

The UTILITY

Gas, Electric, Water, Clerical,
and Construction Workers



REPORTER

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OAKLAND, CALIFORNIA

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STRIKE ENDS AT SOUTHERN CAL. EDISON

The longest utility strike in the history of the Nation was brought to a close last week in Los Angeles. Following nine weeks of strike action, Local Union 47 of the IBEW negotiated an interim agreement with officials of the Southern California Edison Company.

INTERIM AGREEMENT

The interim agreement, which was ratified by the membership by a ratio of 8 to 5, will remain in effect until a complete new contract can be negotiated. The agreement provides for union recognition; continuation of established grievance procedures; return of all striking employees, including supervisors who respected the picket lines, to their jobs without reprisal; protection of seniority rights; withdrawal by both parties of all unfair labor practice charges, filed with the NLRB; 5 per cent or \$15 per month wage increase, whichever is greater, and the negotiation of a new agreement. The negotiations are not limited with respect to wage increases or working condition improvements.

The union and company committees agreed to negotiate in good faith on a continuous basis until all remaining issues have been resolved.

(Continued on Page Three)



C. J. HAGGERTY

State AFL Finds Legislative Road Blocked

C. J. "Neil" Haggerty, Executive Secretary of the California State Federation of Labor, is again leading the fight to promote labor's interests in Sacramento. Since early January, Haggerty, aided by Federation President Thomas L. Pitts and Attorney Charles Scully, has been pushing for a positive program of economic and social concepts.

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Major PGE Negotiations Will Start on July 1

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IBEW SUPPORTS LLPE CAMPAIGN

Labor's League for Political Education, the political arm of the American Federation of Labor, already has embarked on a fundraising program earmarked for the 1954 Congressional elections.

D. W. Tracy, president of the IBEW, in a letter addressed to all local unions, has urged full support of the LLPE's plans. The Executive Board of Local 1245 voted unanimously to concur in the recommendation of President Tracy.

The only source of funds for labor's use in Congressional and U.S. Senatorial elections is the voluntary contributions of AFL members. The Taft-Hartley Act specifically prohibits the use of monies from a union treasury for support of Federal candidates.

Membership cards for 1953 in Labor's League for Political Education will be distributed by business representatives in the near future. Memberships will also be available at all unit meetings.

Every dollar contributed will help elect a better Congress in 1954. Your help is needed! The Executive Board urges each and every member of Local 1245 to give full support to this vitally-needed program of political action!

Municipal Pacts Are Now Open

Like the farmer who must work 'round the clock to gather in his crops, Bus. Rep. Al Hansen is now entering his "harvest season."

Hansen, the Local 1245 representative who services numerous MUD's, PUD's and municipalities among other assignments, reports that a number of agreements are now open for re-negotiation, with more scheduled to be opened in the weeks to come.

The City of Oakland unit has appointed George Gordon and "Buzz" Yochem to its negotiating committee to seek wage parity with building and construction trades rates. The City of Berkeley unit, with identical demands, is represented at the bargaining table by Newt Coates. Both committees will be assisted by Bus. Rep. Hansen.

The City of Lodi unit, demanding wage parity with other political subdivisions in California, has assigned Harry Brown to its negotiating committee.

Key System electrical employees will select a committee at the next unit meeting to negotiate with their employer. At issue is the union's demand for wage parity with utility rates in the Pacific region.

Local 1245 members employed by the City of Alameda and the Sacramento Municipal Utilities District are now formulating contract proposals to be submitted when their agreements are due for renewal. Economic data is being

Executive Board, Policy Committee Approve Wage, Contract Changes At Special Session May 16-17

The full Policy Committee and Executive Board of Local Union 1245 agreed jointly at a special meeting on May 16 and 17 in the Local's headquarters on policy and procedures covering PG&E physical and clerical agreements.

The action, contained in a series of recommendations which were unanimously adopted by the Executive Board, included:

Oakland— NECA and Outside Linemen Are In Negotiations

The Outside Line Unit of L. U. 1245 is presently negotiating for a general wage increase and improved fringe benefits with the National Electrical Contractors Association.

The union committee is composed of Brothers Leon Revel, Dale Gibson, Jess Griffith and Don Holiday, assisted by Business Representative Paul "Cy" Yochem. The committee has demanded a wage increase of 25 cents per hour, an employer contribution of 7½ cents per hour for a Health and Welfare Plan, and compensation for clothing and tools damaged by creosote. The N. E. C. A. has countered with a demand for a shift work provision on maintenance work. Progress of the negotiations will be reported in these columns.

Members of the Outside Line Unit are urged to attend their regular meetings, held the first Friday of each month, at 1918 Grove Street, in Oakland. The unit's Executive Committee will continue to meet on the last Friday of each month at the union headquarters.

prepared for the use of the committees by Hansen and the union's research and educational representative, Brother George L. Rice.

1. Ordered the Physical Agreement opened 60 days prior to August 31, 1953, in accordance with Section 500.2 of the Agreement, for negotiations on wage increases and improvements in specified working conditions.

2. Ordered notice of termination of Agreement, as provided in Section 500.1 of the Agreement, shall NOT be given by the Local Union.

3. Ordered termination of negotiations on cost-of-living wage increase for period extending from September 1, 1952, to March 1, 1953.

4. Authorized President Frank Gilleran to appoint a 5 man Negotiating Committee, one from each of the five major PG&E Departments, subject to approval of the Executive Board.

5. Granted the Negotiating Committee FULL POWER TO ACT on all proposals and counter proposals which may be considered during the forthcoming negotiations on the Physical Agreement; and FULL POWER TO CONCLUDE bargaining on unresolved issues held over from 1952 negotiations.

6. Instructed the Business Office to sign the new Clerical Working Conditions Agreement for PG&E workers, which expires on August 31, 1954, PROVIDED the Agreement is ratified by the clerical workers.

Nearly 50 members of the Policy Committee and Executive Board attended the two day session. Absent officers were President Frank Gilleran, who was confined to his home by the recurrence of a pneumonia.

(Continued on Page Two)

PG&E Contract Dispute Goes to Arbitration—Precedent is Set

For the first time in the history of any union on the PG&E System, a case involving a dispute over interpretation of the agreement has been submitted to arbitration. Dr. Clark Kerr, Chancellor of the University of California, was selected as impartial chairman of the five man committee. Serving for the union were Ron T. Weakley and L. L. Mitchell, while PG&E was represented by W. Bedgood and R. J. Tilson.

The case involves the promotion of W. W. Barghoorn, of Drum Division, from laborer to groundman, with retroactive credit of seniority and starting date in the new classification.

The issues considered by the arbitration board were:

1. Is the classification of groundman in the company's Electrical Overhead Departments a "beginner's classification" within the meaning of Sections 205.4 and 205.5 of the agreement of Sept. 1, 1952? and,

2. Is it arbitrary and discriminatory and in violation of the agreement for the company to refuse to place in the classification of groundman an employee who is not qualified or who is not willing to progress beyond such classification in the normal line of progression from groundman to lineman?

The case was heard by the arbitration board on April 27, 1953, and a decision is expected in the immediate future. In the event the case is decided in favor of the union, Brother Barghoorn will receive the retroactive promotion and a most important precedent will have been established.

Unit Elections in June

In accordance with Article 5.8 of the Local Union's By-laws, unit officers will be nominated and elected at the regular June meeting in the odd numbered years. Voting shall be by secret ballot and only members of the unit whose dues are paid through May are entitled to a vote.

During the next two years, all workers will face unusual challenges. The traditional enemies of Labor have begun to renew their attacks on the trades union movement on both the economic and political front. Local 1245 will need men and women with the highest qualities of courage, patience and fortitude to lead its units.

Each of us must do his part in the selection of these officers. Give the matter your careful attention, nominate those members who you believe will represent you with dignity and intelligence, and, above all—be sure to attend the June meeting of your unit to cast your vote.

"POWER"

An Editorial

The nameless, faceless little people who hide in the dark and attempt to spread their fears and frustrations to others are at it again. An unsigned publication, entitled "POWER," mailed from a blind address in San Francisco, has recently re-appeared on the scene. Allegedly published "by and for PG&E workers," this scurrilous sheet proves, upon analysis, to be a rehash of articles from the PEOPLE'S WORLD, the recognized organ of the Communist Party on the West Coast. Its only purpose appears to be one of spreading disruption and disunity. In this it is doomed to failure.

The editors of THE UTILITY REPORTER and the officers of your union will uphold the right of any person to expression at all times. Comment or criticism, whether it be commendatory or of the most critical sort, will be given recognition so long as the critics identify themselves, and speak on issues involving the local union and its activities.

But people who operate in an "underground" fashion, as do the anonymous sponsors of this sheet, cannot, of course, be given recognition. They are not interested in promoting the ideals of a free trade union movement, the enlightenment of working people, or the advancement of a harmonious relationship between labor and management. Rather, their goals appear to be the propagation of a foreign ideology which is at opposite poles from our own democratic ideals. The anonymous writers, and their product, are deserving only of our scorn and contempt.



The UTILITY REPORTER

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"That horn isn't supposed to blow."

MAJOR PG&E PACT TALKS OPEN JULY 1

(Continued from Page One)
previous back injury, and Bob Glasgow, who was also on the sick list. The Business Manager and his staff were in attendance during the entire period for consultation.

The Policy meeting was officially opened on Saturday night when the committee began consideration of the recommendations submitted by units on the system. The recommendations had been discussed informally, earlier in the evening, with the Executive Board.

Approved recommendations were referred late Sunday morning to the Executive Board which voted unanimous approval. A full report of the Board's action will be presented at all unit meetings next month and all members are urged to be present.

In determining that the existing Physical Agreement shall not be terminated, the Policy Committee and the Executive Board were guided by the opening paragraphs of the contract, which state, in part ". . . the parties hereto desire to facilitate the peaceful adjustment of differences that may from time to time arise between them, to promote harmony and efficiency to the end that the company, union and general public may benefit therefrom, and to establish wages, hours and working conditions. . . . Further, the parties support the principles of collective bargaining and self organization."

Basis for the decision on terminating the cost-of-living negotiations was the stalemate in company-union talks. The negotiations for the wage adjustment, based on

the changes in cost-of-living between September 1, 1952, and March 1, 1953, have bogged down due to a conflict in the figures prepared and released by the U.S. Bureau of Labor Statistics. The Bureau, which attempts to measure the increases and decreases in the cost of living on both a national and regional basis, has reported costs were slightly down for the six months period in the National Consumer Price Index. At the same time, however, it reported in the San Francisco Bay Area Index for the same period a slight rise. The result, as viewed by the Executive Board, is a stalemate.

Among the other recommendations adopted by the Board is the establishment of Joint Apprenticeship Training Program. Several of the policy makers declared that the large number of on-the-job accidents, due in part to inadequate training measures, and the shortage of competent journeymen craftsmen in most areas are evils which can be eliminated only by cooperative action. The adoption of a Joint Apprenticeship Training Program will, therefore, be vigorously pressed by the Local Union.

The Policy Committee and Executive Board members alike agreed at the conclusion of the session that the Local Union, its officers and members must do all within their powers to implement the recommendations.

At the same time, the two groups agreed that the recommendations furnished the PG&E with an opportunity to demonstrate their good faith by bargaining realistically with the Local Union's 5-man Negotiating Committee.

STATEMENT OF POLICY

This is the first issue of the new UTILITY REPORTER, the official newspaper of Local Union 1245 of the International Brotherhood of Electrical Workers, AFL. Your elected officers, who are serving on the Editorial Board, have done their best to make it interesting and informative. However, they recognize that there is room for improvement.

THE UTILITY REPORTER is your newspaper, published in response to a mandate from the membership. It is a joint undertaking in which all members of the Local Union, elected officers and members alike, have common responsibility. This means that we must all work together to make the articles and stories in every edition reflect the views and the activities of the organization.

The editorial policy of THE UTILITY REPORTER is, and always will be the same as the policy of the Local Union; the application of the "Objects" of the International Union to the Gas, Electric, Water, Clerical and Construction Workers in the jurisdiction. These "Objects" include steady employment, adequate pay, reduction in hours of work and sound working conditions.

The "Objects" have been the guiding principles of the International Union for over sixty years and have brought more than half a million workers into Local Unions throughout the United States and its possessions and the Dominion of Canada.

The purpose of THE UTILITY REPORTER is to establish and maintain effective communications between your elected Local Union Officers and the units and between the individual members. In other words, this paper will keep everyone aware of what's doing in our organization.

Our purpose is also to demonstrate to the non-organized workers in the Local Union's jurisdiction the advantages and effectiveness of collective action and the security that comes with belonging to an organization such as ours.

Like this issue, future editions of THE UTILITY REPORTER will carry reports of the activities of Local Union and the units, developments in the free trade union movement, an analysis of national and state legislation which affects the economic and social welfare of workers and their families and other items of interest. In addition, there will be pictures and stories which individual members send in on their experiences on and off the job, grievances—submitted or resolved, and social gatherings.

As part of their responsibility to make this paper a success, members should send in pictures and stories on any matter which is of general interest. This type of news will help make THE UTILITY REPORTER a lively publication and the Editorial Board will print as much as possible in every edition.

Letters from the membership commenting on the paper will be welcomed at all times, provided they are signed. However, the Editorial Board reserves the right to shorten the letters because of space limitations.

With the publication of THE UTILITY REPORTER, our Local Union is taking another step toward the goals we set 18 months ago. We now have the means to strengthen our ties of fellowship. Our units and membership are scattered over a large geographic area and the paper will help us overcome the handicap of distances. We are an organization composed of workers in a variety of job classifications, employed in private industry and by municipalities and the paper will serve as a means to bring our members closer together as part of our great brotherhood.

Stockholders Happy, PG&E Profits Up

Pacific Gas and Electric Co. reported on May 13th that net profit for the 12 months ending March 31 available to common stock was \$34,200,074, equal to \$2.62 a share. This compares with \$26,277,999, or \$2.31 a share on a lesser number of shares, in the preceding 12 month period.

Gross operating returns for the period just ended were \$324,612,052, as compared with \$293,056,535 during the 12 months ended March 31, 1952.

PG&E President James B. Black also announced a series of promo-

who will retire. tions for company officials. On July 1, D. D. Smalley, now vice president in charge of operations, will become vice president and assistant general manager. George H. Hagar, now manager of electric operations will succeed Smalley.

O. J. Swank, manager of General Construction, will become vice president in charge of general construction. General Counsel Robert H. Gerdes will become vice president and general counsel. Edmond E. Manhard, an assistant secretary, will become secretary of the company, succeeding Raymond Kindig.

Assistant Business Manager Resigns

Brother Paul Smith, who has served as a representative of Local 1245 since returning from duty with the U. S. Army in 1945, resigned his position as Assistant Business Manager early this month. Brother Mert Walters, who represented the San Jose Division, has been appointed to the position of Assistant Business Manager.

Smith, who is well known throughout our entire jurisdiction, has accepted a position with the National Electrical Contractors Association. The best wishes of the entire staff go to Brother Smith for success and happiness in his new responsibilities.

Line Construction Men are Injured

The hazards of Line Construction Work were demonstrated again recently, when three of our brothers were seriously injured.

WOODLAND
Tom Blazak sustained compound fractures of an ankle when a pole on which he was working broke and carried him to the ground. He is hospitalized at Sutter General Hospital in Sacramento. The accident occurred on a PG&E Line Construction Project near Woodland.

RIVERSIDE
Slim Andrews, working near Riverside, fell from a pole and suffered a broken back, fractured pelvis and broken arms.

Union Brothers have collected nearly \$100 and sent the money to Mrs. Andrews in Riverside. Outside Line Unit members also wrote a letter of encouragement to the injured man and to his wife.

LODI
Darrell Wilson, lineman employed by the City of Lodi, was very seriously burned on the face and legs recently when he fell into a 4,000-volt distribution line.

Wilson will be unable to return to work for several months, and may never again be physically able to resume his normal occupation, according to reports received here. He is presently carried on sick leave while his claim for workmen's compensation insurance is being prepared.

With Wilson on the sick list, the City of Lodi now has vacancies for two qualified journeymen linemen.

PG&E Presents Long Awaited Clerical Contract Proposals

Proposals for the long awaited clerical agreement were finally furnished the union by PGE officials on May 15th. The latest proposals contained contractual language for the remaining items at issue in the new Clerical Working Agreement.

Final negotiations on the agreement were concluded on April 2nd by the Clerical Negotiating Committee and PG&E representatives. Members of the local union's committee were Grace Baker, San Jose; Bill Dillon, Stockton; Russ Blewett, Auburn, and Elmer Bushby, business representative for clerical workers.

At that time it was agreed that the company representatives were to "spell out" the terms in appropriate contractual language, which would then become the master

clerical agreement in event of its ratification.

Following a review by the union's Policy Committee and executive board, the agreement will be presented to all clerical members at forthcoming meetings for their vote. In some areas, it may be necessary to call special meetings in order to expedite final action.

The proposed agreement does not provide for retroactivity. Therefore, some of the 37 improvements over the prior agreement will not become effective until final action by the clerical workers has been taken.

In the event special meetings are necessary, stewards and key personnel in the units will be notified promptly and requested to post notices on bulletin boards and take whatever steps are necessary to secure full attendance.

LEGISLATIVE ROAD BLOCKED, FED. FINDS

(Continued from Page One)
Heading the A. F. of L. plans are bills to establish a state minimum wage of \$1.25 per hour, create a state F.E.P.C., repeal the Jurisdictional Strike Act and increase coverage and benefits in disability and unemployment insurance and in workmen's compensation.

Thus far, the Federation's workmen's compensation program has been virtually destroyed by hostile committee votes in the State Assembly. This action on the part of

The present wage scale is \$2.27 an hour and civil service rules and fringe benefits prevail. Interested applicants may contact the Oakland headquarters of Local 1245 for further information.

After reading this paper, pass it on to a non-member.

Mechanic Pete comments that if you don't stand for something you'll fall for anything.

legislators suggests that the remainder of our improvement program will have little chance for success.

Strong defensive measures have characterized Labor's battle since the Legislative Session convened. The Big Money Boys have been rolling up the artillery to shell our rights to strike, picket and organize. The bitter and bold conduct of these commercial lobbies in opposing social progress has aroused AF of L affiliates throughout California to encouraging measures of political action on the home front. Haggerty reports that there is more local union interest in the present session of the Legislature than in any session of recent memory!

Indicative of this great interest is the flood of letters and telegrams from Local 1245 members to members of the Legislature, protesting the measures which seek to establish the compulsory open shop. Attorneys for the anti-labor interests call this a "right to work" law!

Those of us who know and have worked with Brother Haggerty recognize him as one of the most outstanding spokesmen Labor has ever had. While the anti-labor lobbyists are Haggerty's bitter opponents, they universally respect him for his great knowledge and outstanding abilities.

Our AF of L representatives in Sacramento cannot do the whole job of protecting our gains and enhancing our future. They need our help—on a continuing, year round basis. The best help we can give costs us very little, in time or money. Letters to our legislators, setting forth our views as citizens and voters are most important. And it doesn't hurt a bit to get acquainted with your own Senate and Assembly representative either! Seek them out between legislative sessions—let them know that you, as a resident of the community they represent, are aware of their voting records. Contacts of this nature are bound to pay off, for they bring home to the legislator the fact that he represents more than just the Big Business interests at our state capitol.

STRIKE ENDS AT SOUTHERN CAL. EDISON

(Continued from Page One)

solved to the mutual satisfaction of both parties.

AFFECT ON 1245

Members of Local 1245 all over Northern California and Nevada have been greatly concerned with the progress of this bitter strike. No one has to point out to us that the outcome of this struggle will have a bearing on our own future relationship with the utility industry.

RE-STRIKE NEGOTIATIONS

Local 47, representing 3,700 of SCE's employees, has 2,700 members in the unit. Another 400 employed in two steam plants are represented by the CIO which instructed its membership to work throughout the strike. Following a referendum vote which carried 4 to 1, the local terminated its agreement, which had been in effect since 1945, as of midnight March 3, 1953. During numerous negotiation sessions from Nov. 18, 1952 to March 9, 1953, 10 of the 12 original proposals were agreed to or dropped. The company and Local 47 became deadlocked on the two remaining issues—a general wage increase of 25c per hour and a modified union shop.

Local 47 granted two extensions of contract, requested by the U. S. Mediation and Conciliation Service, in a vain attempt to reach agreement. The company's final offer, which also was the only offer made during the months of negotiations, was an increase of five per cent or \$15 monthly—whichever was greater. SCE refused to make any kind of offer on the union shop issue. This offer of five per cent was rejected by the membership by a ratio of 100 to 1 in a secret ballot conducted March 6.

The final sessions were conducted in an atmosphere reminiscent of the dinosaur age of labor-management relationships. The company representatives flatly refused to consider the proposals of Local 47 negotiators and three federal mediators. The employer backed up his tough conference table policy by engaging armed Pinkerton guards and stationed them at the entrance to the bargaining room and at various strategic points in the area.

STRIKE CALLED!

Faced with this attitude, the union struck SCE at 6 a.m., March 10, and followed with a strike at California Electric Power Co. at 8 o'clock the same morning. Over 3,000 workers went on strike, including hundreds of non-members of Local 47!

President Mullendore of SCE then commenced one of the most vicious—and expensive—attacks, directed against the local and its business manager, Dick Rapattoni. Full-page newspaper ads, hourly radio spots and frequent TV announcements—all carrying messages of distortion and venom—were directed against the local, its membership, and its business manager. Final proof, if any were needed, that SCE had embarked upon a campaign of union busting! The ghost of Harrison Gray Otis again dominated the labor scene in Southern California!

Despite the diatribe, the union organized for the strike, established picket lines, channels of communication, and repeated—again and again—the offer to submit all issues to a fact-finding board for arbitration. The offer was ignored by SCE. The picket lines were orderly and peaceful, and the conduct of the strikers was exemplary, despite continuous provocative acts of company officials and strikebreakers.

SUPPORT FROM 1245

Meanwhile Ron Weakley, business manager of Local 1245, consulted with Rapattoni and the staff of Local 47 in Los Angeles. Offers of monetary assistance were given and the moral backing of Local 47 by Local 1245 was assured.

During the early days of the strike, the company continued its stream of vicious propaganda, and refused all proffers of service by



What about retirement and pensions?

the federal and state mediation agencies.

The company became active on other fronts as well. Medical services were refused strikers in most areas. Company stores in several isolated communities were closed to strikers. Workers were advised to pick up their "final" pay checks. Strikers' wives were contacted by representatives of the company and urged to induce their husbands to return to work! Instead of breaking the strike, these activities of SCE served to further solidify the workers. The Los Angeles AFL Central Labor Council, representing more than 600,000 workers, came to the aid of Local 47. Jobs were secured for members in nearly every major industry. Radio and television programs were sponsored, to bring the message of the strikers to the people of Southern California. It became increasingly apparent to management forces in the region that this attack on Local 47 was an attack on all of organized labor. And enlightened management, fearful of the consequences of SCE's rash actions, adopted a policy of "hands off." The unfair labor practices committed by SCE were too much for fair-minded employers to stomach!

THE COST

While the costs of enduring the strike have been heavy, the members have won the battle to save their union. SCE, on the other hand, having already spent fantastic sums, has not yet paid the full price of its folly. Wear and tear on overloaded machinery and equipment which has not been adequately serviced for many weeks will necessitate expensive replacements. And, on the human side—who can estimate the costs to the company? Certain it is that many trained journeyman workers—each representing an investment on the part of SCE—will never return to their employment with the company.

Recognition of the fact that the problems of human relations may be difficult to cope with is contained in the language of the interim agreement, which states, "The parties hereto further agree to endeavor in good faith to allay such ill feelings and to heal the breach in relations thus caused, to the end that the union and the company and their constituent members will promote the common objective to which the company is inherently dedicated by the nature of its public obligation." It is to be hoped that such an attitude will result in a "new look" by SCE management with respect to its labor relations policies.

UNIONS HARD TO BEAT

The history of labor-management strife has demonstrated that a union-busting attempt on the part of a company never achieves long-term success. In this instance, the initial battle has been won by the union. It may well be that SCE, upon mature reflection, will decide that this battle has ended the war. It is certain that if the issue is ever again joined, the members of Local 47, supported by the organized labor movement, will fight valiantly to preserve their right to bargain through their free trade union.

SCE might do well to remember that during the early days of our country, the warning "don't tread on me" issued by the colonists was found to be no joke by aggressors.

Tilson Reports PGE Pension Proposals Nearly Complete

Full Pension Story In the Next Issue

Next month, the UTILITY REPORTER will publish an article written by Donald Hardie, Chairman of the Pension Negotiating Committee. Bro. Hardie will present an analysis of the economic factors which influence a pension plan and will review, in chronological fashion, the various proposals considered by the committee to that time.

Poor Attendance? Unions Advised to Get Women Out

Oakland.—There is a cure for sparse attendance at union meetings—get the wives and other women relatives of members interested. That's the word of Acting Western AFL Director Thomas Randall, who told of some locals serving refreshments at meetings with a social atmosphere, attended by the women folk. Subsequently, he related, attendance at regular meetings jumped 100 per cent as the women, their interest kindled, urged the men to turn out.

"We need to include our families in the union movement," Randall told the Central Labor Council. "Statisticians tell us that there are seven women for every five men in the United States, and that out of every dollar a man makes his wife is in charge of 85c of it."

As an instance of success in obtaining family cooperation, he cited a sociable meeting held by a Bakersfield local, with 600 in attendance. The women liked it so much that they have asked for such gatherings at least once every three months.

"Reaction is under way," Mitchell warned. "We've got to do everything possible to tighten our ranks."

Construction Lineman Killed in Job Accident

Jacob D. Edmison, 28-year-old lineman from Los Angeles, was killed May 5 as a result of a tragic accident.

Edmison, a member of IBEW Local 18, had been employed by the PG&E very recently. Assigned to the G. C. heavy crew of L. E. Wood, he was working in Kentfield, Marin County.

Edmison and his pole partner, Richard Jerrem, were installing a 12 KV switch, which was out and grounded. His hooks apparently kicked out and he fell onto a 4 KV switch located about six feet below.

The body was immediately lowered from the pole with ropes, and artificial respiration was attempted. Two doctors, who responded to the summons for medical assistance, pronounced him dead, but fellow workers on the crew continued with artificial respiration for four hours in a vain attempt to revive Edmison.

An investigation to try to determine the cause of the accident is being continued.

After reading this paper, pass it on to a non-member.

"They say brunettes have better dispositions than redheads."
"That's a lot of hooey. My wife has been both and I can't see any difference."

R. J. Tilson, Director of Industrial Relations for PG&E, advised the union that the company's latest counter-proposals on the pension plan will be presented in the immediate future. Negotiations for an improved pension plan were commenced in April, 1952.

The union committee, composed of Donald Hardie, Chairman, Jesse Jordan and Al Schoof, has devoted hundreds of hours to a study of the complicated operation of pension plans. Glenn Wall, Pension Analyst from the International Office, has assisted, as have Brothers Weakley and Mitchell of the business office. The committee has held a number of negotiation sessions with the PG&E committee, headed by Messrs. Carr, Tilson and Thompson.

The pension plan was originated on a unilateral basis by the company in 1937. The plan, available to all company employees on an optional basis, is financed jointly by employee and company contributions.

Local 1245 has pioneered in bringing the subject of employee pensions within the scope of collective bargaining. While the company finally recognized that pensions are a legitimate bargaining issue, they took the position that negotiations could not be seriously entered into until the system-wide wage and working condition agreements were concluded.

The initial company counter-proposal was received by the union's committee in February, 1953—more than 10 months after the union proposals had been submitted. The negotiating committees then held a series of meetings and began to hammer out the various issues. There is now evidence that the union and company committees are beginning to achieve a "meeting of minds," as tentative agreement has been reached on some issues. It has been agreed that pension benefits will apply equally to persons of either sex and that the term of the pension agreement will run for five years; the company committee has also offered interest payments at 2 per cent on all employee contributions which are withdrawn before retirement. This is a step in the direction of "vested interest" which the union long has demanded. The committees are also reportedly nearing agreement on the age at actual retirement and related problems.

The issues involving retirement in advance of the normal retire-

ment age have also been debated at length by the negotiating committees. It is the union's contention that employees who retire after a number of years of participation in the plan should be granted a reduced pension, based on age at retirement and the number of years of participation, on more favorable terms than are now available. Employees who retire early find that re-employment is most difficult, even without physical handicap, due to the reluctance of most firms to employ persons in the so-called "middle aged" bracket.

The union committee believes that any pension plan, to be realistic, must provide an income which will permit a decent standard of living. In view of the wide fluctuations in the cost of living in recent years, this is a difficult factor to reckon with. There must be a specified sum of money in trust for an employee to retire at a given age with a guaranteed lifetime income. Since the precedent has been established for a contributory type of plan, the funds come essentially from three sources: (1) employee payments, (2) company contributions, and (3) interest earned from investment of the joint contributions during the working life of an employee.

The company contributions are NOT considered a gift. These funds are actually a part of the "labor costs" of operating a business. And the union has argued that an employee derives a "vested interest" in the company contributions toward his retirement, which increase in proportion to years of service. The company committee has, thus far, rejected this proposal.

In order to achieve an adequate retirement income, the pension funds must obviously be increased. In this connection, the union's committee has proposed that the contribution rate of employees and the company be increased, based on the company's advertised contribution rate of 2 dollars plus for every dollar paid by employees. In the event the company's advertised contribution rate of 2 plus for 1 is not borne out by the facts, this proposal can, of course, be withdrawn.

Sacramento—Mulkey Remains Legislative Rep.

Brother George Mulkey, assigned as Legislative Representative by the California Conference of Electrical Workers, will remain in Sacramento for the duration of the 1955 Legislative session. Mulkey has worked closely with C. J. Haggerty, executive secretary of the California State Federation of Labor, A. F. of L. Attorney Charles Scully and other union representatives.

In a telephone call to Business Manager Weakley just before press time, Mulkey declared, "Senators and Assemblymen have told me that they get more letters from members of our I.B.E.W. unions than from any other single labor group in California!" He added, "I am very grateful for the wonderful support our members have given me by writing to their legislators on bills of interest to all of us. I want especially to congratulate the members of L. U. 1245 for the outstanding response they have given to the Legislative Newsletters published by your local."

Needless to say, the Business Office is very proud of the thousands of members who have taken the time to write their legislators. Concerted action of this kind not only helps to build a strong and

Reno, Nevada—Unit Appoints Correspondent

Following announcement by Bus. Rep. Al Kaznowski at the March meeting that Local 1245 would soon publish a newspaper, Unit 3311 at Reno, Nev., appointed Bro. Emery Proebstel as correspondent. Proebstel will write the news from the Sierra Pacific Power Co. unit for our paper.

It has already been reported that Bro. Fred A. Frisbie, of 401 West Third St., Carson City, Nev., was presented with a retirement pin at the April meeting of this unit. Best wishes of the entire unit go to Brother Frisbie upon his retirement from active service with Sierra Pacific Power Co.

active trade union, but it also strengthens our entire democratic legislative process.

There's a new union of dollars in Washington. How's your union, brother?

After reading this paper, pass it on to a non-member.





YOUR Business Manager REPORTS

By RONALD T. WEAKLEY

Our union is a large organization which covers a large area. It is not isolated from the rest of organized labor or the people in the communities where the members work and live. It follows, we cannot help but be in contact with many people including leaders in business, civic government, education, religion, labor and agriculture, whose views may vary.

Our union is composed of responsible citizens who have joined together for the common and lawful purpose of advancing their own welfare and that of their families and their communities. What affects a worker, his family and his community, therefore, is of interest to the union.

QUESTIONS ARE ASKED

People ask many questions about your union. These questions must be answered by persons responsible to you as a member. Many of these questions are directed to me as your Business Manager. For instance, I was asked the other day what I thought about some of the various pieces of legislation now pending in the Legislature and the Congress which are designed to

further restrict, and in some cases to destroy organized labor. My general answer was that our members are also citizens and any legislation which will injure them economically or otherwise will injure the community in which they work and live in the same way. The working man makes up a large segment of our population, a segment that increases in size when you include his family. Punitive legislation against so many people is just bad business. Persons who speak of "those unions" are talking not only against citizens and their families who sustain a large portion of our economy by increasing their standards of living and purchasing power but against their own interests as well.

Another question which was asked me recently about our

union's relationship with our major employer. My answer was that ours is a new organization which has emerged from the internal dissension, dual unionism and isolation and that a unified group such as ours must stabilize itself in order to get a true perspective of relationships. Nevertheless we feel that we are stable enough for the employer to recognize this and to react in kind by striving to stabilize our joint relationship and at least show a cooperative spirit.

There have been some signs of this attitude on the part of our major employer, the PG&E. However, there seems to be some indications among the company's representatives that they fear a major attack by the union. On the other hand, we are proceeding cautiously because we have the same fears.

This attitude is not conducive to stability or mutual advantage. Things like adequate safety and apprenticeship training on a joint basis have been tried and have proved sound over a long period of years. Cooperation between management and labor on such things pays off to both parties both in lives and money. We do not have such a joint program with the PG&E. WHY?

Many items of mutual interest and benefit are in the negotiating hopper and have been for many months. Why can't we get settlements? It may be that the com-

pany thinks the scope of the negotiations were so broad that too much time would be consumed. **But this argument has no foundation when one recognizes that not one of the basic items left to be settled after the conclusion of last year's negotiations has been settled!** If there is a desire on the part of the company to go back to the jungle through union-busting tactics, we shall fight bitterly. And, if there is a desire to recognize and deal with the Local Union as a stable and responsible organization, we will welcome that. And our members will react in a manner which will produce much good for all on the system.

No matter what advantage each party may seek, no matter how each party may employ his sharpest points across the table, no matter how things used to be 20 years ago, there is a lot to be gained through honest collective bargaining and mutual respect.

This is my belief and if I believed otherwise I would not have accepted the responsibilities of this office. Furthermore, I believe that this concept is representative of the large majority of the members who voluntarily joined the Union.

What the future holds for both parties in connection with labor-management relations and the vast potential of mutual gain will be decided in the next few months. This is something for all concerned to think about.

Tune in to These AFL Broadcasts

Frank Edwards

San Francisco...KFRC, 10:15 p.m. Monday thru Friday
Sacramento...KGB, 10:15 p.m. Mon., Tues., Thurs.
Bakersfield...KAFY, 10:15 p.m. M.T.Th. (W., Fri., Sustng.)

AFL Television Program

ABC-TV Sunday nights, 8:30 p.m.

Reno, Nevada— Sierra Pacific Negotiations On

The agreement between Sierra Pacific Power Company and L. U. 1245 has been reopened. Negotiations for a general wage increase, the correction of specified inequities and improvements in the pension and health and welfare plans will commence on May 25th.

On that date, the union negotiating committee, composed of Brothers Robert Wallin, James Mosconi and Edwin Hastings will meet with SPP President Frank Tracy and his management committee at Reno. The union's committee will be assisted by Business Manager Ron Weakley and Representative Al Kaznowski and Al Hansen.

Our membership on the SPP properties, now more than 80% organized, is growing constantly. And the members have achieved real solidarity in supporting the policies of Local 1245 and the International Union. Despite the "Compulsory Open Shop" law in the State of Nevada, our brothers and sisters there have proven themselves to be enlightened and militant trades unionists.

The meeting scheduled for Tuesday evening, May 26, at Reno, will be attended by all members of the negotiating committee, who will give a progress report. Brother Weakley will also report on activities of Local 1245 throughout its jurisdiction. It is expected that every member who is off duty will turn out for this important union meeting.

LOCAL 1245 UNIT MEETING SCHEDULE

June 1953 Meeting Schedules

Meetings are established for the members living or working in the various areas. General construction members are requested to participate in the meeting activities of the unit nearest their work.

San Joaquin Division

- FRESNO**
Knights of Pythias, 1312 "R" St.
Monday, June 2, 7:30 p.m.
- SELMA**
L. F. T. Hall, 812 E. Front St.
Wednesday, June 17, 7:30 p.m.
- MERCED**
Grange Hall, Bear Creek Road
Wednesday, June 17, 7:30 p.m.
- DINUBA**
American Legion Hall
Thursday, June 4, 7:30 p.m.
- COALINGA**
Fire Station
Wednesday, June 9, 7:30 p.m.
- BAKERSFIELD**
Carpenters Hall, 911 - 20th St.
Thursday, June 11, 7:30 p.m.
- LOS BANOS**
Fire Hall, 520 J St.
Thursday, June 4, 7:30 p.m.
- WISHON**
Community Hall
Wednesday, June 3, 7:30 p.m.
- Taft**
Power Club
Tuesday, June 10, 7:30 p.m.
- CORCORAN**
Community Hall
Tuesday, June 16, 7:30 p.m.
- MADERA**
Italian-American Hall
Thursday, June 18, 7:30 p.m.
- SANTA MARIA**
O. E. S. Hall
Wednesday, June 24, 7:30 p.m.
- SAN LUIS OBISPO**
Labor Temple
Tuesday, June 23, 7:30 p.m.
- WASCO**
American Legion Hall
Thursday, June 25, 7:30 p.m.
- FRESNO CLERICAL**
Hotel Californian, Van Ness & Kern Sts.
Wednesday, June 17, 7:30 p.m.
- BAKERSFIELD CLERICAL**
Hotel Padre, Bakersfield
Thursday, June 18, 7:30 p.m.
- SELMA-DINUBA CLERICAL**
McDonald's Cafe, 99 Hwy, Selma
Tuesday, June 16, 7:30 p.m.
- Coast Valleys Division**
- SALINAS**
American Legion Hall, Municipal Airport
Wednesday, June 3, 8 p.m.

- MONTEREY**
Eagles Hall, Lighthouse Ave.
Thursday, June 4, 7:30 p.m.
- WATSONVILLE**
Central Labor Council,
462A Main St.
Wednesday, June 17, 8 p.m.
- KING CITY**
Jimmy's Place, Soledad
Tuesday, June 16, 7:30 p.m.
- SALINAS CLERICAL**
Cominos Hotel
Thursday, June 4, 5 p.m.
- Gas Supply and Control**
- HINKLER-BARSTOW**
Desert Inn (Linwood), Hwy 66
5 miles west of Barstow
Tuesday, June 23, 8 p.m.
- KETTLEMAN**
Veterans Memorial Hall
Wednesday, June 24, 7:30 p.m.
- HOLLISTER - SAN MARTIN**
Dunnpark Bldg., Hollister
Tuesday, June 2, 7 p.m.
- NEEDLES**
VFW Hall
Monday, June 22, 7:30 p.m.
- Son Jose Division**
- SAN JOSE**
Labor Temple, Room 107,
45 N. Santa Teresa St.
Tuesday, June 9, 8 p.m.
- BELMONT**
Community Hall, 5th Ave.
Monday, June 8, 8 p.m.
- BELMONT CLERICAL**
Community Hall
Thursday, June 11, 8 p.m.
- East Bay Division**
- HAYWARD**
Labor Temple, 529 Soto St.
Thursday, June 25, 8 p.m.
- OAKLAND**
Porter Hall, 1918 Grove St.
Wednesday, June 3, 8 p.m.
- RICHMOND**
257 - 5th St., Hall No. 1
Thursday, June 11, 8 p.m.
- CONCORD**
Farm Bureau Hall, Farm Bureau & Walnut Ave.
Monday, June 1, 8 p.m.

- MARTINEZ**
I. O. O. F. Hall, 829 Ferry St.
Monday, June 8, 7:45 p.m.
- OAKLAND CLERICAL**
Union Office, 1918 Grove St.
Tuesday, June 30, 5 p.m.
- HAYWARD CLERICAL**
Labor Temple, 529 Soto St.
Thursday, June 25
- CENTRAL SUPPLY CLERICAL**
Union Office, 1918 Grove St.
Tuesday, June 2, 7:30 p.m.
- San Francisco Division**
- SAN FRANCISCO**
Brotherhood Hall, 200 Guerrero
(cor. 14th) Bldg. Tr. Temple
Thursday, June 4, 8 p.m.
- SOUTH SAN FRANCISCO**
Butchers Hall, 220 Cypress St.
Thursday, June 16, 8 p.m.
- SAN FRANCISCO CLERICAL**
Retail Clerks Hall, 149 Powell St.
Wednesday, June 10, 5:30 p.m.

- Stockton Division**
- LODI**
Veterans Hall, 23 1/4 W. Pine St.
Thursday, June 25, 8 p.m.
- OAKDALE**
V. F. W. Hall, 4th Street
Thursday, June 11, 8 p.m.
- MODESTO**
Burbank - Paradise Hall, Vernon & Beverly
Tuesday, June 9, 8 p.m.
- JACKSON**
Native Sons Hall, 20 Court St.
Tuesday, June 16, 7 p.m.
- STOCKTON**
Labor Temple, 805 E. Weber
Thursday, June 18, 8 p.m.
- SONORA**
I. O. O. F. Hall
Friday, June 12, 8 p.m.
- TRACY**
Bo's Cafe, 207 W. 11th St.
Wednesday, June 10, 8 p.m.
- STOCKTON CLERICAL**
Clark Hotel
Wednesday, June 24, 8 p.m.

- Humboldt Division**
- GARBERVILLE**
Diesel Plant
Tuesday, June 23, 7:30 p.m.
- EUREKA**
Labor Temple, 9th & "E" Sts.
Wednesday, June 24, 7:30 p.m.
- EUREKA CLERICAL**
Labor Temple, 9th & "E" Sts.
Thursday, June 25, 7:30 p.m.

- Shasta Division**
- RED BLUFF**
Veterans' Memorial Hall
Thursday, June 11, 7:30 p.m.
- REDDING**
A. F. of L. Hall, Shasta and California Streets
Wednesday, June 10, 7:30 p.m.
- FALL RIVER MILLS**
Club House Pit No. 1
Monday, June 8, 7:30 p.m.
- De Sabla Division**
- PARADISE**
Eagles' Hall
Thursday, June 25, 8 p.m.
- WILLOWS**
Fire Hall
Friday, June 26, 7:30 p.m.
- LAKE ALMANOR**
Bull Room
Wednesday, June 3, 8 p.m.
- CARIBOU**
Club House
Tuesday, June 23, 8:30 p.m.
- CHICO**
Teamsters Hall, 412 W. Waller
Wednesday, June 17, 7:30 p.m.
- STORRIE**
Club House
Tuesday, June 16, 8:30 p.m.
- LAS PLUMAS**
Clubhouse
Tuesday, June 2, 8 p.m.
- Drum Division**
- ALTA**
Fire House
Friday, June 26, 8 p.m.
- GRASS VALLEY**
Labor Temple, 110 1/4 E. Main St.
Thursday, June 18, 8 p.m.
- AUBURN**
Eagles' Hall
Friday, June 19, 8 p.m.

- Sierra Pacific Power**
- RENO**
AFL Labor Temple
Tuesday, June 23, 7:30 p.m.
- Colgate Division**
- OROVILLE**
Carpenters' Hall, Mitchell Ave., East of Myers
Thursday, June 4, 7:30 p.m.
- COLUSA**
Hotel Espanol, Market Street
Thursday, June 4, 8 p.m.
- MARYSVILLE**
V.F.W. Hall, 9th and "E" Sts.
Wednesday, June 3, 8 p.m.

- MARYSVILLE CLERICAL**
V.F.W. Hall, 9th and "E" Sts.
Wednesday, June 3, 5:30 p.m.
- North Bay Division**
- NAPA**
Labor Temple, 1606 Main St.
Tuesday, June 2, 7:30 p.m.
- VALLEJO**
Labor Temple, 316 Virginia St.
Tuesday, June 9, 8 p.m.
- SAN RAFAEL**
Labor Temple
Thursday, June 11, 8 p.m.
- FORT BRAGG**
Eagles' Hall
Tuesday, June 16, 8 p.m.
- PETALUMA**
Labor Temple, 225 Western Ave.
Wednesday, June 3, 8 p.m.
- UKIAH**
I.O.O.F. Hall, State & Standiey
Wednesday, June 10, 8 p.m.
- SANTA ROSA**
Labor Temple, 636 Third St.
Wednesday, June 17, 8 p.m.
- Sacramento Division**
- SACRAMENTO**
A. F. of L. Labor Center,
Stockton Blvd. & 2nd Ave.
Tuesday, June 2, 8 p.m.
- DAVIS**
I.O.O.F. Hall, "G" Street
Friday, June 5, 7:30 p.m.
- PLACERVILLE**
I.O.O.F. Hall
Wednesday, June 10, 7:30 p.m.
- WOODLAND**
I.O.O.F. Hall
Thursday, June 11, 8 p.m.
- VACAVILLE**
Youth Center, Merchant St.
Tuesday, June 9, 7:30 p.m.
- Other Units**
- OUTSIDE LINE CONSTRUCTION**
1918 Grove Street, Oakland
Friday, June 5, 8 p.m.
- SACTO MUNIC. UTILITY DIST.**
C.E.L.&T. Assn. Hall, 2nd Ave. & Stockton Blvd., Sacramento
Wednesday, June 10
- SACTO CITY LINES**
C.E.L.&T. Assn. Hall, 2nd Ave. & Stockton Blvd., Sacramento
Monday, June 8
- CITY OF LODI**
Veterans Hall, Lodi,
Same as PG&E Co.
Thursday, June 11
- OAKLAND, BERKELEY, ALA**
- MEDA KEY SYSTEM**
1918 Grove St., Oakland
Meet with Oakland Unit
Wednesday, June 3