

The UTILITY

Gas, Electric, Water, Clerical,
and Construction Workers



REPORTER

Official Publication of I.B.E.W. Local Union 1245, A. F. of L. 1918 Grove St., Oakland 12, Calif.

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OAKLAND, CALIFORNIA

JUNE 22, 1953

Intl. Officers Like 'Utility Reporter'

Editorial Board and Local Are Praised

Top officials of the International Union congratulated Local 1245 on the first edition of The Utility Reporter in letters to Ron T. Weakley, business manager of the local.

D. W. Tracy, international president, wrote:

"I have just finished reading the first copy of The Utility Reporter. It is a fine paper—the make-up and features are good and the subject matter is excellent.

"The International Office is always encouraged by progressive steps taken by our Locals. We find that where we have an informed membership, we always have much more progressive organization. We are glad when our Locals issue even a mimeograph sheet of information for their members. When they issue a well written attractive paper like The Utility Reporter, we are delighted.

"We wish to congratulate you on this fine beginning and offer our best wishes for continued success of Local Union 1245's Utility Reporter. Any time that we can help or make a contribution to this work be sure and let us know."

O. G. Harbak, international vice president, declared:

"I think the Local Union has done a remarkable job in this first issue. It is informative and it gives the highlights of what the members of Local 1245 should be interested in. I know it appeals to me, and it seems that it would appeal to the 'rank and file' members if they show the least bit of interest in union affairs."

J. Scott Milne, international secretary, said:

"I read The Utility Reporter from cover to cover and I want to tell you that I think you have done a marvelous job.

"Of course, an undertaking such as yours with good make-up, pictures and features, even cartoons, is just splendid, and is a tremendous help, not just to the local union but to the International Office and to the Brotherhood as a whole.

"... I read with interest in your 'Statement of Policy' the items which will be carried in future issues of the Reporter. It seems to me you have a healthy mixture of items of national importance... those of local union concern, as well as the more personal notes and pictures."

"Keep up your good work."

The Editorial Board of The Utility Reporter is grateful to our international officers for the encouragement they have given our efforts. We shall constantly strive to merit such commendation!

Just Another Busy Day at Local Headquarters



Pictured above are members of the office staff of Local 1245 busily engaged in sorting out the first issue of the UTILITY REPORTER, prior to the general mailing to the membership. The girls, reading from the left, are: Jerry Foster, Helen Lyons, Amy Welte, Helen and Jerry again, Alice Skinner, Deahl Sammis and Leatrice Eaton.

In addition to tasks such as mailing the paper, the girls of the office perform a multitude of assignments pertaining to operation of the local union. Under the direction of Office Manager Howard Sevey, the girls employed by the local union maintain all the books and records having to do with dues payments, issuance of receipts and correcting addresses of members all over the system. They also process requests for traveling and withdrawal cards, and individual applications for membership or signed check-off authorization cards.

In this connection, it is well to note here that the WHITE check-off cards (also known as payroll deduction authorizations) formerly

used by the union, are now obsolete. In their place, we now use a buff colored card for all physical workers and a green card for all clerical workers. All stewards and members who are helping to sign up new members should destroy the old white cards and get a supply of the new authorization cards which are now used.

The office girls forward address changes to the International Union for record-keeping purposes and for mailing of the monthly ELECTRICAL WORKERS JOURNAL to the member's correct address. Occasionally, they have to perform the sad duty of processing a death benefit claim submitted by the widow or other beneficiary of one of our departed members. This usually involves securing a death certificate, notifying the International Union office, obtaining the death benefit check and then mailing or personally delivering the check to the beneficiary.

Since our "A" members have pension and insurance benefits which can only be protected by maintaining continuous good stand-

ing in the union, the girls handle a large amount of correspondence relative to the "good standing" of individual members. Realizing the importance of "good standing" in the union to the individual members, the girls are always interested in handling these requests for information as quickly as possible.

Our staff girls are also good union members! They all hold membership in the Office Workers International Union, Local 29, of the American Federation of Labor, which has a headquarters in Oakland. The wage rates and working conditions for the various classifications of our office employees are established by their own union and adhered to by Local 1245.

As an example of the efficiency of our staff of girls, Office Manager Sevey reports that more than 11,000 copies of the first issue of this paper were addressed, sorted, tied in bundles and carted to the post office—all done by himself and six girls in less than a day and one-half! In view of the fact that this work is in addition to their office duties, we think this is good work, indeed!

Union Membership Provides Benefits to Widow

Bus. Rep. Ed White had the sad responsibility of delivering checks to the wife and children of our late Brother Russell B. Smith, last week.

Brother Smith, an "A" member, passed away on March 5th, 1953. The \$1000 Electrical Workers Benefit Association benefit was divided equally into three checks, in accordance with the wishes of Brother Smith. The checks were tendered to the widow, Mrs. June I. Smith, and young daughters Virginia and Kathleen, who live at Salida, Calif.

Smith had been employed as an electrician at the Stanislaus power house in the Stockton Division area.

INJURIES REPORTED

From the Central Coast area, meanwhile, comes news of serious accident which befell one of our brothers—and information about

the assistance the injured brother is being given by his fellow workers. Brother Merle Branson, a Santa Maria Lineman, was carried to the ground when a badly deteriorated pole broke off and fell on February 29th. Branson suffered a badly injured right arm, broken ribs and subsequently has undergone major surgical treatment. After two weeks at the Sisters' Hospital in Santa Maria, Branson was transferred to the French Clinic in San Luis Obispo for further treatment. He was recently moved to his home in Santa Maria where he will be laid up for a long time to come. Fellow employees in the Santa Maria Unit have been contributing \$35. a month to Branson's support since the accident occurred! This is, indeed, a wonderful expression of good fellowship!

A report has been received that Lineman William Frey, 7201 Linda

Vista, Citrus Heights, Sacramento, has seriously injured an ankle in a fall at his home. Brother Frey will be unable to work for several months.

Brother "Slim" Andrews, who's injuries were reported last month, is still hospitalized at Riverside. Andrews is now in a traction bed, and suffers much pain while enduring the muscle stretching process.

On the brighter side, Brother Tom Blazak is now out of the hospital and is recuperating at his home near Woodland. Blazak, who's injuries were also reported last month, will not be able to return to work for many weeks.

Bus. Reep. Paul "Cy" Yochem reports that outside linemen, concerned about the numbers of workmen injured on the job during recent months, discussed the problems at the June meeting of their unit. The unit adopted a motion calling for the establishment of a voluntary welfare plan to raise funds for disbursement to injured members. This proposal will be considered by the Exec. Board and Policy Committee at their next meeting.

Grace Baker Named Local's Executive Secretary



GRACE M. BAKER

The union's Executive Board elected Grace M. Baker as recording secretary of Local 1245 to replace Kenneth Groff, whose resignation was regrettably accepted.

Sister Baker, a clerk in the San Jose Division office, has been employed by PG&E for the past 25 years. She is a member of the San Jose Division joint grievance committee, a member of the executive committee of the clerical unit at San Jose, and has been a very active union member since the organizational campaign was started in the clerical units.

Brother Groff had submitted his resignation at the Executive Board special meeting of May 17. Action was held over, however, until the regular board meeting of June 7,

at which time the board voted to accept the resignation. Groff, who lives in Hayward, was commended by his fellow members of the board for the many contributions he has made to the progress of the union. President Gilleran, in a statement to the board, praised Brother Groff for the conscientious manner in which he has performed his duties as recording secretary and for his exemplary conduct as an officer of the local. Sister Baker will assume the duties of her new office at the next regular board meeting, scheduled for August 2.

A strong, democratic union—our best defense!
Attend! Take part!

Local Gets Set For PGE Contract Negotiations

Reno Unit Okays New Agreement

The Executive Board on June 7th approved the selection of the following members to the union's 1953-54 PGE Contract Negotiating Committee: Brothers Everett Basinger, Milton J. Kelly, Joseph McCauley, Roy D. Murray and Everett Rypinski.

The committee members will gather at union headquarters on Thursday, June 18th, to begin their work. First consideration of the committee, it is reported, will be given to a study of all recommendations for wage and working condition changes adopted by local units during the past several months. The committee is faced with the task of drawing up the union's proposals for changes in the agreement, based upon the expressed desires of the members all over the system.

The present agreement will be opened by the union for negotiations sixty days prior to September 1, 1953. Probable date of the serving of the opening notification is July 1, 1953.

LINE NEGOTIATIONS

Negotiations between Local 1245 and the N. E. C. A. for a new wage scale covering the Outside Line Construction Unit will be resumed at 8 p.m., June 19th, at the Leamington Hotel, in Oakland. Several other locals which negotiate with the N. E. C. A. have reported settlement of their negotiations, usually involving wage increases of about ten cents per hour.

GAS NEGOTIATIONS

Negotiations for the PGE Gas Department job definitions and lines of progression will commence at 10 a.m. on July 16th, it was reported just before press time.

The union's negotiating committee will be called to union headquarters in the near future to map the plans of the union for these important negotiations.

VOTE ON CLERICAL AGREEMENT

Clerical Representative Elmer Bushby reports that Clerical Units throughout the P.G. & E. system are meeting during June to consider the new Clerical Working Conditions Agreement. Bushby advises that it is too early at this time to predict acceptance or rejection by clerical members. The agreement, if accepted, will probably become effective on July 1, 1953.

SPPC CONTRACT APPROVED

Meanwhile, members of the Reno Unit of Local 1245 approved the wage increase and condition improvements at a well-attended meeting on May 26.

The amended agreement became effective on May 1, 1953 and will run for a one-year term. The improvements won by the negotiating committee are as follows:

- A general wage increase of five per cent or \$15, whichever is greater.
 - Additional increase of 5c per hour for the classifications of Inspector, Working Foreman—Electric, and Senior, Routine and Junior Engineering Assistants.
 - Additional increase of 2c per hour for the classifications of
- (Continued on Page Two)

SORRY—

Space limitations forced us to leave out the analysis of the 1953 State Legislature and the voting record of the members on matters relating to labor and working men and women and their families.

However, the analysis will be in the July issue of The Utility Reporter along with many other interesting features.

—The Editorial Board.

Play it safe—follow safety regulations. Report all job injuries.



The UTILITY REPORTER

RONALD T. WEAKLEY Editor
GEORGE L. RICE Associate Editor
Editorial Board: Frank D. Gilleran, President; George Wagner, Marvin C. Brooks, Frank R. Brown, Cecil Davis, Walter R. Glasgow, Kenneth Groff, Alexander Purmal.

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Executive Board Action— New Unit at Paso Robles Ok'd

The regular bi-monthly meeting of the union's executive board was called to order by President Frank Gilleran at 10 a.m. on Sunday, June 7. In attendance were Vice President, Cecil Davis; Treasurer, George Wagner; Recording Secretary, Kenneth R. Groff; Southern member, Frank R. Brown; Central member, Marvin C. Brooks, and General Construction member Alexander Purmal. In the absence of Business Manager Weakley, who was on vacation, Assistant Business Manager L. L. Mitchell was present. Northern member, Bob Glasgow was excused, due to illness.

Visitors present included Bros. Riave, Reich, Cruz, Howard and Wakefield of the San Francisco Unit and Brothers Hastings and Rice, business representatives.

The board heard a series of issues and recommendations, which were presented by the officers from the San Francisco Unit, and agreed to give them careful consideration and advise the unit of their decision.

THE BOARD ALSO APPROVED THE FOLLOWING ACTIONS:

Establishment of a unit at Paso Robles, Calif.

Purchase of Deering's California Labor Code for the Research Library.

Acknowledgment of all unit recommendations directed to the Board shall be made by the Recording Secretary.

Authorized the President to appoint two delegates to the annual meeting of the California State Federation of Labor, to be held in August.

Authorized the local union to be the host local for the July meeting of the Northern California Joint Executive Council of the IBEW.

Ratified the President's appointees to the PGE negotiating committee—(see story elsewhere in this issue).

Adopted a resolution calling for establishment of a trust fund for holding voluntary contributions to the Labor League for Political Education fund.

Extended waiver of initiation and re-instatement fees through the calendar year 1953, upon approval of the international president.

The board also approved the union's affiliation with the Alameda County AFL Voter's League and the San Francisco Union Labor Party. These organizations are the political arms of the labor movement in their respective communities.

The resignation of Recording Secretary Kenneth R. Groff was regrettably accepted and Sister Grace M. Baker was elected to serve until the unexpired term.

The numerous recommendations submitted by units of the local union were fully discussed and the

Nora: "I think Jack must have a lot of untidy officers in his regiment."

Cora: "What makes you think that?"

Nora: "Well, he often writes and tells me he had to clean up the Officers' Mess again."

Wife: "Did you get any apple?"

Actor: "Yes. It sounded like a caterpillar, wearing rubber shoes, crawling over a Persian carpet."

actions taken will be reported at the next regular meeting of all units. For a complete report on all activities of your executive board plan to attend the next meeting of your unit, at which time the complete minutes will be read and discussed.

NEWS FROM UTILITY UNITS

Several units in Northern California have elected Press Secretaries at recent meetings, according to Bus. Rep. Jim Gibbs. Hugo Ruberg will report from Oroville; Bob Foster from Las Plumas; Ian Parker from Fall River Mills; Jimmy Evans from Redding, and Roxie Newing from Red Bluff. These brothers will, in future editions, send in local items for the UTILITY REPORTER.

Some Northern units have also elected new members to their unit safety committees. Those selected thus far are: John Jarrell from Red Bluff; Curtis Vinum from Redding; Reginald Reynolds from Fall River Mills; Garland Ando from Oroville; and George White from Las Plumas.

The Outside Line Unit has also elected new officers for the ensuing two year term. Selected were: Jess Griffith, Chm., Leon Revel, Vice Ch., E. R. Goltra, Recorder, and O. W. Franklin and George Carlson, Exec. Committee members.

San Francisco Unit also reports the results of their unit election. Their new officers are: Leonard Riave, Chm.; Sylvester Cruz, Vice Chm.; Elmer Howard, Recorder, and Harry Reich and John Wakefield, Exec. Committee members.

Also from San Francisco comes a letter from Brother C. E. Ames, who writes, "I have received my UTILITY REPORTER and think it is very good. If it is distributed and read like it should be, it will be a big help to the stewards." Brother Ames has been an active Steward for several years.

CITY OF LODI REPORTS

Brother H. M. Brown of the Lodi Unit reports, "We are in negotiations with the City of Lodi at the present time. So far, our relations with the City Manager have been good. While Doug Weller, the City Manager, has not agreed to all our proposals, he has not rejected them. We will meet the last week in June to determine what wages and conditions will be during the coming year."

"At present, our unit represents

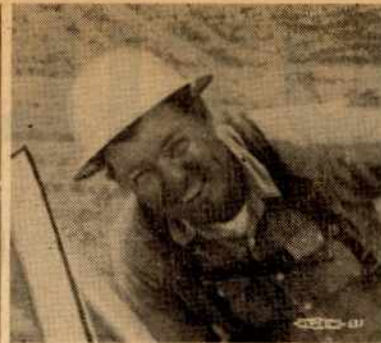
Bird's Eye View of A High Climber!

Brother Stewart Foutan, shop steward in the Tower Building Department, is shown here grinning into the camera held by General Construction Bus. Rep. Lee Andrews. The tower on which Brother Foutan is working is part of the feeder line for Gates Sub, near Huron, Calif.

Also working on the project, which is scheduled for completion on July 4, is the crew of station crew foreman E. R. Holland, and the construction crew of foreman A. K. Deck. Brother Floyd Poulton is the union's shop steward on the latter crew and has done a bang-up job of representing the members in his gang.

Foutan, who was recently transferred from the crews working on the towers being built across San Mateo Bay, has not only been a live-wire steward, but also was one of the members who contributed generously to the Local 47 strike aid fund.

Bus. Rep. Andrews reports that all the men on this tower construction job are hard-working, all-round good union men. Congratulations, fellows! But don't ask your editor to climb that far off the ground to take pictures!



struction job are hard-working, all-round good union men. Congratulations, fellows! But don't ask your editor to climb that far off the ground to take pictures!

IBEW Members Do Splendid Job in Writing Legislators

The quarterly meeting of the Central Valley Council of Electrical Workers was held at Modesto on Saturday, June 13th. The meeting, chaired by Brother Ivan Beavan of IBEW Local 428, was attended by about 30 delegates from local unions in the Central portion of the state. Bros. Mitchell, Massie, Marvin Brooks, and Rice represented Local 245.

Highlight of the session was the report of International Representative Vernon Breiulott, who reported on activities of our sister local unions all over the west.

Brother Breiulott, who has been in Sacramento during the final days of the legislative session, declared, "It is up to all of us to make 'political Waumpum' during the next two years . . . because in 1955 there will be far more vicious bills presented than anything we have seen this year."

Breiulott then stated that the IBEW Legislative Representative, Bro. Geo. Mulkey, had again complimented Local 1245 members for the wonderful assistance they had rendered labor's representatives by writing thousands of letters to the state legislators.

He urged that local unions which are too small to afford a full-time research and information representative, such as Local 1245 has, should immediately reactivate their "Law and Legislative" committees.

These committees, if activated, can do a real job of political action during the critical months before the 1954 elections, according to Breiulott.

Delegates also reported that construction activities have fallen off considerably during recent months and that the unemployment rate is rising in all locals in the area.

Next meeting of the council will be held in Fresno on Saturday, September 12th.

committee, were given a rousing vote of thanks by the membership for the fine job they have done. This committee, assisted by Bus. Mgr. Ron Weakley, Asst. Bus. Mgr. Mitchell and Bus. Rep. Al Kaznowski, had concluded negotiations with the company committee headed by SPPCO Pres. Frank Tracy, Vice Pres. Barnett and Treasurer Dayton only a few hours before the regular meeting of the unit.

The revised health and welfare plan is now being presented to all employees of the company for individual signatures. In the event 75 per cent of the employees sign up in the near future, the plan will become effective on July 1.

a majority of the physical employees and we hope to keep building up our membership. Most of our members realize what 100 percent organization means to a group and I believe we will grow stronger as time goes on. Brother Al Hansen has done a fine job representing us and we sincerely hope that his good work continues, as all the members support him."

Reno Agreement

(Continued from Page One)

Powderman and Equipment Operator—Heavy.

•Continuation of existing pension plan, with recognition of the plan in the union agreement.

•A vastly improved health, welfare and life insurance plan.

Under terms of the new agreement, the SPPCO will pay one-half the cost of the health and welfare plan and all premium costs in excess of 60c per \$1,000 of life insurance. In addition, retired employees will receive a \$1,000 life insurance policy, paid for entirely by the company, upon retirement. The new plan will require substantial increases in the company contributions and provides for the establishment of a joint union-management committee to examine the experience ratings annually. Amendments to the plan may be negotiated by the joint committee and the insurance carriers upon a 30-day notification.

Officials of SPPCO recently conducted a nationwide survey of health and welfare plans. It is reported that the new plan, which was based on the union's proposals, is one of the most liberal plans now in effect anywhere in the country.

NEGOTIATORS CHERED

The union negotiating committee, composed of Bros. Wallin, Musconi and Hastings on the wage committee, and Bros. Kinnell, Proebstel, Musconi and Sister Rita Daniels on the health and welfare

Merced Urges an Apprentices Program

Pictured below are a group of members of the Merced Unit, who are awaiting the start of the regular meeting held on May 20, 1953.

The meeting was attended by George L. Rice, Research and Education representative for the union, who led a discussion on the rights of workers under the California Workmen's Compensation Act. Rice also spoke of the then current activities of the California Legislature, and expressed his gratitude for the numerous letters members of the unit had written their Senators and Assemblymen.

All the members at the well-attended meeting joined in recommending that the union's negotiating committee work out a proposal for a jointly administered Apprenticeship Training Program which could be instituted at the earliest possible time.

The meeting was chaired by Brother George Brown, unit chairman for the past year and was attended by Business Representative Ed White, who serves in that area.



"Turn Back

(An I

For over forty years, the workers have been protected against unnecessary Workmen's Compensation Act. The Act passed in 1911, related mainly to time, as the knowledge of the cause of occupational diseases were included only stimulated humane treatment of employer liable for certain occupational improvements in physical conditions to the employer.

A GOOD ACT

The Act has long been regarded as organized labor and the general critical of the benefit levels, which have increased with the rise in the cost of living. The public supported the Act and found little fault with administration.

However, the views of the trade unionists, did not stop the Legislature from knocking out a safe place for employers to provide a safe place for the part of the employer, thereby increasing by 50 per cent more compensation for an industrial injury. The knowledge of recent decisions which annulled the Accident Commission had made it possible to injure employees of four California companies.

CARTER DISSENTS

Justice Jesse Carter, the only dissenter along with the decisions, declared his dissent—Hawaiian Pineapple Co.

"By its decision here the majority process commenced in the Shipbuilding Company, Merced Canal Company, of judicial repeal of law that an award shall be made to employer. . . . The lethal blow of 4553 of the Labor Code has been struck by judicial interpretation. The Court has blotted out four decades of legislation for the benefit of the state, and overruled numerous decisions of the District Court of Appeals without any basis in fact."

"It is the old story of the workers being defeated by reactionary employers against unnecessary risk. . . . Obviously such a law is on the part of employers to produce the number of industrial accidents that the present law has had. THE DECISION BY THIS COURT IS A SOCIAL JUSTICE BUT AN INJUSTICE POWER."

The decision was rendered in a case where the employer was required to cross a railway. The employer had installed a safety precaution—but did NOT signal during the so-called "slack" actually operated as a pitfall! The court had awarded the injured employee, but the employer had brought the case back to court.

The majority decisions of the Court on these cases are important enough to dismiss the action of the employers. Nor is it good enough to say "other guys off." He did that all right in so many words not to take on guard against the reactionary employers back the clock" at every opportunity.

IT AFFECTS YOU

There is only one course for us. These decisions are final and cannot be changed. We—you and every worker in an industry together and fight a new bill through the evil of these decisions. To prevent "back the clock" by such "insidious" more than foolish. All the hard-worked generations would thus be swept away from our elemental American freedom. True, it costs money to install safety devices—but money cannot replace the lives of workers. The Court, by being solicitous only of the employer, has again placed property thought this medieval concept had years ago!

LET'S GET IT BACK!

Seek out your State Senator a few weeks when he will be at home. Talk about our mutual welfare—and urge legislation at the next Legislative session to properly safeguard the workers. Accidents can happen to :

the Clock?

ing men and women of California sary risks on the job by the State's e original Act, which the Legisla- y to occupational injuries. But, in of specific diseases was developed, in the coverage. Thus, the Act not of workers, but, by making the tional injuries*and diseases, made of work a direct economic advan-

as one of the best in the Nation by ublic alike. While labor has been ave not been adjusted in accord- ing, it has endorsed most other easure wholeheartedly and has on.

unions and the people, and the will majority of State Supreme Court ion of the Act that requires em- ployees to perform work—and constitutes wilful misconduct on ntling an employee injured there- on than he would normally receive out punch was delivered in a series e awards that the State Industrial er Section 4553 of the Labor Code ornia firms.

one of 7 justices who did not go his dissenting opinion on the final pany:

ority have completed the reac- s earlier decisions, in California aser Company, and Sutter-Butte of the workmen's compensation sed for wilful misconduct of the as now been struck and Section nullified and stricken from the tation. By these decisions, this s of progress in the field of social working men and women of this ecisions of this Court and the t even mentioning them.

of the people and the Legislature ourt decisions. To protect em- s, the Legislature enacts a law. s to create increased vigilance ide safety devices and thus re- juries. There can be no doubt salutary effect. **ITS NULLIFI- NOT ONLY A TRAVESTY ON IDIOUS ABUSE OF JUDICIAL**

ase involving a fork-lift driver who ossing and was struck by a train. ually operated signal light as a ssign an employee to operate the eason. Thus, the safety device e Industrial Accident Commission the 50 per cent added compensa- suit to overrule the Commission's

six judges of the State Supreme to you and your family. It's not with a "so-what" shrug of your to say, "Old Jesse sure told those nt, but he did more. He told all of ything for granted—to always be elements who are ready to "turn ty.

o follow—renewed political action. ot be appealed to a higher court. out of organized labor—must get h the Legislature which will undo ait the forces of reaction to "turn abuse of judicial power" would be n social gains of the past two gen- —and with them would go one of nd our economic stability.

and maintain adequate safety de- our good health, or your life. The the financial welfare of the em- rights above human rights. We een abandoned more than twenty

Assemblyman during the coming him know that you are concerned e him to introduce or support new ession which will again force em- workers from needless injury or yone — one could happen to you!



Reno Member Sketched By Unit Secretary

Sketched above is Sister Margaret L. ("Peggy") Beezer, member of our Reno unit and a senior clerk for Sierra Pacific Power. "Peggy" is a very active trade unionist in her community and serves as an alternate member of the unit's grievance committee.

The sketch was penned by Sister Mildred Lambert, unit recorder at Reno. Mildred, in addition to her artistic abilities, is also known as a hard-working union member who does a commendable job of furthering the interests of the IBEW in its relations with the SPP.

1245 to Host N. Cal. Council

The regular quarterly meeting of the Northern California Joint Executive Council of Electrical Workers will be hosted at the Oakland Headquarters of Local 1245 on July 11th. The meeting, an all day session, will be chaired by President W. H. "Deke" Diederichsen of San Mateo. Secretary for the council is Charles Crawford of Sacramento.

Sister Grace Baker, newly appointed Recording Secretary of Local 1245, has been designated hostess for the Ladies Committee. Brothers Geo. L. Rice and Alfred Hansen will head the arrangements committee, under the direction of Business Manager Ron Weakley.

Primary purpose of the quarterly meetings is to gather together representatives of all IBEW local unions in Northern California for the exchange of information and ideas relating to contract negotiations, working conditions and the employment opportunities available for our members.

International Vice President Oscar Harbak and members of his staff will also be in attendance to report on activities of the International office during the previous three-month period.

Comp. Increase Killed

The State Senate killed a final AFL attempt to liberalize workmen's compensation insurance benefits during the closing hours of the legislative session.

Senator Hugh M. Burns (D., Fresno) had amended AB 240 to boost temporary weekly benefits to \$40 but the bill failed after a combined employers' lobby rallied forces against any improvements in the present act.

The Senate, in an uproar when the amendment was offered, referred the bill back to its Labor Committee for review. With four votes needed for adoption, only two senators—Johnson (D., Sierra, Nevada and Placer) and Montgomery (D., Kings), favored AB 240. Williams (R., Tulare) voted against the measure and Abshire (R., Sonoma) and Murdy (R., Orange) were present but refused to record their votes. Tenney (R., Los Angeles) and Weybret (R., Monterey) also ducked the issue by remaining away from the committee hearing.

The skirmish on workmen's compensation enlivened the closing hours of the tense 1953 session, which had found labor whipping the extremist attacks of anti-union forces but failing to write new laws to implement our progressive program.

Pension Chairman Hopeful for Revision of PGE Plan Soon

By DON HARDIE, Chairman, Pension Negotiating Committee
Pension plans are certainly not a new subject to the members of Local 1245. They have been the topic of lively discussions ever since the early days of the organization. Now that negotiations are entering what appears to be a final stage, the proposition becomes hotter than ever.

Pensions are security benefits—wages paid regularly to men and women who have retired from service after years of faithful labor. They are the means by which the working man and his family may maintain their standards of living and their self-respect.

Equally important, pensions maintain purchasing power, a vital factor in the prevention of recessions or depressions.

William Green, the late president of the American Federation of Labor, said: "Perhaps there is no deeper or more lasting desire in the hearts of wage earners than the desire for security—security of income during working life and after the time for productive labor is over."

For nearly 100 years, organized labor in this country has endeavored to obtain such security from employers. Failure to gain many of its objectives at the bargaining table caused the trade unions to turn to government. The Social Security Act of 1937 and other measures designed to solve the income maintenance problem were the result.

It has been my experience, along with others who have taken an interest in pension plans, to have heard a lot of ideas and opinions on the economic and social aspects of pensions. Looking back over the years, I have learned that many such ideas and opinions which the "experts" proposed so easily do not stand up when the discussion gets down to cases or when they are examined on the basis of facts developed by research men.

I don't want the members of our local union to stop thinking about pension plans or raising questions.

On the contrary, I hope they will continue to think about the problem and send in their questions so that we may have a chance to examine everyone's views. The more questions you have on pensions, the greater stimulation on the committee's part to accomplish the task ahead to the satisfaction of all concerned.

Well, let's try to answer some of the ideas and questions that are before us. To those who steadfastly argue for state and federal plans rather than private, negotiated benefits, we grant that the problem of worker mobility and vested rights are solved to a greater degree. However, politics and politicians have prevented the adjustment of benefits under the government plans to a level that will maintain desirable standards of living. These adjustments require political action—which takes time!

Comparisons have been made of private pension plans with plans covering civil service employees. Undoubtedly, many of these plans are good on the basis of their benefit structure and annuity payments. While we have not made a detailed study of every such plan, the general facts clearly show that government personnel pay a greater contribution—which means less salary—on comparable jobs. We should also point out here that some government plans are "non-profit" to the extent that benefits can be strengthened over private plans.

To try to answer some of the questions about the present PG&E plan, we will endeavor to give you a "thumbnail" description and set forth some of the governing factors. If we fail to be clear on any point or fall short on detail, let the committee know and we

will do our utmost to clarify the points. In the meantime, we will just ramble—and see how it turns out.

Quite often we hear it said by the "old timers" that the company had a better plan before 1937. On the basis of the present employee contribution rate, their statements are essentially correct. The pre-1937 plan was non-contributory, but was not on a funded basis. The present plan, on the other hand, is guaranteed by proper funding. In order to be approved for tax purposes, a plan must meet the requirements of the Bureau of Internal Revenue. Briefly, a plan must be actuarially sound, non-discriminatory and generally have some vested interest. The present PG&E plan has been approved by the Bureau, but this does not mean that it is ideal. Furthermore, such approval gives it one other possible advantage over past plans—in that it cannot be changed to any great degree without the consent of the Bureau. Now, one could be snide and say that "actuarially sound" means that the carrier will be able to make a profit since most of these plans carry a "loading factor" at about eight per cent. However, I think we all know that it means that the plan can do what it proposes in the way of benefits and is based on a sufficient number of workers participating. The present plan, like most insurance, is based on the age of participants for determination of the premium rate. To guarantee a worker a certain percentage of his wages at the age of 65 takes so much money per month or year, plus what that money earns when invested. Thus, the premiums required for a man at the age of 25 are less than those for a man of 45. In fact, as I see it, the younger employee pays nearly all of his premium cost and the older employee pays, proportionately, a far lesser amount as he approaches retirement age—

with the company paying the difference. When workers quit the plan and withdraw their contributions, the company receives credits for its contributions and interest rates. The committee believes that the vested rights of employees should be strengthened—and that company contributions should accrue to the worker. In other words, the present provisions for vested rights need an overhaul.

With respect to Social Security, this tie-in plan applies only to those employees with service prior to 1937. The committee has requested that the method of including Social Security benefits in calculating credit for past service be dropped, but the company has refused this demand. The committee also proposed a guaranteed minimum of \$125 per month even if income from the plan, plus past service and Social Security were less, but the company rejected the proposal—on the basis of lack of agreement on retroactivity and sufficiency. Both rejections indicate that the company's attitude on present pensioners is, "We don't think you can bargain for them—and we don't want to!"

The company offered to increase the amounts payable on early retirement but is reluctant to consider matters involving disability retirement. In fact, the company was quite frank in expressing their views on early retirement. It should be stated that one objective of an established pension plan could well be to decrease employee turnover.

In considering workers called into military service, the committee proposed that the company agree to purchase annuities for such workers when they return to the company. Previously, the company had offered to purchase annuities for veterans when they attained the age of 65. The committee believes this proposal would greatly encourage participation in the plan by younger employees and would not increase the company's cost. We believe the company's refusal to agree on this issue is based on our position on "vested interests," since all workers who leave before their retirement age

would receive no benefits under the present offer.

On the question of non-contributory versus contributory plans, most workers favor the latter—perhaps on the theory that it is a sort of savings plan—and most of us are unable to adhere to any substantial savings program these days! At any rate, the basis of any pension plan is—how much benefit is purchased with a given amount of money. The major benefit, of course, is a retirement income after 65 years of age and it is most desirable that the payment be adequate. Apparently in recognition of this, it has been suggested to the committee that the contributions be revised upward. After study of this suggestion, it was thought to be a sound approach but, frankly, it raises a lot of questions—such as the company's participation in relation to their advertised contribution of "\$2 for \$1" on an average basis. And—will the insurance carriers expect to earn another eight per cent "loading factor" on top of that already earned, or will this money

New Negotiating Committee to Make July Report

The July issue of the UTILITY REPORTER, which will be mailed out about July 17, will feature a report on the recommendations of the union's newly appointed PG&E wage negotiating committee. Watch for this important report!

accrue to the benefit of the employee at retirement?

Your committee has proposed a straight four per cent employee contribution and will now expect to have these questions answered before accepting any company proposals.

The negotiations for a more realistic pension plan have been drawn out over a long period of time, as we all well know. With the exception of the rate of contribution of both parties, and the problem of early or disability retirement, most of the major issues involved in the pension plan have thus far been tentatively resolved. Your committee is hopeful that the company representatives will speed up their part in these negotiations so that we may have a revised plan to present to the membership in the near future.

Your committee realizes that the surface has barely been dented in this brief article on the pension plan. When questions are raised by individuals or units—send them in to the union office and we will try to answer them to the best of our ability.

'Informal' Settlement

East Bay Division Bus. Rep. Del Petty reports success in the "informal" method of handling one grievance, at least! The case involved Bro. John F. Howard, a helper who was assigned to work at a transformer shop when the Shopman was away. Howard was not upgraded during this period or working in a higher classification.

Following discussions between Petty and company officials, it was agreed that Bro. Howard would receive Shopman's pay for all the time he worked at the transformer shop. The settlement will give Howard about \$3.00 a week back pay for approximately 55 days of such work!

This sounds like a sensible and reasonable way in which to resolve some of the disputes which constantly are reported!

Men never recognize a dictator in advance. To the average fellow, before the wedding, she seems no more than a sweet girl.

Seeing much, suffering much, and studying much, are the three pillars of learning.—Disraeli.



BUSINESS MANAGER REPORTS

Written especially this month by

Asst. Bus. Mgrs. L. L. MITCHELL and MERT A. WALTERS

Contract negotiations have lots of appeal—and during the time they are taking place every union member becomes very interested. This is all very good, but too often after signing of the agreement they lose their interest and sit back to wait for the next anniversary date and the reopening of negotiations before becoming interested again!

The fact that an agreement is signed does not end the bargaining process. It is actually only the beginning, as the contract itself is only a skeleton set of rules under which the parties live. During the term of the agreement there are multitudes of daily adjustments which must be made. The handling of these, and the administration of the agreement, is done through the grievance procedure.

The time spent in handling grievances is much greater than that spent in negotiations, and the effect upon conditions and monetary returns to the members is just as great. The contract without enforcement is meaningless.

There are several purposes served by the grievance procedure. It provides a peaceful means of settling disputes, establishes a method for administering the agreement, gives the employee a right to be heard, provides a curb on arbitrary acts by supervisors,

provides joint control of decisions and interpretations, and helps to promote better relations between labor and management.

Our contract defines the following as proper subjects for the grievance machinery: a dispute over the interpretation or application of any of the terms of the agreement; discharge, demotion or discipline of an individual employee; and a dispute as to whether a matter is a proper subject for the grievance procedure. This permits a broad latitude and almost any condition or subject can be discussed and a decision rendered.

It must be emphasized that the terms of the agreement cannot be altered and that fancied wrongs cannot always be adjusted without a basis for such adjustment in the contract. This does not mean, however, that nothing should be done about a condition which is causing trouble.

Grievances are presented through a succession of steps. This provides a method of appeal to a higher authority from the decision of a lower official.

Step No. 1 is the discussion between the shop steward and the immediate supervisor. This step should be the one where most of the grievances are settled if the supervisor has the authority to make the decision. The basis of



the grievance and all the facts should be established at this level.

Every effort should be made to weed out "bum beefs" and thus establish a relationship which will be more conducive to settling of differences. The business representative may also enter the picture at this level.

All grievances which concern qualifications for promotion or transfer; or discipline, demotion or discharge for alleged lack of qualification, are next investigated by one union and one company representative. If agreement is reached, a decision will then be rendered; however, in the event this investigating committee cannot agree, it shall forward a report, together with separate recommendations of its members, to the Joint Grievance Committee.

Grievances which have not been settled satisfactorily in either of the steps enumerated above are next referred to the Division Grievance Committee, which should be able to settle most of the grievances, excepting those involving interpretation of the agreement.

Unresolved grievances are then submitted to the System Review Committee, together with all facts pertaining to the case. It is at this step of the procedure that an interpretation of the sections of the agreement covering the dispute should be determined. In order to render an equitable decision, it is imperative that the Review Committee have all the facts in their

possession. Acquiring all the facts sometimes necessitates a request for additional information from the Division Grievance Committee. This delays processing of the case and, as sometimes happens when a demand for back pay is involved, may cause the settlement of a grievance to be doubly hard to effect at this level.

Arbitration is the final step to be taken in the settlement of a grievance. Although a costly procedure, it is in the final analysis the only effective method for protection of the agreement. The Arbitration Board consists of two members each appointed by the union and the company, plus an impartial chairman. A majority decision of the five-man board is final and binding upon both parties, provided that such decision does not in any way add to, disregard or modify any of the provisions of the agreement.

Each and every union member should acquaint himself thoroughly with the terms of the agreement in order to become familiar with his rights and benefits. If a member feels that he has been aggrieved, he should contact his shop steward in order to discuss the problem. In the event a grievance is involved—immediate action, as outlined above, can be started to effect a settlement.

It must be remembered that a union is only as strong as its membership. Unless the individual member recognizes a grievance

L.A. Local 47 Is Voting on Contract

The business office of IBEW Local 47 reported June 4 that contract negotiations with Southern California Edison Co. had been completed and the agreement is now being voted on by the membership at special meetings.

The new agreement provides: Adoption of the original pre-strike contract, with recognition of seniority rights.

Five per cent or \$15 per month wage increase, whichever is the greater.

Shift differentials of 4c for the second shift and 6c for third shift workers.

Company passes to enable union representatives to contact members on the job.

A maintenance of membership clause.

Retention of specified supervisors in the bargaining unit, provided that the company may submit the matter to the NLRB at a future date for ruling.

Reinstatement of all workers who had participated in the strike or respected the union picket line. Double time pay for all emergency call-outs.

A contract termination date of Dec. 1, 1954, with provision for a wage re-opener during December 1953, which requires arbitration in event of a deadlock.

and reports it to a shop steward, together with pertinent facts, the steward, grievance men and other union representatives are seriously hampered in the protection of the results of our negotiations—your union agreement.

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, July 6, 7:30 p.m.
- SELMA**
L. F. T. Hall, 812 E. Front St.
Wednesday, July 22, 7:30 p.m.
- MERCED**
Grange Hall, Bear Creek Road
Wednesday, July 15, 7:30 p.m.
- DINUBA**
American Legion Hall
Thursday, July 9, 7:30 p.m.
- COALINGA**
Fire Station
Tuesday, July 14, 7:30 p.m.
- BAKERSFIELD**
Carpenters Hall, 911 - 20th St.
Thursday, July 16, 7:30 p.m.
- LOS BANOS**
Fire Hall, 520 J St.
Thursday, July 2, 7:30 p.m.
- WISHON**
Community Hall
Wednesday, July 8, 7:30 p.m.
- TAFT**
Power Club
Wednesday, July 15, 7:30 p.m.
- CORCORAN**
Community Hall
Tuesday, July 21, 7:30 p.m.
- MADERA**
Italian-American Hall
Thursday, July 23, 7:30 p.m.
- SANTA MARIA**
O. E. S. Hall
Wednesday, July 29, 7:30 p.m.
- SAN LUIS OBISPO**
Labor Temple
Tuesday, July 28, 7:30 p.m.
- WASCO**
American Legion Hall
Thursday, July 30, 7:30 p.m.
- FRESNO CLERICAL**
Hotel Californian, Van Ness & Kern Sts.
Wednesday, July 22, 7:30 p.m.
- BAKERSFIELD CLERICAL**
Hotel Padre, Bakersfield
Thursday, July 23, 7:30 p.m.
- SELMA-DINUBA CLERICAL**
Dixie Uptown Cafe
Tuesday, July 21, 7:30 p.m.

Coast Valleys Division

- SALINAS**
American Legion Hall, Municipal Airport
Wednesday, July 1, 8 p.m.
- MONTEREY**
Eagles Hall, Lighthouse Ave.
Thursday, July 2, 7:30 p.m.
- WATSONVILLE**
Central Labor Council, 462A Main St.
Wednesday, July 22, 8 p.m.
- KING CITY**
Jimmy's Place, Soledad
Tuesday, July 21, 7:30 p.m.
- Gas Supply and Control**
- HINKLEY-BARSTOW**
Desert Inn (Linwood), Hwy 66 5 miles west of Barstow
Tuesday, July 28, 8 p.m.
- KETTLEMAN**
Veterans Memorial Hall
Wednesday, July 29, 8 p.m.
- HOLLISTER - SAN MARTIN**
Dunnpark Bldg., Hollister
Tuesday, July 7, 7 p.m.
- San Jose Division**
- SAN JOSE**
Labor Temple, Room 107, 45 N. Santa Teresa St.
Tuesday, July 14, 8 p.m.
- BELMONT**
Community Hall, 5th Ave.
Monday, July 13, 8 p.m.
- BELMONT CLERICAL**
Community Hall
Thursday, July 9, 8 p.m.
- East Bay Division**
- HAYWARD**
Labor Temple, 529 Soto St.
Thursday, July 23, 8 p.m.
- OAKLAND**
Porter Hall, 1918 Grove St.
Wednesday, July 1, 8 p.m.
- RICHMOND**
257 - 5th St., Hall No. 1
Thursday, July 9, 8 p.m.
- CONCORD**
Farm Bureau Hall, Farm Bureau & Walnut Ave.
Monday, July 6, 8 p.m.

- MARTINEZ**
I. O. F. Hall, 829 Ferry St.
Monday, July 13, 7:45 p.m.
- OAKLAND CLERICAL**
Union Office, 1918 Grove St.
Tuesday, July 28, 5 p.m.
- HAYWARD CLERICAL**
Labor Temple, 529 Soto St.
Thursday, July 30
- CENTRAL SUPPLY CLERICAL**
Union Office, 1918 Grove St.
Tuesday, July 7, 7:30 p.m.
- San Francisco Division**
- SAN FRANCISCO**
Harmony Hall, 200 Guerrero St. (cor. 14th) Bldg. Tr. Temple
Thursday, July 2, 8 p.m.
- SOUTH SAN FRANCISCO**
Butchers Hall, 220 Cypress St.
Tuesday, July 21, 8 p.m.
- SAN FRANCISCO CLERICAL**
Retail Clerks Hall, 149 Powell St.
Wednesday, July 8, 5:30 p.m.
- Stockton Division**
- LODI**
Veterans Hall, 23 1/2 W. Pine St.
Thursday, July 23, 8 p.m.
- OAKDALE**
V. F. W. Hall, 4th Street
Thursday, July 9, 8 p.m.
- MODESTO**
Burbank - Paradise Hall, Vernon & Beverly
Tuesday, July 14, 8 p.m.
- JACKSON**
Native Sons Hall, 20 Court St.
Tuesday, July 21, 7 p.m.
- STOCKTON**
Labor Temple, 805 E. Weber
Thursday, July 16, 8 p.m.
- SONORA**
I. O. F. Hall
Friday, July 10, 8 p.m.
- TRACY**
Bo's Cafe, 207 W. 11th St.
Wednesday, July 8, 8 p.m.
- STOCKTON CLERICAL**
Clark Hotel
Wednesday, July 22, 8 p.m.
- Humboldt Division**
- WEOTT**
School House
Tuesday, July 21, 7:30 p.m.
- EUREKA**
Labor Temple, 9th & "E" Sts.
Wednesday, July 22, 7:30 p.m.
- EUREKA CLERICAL**
Labor Temple, 9th & "E" Sts.
Thursday, July 23, 7:30 p.m.

- Shasta Division**
- RED BLUFF**
Veterans' Memorial Hall
Thursday, July 9, 7:30 p.m.
- REDDING**
A. F. of L. Hall, Shasta and California Streets
Wednesday, July 8, 7:30 p.m.
- FALL RIVER MILLS**
Club House Pit No. 1
Tuesday, July 7, 7:30 p.m.
- MANTON (bi-monthly)**
School House
Wednesday, July 1, 8 p.m.
- De Saba Division**
- PARADISE**
Eagles' Hall
Thursday, July 23, 8 p.m.
- WILLOWS**
Fire Hall
Friday, July 24, 7:30 p.m.
- QUINCY**
Club House
Wednesday, July 15, 8 p.m.
- CARIBOU**
Club House
Thursday, July 16, 8:30 p.m.
- CHICO**
Teamsters' Hall, 412 Wall St.
Wednesday, July 15.
- STORRIE**
Club House
Tuesday, July 14, 8:30 p.m.
- Drum Division**
- ALTA**
Fire House
Friday, July 24, 8 p.m.
- GRASS VALLEY**
Labor Temple, 110 1/2 E. Main St.
Thursday, July 16, 8 p.m.
- AUBURN**
Eagles' Hall
Friday, July 17, 8 p.m.
- Sierra Pacific Power**
- RENO**
AFL Labor Temple
Tuesday, July 28, 7:30 p.m.
- Colgate Division**
- OROVILLE**
Carpenters' Hall, Mitchell Ave., East of Myers
Thursday, July 2, 7:30 p.m.
- COLUSA**
Hotel Espanol, Market Street
Thursday, July 2, 8 p.m.
- MARYSVILLE**
V.F.W. Hall, 9th and "E" Sts.
Wednesday, July 1, 8 p.m.

- MARYSVILLE CLERICAL**
V.F.W. Hall, 9th and "E" Sts.
Wednesday, July 1, 5:30 p.m.
- North Bay Division**
- NAPA**
Labor Temple, 1606 Main St.
Tuesday, July 7, 7:30 p.m.
- VALLEJO**
Labor Temple, 316 Virginia St.
Tuesday, July 14, 8 p.m.
- SAN RAFAEL**
Labor Temple
Thursday, July 9, 8 p.m.
- FORT BRAGG**
Eagles' Hall
Tuesday, July 28, 8 p.m.
- PETALUMA**
Labor Temple, 225 Western Ave.
Wednesday, July 1, 8 p.m.
- UKIAH**
I.O.O.F. Hall, State & Standley
Wednesday, July 8, 8 p.m.
- SANTA ROSA**
Labor Temple, 636 Third St.
Wednesday, July 15, 8 p.m.
- Sacramento Division**
- SACRAMENTO**
A. F. of L. Labor Center, Stockton Blvd. & 2nd Ave.
Tuesday, July 7, 8 p.m.
- DAVIS**
I.O.O.F. Hall, "G" Street
Friday, July 10, 7:30 p.m.
- PLACERVILLE**
I.O.O.F. Hall
Wednesday, July 8, 7:30 p.m.
- WOODLAND**
I.O.O.F. Hall
Thursday, July 9, 8 p.m.
- VACAVILLE**
Youth Center, Merchant St.
Tuesday, July 14, 7:30 p.m.
- Other Units**
- OUTSIDE LINE CONSTRUCTION**
1918 Grove Street, Oakland
Friday, July 3, 8 p.m.
- SACTO MUNIC. UTILITY DIST.**
C.E.L.&T. Assn. Hall, 2nd Ave. & Stockton Blvd., Sacramento
Wednesday, July 8.
- SACTO CITY LINES**
C.E.L.&T. Assn. Hall, 2nd Ave. & Stockton Blvd., Sacramento
Monday, July 13
- CITY OF LODI**
Veterans Hall, Lodi, Same as PG&E Co.
Thursday, July 9
- OAKLAND, BERKELEY, ALAMEDA, KEY SYSTEM**
1918 Grove St., Oakland
Meet with Oakland Unit
Wednesday, July 1