

The man who DOES NOT read has no advantage over the man who CANNOT read

Utility Reporter



Official Publication of I. B. E. W. Local Union 1245, AFL-CIO, 1918 Grove Street, Oakland 12, Calif.

VOL. VI—No. 2

OAKLAND, CALIFORNIA

JUNE, 1958

Labor News Highlights

AFL-CIO LEGISLATIVE REP. Hyman Bookbinder told a House sub-committee that the AFL-CIO has long supported measures that would give older persons increased employment opportunities, raise their living level, and improve health, house and recreational activities.

MONTGOMERY WARD has been compelled to issue checks aggregating over \$11,000 in back pay to two Retail Clerks union members who were discharged for union activity more than three years ago.

FORMER PRESIDENT Harry Truman is unmistakably clear that he has no use for "wait and see" on the recession. He is wholly for the dynamic program of public works and tax reduction long demanded by labor.

THE METHODIST CHURCH National board of social and economic relations has adopted a resolution declaring that the "real menace" of state laws banning union shop agreements is that they deny "by law the possibility of increasing individual freedom . . . and are mis-called 'right to work' laws."

U.S. COMMERCE DEPT. issued one of its most impressive statistics on the growing recession. During the past 6 months aspirin production hit an all-time high of 9,000,000 pounds—an 8 per cent increase over the previous six-month record.

U.S. CHAMBER OF COMMERCE was told by one of its big business experts that this is not a recession but "an economic coffee-break." Commented AFL-CIO Vice-Pres. James Carrey: "With coffee selling over \$1-a-pound, the situation could be just about that for millions of the country's unemployed."

Weakley Gives His 3rd Talk at Stanford Univ.

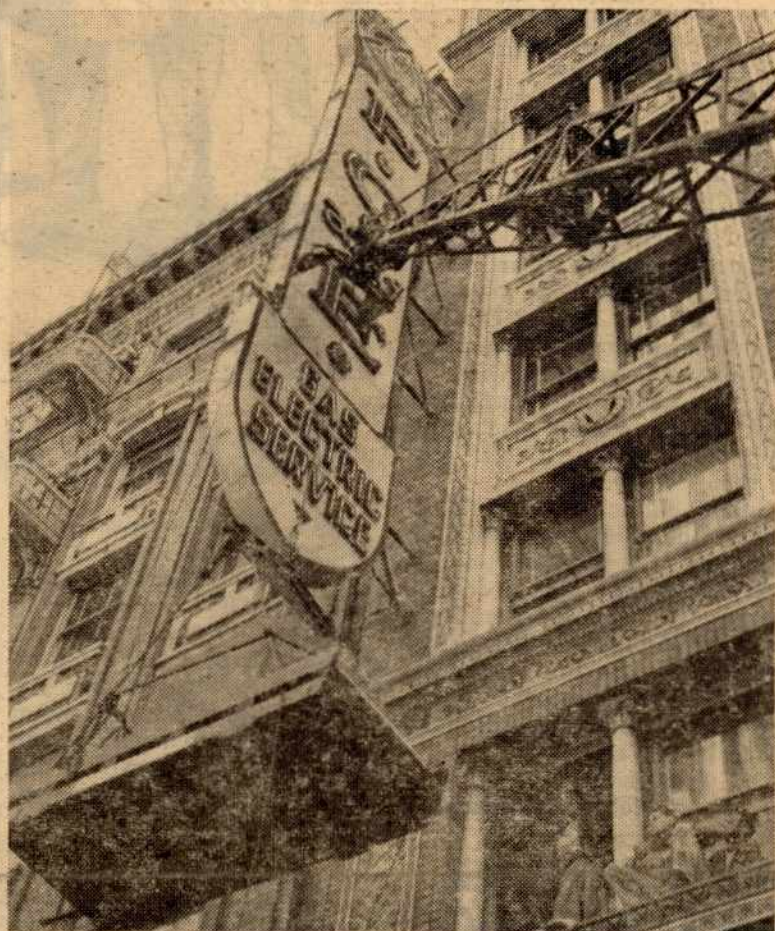
May 14th found Business Manager Ronald T. Weakley "down on the farm" for his third appearance before Stanford student groups.

At a morning class, under the direction of Thomas W. Harrell, Professor of Applied Psychology, Graduate School of Business, Weakley discussed the subject, "A Labor Official Looks at Personnel Management Administrative Programs".

Preceded by three management representatives who had discussed the subject in previous classes, Weakley presented his views from the side of labor on such matters as hiring standards, training, promotional methods, seniority considerations and supervisory training and selection.

A lively question and answer period followed and student in-

New Gains In Sierra Wage Pact



SUTTER STREET ON THE MOVE

Equipment, too big to be moved down stairs or elevators, had to be removed by crane out through windows and down to street level. SEE PAGE 6 FOR STORY OF BIG MOVE.

Heat Into Power—No Moving Parts—M.I.T. Tells 1245 of New Thermo-Electron Engine

(Special to Utility Reporter from Joseph Kaye, Professor in Charge, Research Laboratory of Heat Transfer in Electronics, Massachusetts Institute of Technology)

If two metal plates are placed side by side and one is made hotter than the other, electrons jump from the hot plate to the cold. This principle has been applied to convert heat directly into electric power without use of any moving mechanical parts and with a thermal efficiency of about 12 per cent. The inventors believe efficiencies of about 30 per cent are possible.

The invention has been under development over the past five years by George N. Hatsopoulos, Assistant Professor, and Joseph Kaye, Professor, in the Department of Mechanical Engineering at Massachusetts Institute of Technology.

Thus far, the process has been conducted inside a large vacuum tube only. "But now that we have a working model," says Professor Kaye, "it appears that a relatively simple electron heat engine can be built using ordinary or nuclear fuels to yield from 5000 to 15,000 watts per cubic foot of total plant volume with a probable thermal efficiency of better than 10 per cent. On the basis of efficiency alone, the machine should be more than competitive in the small power plant field." "Isotope heating," Professor Hatsopoulos says, "is a very promising possibility for the near future."

(Continued on Page 2)

terest was excellent. The afternoon found Weakley in a class directed by John Troxell, Director, Division of Industrial Relations, consisting of graduate students who were interested in a "bull session" with an officer of a labor union. Questions of union democracy, policy toward private enterprise, management and union prerogatives and other matters were freely discussed.

One hopeful sign noted by Weakley was the refreshing experience of hearing that generally, university students still believe that human rights should prevail over property rights in our modern industrial society.

Members Ratify New Contract Terms at Reno Meeting May 9

Sierra Pacific Negotiating Committee members Orville Owen, Lloyd Clark, and Sylvano Buononoma assisted by Business Representative Roy Murray and Assistant Business Manager L. L. Mitchell concluded negotiations with the Sierra Pacific Power Company when members ratified the tentative settlement at a special meeting in Reno on May 9, 1958.

The settlement included inequity adjustments in the classifications of Meterman (gas), Apprentice Serviceman (gas), Apprentice Blacksmith, Apprentice Welder, Apprentice Mechanic and P.B.X. Operator, and a general wage increase of 5% to be applied to all classifications in the bargaining unit. The general increase of 5% will increase the weighted average wage by approximately 12c per hour. Including inequity adjustments, the settlement will result in wage increases from a low of 8c per hour to a high of 26.5c per hour.

While no adjustments were made in contract provisions the settlement was considered by the membership to be a good one as many of the contract fringes currently being negotiated in other settlements are already in effect for Sierra Pacific members.

Interim negotiations on job definitions, lines of progressions and revision of the pension plan are continuing and early settlement of these items is contemplated by the Negotiating Committee.

Discussions on joint apprenticeship and revision of safety rules will be started as soon as current problems are resolved.

The Sierra Pacific membership, after voting for ratification of the wage settlement, gave a unanimous vote of congratulations to the employee committee on a job well done.

WINS SPEAKER AWARD; TOPIC 'HITCHHIKERS'



PAUL MEIER

Brother Paul Meier, past officer of Oakland Unit 2311 and an active Union member, won the Outstanding Speakers Award at the PG&E's Associated "5:30 Club" Inter-Division Speakers Contest on May 2nd.

Paul's 8-minute speech was titled "Too Many Hitchhikers" and depicted the many types of "free riders" present in every organization.

He pointed to the fact that there are no "Hitchhikers" get- (Continued on Page 2)

Us Canines Can Spot A 'Right-to-Worker' Easy

Chas. R. McHugh of Paradise, while soliciting names on the "right-to-work" petitions, unlatched the gate of Mrs. Trudy



"BOTCH"


J. Lusk's Paradise home intent on getting her signature on the petition.

Moments later McHugh was on his way to a hospital to have four stitches taken in a badly mangled hand.


It seems Mrs. Lusk's boxer dog "Botch" doesn't have much use for "right-to-workers" as he bit McHugh's hand, but good!

According to reports, Mrs. Lusk is keeping "Botch" under observation to see whether he will develop any ill effects from biting an advocate of "right-to-work."

Local 1245 members in Paradise Unit No. 3417 took up a collection to provide the best veterinary care for him should anything serious develop and in appreciation for a "job well done" instructed Chairman Marion Humphrey to get "Botch" the best \$5 steak available.



The UTILITY REPORTER



RONALD T. WEAKLEY Executive Editor
ELMER B. BUSHBY Editor
L. L. MITCHELL Assistant Editor
M. A. WALTERS Assistant Editor

Executive Board: Joseph S. Kreins, President; Marvin C. Brooks, Milton Shaw, Thomas F. Kerin, Walter R. Glasgow, Marvin P. Wagner, Everett T. Basinger, Richard N. Sands.

Published monthly at 1918 Grove Street, Oakland 12, Calif., by Local Union 1245 of the International Brotherhood of Electrical Workers, AFL-CIO.

Entered as second-class matter January 22, 1954, at the post office of Oakland, California, under the Act of March 3, 1879.
 POSTMASTER: Please send Form 3579, Change of Address, to 1918 Grove St., Oakland 12, California.

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

Union Democracy

(By Jack Barbash, Prof. of Labor Education, University of Wisconsin)

I am inclined to place my greatest reliance for the preservation and strengthening of the democratic processes of the labor movement on the labor movement itself. The origins and growth of the labor movement are inextricably tied up with the democratic idea. The idea of democracy has ever been the source of strength and sustenance of the labor movement.

The practical problems of union survival and particularly good times have blurred the commitment of these democratic values. Yet I feel safe in saying that unless these democratic and humane values are reasserted as fundamental operating principles, the labor movement in the United States, as we have known it, will deteriorate.

Indeed, the democratic process is of the essence of union functioning because if the union is not an instrument of interest representation it is nothing. The union's ability to represent its constituents has been and is its chief stock in trade in a way that is not true of any other private association. A failure of the union to function democratically is therefore a failure in its central function.

I am certain that the strategic element in democratic unionism must be this "will to democracy" on the part of the leadership. It is the leadership of the labor movement at all levels of union government, from steward and business agent to the national president, that must act positively and creatively to give vitality to democracy in the union within the framework of union goals.

To achieve this, the union leadership must first act out of conviction that democracy is worthwhile even if it is occasionally inconvenient. And, secondly, union leadership must communicate to the membership an awareness and sensitivity to the responsibilities and the occasional inconveniences involved in the exercise of democratic rights.

Nothing so attenuates the leader's will to democracy as indifference on the part of the members.

I feel moderately optimistic that we are now witnessing a reassertion of democratic principles. The crisis that the labor movement is confronting with respect to corruption also has redeeming features. It is now possible for friends of and participants in the labor movement to discuss these issues openly and candidly without being made to feel that somehow the solidarity of the labor movement is thereby being put in peril.

I do not share the cynical doctrine of the "iron law of oligarchy" school that dooms the labor movement irrevocably to authoritarian government.

There are strong signs that, either out of self-interest or ideological commitment to the principles of the American labor movement or both, the leadership will take firm and positive steps to strengthen democracy in the labor movement. As indeed it is now doing.

—From The American Federationist

The Mail Bag

April 22, 1958
 Local Union 1245, IBEW, AFL-CIO
 1918 Grove St.
 Oakland 12, Calif.
 Dear Sirs:

Please send me some membership application cards (physical) and payroll deduction cards.

I have found the recent editions of the Utility Reporter very informative and interesting and am proud to have them being read by my neighbors and friends.

Fraternally yours,
 /s/ Charles E. Lovett
 743 Pacific St.
 Monterey, Calif.

Auburn, Calif.
 May 15, 1958

Editor
 "Utility Reporter"
 Oakland, Calif.

Dear Sir and Brother:
 Recently I read an article in the local paper about a doctor in Weaverville, Trinity County, who has been forbidden to practice in the hospital up there.

I was under the impression that Trinity County had what they call a "Right to Work" law in their county.

Inasmuch as the A.M.A. is one of the chief proponents of this type of legislation, I think the good doctor should appeal his case to them. He should receive quite an interesting reply. Or couldn't this be classed as another fine example of what we mean when we call this "Wreck" law a fraud?

Fraternally,
 /s/ Morris G. Carpenter

WINS SPEAKER AWARD; TOPIC 'HITCHHIKERS'

(Continued from Page 1)
 ting a "free ride" in the American Medical Association or the State Bar Association, so why should there be any "Hitchhikers" able to get "free rides" as proposed under "Right-to-work" laws.

He had this to say about union "Hitchhikers": "Being a union member in Local 1245, I see we have the hitchhiker who joins the union, pays his dues regularly, reads the bulletin boards, but does not attend the meetings—not until the contract is ready for voting, then this union hitchhiker attends his meeting. "Why wasn't this tried? Why wasn't that put in? The Union is selling us down the river!"

"Where was this member during negotiations? Riding on the backs of other dues paying members! Leaving everything for someone else to do, not helping himself or any other member—a Union hitchhiker, 1st class, doing nothing for anyone, yet expecting everything in return.

"The promoters of the "Right-to-work" law are going to the polls looking for a "free ride" to a better position in office. The people accepting this measure are looking for a "free ride" to better employment.

"Within the PG&E we have people living by this measure. They pay no dues, they attend no meetings. They contribute nothing to better conditions yet enjoy all the benefits made possible by dues paying members. Truly employee "Hitchhikers."

"In every walk of life, in every organization, in every occupation in the entire world, there are people going through life looking for a free ride. The same as the person along the roadside.

The Little Man Who Wasn't There



What Kind of Member Are You?

Unless you pay attention to what your Union is doing, you can't consider yourself a sincere Union member. And you can't be paying attention properly if you don't make it a rule to attend the meetings of your Union. The importance of consistent attendance at meetings and paying close attention to the proceedings cannot be over-emphasized.

We want our Union to be clean, democratic and effective. We want our Union to deserve and receive the esteem of our

neighbors. It's up to us, the membership, to see that our Union always has these qualities. And that means that we must turn out for Union meetings. Your Union will be what you want it to be—if you always do your part.

So, no matter what else you may feel like doing, when the meeting night occurs, make it your business to be there and participate to the very best of your ability.

YOUR UNION IS WHAT YOU MAKE IT.

M.I.T. Tells 1245 of New Thermo-Electron Engine

(Continued from Page 1)
 Isotopes made radioactive can give back this energy in the form of heat. Radioactive isotopes with a long life could readily be used as a heat source for the new engines."

A HEAT ENGINE

The MIT device is called a thermoelectron engine because basically it is a heat engine that uses electrons instead of steam or some other working fluid. In all heat engines, working fluid goes through a cycle in which heat is exchanged between two or more temperature reservoirs and useful work is delivered to the outside as a result. In most conventional steam power plants, for example, steam is used as the working fluid of the heat engine. It receives heat from hot combustion gases, delivers electrical work through a turbine-generator combination, and rejects heat to cooling water in the condenser.

In the Thermo-Electron Engine the working fluid is composed of electrons. But the cycle of events is similar to that for steam in a conventional power plant. It works as follows: free electrons, found in most metals, are forced to leave a suitable metal by heating it to a high temperature, such as 2000° F.

hikers."
 Our hats are off to Brother Paul for speaking out on his chosen subject and congratulations on his victory.

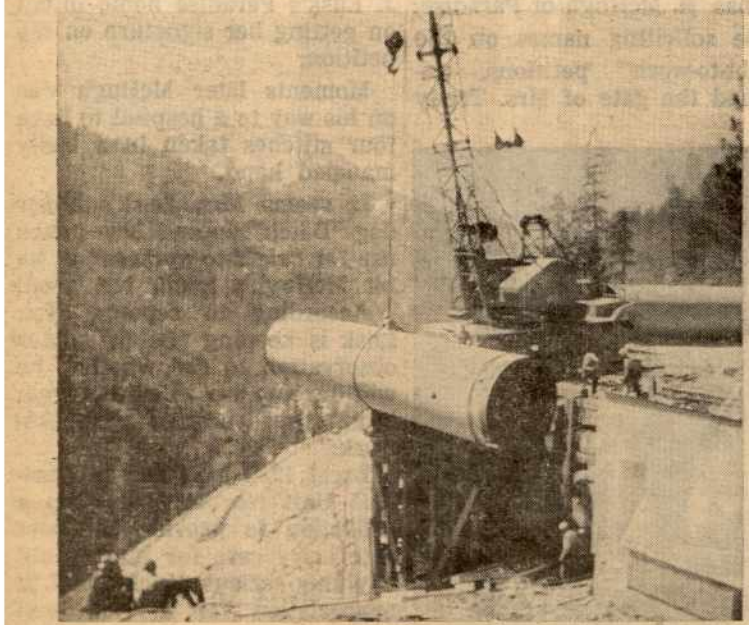
Drivers who have good brakes get good breaks in traffic.

The heating creates a stream of "hot" electrons, some of which possess sufficient energy to overcome a potential barrier or an applied voltage. This barrier tends to slow down these electrons and so provides a means of extracting directly useful energy in the form of electrical output.

NO MOVING PARTS

The electrons which overcome this applied voltage are collected in another metal and heat is rejected from this metal to the surroundings. Useful electrical output is obtained by connecting the hot metallic surface externally through a load to the cold collecting surface. Thus the electron gas goes through the typical heat engine cycle of receiving heat at a high temperature and rejecting it at a lower. But unlike the typical system it achieves useful work output directly with no moving parts.

Professors Hatsopoulos and Kaye are also investigating another thermoelectron engine which uses crossed electric and magnetic field to control the flow of electrons. They predict that this device may attain even higher efficiencies than their present model. They point out however that a lot of development work lies ahead before thermoelectron engines can be put into commercial operation. This development is being undertaken by the Thermo-Electron Engineering Corporation of Cambridge, a research organization established about two years ago to work in the field of en-



Heavy snow pack still on the high Sierras is seen in this picture of work on the big Caribou No. 2 powerhouse project on North Fork of the Feather river, where Local 1245 members will be on the job in the not too distant future.

NEWS FROM THE FIELD

Bro. Steve Gutowski Saves Life of a Boy

Brother Steve Gutowski, who through his heroism provided the only happy ending to a tragic accident, was the honored guest at a testimonial dinner by his fellow workers at the Alameda Bureau of Electricity.



STEVE GUTOWSKI

Five year old Rickey Campbell somehow managed to climb through a maze of 4 KV and 11 KV wires to the top of a 45-foot pole at one of Alameda's substations.

Howard Rogers, 14, spotted Rickey atop the pole, frightened and crying, so he climbed up to attempt to get the young lad down. In his attempt he came in contact with the 4 KV and plunged down electrocuted.

A short time later Brother Steve inched his way up the pole, talking to Rickey all the time, and succeeded in rescuing the horror-stricken boy from the same fate as young Rogers.

At the dinner, Steve was presented with a plaque for "heroism beyond the call of duty."

Since this heroic rescue, Bro. Gutowski has retired from his lineman's duties for the City of Alameda and is now enjoying a life of ease.

are available in the park for kids.

Don Lucot, Art Perryman and Nick Garcia are the Picnic Committee in charge of all the arrangements and have plenty of tickets for sale as does your Shop Steward.

See you at the picnic.

EAST BAY'S PICNIC SET FOR JULY 20

The annual East Bay picnic will be held again this year at Robert's Area East Bay Regional Park on Sunday, July 20th.

As in the past, the Committee will provide the beans, hot dogs, beer, soda-pop and salad for \$1.50 a head—children under 18, free.

Pony rides, merry-go-round, swimming and other attractions

San Jose 'Shooters' Challenge All Comers



No, this is not an "out-of-season" buck! It was bagged in Modoc County last year by Gene Smith and Art Benton, who incidentally believe in keeping their shooting-eyes in shape.

These two good union members, along with several other Brothers in San Jose Unit No. 1511, would like to turn their practice into competitive fun by shooting "Postal Matches" with other units of Local 1245.

Unit 1511 boasts a 5-man rifle team and a 4-man pistol team (22 cal.)

If any Unit would dare to pick up this challenge contact Eugene J. Smith, 441 South Henry Ave., San Jose.



WEAKLEY AND KREINS DREW RECORD ATTENDANCE—A portion of the 97 persons in attendance at the Eureka meeting to hear Bus. Mgr. R. T. Weakley and Pres. Joe Kreins discuss the evils of "right-to-work".

GIFTS AND FAREWELL PARTY GIVEN TO BRO. GEORGE KAISER ON RETIREMENT

A farewell party was given to Brother George Kaiser on May 7, 1958. The members presented him with a table radio with the following inscription: "To George Kaiser from Unit 3311, Reno, Local 1245, IBEW."



George Kaiser, all smiles, as he accepts gifts from his fellow workers in Reno.

Brother Kaiser was born in Seneca, Kansas on April 1, 1893.

During his fourteen years in Unit 3311, he was an invaluable member, being one of the original organizers of Local 1245 on Sierra Pacific Power Company, for which he had worked for twenty-four years. He served on several committees; his most important was the Policy Committee. He was enthusiastic about whatever task he was performing and willing to devote as much time and energy as necessary.

The members are very sorry to lose Brother Kaiser, and wish him much happiness during his years of retirement.

BART DELCID HONORED AT RETIREMENT

The many friends of Bart Delcid, long-time employee in the Bakersfield Gas Dept., gathered at the Sinola Banquet Hall, Friday evening May 2nd, to wish him a long and happy retirement.

Eighty employees and their families gathered to pay their respects to this friendly and well-liked employee in a merry and cheerful atmosphere.

Everett Bradford arranged the affair and acted as master of ceremonies.

Kern Dist. Manager, Ray Sirman recalled Bart's 23 years with the PG&E Company and expressed appreciation for his loyal and faithful service.

On behalf of Local 1245, Business Representative Jack Wilson presented Brother Delcid with a parchment scroll noting his 12 years' union membership and an IBEW lapel pin following the custom recently initiated by our Executive Board.

changed my outlook on such thoughts, and now I deeply feel, since I fully understand, that unions (like Local 1245) can shape the destinies of the United States by making it a better place for the working man to live in."



Bus. Mgr. R. T. Weakley hits scab laws at Eureka meeting.



President Joe Kreins at Eureka meeting.

OLD TIMERS HONORED

The San Jose Unit 1513 honored two old timers at their unit meeting April 10, 1958. The honored guests were Herman Buickerood and H. C. Townsend, long time members of Local 1245. Herman, a member of the IBEW for over 37 years, having an initiation date of January 19, 1921. On behalf of Business Manager R. T. Weakley and President Joseph Kreins a scroll for loyal service to Local 1245 was presented to each by John Wilder, Business Representative. Mark Cook presented each with dinner tickets as a present from the San Jose Unit. A large turn out was on hand to honor these men, including many of their former supervisors.

Coffee and donuts and an exchange of old timer stories rounded out a fine evening for our retiring members.



'RIGHT-TO-WORK' STATES KICK CHILDREN AROUND!

The poor record of the 18 "right-to-work" states in the social and economic field as compared with the rest of the country has been further emphasized by the latest figures on minimum wage and child labor violations. In each case the "right-to-work" states showed violations far above the proportion that their industrial or farming populations would warrant as compared with non "right-to-work" states. Here are the figures as compiled from latest reports by the Department of Labor:

The 18 "right-to-work" states account for only 28 per cent of the country's workers subject to minimum wage and overtime provisions of the Fair Labor Standards Act. Yet these states were responsible for 46 per cent

of individual violations of the Act.

The "right-to-work" states have about half the farms in the U.S. Yet they accounted for 59 per cent of farms in violation of child labor laws—that is, working children below the legal age or at hazardous occupations. And the number of violations of children being exploited contrary to law (other than age and hazardous occupation) was 70 per cent as compared with only 30 per cent for the rest of the country.



"Why should I sign your scabby 'Right-to-work' petition? According to my lay-off notice, I don't rate any right to work!"

Knowland's Heart Didn't Bleed

Sen. William Knowland, says that he is only interested in the welfare of rank-and-file members. The Senator claims he has always been interested in the 'little fellows.'

But back in 1954, he voted against an amendment by Sen. John Kennedy (D., Mass.) to raise weekly unemployment compensation benefits and provide 26 weeks of coverage in all states. As a result of the fight against it by Knowland and the Eisenhower Administration, the amendment was defeated, 56 to 30.

Questions Asked . . . Questions HERE ARE THE FA MENACE IN 'RIGH

Q. What is a "Right-to-Work" law?

A. All "Right-to-Work" laws, whether they be known as "Voluntary Unionism," "Democracy in Labor Unions," "Freedom of Choice" or "Employer-Employee Relations," contain this one basic ingredient:

"No person shall be required by an employer to become or remain a member of any labor union or labor organization as a condition of employment or continuation of employment."

The essence of the laws is to forbid labor and management to sign contracts establishing any kind of union security.

The true nature of the laws is to weaken unions to the extent that every worker will have to work under the terms set by the employers—or not at all. It's only a chance to bid against your fellow worker to see which of you will work under the conditions laid down by the employer.

Q. Does a "Right-to-Work" law guarantee anyone a job?

A. No. Such laws, in fact, are being pushed just when unemployment is growing. Those urging "Right-to-Work" laws, like Senator Knowland and the NAM, are the same ones who are fighting extension of unemployment compensation, increased public works spending, and other measures aimed at helping meet the unemployment problem.

"Right-to-Work" advocates are also opposed to Fair Employment Practice laws which seek to promote jobs for minority workers.

Q. If they do not guarantee jobs, why are they called "Right-to-Work" laws?

A. The phrase "Right-to-Work" is clever and catchy. Proponents of such legislation hope by use of the phrase to fool people into supporting their proposals.

Q. Have there been similar open shop campaigns in the past?

A. Many of them. For example, after World War I, in the twenties, there was a drive by the organized employers for what they called the "American Plan." This was another misleading name for the open shop. Same anti-union purpose, different name. In fact, whenever anti-union employers think they see the opportunity, they pull out their open shop file, get a bright advertising man to think up a fancy but misleading name for it, seek out some of their politician stooges—like Hartley and Knowland, and start campaigning.

Q. Has the McClellan Committee any connection with the campaign for "Right-to-Work" laws?

A. Yes, a very definite though not direct connection. Some members of that committee are taking advantage of certain points on which a few unions are vulnerable in order to smear unions generally. To the degree they are successful, they create a political climate favorable to such anti-union legislation as "Right-to-Work" laws.

So far the Committee has not recommended a federal "Right-to-Work" law. Senator Knowland has said, and apparently McClellan and his Committee agree, that he prefers to leave this matter to the states. He knows perfectly well that a federal proposal would be defeated and that the only way they can make any progress is state by state. If California were to adopt a "Right-to-Work" law, this would be a long step toward federal legislation.

Q. What is the California Initiative Proposal?

A. The Attorney General's office has titled the initiative and described it officially as follows:

"Employer-Employee Relations Initiative Constitutional Amendment. Adds Section 1-A to Article I, State Constitution. Prohibits employers and employee organizations from entering into collective bargaining or other agreements which establish membership in a labor organization, or payment of dues or charges of any kind thereto, as a condition of employment or continued employment.

Declares unlawful certain practices of labor organizations. Provides for against any person or group for Preserves existing lawful contracts extensions thereof. Declares that fines 'labor organization.'

Q. What is required adopted?

A. Petitions are now being A total of 322,429 valid signatures obtained before June 26 in order ballot. If a majority votes for it become law and will apply to all lective bargaining agreements.

Q. How could Local 12 nia's "Right-to-Work" pro

A. All of our contracts won't negotiated or extended. All un from maintenance of membership out the window! There's also th of dues check-off may be declared

Serious questions concerning and pension plans could be ran any organization outside Local 12 Local 1245 has been the exclusive individual bargaining instead o struction of majority rule in h company unions. Obviously, it e representation, wages and condi

Individual union members as for everything they own and be negotiate or achieve any form of

Q. Who is promoting t

A. Support for "Right-to-Work below the surface where it cannot (On the national level the p Association of Manufacturers, t and the National Right to Wor

On the state level the Calif Merchants and Manufacturers Farm Bureau Federation are s And it is probable that many of doing so behind the scenes.

Other individuals and grow "Work" include Senator Knowla politician to do so), Cecil B. Del tion, Norman Chandler's Los Ang

The group which asked the S a title to the "Right-to-Work" Committee for Democracy in La tary is Howard B. Wyatt, alleged Union. He has been exposed as l rant about what a union shop is lective bargaining works (see "R

Roger D. Lapham now heads to-Work" committee. Lapham,



"Both for the
Copyright 1958—THE MACHINIST

What Is This Union Security That 'Right-to-Work' Forbids?

In discussing the controversial "Right-to-Work" question, it is imperative that the term "union security" be clearly understood.

There are three principal kinds of union security that "Right-to-Work" laws make illegal.

1. CLOSED SHOP—Only union members may be hired. (The closed shop is not permitted by either the Taft-Hartley Act or "Right-to-Work" laws.)
2. UNION SHOP—Workers need not be union members when hired, but must join the union within a specified time after they are hired and must remain members while working on that job.

3. MAINTENANCE OF MEMBERSHIP—Workers who are members of the union at a specified time after the agreement is signed, or who join the union, must remain members for the term of the contract.

It is important to remember that union security arrangements can be included in a Collective bargaining agreement only if:

1. The union is the recognized bargaining agent for the workers, having been endorsed by a clear majority of the employees.
2. The union members have asked management for a union security clause in their contract.
3. The employer agrees to include the clause in the contract.

Answered . . . FACTS, THE REAL 'RIGHT-TO-WORK'

relating to membership in conjunction and damage suits when violation or attempted violation. But applies to renewals or extension is self-executing. De-

the initiative to be

lated throughout California. of registered voters must be for the measure to go on the November, the measure will ally-negotiated or renewed col-

be affected if California becomes law?

have to be changed when re- security provisions, ranging to full union shop would be possibility that certain forms legal.

negotiated health and welfare Any employee could select to represent him, even though representative for him. It means collective bargaining—the de- taining. It opens the door to a cause endless conflicts as to s of employment. ll as the Officers could be sued sentenced to jail for seeking to n security.

"Right-to-Work" law?

is like an iceberg—most of it e seen. al sponsors are the National U.S. Chamber of Commerce, ommittee (headed by ex-Con- of the Taft-Hartley Law). ta Employers Association, the ocation, and the California porting the campaign openly. r employers' organizations are

publicly supporting "Right-to- (the only leading California le's Political Freedom Founda- s Times.

e Attorney General's office for "ition is called the "Citizens' a Unions." Its executive secre- be a member of the Teamsters ng completely and totally igno- very mixed up on how col- ty Reporter, March 1958).

ie Northern California "Right- mer mayor of San Francisco,

was a key figure in the 1934 waterfront strike which reached a tragic culmination with the killing of two union men when the Waterfront Employers Association tried to open the port with scab labor, tear gas and machine guns.

Q. What is the principal argument used in support of "Right-to-Work"?

A. It is the moral argument that no person—and especially no American—should be compelled, in order to get and hold a job, to join a labor organization against his will. In no other area of activity, the argument runs, does one have to join an organization. So, in that most important of all activities—earning a living—is it not undesirable, even un-American, to be compelled to belong to a union? "Voluntary" unionism, the proponents of "Right to Work" always say, is a fine thing; it is "compulsory" unionism which is bad.

This is without a doubt a powerful argument. It appeals to everyone who is opposed to compulsion and regimentation. To union members it sounds like the argument for local autonomy. If their local has a right to vote itself out of the international or if the international can vote itself out of a national federation, why should an individual not have a right to resign from his union or a right not to join a union?

Q. What are some of the answers to this argument?

A. Back in 1900, Clarence Darrow, the famous lawyer, exposed the term "right-to-work" in these cogent words:

"The inalienable 'right to work' is a bit of bird lime, used to catch the unthinking mass . . . all the right a worker has under the law is the right to go from employer to employer in search of work. . . ."

The real fact is that collective bargaining and union security come the closest to giving the individual employee the "right-to-work." Without collective bargaining or a union shop, the legal "right-to-work" of non-union employees can be terminated by the employer at any time for any reason.

The employer who argues for the "right-to-work" is really contending that the employer alone should have the right to set conditions of work without participation of workers through their unions. For this reason we see the curious spectacle of certain employers, who have opposed every forward advance of workers, now attempting to emerge as the champions of the individual "right-to-work."

In talking to union members, one does not have to argue the case that strong unions are better than weak ones. In talking to others, however, it can be pointed out that where unions are strong, labor relations are more stable. It is generally true that stable relations exist only where the existence of strong unions has forced employers to negotiate with them on a live and let-live basis. It is where unions have to fight for their existence that the long and disrupting strikes take place.

Nobody likes a free rider. Persons who enjoy the benefits of union conditions but who are unwilling to pay their share of the union's upkeep are free riders. If free riders are permitted, more and more persons will feel that they, too, should not have to pay union dues and sooner or later the union will disappear. Free riders are therefore parasites who cling to the union tree and ultimately destroy it. Unions are required by law to bargain for all workers within the bargaining unit, not just for their members. There should not be one law which requires them to bargain for all the workers and another law which protects the "right" of individuals to refuse to belong to the union. How can a union do the job it is required to do by one law, if it is undermined by another?

The union shop is not imposed on workers against their will by "union bosses." This is the picture that "right to work" supporters try to convey. The vast majority of workers prefer the union shop. Since this is true, does the minority that does not want it have the right to stymie the will of the majority?

Q. Is "Right-to-Work" legislation necessary in order to correct so-called union abuses?

A. Those favoring "right-to-work" laws try to make it appear that the abuses turned up by the McClellan Committee will in some unexplained way disappear if "right-to-work" legislation is adopted. This line simply imposes on the credulous and the ignorant. If union funds have been misused, or if insurance brokers have milked union welfare and pension funds, or if some unions are undemocratic in their set-up—these things are not going to be corrected by a law which permits some workers to stay out of the union.

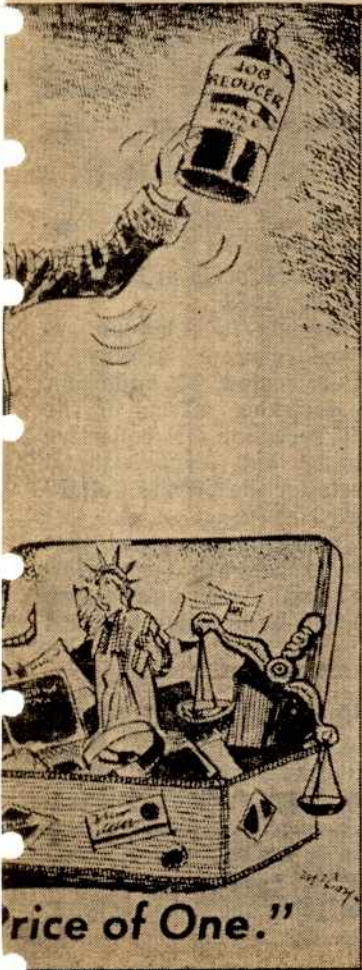
It may be true, and we hope it is, that unions in mobilizing to defeat "right-to-work" measures will arouse enough rank and file activity that, as a byproduct, the members will force a correction of such abuses. But this is not what the "right-to-workers" are counting on. Quite the reverse. The last thing they want is an aroused rank and file.

Q. How can "Right-to-Work" be defeated?

A. Tell your family, tell your friends, tell your fellow worker, tell anyone who will listen that "Right-to-Work" is a fraud.

Don't sign the petition titled "Employer-Employee Relations Initiative Constitutional Amendment."

If "Employer-Employee Relations" gets on the November ballot, vote No, get your family, friends, co-workers to vote No.



INDUSTRY renders a unanimous opinion: Nebraska Labor is TOPS in Productivity!

"We are tremendously impressed with the attitude and adaptability of the people who work in our Nebraska plant. They really care—with none of the all-too-frequent indifference as to whether or not they put in a day's work."

R. A. JAY
Goodyear Tire and Rubber Co.

"It isn't so much the advantage of Nebraska's central location to our nation-wide sales, as it is the splendid type of worker here which gives us confidence for the future in our enterprise. When you hire a man here, you are really taking on a partner."

HAL LAINSON, President
Dutton-Lainson Co.

"In our Nebraska operation, we have been most favorably impressed with the quick adaptability of personnel we employ in manufacturing precision equipment, combined with the splendid attitude our workers have with reference to accomplishing the job at hand. Certainly, Nebraskans are outstanding in this respect."

GREY R. JEWETT
Western Electric Co.

"We have found labor generously cooperative, willing and quick to learn here in Nebraska. We are very well satisfied with our decision to come here."

ELMER G. JURIS, Factory Mgr.
Elgin National Watch Company

Further Details Concerning Nebraska's Labor Supply and Other Industrial Advantages Will Be Furnished Upon Request
DIVISION OF NEBRASKA RESOURCES
STATE CAPITOL BUILDING
LINCOLN, NEBRASKA

ANOTHER HAPPY BUNCH, WITH THEIR 'RIGHT TO WORK' LAW

How "Right to Work" has affected income in Nebraska is shown in these figures on average per capita income:

| | 1947 | 1956 | (Increase) |
|---------------|---------|---------|------------|
| Nebraska | \$1,243 | \$1,588 | \$345 |
| California | 1,678 | 2,419 | 741 |
| United States | 1,316 | 1,940 | 624 |

Using Nebraska increase of \$345 as 100 percent, the U. S. increase of \$624 equals 181 percent, and California increase of \$741 equals 215 percent.

No wonder "industry renders a unanimous opinion"—!

'Right-to-Work' Forgers Nabbed, Land in Jail

"Right-to-Work" petition forgeries were rising to embarrass labor's enemies as California police last month nabbed three solicitors of the "wreck" initiative petition.

They were caught in a frantic, last minute campaign to secure sufficient signatures on petitions to put the "right-to-work" measure on the November ballot.

The "Right-to-Workers" were driving desperately to secure the 322,429 valid signatures of registered voters before the June 26th deadline. When the normal period for obtaining signatures elapsed early in May they had to ask for a 40-day extension permitted under State law. They had only about 150,000 names.

Here are the facts on the alleged forgers as reported by the police:

Stephen R. Wenzel, deputy registrar of voters in Alameda County admitted forging signatures to the petitions he was circulating. He pleaded guilty to seven counts of violating the state elections code. He will be up for sentencing on June 6.

James A. Levinson was arrested in San Francisco. He admitted forging about 50 per cent of the approximately 300 signatures he turned in. He was charged with a felony for use of a fictitious name and also charged with making a false affidavit.

Mrs. Bernice S. Leonard was arrested in San Diego. She was charged with having forged the

names of voters on petitions she was circulating. Officials checked the first 14 names on a 75-name petition and found them to be names of actual persons but on contacting the individuals, all declared they had not signed.

"Right-to-Workers" Plot Strategy; Press Locked Out

National backers of a compulsory open shop appeared to be mobilizing for a coordinated campaign last month when the "National Committee for Right-to-Work" met in Denver, Colo.

The press was barred and no one was admitted to the meeting without an identification card, according to Associated Press. Committee Chairman W. T. Harrison said he considered it "dangerous" to allow press coverage of the meeting because it "involved political action in several states."

The 14 states represented at the meeting were: California, Colorado, Wyoming, Montana, Idaho, New Mexico, Kansas, Nevada, Kentucky, Indiana, Ohio, Michigan and Washington.

White Collar Meet Eyes Automation Problems

By TED CORDUA

On May 24, 1958 a "White Collar Conference" was held at the Claremont Hotel in Berkeley. The symposium, sponsored by the Office Employees International Unions 3, 29, 243 and the American Labor Education Service, surveyed the present and future economical environment of the "White Collar Worker" relative to automation.

Representing Local 1245 were Business Manager R. T. Weakley, President Joe Kreins, Business Representative Dan McPeak, and System Negotiating Committeeman Ted Cordua.

Guest speakers, eminently qualified in their fields were: Dr. Joel Seidman, Associate Professor of Social Science, University of Chicago; Dr. Jack Lon-

don, Associate Professor of Education, University of California; Dr. Fred Stripp, Department of Speech, University of California; and George P. Firth, Vice President of the Office Employees Union.

The "White Collar Worker" today is the major portion of the work force comprised of approximately 17 million workers. The ratio of 1 male to every 4 females quite obviously indicates which group will feel the impact of automation. More distinctly, some of the following cases of conversion to automation will illustrate the reduction of major labor costs—the reduction of the White Collar Worker.

A principal banking concern, with the aid of Univac, performs check balances in one second with nine operators that formerly took 150 employees.

A leading insurance company performs a complete payroll for 12,000 employees in six hours by a handful of operators.

Meter reading, at an East Coast light and power company is performed by mark-sensing I.B.M. cards that are fed into E.D.P. units and customer billing is completely automatic. Elimination of the meter reader

is highly probable as the meter can be designed electronically to feed directly into the E.D.P. unit.

The long distance use of telephones is highly automatic. Record of the call placed by time and zone charge is a function performed by a unit and transferred onto a tape for complete automatic billing to the customer.

Further applications are hotel and airplane reservation units, automatic warehouses and super markets.

The elimination of many small offices to a concentration of a large office poses many psychological and economical problems to the white collar worker. The relocation to another community; the making of new friends; the problem of resale of homes or transportation difficulties and school problems for their children.

The philosophy of the white collar worker is somewhat different from the blue collar—his concept of self and job is more unique than anyone else in the department or the entire company. This self esteem is a noble trait but unrealistic as is illustrated in the case of a supervisor who found himself without a department and no one left to supervise. New machines tend to minimize the importance of one's job. Employees learn full well that machines can operate at a greater speed, with less error and have no personalities to conflict with.

Will automation effect prices? Will automation effect wages and salaries?

Will there be more leisure and by leisure do we mean unemployment?

What about severance pay if unemployment is due to automation?

Will there be a training program for newly created jobs related to technological advances in automation?

These are all questions that the white collar worker must help answer for his or herself by participating in the democratic processes and affairs of their communities and union organizations.

Slowly the white collar worker is losing his or her identity in the factory—like atmosphere of the E.D.P. centers. "We are rapidly becoming blue collar workers."

In order to compete with the balance of power with the rest of the world, automation is of vital importance to the existence of our country. If we must have it, then let it be carried out in an orderly manner and not in a sporadic, irrational and dictatorial manner.

No Cause for Alarm!

The way former Secretary of the Treasury George Humphrey, national chairman of National Steel looks at the recession, everybody should be happy if they don't get unhappy over unemployment and the rise in the cost-of-living: Said "Chins Up" George here:

"I can't see anything that would throw us into a further decline unless people become alarmed by the rising cost-of-living in the face of continued unemployment."

MORE 100 PERCENTERS

All eligible PG&E employees in Trinity District—Weaverville Unit 3216—are 100 per cent organized in Local 1245 and in addition are 100 per cent registered to vote.

Watsonville—Moss Landing Unit 1214—is one of the first, if not the first, to reach 100 per cent in contributions to COPE.

Oakland Gas Service Operators have signed up the last non-member and are now in the 100 per cent union club.

Congratulations to these groups for their accomplishments.

Let's see more of these 100 per cent union, 100 per cent registered, 100 per cent COPE groups.

SUTTER ST. ON THE MOVE

Four hundred employees in the General Office Departments with offices on Sutter Street in San Francisco have been transferred to the new EDP (Electronic Data Processing) Center on Mission Street. These employees work in four departments responsible for various accounting and customer operations.

Several hundred tons of equipment, including huge billing machines were moved over four weekends. Work commenced on successive Friday evenings and continued throughout the night in order not to disrupt downtown traffic during hours of business.

The move, one of the largest of its kind in San Francisco history, was carried out by Industrial Moving Services of Consolidated Freightways, Inc.

The Company and Union, recognizing that many special problems would result from the establishment of the EDP Center, negotiated a new section in Title 19 of the Clerical Agreement to cover employees displaced in the operation of the center.

Subsequent agreement has

been reached on the transfer of employees from the Central Accounting Department of the General Office to the San Francisco Division Commercial Unit.

This is the first in a series of changes which will eventually see all billing, accounting, payroll, and customers records, now handled in P.G.&E. Divisions centralized in the new center at Fremont and Mission Streets.

Three hundred San Francisco Division employees at the same location will be moved to the new location in April, 1959. Also being moved from the Sutter Street office building in the near future are nine clerks on the Service Board who will have a new office now under construction at the Division Service Center at 18th and Shotwell Streets.

The company has announced that the Sutter Street buildings are for sale.



A few of the huge moving vans lined up on Sutter Street during the night hours in PG&E's move to their EDP Center.

| | | | | | | | | | | | | | | | |
|------------|----|----|----|----|----|----|--------|--|------------|----|----|----|----|----|----|
| THIS MONTH | | | | | | | MONDAY | | NEXT MONTH | | | | | | |
| JUNE | | | | | | | 16 | | JULY | | | | | | |
| S | M | T | W | T | F | S | JUNE | | S | M | T | W | T | F | S |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 16 | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 | JUNE | | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 | JUNE | | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 | JUNE | | 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 29 | 30 | | | | | | JUNE | | 27 | 28 | 29 | 30 | 31 | | |

UNION ELECTION DEADLINE

Ballots must be in Oakland Post Office by 10 A.M., June 16th

Don't Forget to Vote.

167

Monday, June 16, 1958

198

T.C.U. PLANS '59 PROGRAM

On May 28, members of the Transportation-Communication-Utilities section of the Governor's Industrial Safety Conference met in Fresno to review the 1958 Conference and to plan for 1959.

It was agreed that the 1958 San Francisco Conference, held on February 6th and 7th, was an outstanding success both from an attendance and a program standpoint.

A planning committee repre-

senting both North and South will work out the 1959 program. On the agenda will be consideration of accident records on the vehicle-at-rest problem which is mounting rapidly.

Employers' accident report forms were discussed with a view toward a better layout in order that a more comprehensive evaluation may be gained for the Division of Labor Statistics and Research.

The problem of personal and vehicular contact with energized electrical equipment was discussed and P.G.&E.'s Ray White, Co-chairman of the T.C.U. section, offered to provide a visual education program at the 1959 Los Angeles Conference.

Representation at the Fresno meeting included trucking, railroad and utility management safety leaders and union officials from similar industries. Business Manager R.T. Weakley attended, representing Local 1245.

1245 Is at Annual Arbitration Conf.

Local 1245's Review Committee Members, R. D. Bevers and Kenneth Stevenson, Business Manager, R. T. Weakley and Staff Members, Ed James, John Wilder and Scott Wadsworth participated in the annual Labor Relations and Arbitration Conference sponsored by the University of California at Berkeley on May 20, 1958.

The agenda included an analysis of current arbitration trends, a review of important NLRB decisions, effects of the current recession on collective bargaining and organizational prospects for the "White Collar" worker.

The participants agreed that the conference was very informative and the information gained will be of value to Local 1245.

TYPOGRAPHICAL UNION Local 6 will build a 700-unit cooperative apartment for middle income skilled workers. The 106-year-old local says the apartment will be sold for a down payment of \$500 per room with \$22 per room monthly carrying charges.

QUADROS DEBATES "RIGHT-TO-WORK"

On Saturday night, May 17th, the Silverado Grange in Calistoga opened up its business meeting to the public for the purpose of hearing the pro and con on California's proposed Employee-Employer Relations Initiative Constitutional Amendment.

Speaking against the Amendment was Frank A. Quadros, North Bay Business Representative. Speaking for the Amendment was Pembroke Gochner, attorney for San Francisco who is the co-author of the Employee-Employer Relations Initiative.

After the meeting the editor of the Calistoga Weekly circulated a "Right-to-Work" petition and was able to get only two signatures. There were about one hundred and twenty citizens from Calistoga and St. Helena in attendance including Frank Anderson, Shop Steward from St. Helena and his wife and Henry Connolly, Policy Committeeman from North Bay.

Many thanks to Frank Anderson who worked hard to make it possible for a representative of Local 1245 to present Labor's side on the "Right-to-Work" issue before the Silverado Grange and citizens of the Calistoga-St. Helena area.



"Timber!"

Family Features

Labor Cost on a Car is Only \$75!

The Christian Science Monitor recently ran a story on the breakdown of the cost of a car priced to sell on today's market at \$2675. The figures were obtained from "a division within one of the large auto companies and does not represent the corporate figure." And the market price of the car was stripped of all accessories except a heater and radio. Certainly this breakdown represented some enlightening information, considerably different from the general popular viewpoint.

The cost breakdown showed that executive salaries, commercial and miscellaneous expenses cost \$65 per car. Yet the direct productive labor cost is only \$75.

A large item is the \$1,200 conceded to suppliers. All costs of the supplier including labor costs, he must pay, operational costs and items he must purchase, are included under this category.

Other breakdown figures include \$125 for depreciation, property taxes, plant operating costs and non-productive personnel; \$50 tooling for new

models; \$20 for guarantees against defects and possible sharp rising cost; and \$180 for Division profits.

The wholesale price of the car was \$1,765; federal excise tax, \$176; handling for delivery to dealers, \$10. The dealer mark-up which varies greatly by time of year and dealer, \$529; average transportation charge from factory, \$70; local sales tax and license, \$75; dealer make-ready, \$50; local area advertising, \$50.

What the breakdown does indicate is that the labor costs run far below the average, even if we compute the labor costs of suppliers at the same rate the companies directly assume. Let's remember this data when, in the months ahead, you are told that high union wages are responsible for the high price of automobiles.

—St. Louis Labor Tribune

STAY SAFE OFF-THE-JOB, TOO



Blood poison bugs will never face an unemployment problem so long as there are protruding nails and people who wound themselves on them.

Any piercing wound is serious. Deep wounds caused by rusty nails are doubly dangerous. In any puncture wound there is a possibility of tetanus (lockjaw).

The best way to avoid infection is to avoid the wound in the first place. That way you don't give blood poison "bugs" an opening.

Avoiding cuts, scratches and piercing wounds is a matter of caution and common sense. For example, you must know where your feet are stepping. The girl in this cartoon is obstructing her vision with a washbasket.

House and yard must be kept free of upturned nails. Boards with nails in them can be handled in at least three ways. You can turn the board nail down. This helps, but there is always the danger that the board will be turned up again. You can put the board away where people won't step on the nail, but the nail is still a potent menace. The best practice is to pull the nail out of the board.

Nails are just one of many hazards which produce dangerous wounds. Other cuts and scratches must be guarded against too. Ice picks, needles, razors and knives must be handled safely. Cans must be opened with can openers only, preferably the revolving-motion type. When you use tools, be sure you use the safest tool in the safest way.



UNSEASONED TRAVELER

Some people wish they were movie stars, and some wish they were millionaires. But what I want is to be one of those lordly people you see in railway stations and airline terminals.

Who are they, and how do they get that way?

There are the women with mink draped carelessly over their shoulders, surrounded by seas of matched luggage. And the men, looking suave and important, who arrive seconds before the steps to the plane are whisked away.

You can tell, at a glance, that they take travel in stride. They have poise. They are practically dripping with nonchalance. And it is obvious that the cry of "All aboard!" doesn't raise their blood pressures one-tenth of a point.

They are casually thumbing through magazines instead of chewing their fingernails, trying to remember who to tip and how much.

When they check their luggage, they do it calmly, efficiently. They aren't seized by the sudden panicky conviction that something is sure to go wrong, and that they will never see those cowhide bags again.

They obviously haven't been up since six a.m. because they were too excited to sleep. And they didn't arrive at the airport 45 minutes early because of allowing time for a possible flat tire.

They aren't surrounded by anxious relatives, reminding them not to get airsick, not to lose their baggage checks, not to talk to strange men and to remember to write.

They fasten their safety belts with fingers that don't tremble and, as the plane takes off, they are absorbed in their newspapers. They don't sit with their faces pressed against the windows, because seeing clouds upside-down is an old story to them.

And when they arrive at their destinations, they don't go around muttering dazedly, "I can't believe that only three hours ago I was back home."

When they travel on trains, they don't start off in the wrong

direction to find the dining car. And they have a sixth sense that tells them how to time it so they won't have to stand in line for a table.

When the conductor comes to collect their tickets, they don't get nervous for fear they have made a mistake and are on the wrong train.

It is so obvious that I am not one of these people that I might as well take along a box lunch and wear a tag around my neck saying, "Please see that I arrive safely."

I tell myself that I probably know my way around a supermarket better than they do. That's what I tell myself, but it doesn't make me feel any better.

MEMBER'S WIFE HITS "SCAB" LAW

Mrs. Lavonne Rodgers, wife of Ben Rodgers, member of the Coast Valleys Division Grievance Committee, is attending a speech class at Allen Hancock Junior College in Santa Maria on Monday nights. As a subject for her speech, Mrs. Rodgers has been speaking in opposition to the proposed "Right-to-Work" law. Mrs. Rodgers has opposition in this class from a restaurant owner in Santa Maria. With the aid of information supplied by Local 1245, Mrs. Rodgers has been able to nullify the arguments made by the restaurant owner. Mrs. Rodgers has been attending classes every Monday night since February of this year.

Reuther to Receive Humanitarian Award

Walter P. Reuther, President of the United Automobile Workers, will receive the 1958 Histadrut Humanitarian Award for distinguished service to the cause of democracy and for the furtherance of friendly relations between the United States and Israel.

The Histadrut Humanitarian Award has been presented in past years to President Harry S. Truman, Vice-President Alben W. Barkley, Justice William O. Douglas, Mrs. Eleanor Roosevelt, Governor of New York Averell Harriman and AFL-CIO President George Meany. Histadrut is the General Federation of Labor in Israel.

The presentation of this award will take place Tuesday evening, June 17th, at the Waldorf-Astoria Hotel in New York City.



WALTER REUTHER

LIVE A LITTLE LONGER

The Problem of Poison Oak

By DR. WILLIAM A. SAWYER—IAM Medical Consultant

This column is copyrighted by THE MACHINIST and is reprinted through the courtesy of the International Association of Machinists. Dr. Sawyer cannot answer individual correspondence.

Poison oak is for some the most unpleasant summer problem. It is thought that 70 per cent of the United States population is sensitive in some degree to the poison oak plant, which grows in almost every state. It is a member of the sumac family.

The old saw, "leaflets three, let it be," is worth observing. All varieties have an arrangement of their leaves in groups of three, which are placed alternately on opposite sides of the main stem.

The plant is poisonous because of an oily extract which is released when the leaves are bruised in brushing against them. Washing with soap and water, regardless of the kind of soap, will have no benefit on a highly sensitive person even if done within one minute. It may reduce the rash of a mildly sensitive person if done within five minutes after contact with the plant. One sure way to avoid trouble is not to touch the plant.

If you are one of the people who develop a dermatitis from the oak plant every time you go into the woods or wide open spaces, you may be interested in how to prevent it.

From time to time stories have appeared about the benefits to be derived from eating the fresh young leaves daily for several weeks each spring. It is said the North American Indians tried to protect themselves in this way. Eating the young leaves has caused severe stomach and intestinal reactions occasionally. I would not advise this method of protection. Slightly useful, but not practical or effective for long-time protection has been an extract which is taken by mouth in place of chewing the leaves.

Within the past few years an

effort has been made to develop a vaccine. Apparently the allergy experts at the New York University Bellevue Medical Center have been successful.

It would appear that after three years of treatment the immunity may be lasting. This is good news for those who have had attacks frequently. For such treatment one should consult a doctor interested in this kind of problem.

These shots are for prevention. They do not help much in treating a rash. The best treatment for an attack of poison oak (for overcoming the redness and swelling with blisters) are several shots of adreno-cortico-tropic hormones. There are several ointments that make the rash more comfortable but they do not cure.

MOVIE EXECUTIVES, often termed screwballs, were accused of overpaying their employees. The complaint was directed specifically against movie executives who operate ranches or farms. A California farmers group protested to the Labor Department that they couldn't match the scales paid by movie tycoons because the latter operate their farms as hobbies and pay "screwball wages."



Fellows Demand Service; Gals Tend to Self-Service

IOWA CITY, Iowa—For males who think that women demand much more attention and service than men do, this may be something of a shock:

Marketing surveys show that as much as 65 per cent of women's and girl's clothing is purchased without sales help, points out Professor L. J. Konopa of the State University of Iowa college of commerce.

But only 25 per cent of men's and boys' clothing is bought "do-it-yourself" up to the wrapping, he reports.

Of course, these are rough figures based on sales by types of retail establishments. Then percentages do not account for the women who buy neckties, shirts and even bigger items for the men in their lives. Perhaps in the relatively unfamiliar surroundings of a men's wear store, women purchasers may rely as much or more than men upon the guidance of a salesman, Konopa remarks.

As reasons behind this 65-25 self-service ratio, he notes that women tend more to shop around for price and to have a better idea of what they want.

There is probably also considerably carry-over from food shopping. Self-service has now reached the 90 per cent figure in the nation's grocery stores, as also with drug and toiletry retailing.

Of the major retail buying areas, it is men's clothing which lags farthest behind in the self-service trend, slightly behind home appliances—around 30 per cent self-service—and far behind hardware and paint—now up to 70 per cent on the shopper independence scale, Konopa said.—Labor's Daily, 3-7-58.

YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

While it is too early at press time to completely evaluate California's primary election, several significant developments are apparent.

First, the Democratic vote was both heavy and partisan, according to incomplete returns.



R. T. Weakley

This will have national significance in particular the forthcoming partisan Congressional races.

President Eisenhower's waning popularity, the confusion and dangers of the foreign situation, and the economic recession are a potent package which enhances the position of the Democratic party.

Next, Attorney General "Pat" Brown emerged as a much stronger candidate than was generally supposed. Knowland showed less strength than anticipated. With Brown having a distinct edge after the primary, it can be expected that the Knowland forces will pull out all the stops.

The general election campaign for Governor promises to be a hot one. It will also be a bitter one because the stakes are high and California's elections are the key to many high-level political decisions.

Brown enjoys organized labor support which is developing into a more potent political arm due to Knowland's attacks. The first test would indicate that Knowland has led the Republican party into a trap which was both unnecessary and politically unwise in this State at this time. Many highly placed Republicans are exceedingly unhappy about Knowland's anti-labor crusades and are, no doubt, less happy after the primaries.

At any rate, Knowland is the Republican nominee and we will probably observe first hand how money is literally poured into such campaigns as that of Knowland. Billboards, radio, T.V., subsidized group activities and out-of-state political figures will be employed to a degree never before witnessed by the people of California. The campaign will also get dirty before it's over, according to present signs.

Labor will do well to pull out all the stops through unity of

program on the gubernatorial campaign. It is the considered belief of the writer that the strongest single weapon against the Knowland machine is voter education. The key to that education is, as Al Smith once said, to "Look at the record."

The secondary campaign battle is the U.S. Senate race. Here, the picture is not so clear as far as labor is concerned. Labor, the evident balance, is split between Knight and Engle. To the degree that each can attract the labor vote may serve to tip what appears to be a close balance after the primary and the elimination of George Christopher.

Knight enjoys a record of good labor support through positive positions on legislative improvements for the working people and a solid position against compulsory open shop legislation in spite of some poor selections for appointments to the bench as far as labor is concerned.

Engle apparently hopes to ride in on a Democratic sweep. This hope may not materialize in his case because he faces Knight, a comparative liberal, with a record of non-partisan support, as well as a real campaigner. Democratic party organization supports Engle as does much of organized labor. However, Engle is having trouble getting through to individual labor voters who will never forget that he voted for the Taft-Hartley Act as well as to override President Truman's veto of the Act. Even more detrimental to Engle is the fact that he lined up with Knowland in voting for the Act which included Section 14-B. This section is the very one which allows the states to outlaw Union security and is the one which the backers of Knowland and the open shop initiative are using to try to break California labor.

It is too early to make predictions but at the moment it would seem that California might well elect a predominantly Democratic Congressional delegation, a Republican U.S. Senator and a Democratic Governor.

So. Calif. IBEW Conference Meet

On May 17, a large number of delegates gathered at Santa Barbara for the semi-annual Joint IBEW Executive Conference of Southern California.

Reports of locals and several stimulating addresses made up a full agenda. Speakers included Vice-President O. G. Harbak, International Representatives Mulkey, Morrell, Creveling and Nichols of the 9th District Staff.

Hiring and dispatching practices, NLRB rulings, elections and other effects of Taft-Hartley were discussed at length.

The Political Committee of the State Association of Electrical Workers had met the day previous to the Conference. Chairman R. T. Weakley re-

ported on the committees' activities and plans to combat compulsory open shop laws and Knowland.

Jimmy Lance, veteran official of Local 11, Los Angeles delivered an excellent address involving the need for self-examination and progressive policies.

Nick Frye, Chairman of the Northern Conference was a visitor as well as Scott Wadsworth, Chairman of the Central Valley Conference. Jack Wilson, Local 1245 staff member also attended the sessions.

LOCAL 302 HOSTS NORTH EXEC. CONFERENCE

The recent meeting of the Northern Joint Executive Conference of the State Association of Electrical Workers was held in the new home of Local 302 in Pacheco, California. The session was attended by some sixty delegates from Northern California locals of our Brotherhood.

Local 1245 was represented by Business Manager R. T. Weakley, Executive Board Member Richard N. Sands, Shop Steward Ernest E. Steeves and Business Representative D. J. McPeak.

Business Managers of various locals reported on their dues structures and on any negotiations in progress at the present time. Business Manager Weakley reported on negotiations with Sierra-Pacific Power Company, coming negotiations on the PG&E Pension Plan, jurisdictional problems with the AFSCME, and atomic generation.

International Representative Otto Rieman reported that Local 11 in Los Angeles had their members working on a 4-day basis due to lack of work in the construction industry. The local has 1,200 members out of work and by changing to a 4-day week has been able to put 300 back to work in this manner.

As Chairman of the State Association Political Committee,



Chairman Nick Frye addressing the delegates in the meeting hall of Local 302's beautiful new home in Pacheco near Martinez.

Business Manager Weakley reported on the activities of the Committee in fighting the proposed "Right-to-Work" legislation. He stated that "The Industrial unions have had this fight for a long time, and understood the problems better than the craft unions." He spoke about the breakdown of wage rates in the San Joaquin Valley where union members are working for less than the scale to get work. Business Manager E. N. Frye

of Local 551, Santa Rosa is chairman of the conference and Business Manager W. H. Diederichsen of Local 617, San Mateo is the secretary.

2-Day Meet for Grievance Reps.

As part of our continuing effort to expand opportunities for greater participation by the membership in conducting the affairs of our union, a 2-day meeting has been called for all PG&E Grievance Committee Members at Local Union headquarters June 28, 1958 at 1:00 p.m.

The meeting is for discussions of contract interpretations and application of certain contract sections involving past and current grievances, the purpose being to develop procedures and methods for improving documentation and presentation of grievances by all participants in the grievance process.

BILL KILGARLIN, HOUSTON University's director of debate, declares that college debaters who oppose the "right to work" laws have been winning most of their contests "because the better argument is on their side."

LOCAL 1245 HONORED FOR AID TO JAPANESE VISITORS



International Cooperation Administration

CERTIFICATE OF COOPERATION

We certify that under the Program of the International Cooperation Administration of the Government of the United States of America in cooperation with other Governments

LOCAL UNION, NO. 1245
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

has made significant contribution to the achievement of the purposes of this program by furnishing technical assistance to selected representatives of the cooperating countries.

Witnessed at Washington, D.C.
and 25th day of August, 1958
John K. Meskimen



Washington 25, D.C.
April 25, 1958

Mr. Ronald T. Weakley, Business Manager
Local Union 1245, IBEW, AFL-CIO
1918 Grove St.
Oakland 12, Calif.
Subject: TA 88-70113—Japan, Electric Power
Productivity Study

Dear Mr. Weakley:

We enclose a Certificate of cooperation on behalf of James H. Smith, Jr., Director of the International Cooperation Administration, and John K. Meskimen, Director of the ICA Office of Labor Affairs, who have signed the Certificate.

May we again thank you for your aid to this team of participants in our government's program of technical assistance to countries of the Free World.

Sincerely yours,
/s/ Burt J. Mason
Special Services Branch
Labor Training Division
Office of Labor Affairs.

PG&E Dept. Negotiations

Just prior to going to press, copies of counter proposals with respect to job definitions and lines of progression for the Warehouse Department and the Electric Department office were received from the Company. Arrangements have been made for negotiating meetings between the parties as follows:

- Warehouse Department—Wednesday, June 11th.
- Electric Department Office—Thursday, June 19th.

Also received at the last minute were company's proposals with respect to a labor agreement interpretation providing for the inter-change between the physical and clerical bargaining units which is being studied for future action.

PROPOSALS GIVEN TO ALAMEDA BUREAU

On May 29, Local 1245 sent its proposals to the Bureau of Electricity in Alameda requesting general wage increases for our members and asking that the city provide a group hospitalization plan, a group life insurance program and payroll deduction of dues.

In the past two years similar requests for fringe benefits

have been submitted with the Board of Utilities approving and the City Council vetoing the action of the Board.

This year Local 1245 has asked that if the City Council again acts unfavorably, that an extra 10 cents per hour be added to the wages to enable the members to purchase these benefits.

S.M.U.D. RECEIVES UNION PROPOSALS

On June 6th, Local 1245 mailed to the District, proposals on improvements in the Civil Service Rules affecting the working conditions of the employees. Requests were made for increased benefits such as S.M.U.D. to pay employees' premium costs on the group hospital plan, supple-

mentary benefits for industrial injury and payroll deduction of union dues.

A request was also made for a general wage increase and wage inequity adjustments to bring wages in line with trends in the industry.

In Memoriam

MICHAEL J. BOYLE, 79, IBEW Vice President of the 6th District and a veteran of 60 years' service to the trade union movement died of a heart attack recently while in Miami, Florida.

Brother "Mike" served as a member of the IBEW Executive Council from 1914 to 1930, and for the past 28 years was V.P. of the 6th District.

DANIEL C. LEIBEL, aged 52, electrician for the City of Alameda, Bureau of Electricity died May 21st after a short illness.

Brother Dan had been a good union member of Local 50 and Local 1245 for eleven years, and a member of the Brotherhood for 16 years.

He leaves his wife Ruby and son Robert to whom we offer our deepest sympathies.