.

KIMREY, Joel O., 978 Oak Drive, Oviedo, FL 32765. Sponsors: Glen L. Faulkner, Abe Kreitmann, John Vecchioli, Michael Planert, James A. Miller.

LUNDY, Don A., 1704 Riverdale Drive, Edgewater, MD 21037. Sponsors: N. Thomas Sheahan, James J. Geraughty, Jeffrey P. Sgambat, Jeffrey Schick, Peter W. Huntoon.

MANTOOTH III, Hamilton S., 6245 Woodcrest Road, Morristown, TN 37814. Sponsors: Brian Keith Rauch, Stewart W. Maher, R. W. Johnson Jr., Ray C. Gilbert, Robert E. Fulweiler.

MARTIN, Steven L., 813 Davis Street, Sun Prairie, WI 53590. Sponsors: Robert J. Robbins, Christopher S. Peters, Daniel O. Madison, Stephen D. Johannsen, Bernard W. Rehm.

MELDGIN, Neil J., 10409 Sheffield Unit 3-South, Palos Hills, IL 60465. Sponsors: Ron St. John, Mike McCarrin, Charles Malin, Tom Thomas, Karen Vendl.

MURRAY, Gene L., 715 West Beal, Lincoln, NE 68521. Sponsors: William Wayne, Darryll Pederson, Owen Goodenkauf, Craig Savage, Jon Gross.

O'BRIEN, Douglas E., 261 Bryn Mawr Circle, Houston, TX 77024. Sponsors: Andrew Hampf, Don Scherer, Clyde Harrison, Frank P. Welborn Jr., David Swenson.

OYELOWO, Babatunde A., 515 Saberwood Drive, Missouri City, TX 77489. Sponsors: Stuart Hastings, Marvin Smith, Selim S. Shaker, P. Stephen O'Hara, Carol M. Lucas.

RICE, Thomas E., 40 Butter Hill Road, Pelham, MA 01002. Sponsors: Edwards Belt, Richard M. Foose, Donald O. Doehang,

Ward S. Motts, Carlos Carranza.

ROBBINS Jr., Gerald D., 7013 Klymore, Huber Heights, OH 45424. Sponsors: Douglas Kent, Gary Steward, Zuhair Al-Shaieb, Bob Tehan, Tom Verhulst.

***ROUD, Jody M.**, P.O. Box 586, Wayne, PA 19087. Sponsors: Charles T. Kufs, Lynne M. Preslo, Frederick Bopp III.

SCHMITZ, Darrel W., 26 Rockford Court, Brandon, MS 39042. Sponsors: Ernest Boswell, George Vockroth, Bill Moore, Del Gann, Mike Seal.

THIEDE, David S., 10050 E. Harvard Avenue, No. C619, Denver, CO 80231. Sponsors: Warren H. Westphal, Stephen A. Krajewski, William M. Shepard, Clement A. Lehnertz Jr., Michael B. Mehrtens.

WEESNER, Gary D., 9240 South 43rd Place, Phoenix, AZ 85044. Sponsors: Ken Hollett, Jack Nations, Robert Thompson, James Marie, Earl Komie.

NEW MEMBERS

Take a minute to call and welcome these new Members into the Institute. Invite those from your state to become active in Section affairs.

BARNHILL, Clayton M., CPGS 7145, Roswell, NM

BRAZZLE, Sherry A., CPGS 7146, Solon, OH

CAMPBELL, J. Frisbee, CPGS 7171, Kailua, HI

CAMPO, Paul L. V., CPGS 7151, Vista, CA

CARPENTER, Tom W., CPGS 7166, Ashland, KY

CHILDS, John F., CPGS 7165, Los Angeles, CA

DE PAOLIS, Gloria A., CPGS 7147, Pittsburgh, PA

FAGRELIUS, Kurt H., CPGS 7149, Farmington, NM

FRY, Herbert E., CPGS 7163, Manheim, PA

GRAVES, Lisa F., CPGS 7158, Lakewood, CO

HATTON, Tom, CPGS 7157, Lakewood, CO

HERWIG, Jonathan C., CPGS 7168, Austin, TX

LODDER, Willem, CPGS 7156, Golden, CO

MCCLEESE, Jerry R., CPGS 7161, Kingsport, TN

MENZIES, E. Miranda, CPGS 7148, Cincinnati, OH

MERRION, Peter J., CPGS 7164, Collinsville, IL

MORSE, Edwin W., CPGS 7160, Knoxville, TN

MOTLEY, C. Allen, CPGS 7159, Maryville, TN

NORTH, Robert M., CPGS 7150, Socorro, NM

ORLICH, Michael S., CPGS 7165, Carbondale, IL

RICHMAN, Lance R., CPGS 7169, Corpus Christi, TX

RISSLER, John K., CPGS 7153, San Angelo, TX

SCHUKENECHT, Mark R., CPGS 7170, Austin, TX

SMITH, Thomas N., CPGS 7162, Knoxville, TN

SYDNOR, Harold A., CPGS 7167, Madisonville, KY

VOSKOV, Liudmila, CPGS 7152, Ann Arbor, MI

WARD, John R., CPGS 7155, Englewood, CO

NEW ASSOCIATES

BUTERBAUGH, Gary J., A334, Mechanicsburg, PA

INTERVAL, Kenneth G., A335, Pittsburgh, PA

MORIN, Paul R., A336, Bolingbrook, IL

EPA Monitoring Guidance Document

EPA has released a draft technical enforcement guidance document on ground-water monitoring. To obtain a copy of the draft "RCRA Ground-water Monitoring Technical Enforcement Guidance Document," write Dr. Ken Jennings, U.S. EPA, RCRA Enforcement (WH 527), 401 M Street S.W., Washington, DC 20460, or call 202/475-9314. EPA expects to have a final version ready for comments shortly.

AAPG-AGI Teacher Program

(From the September, 1986, issue of the AAPG Explorer)

The crucial shortage of qualified math and science teachers in many secondary school systems has prompted the American Association of Petroleum Geologists (AAPG) and the American Geological Institute (AGI) to start a program assisting geoscientists interested in an alternative career as a secondary school teacher.

Unemployed or underemployed petroleum geoscientists may play a unique role in bringing practical earth science applications into science and math courses at all levels.

Earth science, in recent years, has become an increasingly common offering in junior high or senior high level. Some school systems offer second level elective earth science courses or geology courses for senior high students. An earth science course commonly focuses on geologic topics, but meteorology, astronomy and oceanography topics are also considered.

A teaching career, while not as lucrative as a career in industry, can offer many other rewards for those who enjoy working with adolescents and who have the ability to identify students' interests and capabilities and to channel them into productive avenues of inquiry and learning.

Because of the shortage of science teachers some states and school districts have implemented alternative or emergency certification programs. The AAPG and AGI are in the process of identifying these states and districts.

If you are interested in pursuing this alternative career path and would like more information, contact the Education Department, AAPG, P.O. Box 979, Tulsa, OK 74101.

Two AAPG Divisions Announce Officers

New officers for 1986-87 terms have been announced by two AAPG divisions.

AAPG's **Division of Professional Affairs** will have Scott Lysinger, a Houston consultant, serving as President this term, with Jack P. Martin, a Lafayette, LA, independent, named as President-Elect. Other new DPA officers will be James P. Rogers, National Geological Services Inc., Denver, Vice President; and John E. Burke, Pemberton Production Co., Bastrop, Texas, Treasurer. They join John Partridge, a consultant in Casper, Wyoming, who will continue as the DPA Secretary.

For AAPG's **Energy Minerals Division**, D. Keith Murray, CPGS 446, a Denver consulting geologist, will serve as President for 1986-87. Frank Kottlowski, CPGS 56, Director of the New Mexico Bureau of Mines and Mineral Resources, has been elected Vice President of EMD and will assume the Presidency for 1987-88. Councilors for this year are Elisabeth Guerry Newton, CPGS 4785, U.S. Bureau of Land Management, Eastern Section; Lawrence L. Brady, Kansas Geological Survey, Mid-Continent Section; Loyd A. Carlson, CPGS 6424, consultant, Rocky Mountain Section; and Jeremy B. Platt, Electric Power Research Institute, Pacific Section.

Geosciences Employment Forum at GSA

A forum on employment in the geosciences is open to anyone attending the annual meeting of the Geological Society of America, to be held November 10-13, in San Antonio. Experts will talk about how Federal legislation affects job demand and will discuss job opportunities with the U.S. Geological Survey and other Federal agencies, state and local agencies, colleges, consulting, oil and gas and mining industries.

Membership Information

The American Institute of Professional Geologists (AIPG), founded in 1963, is a professional rather than scientific or technical society. It is a nationwide organization which certifies the competence and ethical conduct of geological scientists in all branches of the profession. A voluntary individual membership association, AIPG presently has more than 4,700 Members and 200 Associates in the U.S. and abroad, organized into 35 State Sections. Collectively, AIPG Members practice in all specialty fields and are employed in industry, consulting, independent, oil production, government or academia. The Institute's National Headquarters is in Arvada, Colorado. It also maintains an office in Washington, D.C.

AIPG'S CONSTITUTIONAL PURPOSES ARE TO:

- Improve the professional application of geology for the good of the general public.
- Assure proper geologic input to Federal and State law-making and rule-making processes.
- Enhance and preserve the standing of the profession.
- Establish and maintain highest professional standards.
- Continuously evaluate the professional qualifications and conduct of Member geologists.
- Ensure adherence to an uncompromising code of ethics by Members.

AIPG SERVICES:

- CERTIFICATION** —The Institute certifies, through a rigorous peer review process, the professional competency of Member geologists.
- EDUCATION** —AIPG provides educational programs to improve the professional skills and abilities of Members, including short courses, seminars, meetings and educational publications and materials.
- INFORMATION** —The Institute disseminates information on a wide variety of matters related to professional geology through its monthly newsletter, annual directory, "Information Central" and lending library.
- REPRESENTATION** —AIPG serves as an organization to convey the viewpoints of professional geologists to government, education and the general public and to make factual, constructive input to those groups.

REQUIREMENTS FOR AIPG MEMBERSHIP:

(See the Institute's "Constitution and Bylaws" for details. Fully completed applications must be accompanied by a \$95 check—\$75 national dues and \$20 processing fee.)

1. **TRAINING**—college degree with 30 semester hours in geology or related earth science;
2. **EXPERIENCE**—a minimum of five years in geology or other geological occupation after the award of a baccalaureate degree;
3. **PERSONAL INTEGRITY**—record of adherence to highest professional and ethical standards as expressed in the Institute's Code of Ethics;
4. **SCIENTIFIC/TECHNICAL SOCIETY MEMBERSHIP**—regular full membership in a qualifying geologic society
5. **PERSONAL SPONSORS**—five geological scientists, three of whom must be AIPG Members, must vouch for an applicant's professional qualifications through letters of recommendation.

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4. **SCIENTIFIC/TECHNICAL SOCIETY MEMBERSHIP**—membership in a qualifying geologic society
5. **PERSONAL SPONSORS**—three geological scientists, one of whom must be an AIPG member, must vouch for an applicant's professional qualifications through letters of recommendation.

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sion's ethical stance, it is quite evident that this stance is a matter of considerable public interest and will be appropriately scrutinized by bodies external to the profession. Indeed, Levy observed that more or less authoritatively, clients know more and are demanding more of professions, and they are increasingly appealing to public agencies and the legal system to satisfy their demands.

The next speaker was Arthur Lerner, an attorney who was former Assistant Director of the Federal Trade Commission's (FTC) Bureau of Competition. Lerner discussed the implications of the antitrust laws for professional associations, reviewing recent Supreme Court decisions affecting the profession's effort to articulate and enforce ethical principles. He also described the FTC's role in overseeing professional activity during his tenure in the Bureau of Competition. He stressed the importance for professional associations to be informed of the legal constraints under which they must operate when administering their ethics activities.

The final speaker that morning was Judith Swazey, Director of The Acadia Institute. She discussed the societies' gatekeeping role, emphasizing the ethical responsibilities of professional journals. She urged professional societies to pay more attention to competency standards and continuing education, to the education and socialization of graduate students and to explore innovative and effective sanction and support activities. Ways need to be found, argued Swazey, to sensitise graduate students to the ethical dilemmas likely to be associated with their work as professionals, and she urged the professional societies to take a more active role in that effort.

Among the issues raised during the *professional ethics and law interface* group meetings, two were especially prominent. In one instance, group members discussed the importance of the professional societies clarifying the duties of professionals, particularly engineers, to report on matters of safety and to whom such reports must be made. The second issue that generated considerable discussion was the responsibility of the professional society in its investigations of alleged wrongdoing.

At the group sessions on *sanctions/support activities*, most of the participants expressed dismay about the limited range of activities and resources available to their societies for supporting members who experience difficulty in performing their professional duties in an ethical manner or for investigating claims of member wrongdoing.

How the societies could educate their members about professional ethics matters was the thrust of the group sessions on *educational materials and programs*.

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