

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.

VOL. I—No. 4

OAKLAND, CALIFORNIA

AUGUST 11, 1953

Union's Negotiators Are Commended



NEGOTIATING COMMITTEE REPORTS ON 1ST SESSIONS

Your negotiating committee completed its third day of meetings with PG&E officials just before press time. The union committee, composed of Brothers Murray (Chairman), Rypinski, Kelly, Basinger, Quadros and McCauley has had negotiating sessions on July 30 and August 7 and 8. Assisting the committee is Bus. Mgr. Ron Weakley and Staff Representatives Mitchell, Walters and Rice.

According to Chairman Roy Murray, discussions to date have been largely of an exploratory nature. Detailed questions have been raised concerning every aspect of the union's proposals, which were published in the last issue of the **UTILITY REPORTER**.

The attitude of the company's negotiators shows considerable improvement over that of last year. The PG&E committee, headed by Vice Presidents Anderson and Smalley, includes Messrs. Tilson, Carr, Thompson, Fuller, Yager, Peers, Coughlin and Murray. The questions directed to the union committee by these men are aimed at seeking the kind of information which is necessary if the proposed contract improvements and inequity corrections are to be given serious consideration. Indications thus far point to the possibility of mutual agreement on many of the

demands made by the union.

INTEREST IS EVIDENT

Members all over the system report that interest in the current negotiations is keen—and that the entire membership is backing the proposals which are being presented by their committee. This attitude is most evident in the minutes of unit meetings now coming in to union headquarters. In every instance, resolutions have been adopted calling on the committee to press vigorously for settlement of issues such as Union Shop, Guaranteed 40-hour week, Jointly Administered Apprenticeship Training programs, and an improved Safety Program. Additional recommendations are coming in daily from individual members as well as units and are being studied by the union committee.

TEST OF FAITH

Keynote of the sessions thus far has been a recognition on the part of both committees that negotiations this year are a real test of future union-company relationships. The decision of the union's policy committee to negotiate for improvements—while not terminating the contract—proves the union's sincerity and willingness to bargain without the threat of a strike. Company representatives have indicated that they are aware

Most of the members in attendance at the August 1 and 2 joint meetings of the Executive Board and Policy committee in Oakland are shown in the above picture. Also in the picture are Negotiating Committee members and several Staff Representatives.

Hayward— Clerical Picnic Is Enjoyed by Many

Hayward Clerical members enjoyed a picnic at Elderberry Park on Sunday, August 9th. The picnickers and their guests participated in swimming, baseball and dancing—and took on the lunch as well! Unit Chairman Joan Bynum and a committee from the unit made all the arrangements. Invitations had also been extended to members in other East Bay Division units to join in the fun!

that these negotiations are a test of a willingness to bargain in good faith by both parties.

It is evident that the company is closely watching the reactions of the employees in the field with respect to their support of the union and its demands. Company officials had obviously devoted considerable time to studying the union demands, and opened the sessions by complimenting Union Chairman Roy Murray and his committee on the excellent manner in which the proposals were drawn.

WAGE TALKS NEXT

With the completion of exploratory discussions on the proposed contract changes and inequity corrections, the committee will meet on August 12 to discuss the wage issue. The Local 1245 committee will substantiate its demand for the eight percent increase, with a \$28 minimum, at that time.

Following this session, the company has agreed to prepare written counter-proposals on all the demands submitted—and to meet again at an early date. Tentative dates set for the negotiations on the counter-proposals are August 18 and 19.

More detailed information on the progress of the negotiations will be given at unit meetings all over the system.

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



Joint Exec. Board-Policy Group Hears Progress Report on the PGE Talks

The Executive Board and Policy Committee of Local 1245 spent a busy week-end on August 1 and 2. The joint meetings, chaired by President Frank Gilleran, were attended by nearly fifty elected representatives and staff members of the union.

The five-man Negotiating Committee was also in attendance. Only Policy Committee absentees were Brothers Harry Sturgis, North Bay Division, and Jesse Nash, San Francisco Division.

San Francisco— State IBEW Assn. Spotlights Political Action at SF Meet

The State Association of Electrical Workers concluded their annual two-day conference on Sunday, August 9th. The meetings, held at the Richelieu Hotel in San Francisco, were attended by nearly 200 delegates from IBEW local unions throughout California.

POLITICAL ACTION

Highlight of the conference was the interesting reports on the political activities of the Brotherhood during the past year. Legislative Representative George Mulkey, Secretary James Lance, and others, spoke of the good work done by our local unions and their members to protect the gains we have won during past years.

Local 1245 was represented by the following delegates: Bus. Mgr. Weakley, Brothers L. L. Mitchell, M. A. Walters, Paul Yochem, Lee Andrews, H. Gonzales, D. Petty, G. L. Rice and E. Hastings.

WEAKLEY HONORED

Recognition was accorded IBEW local unions in the utility field—and 1245 in particular—by the election of Bus. Mgr. Ron Weakley to the Executive Board of the state association. Other officers elected were: President—Thomas Ryan, Local 302, Richmond; Vice President—Ivan Beavan, Local 468, Bakersfield; and Secretary-Treasurer—James Lance, Local 11, Los Angeles.

Upon conclusion of the sessions, delegates began to register for the week-long State A. F. of L. meeting convened on Monday, Aug. 10th.

Tune in on Frank Edwards—at home or at union meeting.

ABOUT SUGGESTIONS

Many members have asked if it is possible to submit additional issues for negotiations, now that the formal proposals have been submitted. Negotiating Committee Chairman Roy Murray has advised the editor that all suggestions and proposals from the membership will be welcomed by his committee.

Since the essence of "collective bargaining" is the constant exchange of proposal and counter proposal—the "give and take" so vital to hammering out mutual agreements—any suggestions sent in may be helpful in strengthening the union's bargaining position. All communications should be addressed to Brother Murray or Bus. Mgr. Weakley at union headquarters in Oakland.

Following the reports of Negotiating Committee Chairman Roy Murray and the other union negotiators, a resolution submitted by the Paradise Unit was introduced. Calling for the commendation of the union committee for its outstanding job of drafting proposals and for the continuing support and encouragement of this committee by every member of the local union, the resolution was unanimously approved by the joint body.

The joint body also authorized the Negotiating Committee to appoint Gas Servicemen and Electric Servicemen from any part of the PG&E system to assist in the negotiations.

Other matters considered by the group were the Business Manager's report, the financial report for the first half of 1953, and several matters submitted by units of the local union. The full report of actions taken is contained in the official minutes, which are now being distributed to unit recorders for presentation at their meetings.

New Policy Committeemen present were: Bro. Darrell Champlin, replacing Bro. J. P. Jorgensen, of Gas Supply and Control, Hardworking Bro. Jorgensen, who recently resigned, was commended for his many contributions to the progress of the union. Bro. Mark R. Cook replaces Bro. Phillip Roehr as Policyman for San Jose Division. Bro. Roehr, also an able worker for the union during his term of office, was recently promoted to a position outside the bargaining unit. The assembled members wished him every success in his new position.

G.C. Steward Is Ill

General Construction Division Rep. Lee Andrews reports that Brother John McStay, one of our able and conscientious Shop Stewards, is now on leave of absence due to illness.

Well known in Shasta County for his fine record of organizing the crews with which he has worked, Bro. McStay has also made it a regular practice to supply every union member in his area with copies of the union by-laws and the working agreement.

Bro. McStay is missed by his friends in the field who all hope that he will recover soon from his illness and return to work.

IN THIS ISSUE

Editorial	Page 2
Steward of the Month	" 2
Clerical Notes	" 2
Old-Timer's Views	" 2
City and MUD Report	Page 3
San Jose Grievance	" 3
Outside Line Report	" 3
Bus. Manager's Report	Page 4
"Round and About"	" 3
Sept. Meeting Schedule	" 4

Cal. AFL Federation Convenes

The 51st Convention of the California State Federation of Labor was formally opened on Monday, August 10th at Civic Auditorium in San Francisco.

Following welcoming addresses by S. F. Labor Council President Jack Goldberger and Mayor Elmer Robinson, the gavel was turned over to State Federation President Thomas L. Pitts, of Los Angeles.

First day speakers included Acting Governor Goodwin Knight, State Senator George Miller Jr., State Director of Industrial Relations Paul Scharrenberg, and other well-known people in public life. The convention will also hear addresses by Assistant Secretary of Labor Lloyd Mashburn, State Labor Commissioner Edward Park, Attorney General Edmund G. (Pat) Brown and Congressman John F. Shelley, former State Federation President.

As one may gather from the titles of many of the principal speakers, the convention will devote much of its time to developing labor's role in the political life of our state and nation. Executive

Secretary C. J. Haggerty will present a report on the activities of our unions during the recently-concluded session of the California Legislature.

The convention plays an important role.



FED. PRES. THOMAS PITTS



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, Grace M. Baker, Alexander Purmal.

*Published monthly at 1918 Grove street, Oakland 12, Calif., by Local Union 1245 of the International Brotherhood of Electrical Workers, A. F. of L.

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

A Page from History

One of the interesting historic documents in our union's research files is an original signed agreement between the Great Western Power Company of California and the IBEW. This contract, negotiated and signed in 1908, may prove a revelation to many of us!

The agreement provided for preferential hiring of union members, an 8 hour day, 8 holidays, overtime payments of time and one-half for the 9th and 10th hours worked, and double time thereafter AND FOR ALL OTHER OVERTIME, including emergency call-outs. Safety rules for several classifications were established and the principle of apprenticeship training was recognized. Provision was made for travel time and full living expenses for men assigned to work away from their regular job headquarters.

These conditions were negotiated more than forty-five years ago—and the wage scale provided for was an excellent one in terms of purchasing power during that period.

What happened in subsequent years to destroy this framework of harmonious and mutually respectable labor-management relations?

The impact of the continuing industrial revolution, the rapid population growth of our Nation, the evil effects of World War I—all these factors changed our economic and social concepts. But the amalgamation of numerous small companies into giant corporations had the greatest single effect. The power—the economic control over workers—became concentrated—and one sided.

Immediately following World War I, a "new trend" was established in our youthful industrial relations process. The infamous "American Plans" of the 1920's were introduced by corporate management—as a counter movement to the growth of trade unions.

The "American Plans" were successful—from the management point of view. Union membership fell off, contracts were not re-negotiated—and wages and working conditions began to decline. Everybody made money—or thought they did—by stock market manipulation. Everybody, that is, except the workers who produced for our vast industrial enterprises!

When the bubble burst in 1929, Union membership was at its lowest point in more than a generation. It fell still lower by 1933, the darkest year of the depression. And the millions of workers who fell for the "American Plans"—found themselves without jobs, or working under miserable conditions for a bare subsistence wage.

Nearly all of us know the story from that point on. Union membership climbed from less than 3 million to more than 16 million in the ensuing 20 years. Management's control of our courts and legislative processes was broken and a "new" concept of social and economic justice began to emerge—the same concept which is so apparent in the yellowed, old I.B.E.W. agreement of 1908!

Labor will not be caught napping again, as they were in the 1920's. Workers in every industry have laboriously built their strong, free, democratic unions—often as a result of great personal sacrifice on the part of hundreds of thousands of trade unionists and their families. These people will not willingly see their unions torn down—to be replaced with empty promises.

It is significant that the outstanding historians and economists of our time are agreed on one point, at least. They agree that the preservation and enhancement of free collective bargaining—between strong, democratic unions and enlightened management—is the most vital factor involved in the continued prosperity of our country.

The way is clear to us. The goals which seemed so close to reality to our predecessor union members of 1908—are still not won in full. But they can be ours—and they will be ours. . . . They will be gained by vigorous intelligent groups of workers, in the truly American way, by honest collective bargaining with employer groups. They will be gained because there are still great masses of workers who are ready and willing to make whatever personal sacrifice is required—to continue the fight for improvements in their economic and social conditions.

Do You Know Husband's Union Or Are You Just Wide-eyed?

ANNA P. KELSEY, National President of the American Federation, women's auxiliaries of labor, writes as follows:

In the Auxiliary to her husband's union, a woman learns the why and wherefore of the necessity of her husband belonging to a union; what it means to her and her family; why she should understand unionism; how she may help her husband keep it strong and in working order; what her own duties are to the union, and why all Unions and Auxiliaries should work together.

In the Auxiliary she also works with other women whose interests are the same as hers, which tends to make it the most valued organization in her life. She makes friends who can assist her—and whom she can assist in their daily efforts to create a better world, not only for herself and her family but for all families now and in the future. Too many of us seem to have only our own interests in mind, and forget that there are

others—millions of them—who will profit by the things we do today, if we do them as they should be done, and not just done for a selfish reason.

The Auxiliary has many outlets through which it may garner information and matters of interest that are particularly in the women's field. After learning about unions and what she may do to make them strong she also learns about civic affairs in her own city and state; the needs of the schools where her children attend; the charities that are so necessary in her own locality; what she herself may do to help them.

Membership in an Auxiliary makes her a better partner to her husband, as she will be able to talk with him intelligently about his union, instead of just sitting wide-eyed and saying "It's too hard for me to understand," as we have heard many union men's wives state.

Attend your meetings!

Fresno— Clerical Members Study New Pact

Members of the Fresno Clerical Unit voted at their July meeting to spend a portion of each future meeting to studies of the new agreement. These members are anxious to have a good working knowledge of their contractual rights—and of the grievance procedures. They hope to screen each grievance carefully to determine its validity before taking formal action.

KNOW YOUR CONTRACT!

Congratulations, Fresno Clerical members! Knowing the various provisions of your agreement is certainly the first step in the protection of its conditions—and enables everyone to be better prepared to make recommendations for future amendments. Bro. Elmer Bushby reports that other Clerical Units are also interested in making such studies—and that he will be glad to assist in any manner the members desire.

Old-Timer's Views On Need for Union

(The following paragraphs are taken from a lengthy, signed letter received last week.)

"How can we protect the gains that have been ours since the advent of unionism on this utility system? Take it from an Old Timer, our gains have been tremendous—and have cost years of sweat, blood and tears to get—as well as expenditures of hundreds of thousands of dollars to make them secure. Do you realize what can happen to them if our union is weakened?"

"Let me tell you a little story. Back in 1921 we had a strong union with a near closed shop. The relations with that union were cancelled over night. In the cancellation speech to the employees, management promised that none of the gains obtained through your union affiliation would be lost—but that you would now receive more gains! Did you? You did not.

"Within a short time all overtime was a thing of the past. If called out at night we worked for free—we were told that we were lucky to have a job! If we laid off the next day because of fatigue—we were docked. There was no travel time—no shop to shop—no accumulative sick leave—no extra pay for holidays. Oh Boy, I could go on and on!

"One boss called his workers in once a week and asked them to do the same work with fewer men. So, men were laid off. Once, we were five years waiting for a raise—and then it was a five dollar monthly raise. These practices were stopped through the 'old timers' putting unionism back on this system!"

"We can lose twice as much as our dues cost by having one little item taken from us. Think of what we can lose if several major items are taken from us! Sure, we'll squawk—but if we had no union to fight for us, we—like the boys after 1921—would have to take it and like it!"

"So we'd better do a little thinking on this score. The major purpose of our union is not alone in getting better pay and conditions—but is in protecting what we already have. Our one thought should be to bring more and more members into this union. This is the path of no regrets!"

Bro. Henrickson Dies

Neil Henrickson, IBEW pensioner, passed away Aug. 2, 1953. He had been an active member in outside construction unit. Funeral services were at Cooper Mortuary on Aug. 5. The Oakland unit observed one minute silence in his memory.

Your obligation to your union doesn't end with the payment of dues. Attend meetings, take part in union affairs.

What do you read? Most of it is anti-union. Read the labor press—It's your best friend.

Shop Steward of the Month

Last month, President Gilleran spoke of the outstanding job that more than 800 shop stewards are doing around our jurisdiction. Pictured here is Brother Frank E. Goss, one of our vigorous young stewards from the PG&E East Bay Division Gas Dept.



Frank, who is employed as a clerk-driver, has worked for the company for the past five years. Following his military service—Medical Corps of the Navy—he went to work for a San Francisco import-export broker, thence to his present employment. He is married, has two fine young sons, ages 4 and 6, and lives now in Castro Valley.

BUSY MAN!

In addition to his responsibilities as steward, Frank serves on the East Bay Division Grievance Committee, is a delegate to the Alameda County Central Labor Council—which meets every Monday night—and also attends most of the unit meetings in Hayward and Richmond. This adds up to an average of 10 meetings a month—which he attends on his own time and at his own expense, except

the Division Grievance Committee meeting, which is held during working hours.

GRIEVANCE SETTLED

Typical of many shop steward settlements of "beefs" is one which Brother Goss settled recently. He represented a Laborer, newly employed, who had been assigned duties as an Apprentice Fitter—at Laborer's wages! The aggrieved worker was granted retroactive pay at the higher wage rate for a 27-day period of employment in the higher classification!

The UTILITY REPORTER is happy to salute Brother Frank Goss this month—and in so doing, to take off our hats to all the hundreds of conscientious, hard-working members who serve so ably in these important union assignments!

Roseville— Non-Union Line Contractor May Invade California

Work in the Outside Line Division of Local 1245 is still very slow and many of our members have been forced to seek employment in the jurisdiction of our sister IBEW local unions. The prospects for improved work opportunities do not appear very bright for the immediate future.

We are also confronted with a non-union employer from outside California who has submitted the low bid on a wire stringing job for the U.S. Bureau of Reclamation. In the interests of preserving peaceful labor-management relations it is hoped the Bureau will see fit to reject this bid.

We understand that a letter from President D. W. Tracy, clarifying our jurisdiction, will be received shortly. The President's decision, we expect, will help us to service our jurisdiction more effectively than has been possible in the past.

JOB HUSTLING

One practice which should be discouraged is that of soliciting work—even though the contractor is often the guilty party. In many locations it has become rather common practice for a contractor to contact certain men and then

notify the local union that he wants to put these people to work.

Our union agreement provides that all men shall be dispatched by the local union office—which is the only method that is fair and equitable to both our members and the employers. Individual job solicitation breaks down these fair conditions and makes it impossible for the union to distribute the work in an equitable manner.

Brother Carl Johnson, suffering from a serious stomach ailment, has been moved to his home in San Francisco. Carl hopes to be able to return to work in a few more weeks.

Brother William Fry is now able to work, after several months of illness, but he cannot do any climbing as yet.



Tune in on Frank Edwards—at home or at union meeting.

What is LLPE?—Why is LLPE? It's Up to You! Contribute - Vote!

Labor's League for Political Education was formed by the American Federation of Labor to carry out the non-partisan political program of the AFL.

L. L. P. E. conducts a year-round educational program to acquaint AFL members and the public with the political issues and the record of public office holders.

L. L. P. E. supports candidates on the basis of their record . . . not their party label.

L. L. P. E. membership is voluntary and open to all AFL members upon whose individual contributions all of the L. L. P. E. election activities depend.

Public schools, fair labor laws, social security for widows and old people don't just happen. Good Laws are enacted by good lawmakers.

We have nobody but ourselves to blame if selfish interests finance the election of men opposed to the welfare of the ordinary citizens of this country. As strong as your collective bargaining contracts are, they can be nullified overnight by legislation now being considered in Congress.

L. L. P. E. believes that if the people have the facts they will vote to keep our country free, prosperous and strong.

100 million dollars were spent in the 1952 elections. But, AFL members contributed through L. L. P. E. only 250 thousand dollars, or 1/4 of one percent of the total. No wonder an anti-labor Congress was elected.

To win, any candidate needs money for TV, radio and postage. Labor's friends can't expect reactionary support. But, they have earned our support.

One-half of the dollar you contribute to join L. L. P. E. is sent back to your state L. L. P. E. The other half is reserved for the most critical elections in 1954 . . . possibly in your state.

A year from now is too late. Election campaigning starts early next year. To elect your friends your dollar is needed NOW!

Give Your Dollar to LABOR'S LEAGUE FOR POLITICAL EDUCATION OF THE AMERICAN FEDERATION OF LABOR.

'Round and About

We have a real "hot rod" in our midst! Bro. Dave Nichols, grievance committeeman for the Moss Landing Steam Plant, placed fourth in a hot race last month. The hardtop racer, No. 91, is driven by Ken Pearson, an A. C. O. at Moss Landing. Encouraged by early successes, Bro. Nichols is planning to install a new motor in his racer—and push on to bigger and better prizes!

Up in Humboldt Division, a two-year-old grievance finally was settled in the union's favor. Seems that the livability of a certain inn had been challenged—but there is no longer any problem. The inn burned down last month! The members who formerly were required to stay in this place are uncertain as to whom their thanks should be directed, but they are grateful!

Fine report on another steward—Bro. Clarence Simson, Humboldt Electrical Dept. Clarence, a relatively new employee and union member, has gained the confidence and respect of the members in his department, and of the management, for the fine manner in which he represents his group. Keep up the good work, Bro. Simson—and thanks to you brothers who support him so well!

From the Sacramento Division comes the sad news that Bro. B. B. Ray, a G. C. lineman on Brinton's crew, passed away last month. And another of our members narrowly escaped death as a result of an auto crash. Bro. Harlin Reddish, a steward at Winton, was severely hurt and will be off work for several weeks as a result of this accident.

This is really the "convention season." In attendance at the Pan-American Conference on Apprenticeship Training in San Diego early this month was Bro. L. L. Mitchell. "Mitch" reports that the conference was attended by nearly 2,500 labor, management and government representatives. Interest in jointly administered training plans, which ensure a continuing flow of competent journeymen workers, is definitely growing, he reports. And much of the interest comes from management representatives—who have found that skilled craftsmen mean better production, fewer lost-time accidents, and improved service all around!

Local 1245 was represented at the Nevada State Federation of Labor convention by Bros. Wallin and Kaznowski. The convention was held August 7, 8 and 9. Reports of other conferences at which we are represented are carried elsewhere in this issue.

One final note—and a very sad one it is. The parents of our able Negotiating Committee chairman, Bro. Roy Murray, were involved in an auto crash near Chico a few days ago. Mrs. Murray was killed and the senior Mr. Murray is on the critical list at Chico Hospital. Mr. Murray, who recently retired from PG&E employment after 39 years of service, advised his son to continue with his responsibilities as committee chairman—and Roy is doing just that. In your editor's humble opinion, this is an act that requires courage and self-sacrifice of the highest order! Our heartfelt sympathies are extended to Roy, his brother Harry (also a member of Local 1245) and to Mr. Murray and other members of the family.

San Jose—

THE UNION'S PATIENCE IS FINALLY REWARDED!

It has been said that the wheels of fate grind slowly and inexorably in a given direction. And in the time required to process many of the grievances submitted to the PG&E, this is surely true!

The patience of the union members of San Jose Division Grievance Committee and the System Joint Review Committee was finally rewarded this month when a group of new job classifications was established in the San Jose Division Office following the demand of the union.

REVIEW COM. DECISION

Back in May, 1952, a grievance was filed on behalf of a union member who was allegedly working out of his temporary classification. When the formal grievance was submitted to the division's joint committee, the union stated that a number of workers who would be indirectly affected by its outcome were "improperly classified and a job analysis is in order." When the joint committee was unable to settle the grievance to the mutual satisfaction of union and company, it was forwarded to the Review Committee late in November 1952. This committee soon agreed that the aggrieved worker was not entitled to a wage adjustment as a result of the work performed while he was classified as a Temporary Clerk in the San Jose Office. BUT—the Review Committee also agreed to the following statement: "With respect to the jobs and classifications of clerical employees in the San Jose Office whose duties are questioned by Union as being within the scope of the Service Operator Classification, the Committee agrees that a job analysis is in order. Company will conduct a survey with respect to such job duties and Union will be notified of the outcome."

JOBS POSTED

Finally, when the grievance was more than a year old, the company completed its job analysis—and agreed to establish several new classifications! The following have

been posted in the August Bid Sheet:

Three additional Senior Service Operators

1 First Service Operator

1 Junior Service Operator.

These vacancies will all be in the San Jose Division Office, where the company will establish a Service Operator Center. And the successful bidders will become entitled to all the rights granted under terms of the Physical Agreement.

The hard work and tenacity of purpose displayed by the union's members of the grievance machinery has paid off in this instance. An irritating situation will be eliminated and the results are certain to be reflected in better working conditions—and greatly improved service to the public!

HERE'S MY DOLLAR



To Elect Labor's Friends
Join L.L.P.E.

East Bay and S.F. Units to Get Treat!

We'll bet that the business portion of the S.F. and East Bay unit meetings in September will be shorter than usual!

For—arrangements have been made to present an outstanding group of sports films, accompanied by refreshments, to members in attendance at these meetings. The films are presented by the Kessler Division of Seagram Distilleries,



STATE. FED. DELEGATE

Pictured here is Brother H. P. "Hip" Gonzales, East Bay Division lineman who was delegated to the California State Federation of Labor Convention. Bro. Gonzales also attended the meetings of the State Electrical Workers Association, held in San Francisco on August 8th and 9th.

Sacramento—

S.M.U.D. COUNCIL PROVES EFFECTIVE

Press Secretary Roy W. Wiedenroth, SMUD Unit, has sent us an interesting report this month concerning the workings of the Joint Advisory Council, which was established to process grievances.

COUNCIL WORKS!

The Council, composed of union members from each department, plus one at large, and representatives of the Utility District, has proven a great advantage to the employees, according to Bro. Wiedenroth.

He reports: "Usually, when a grievance is taken before the Council by our Union Representative (Al Hansen), and all the facts are presented, the employee has a full understanding of the decision reached.

"In a case recently brought before the Council by Bro. Hansen, involving two linemen who had engaged in a minor altercation on District property prior to working hours, the Council showed its effectiveness. The men had been given a week's lay-off without pay after an informal hearing conducted by the Line Supt. and other management personnel. The men felt this punishment was too severe—and brought their case to the Council. After all the facts were taken into consideration, it was decided that a one-day suspension was sufficient!"

PRIDE IN UNION

Our Press Secretary also reports that the members of his unit are proud of our union—and of their representation. He writes, "All in all, it points to the fact that we need a union—and the union needs us. Support the union—and in turn you will get its fullest support in case of need. This is your guarantee of good wages and working conditions—which we all strive for!"

To this, your Editor can only say, "Amen!"

NEW OFFICERS

New officers in the SMUD Unit are: Chairman Francis Powers, Vice Chairman Robert L. Zarola, Recorder Wendell V. Olson, and Executive Committee members Michael J. Burke and Henry J. Kessler, Jr.

The Editorial Board extends its hearty congratulations to our fine brothers in the SMUD Unit for the wonderful co-operation they have always given our union!

What do you read? Most of it is anti-union. Read the labor press—it's your best friend.

Prices on Needed Goods Hit All-time High in San Francisco

The price level of items customarily purchased by moderate income families in San Francisco spurred to an all-time high in June, according to Max D. Kossoris, director of the western region of the U. S. Dept. of Labor's Bureau of Labor Statistics. The Bureau's all-commodity index reached 116.1 (with the average for 1947-49 figured as 100), up 0.5 per cent from the level in March, when the index was last computed. June 1953 prices averaged a full 1 per cent above a year ago, and 15.1 per cent higher than in pre-Korea June of 1950. In terms of the former 1935-39 base, the equivalent of the revised index was 198.4.

The most important increase over the March to June 1953 quarter was that of 2.2 per cent for foods bought for home consumption. Higher bread prices in June pushed up the cereals and bakery products group by 3.9 per cent. More important, sharply higher prices for pork and lesser increases for beef and poultry resulted in an overall increase of 2.9 per cent for the meat, poultry and fish group. Most of the increases came during May and June, when pork chops moved up from the April average of 88.4 cents to 98.5 cents, bacon from 73.5 cents to 85.1 cents, and ham (whole) from 70.2 cents to 79.4 cents. But even at these levels, the average for the

meat group was 5.9 per cent below that of June 1952.

Fruits and vegetables also advanced sharply over the quarter, by 4.2 per cent, largely because of higher prices for some fruits. Although items such as carrots, lettuce, onions and potatoes were considerably cheaper, prices of canned and dried varieties remained fairly stable.

The housing component of the index was up 0.8 per cent over the quarter. Housefurnishings were 0.5 per cent more costly on the average, largely because of higher prices for washing machines and dinnerware. Higher charges for laundry and dry cleaning services pushed up the cost of household operations by 0.6 per cent. Rents were up 1.6 per cent from December 1952 levels, when they were last priced.

Comparable medical care cost 0.8 per cent more in June, largely because of higher dental fees.

Reading and recreation costs moved up by the same percentage, reflecting higher movie prices.

Higher cigarette prices drove up the price level of other goods and services by 0.7 per cent.

The only downward trends recorded for the major items were decreases of 0.8 per cent in transportation costs, largely because of lower prices for used cars, and a trifling decrease of 0.1 per cent for personal services.

City and M.U.D. Notes—

KEY STRIKE CAUSES LAYOFFS

Negotiations in the municipalities are proceeding apace now. The City of Berkeley Unit received a 7 per cent wage increase last month, and the City of Oakland Unit a 6 1/4 per cent raise. The wage offer has been accepted, but negotiations will continue on inequities and the health and welfare plan issues.

OFFER REJECTED

The City of Lodi negotiations, which appeared headed for a fair settlement, were snagged last month, when a 2 per cent increase was offered at the suggestion of the City Manager. The union's committee is demanding a better settlement, and has public and newspaper support for our demands! Officers of the Lodi Unit are: Chairman (and Press Secretary) Harry M. Brown, Vice Chairman Frederick Henne, Recorder Albert Tiede, Executive Committee members Peter Horst and John Miller.

KEY STRIKE

The negotiations between the Key System—only public transportation carrier in the entire East Bay, and operator of the transbay bridge trains—were broken off in late July and the Amalgamated

Motor Coach Employees, AFL, went on strike. Members of our IBEW unit, 100 per cent union, are of course respecting the picket lines of this sister union. Most of our members are being placed on other jobs, since the strike does not appear to be headed for an early conclusion.

ALAMEDA OFFER

The Alameda Board of Utilities has offered a 5.31 per cent wage increase, shift differential increase of 2c on second and 3c on third shifts, and added increases for specific classifications of 2c to 4c per hour. This proposal was rejected by members of the unit.

S. C. L. NEXT

The union's proposal for wage and contract improvements on the Sacramento City Lines Unit will be submitted on August 15 by Bus. Rep. Al Hansen. Progress of these negotiations will be reported next month. New officers in the unit are: Chairman Everett White, Vice Chairman Verne Flanary, Recorder William Bowser, and Executive Committee members Noel Smith and G. C. Higgins. Bro. Higgins also serves as Press Secretary.

Activities of the SMUD Unit are reported elsewhere in this issue.

Cal. AFL Federation Convenes

(Continued from Page One)

tant role in the development of our labor representatives. By listening to informed speakers, studying the various reports, and exchanging ideas with fellow delegates from unions in all parts of the state, the delegates add considerably to their knowledge of the goals and achievements of organized labor.

The business sessions are always interesting—and often very exciting. The development of the policies which will guide our unions during the ensuing year always entail much study and discussion. Debate sometimes waxes hot and heavy during the exchanging of ideas—(many delegates are most eloquent speakers!), and in this healthy, democratic manner, decisions are reached which affect the economic and social conditions of the entire state!

Principal Local 1245 delegate is "Hip" Gonzales, a lineman from the East Bay Division. Brother Gonzales is attending all the sessions, will cast all votes on behalf of our union, and will report back to the

union on the actions taken at the convention.

Also attending, as time permits, will be Brother Ron Weakley and several members of the staff.

Gas Negotiating Committee Meets

The Local 1245 Gas Department Negotiating Committee met on July 16th with officials of the PG&E. The union's committee is composed of Brothers Frank Quadros, S.F. Gas Serviceman, Ray Heyl, Chico Light Crew Foreman and Asst. Bus. Mgr. Mert Walters.

During the meeting the union proposals were thoroughly discussed with the company negotiators. It was agreed that the company would submit a counter-proposal prior to the next meeting of the joint group.

The date for the next session has not been set, but it is expected that discussions will be resumed immediately following the conclusion of the general union-company negotiations now in progress.



By RONALD T. WEAKLEY

YOUR *Business* Manager's REPORT

expenses and profits in return for the services rendered.

PUBLIC PAYS

The public, therefore, pays for service—and it is the responsibility of management or "the company" to supply that service. Of course, the employees of a utility are responsible for direct service to the public, using their labor and initiative to utilize plant and construction facilities. Labor is contracted for by the employer through collective bargaining contracts with the labor union, or, in some cases, through civil service regulations which are amended through collective bargaining.

PRIDE IN WORK

The employees of utilities have a natural sense of pride in serving the public with electricity, gas, steam heat and water. These services and their varied uses are essential to the health, income, safety and comfort of millions of human beings. The continuity of such services is dependent upon adequate manpower and equipment, plus peaceful labor management relations.

Labor seeks adequate wages and working conditions as well as improvement in the standard of living of its membership. Management seeks to operate its facilities in an efficient manner and to make profits. Regulatory bodies seek to

maintain an equitable balance with respect to consumer costs.

CONSUMER SERVICE

The consumer is the final judge of what constitutes adequate public utility service because he pays the bill. If he is dissatisfied with service he usually complains to an employee who relays that complaint to management. If he is not satisfied with the company's corrective measures, he so advises the regulatory body. Many complaints are adjusted every day in a routine manner, using employee-management teamwork to improve customer relations.

Workers and management, working together through the medium of their collective bargaining agreement, produce the desired end result—efficient service to the public. Yet, when the balance between adequate manpower and payroll costs is disturbed by inefficient utilization of available manpower, or an unrealistic reduction thereof, the consumers' service is reduced.

There are unrealistic methods of attempting to pick up part of the slack between inadequate manpower and growing service requirements. One is to attempt to get free manpower to service the consumers who pay the costs and naturally expect high standards of service. Another method is to re-



duce such service. Each, in its own way, breeds trouble.

The primary responsibility of supplying adequate service rests with management—who collect the charges for service. The responsibility of the employee rests in performing the duties assigned by management representatives, under the terms and conditions established by the union agreement for the rendering of such service.

The consumer must pay a fair rate in exchange for adequate utility services. He has then completed his share of the bargain. Management is then obligated to provide adequate services through efficient utilization of facilities and manpower. The workers are entitled to fair and equitable wages and conditions and management is due a fair profit. In providing adequate services, management thus lives up to its responsibility. The worker has a responsibility as well—he must meet the agreed upon performance requirements—for which he is regularly compensated.

BALANCE NEEDED

When the balance is disturbed, or when responsibilities are shirked, all parties lose in the long run. Let us hope that our present collective bargaining sessions will

secure improvements in the means of providing adequate utility services—meanwhile keeping proper balances and recognizing the rights and responsibilities of all concerned.

We are not negotiating with the consumer—and WE do not decide just what constitutes adequate service. Rather, we are negotiating with the employer and we seek to improve the wages and working conditions of our members. We are negotiating in a peaceful manner.

We do not think that the differences of opinion now present at the bargaining table are insurmountable if a realistic view is taken on the subject of who is responsible for what.

E. Bay Member Ill

The past chairman of our Oakland Unit, Bro. Charles E. Bogan, is hospitalized as the result of a serious heart ailment.

A Clerk-Driver in the East Bay Division Electric Overhead Department, Bro. Bogan is well known in trade union circles in California.

All his friends wish him a speedy recovery and an early return to his work.

LOCAL 1245 UNIT MEETING SCHEDULE

Please note that the SEPTEMBER meeting schedules are listed below. The AUGUST meeting schedules were published in our July issue. It is suggested that each member save the UTILITY REPORTER so that correct meeting notifications will be readily available.

September 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.
Tuesday, Sept. 8, 7:30 p.m.
- SELMA**
L. F. T. Hall, 812 E. Front St.
Wednesday, Sept. 23, 7:30 p.m.
- MERCED**
Grange Hall, Bear Creek Road
Wednesday, Sept. 16, 8 p.m.
- DINUBA**
American Legion Hall
Thursday, Sept. 10, 7:30 p.m.
- COALINGA**
Fire Station
Tuesday, Sept. 15, 7:30 p.m.
- BAKERSFIELD**
Carpenters Hall, 911 - 20th St.
Thursday, Sept. 17, 7:30 p.m.
- LOS BANOS**
Fire Hall, 520 J St.
Thursday, Sept. 3, 7:30 p.m.
- WISHON**
Community Hall
Wednesday, Sept. 9, 7:30 p.m.
- TAFT**
Power Club
Wednesday, Sept. 16, 7:30 p.m.
- CORCORAN**
Community Hall
Tuesday, Sept. 22, 7:30 p.m.
- MADERA**
Italian-American Hall
Thursday, Sept. 24, 7:30 p.m.
- SANTA MARIA**
O. E. S. Hall
Wednesday, Sept. 30, 7:30 p.m.
- PASO ROBLES**
Hot Springs Hotel
Monday, Sept. 28, 7:30 p.m.
- SAN LUIS OBISPO**
Labor Temple
Tuesday, Sept. 29, 7:30 p.m.
- WASCO**
American Legion Hall
Thursday, Oct. 1, 7:30 p.m.
- FRESNO CLERICAL**
Hotel Californian, Van Ness & Kern Sts.
Wednesday, Sept. 16, 7:30 p.m.
- BAKERSFIELD CLERICAL**
Hotel Padre, Bakersfield
Thursday, Sept. 17, 7:30 p.m.
- SELMA-DINUBA CLERICAL**
Dixie Drive-In, Dinuba
Tuesday, Sept. 15, 7:30 p.m.

Coast Valleys Division

- SALINAS**
American Legion Hall, Municipal Airport
Wednesday, Sept. 2, 8 p.m.
- MONTEREY**
Carpenters Hall, 778 Hawthorne
Thursday, Sept. 3, 7:30 p.m.
- WATSONVILLE**
Roma Hotel, Main & First Sts.
Monday, Sept. 21, 8 p.m.
- KING CITY**
Grange Hall, Oak & 101 Hwy, Greenfield
Tuesday, Sept. 22, 7:30 p.m.

Gas Supply and Control

- HINKLEY-BARSTOW**
Desert Inn (Linwood), Hwy 66
5 miles west of Barstow
Tuesday, Sept. 28, 8 p.m.
- KETTLEMAN**
Veterans Memorial Hall
Wednesday, Sept. 30, 8 p.m.
- HOLLISTER - SAN MARTIN**
Friendly Inn, San Martin
Tuesday, Sept. 1, 7 p.m.
- TOPOCK-NEEDLES (bi-monthly)**
V. F. W. Hall
Monday, Aug. 24

San Jose Division

- SAN JOSE**
Labor Temple, Room 107,
45 N. Santa Teresa St.
Tuesday, Sept. 15, 8 p.m.
- BELMONT**
Community Hall, 5th Ave.
Monday, Sept. 14, 8 p.m.
- BELMONT CLERICAL**
Community Hall
Thursday, Sept. 10, 8 p.m.

East Bay Division

- HAYWARD**
Labor Temple, 529 Soto St.
Thursday, Sept. 24, 8 p.m.
- OAKLAND**
Porter Hall, 1918 Grove St.
Wednesday, Sept. 2, 8 p.m.
- RICHMOND**
257 - 5th St., Hall No. 1
Thursday, Sept. 10, 8 p.m.
- CONCORD**
Farm Bureau Hall, Farm Bureau & Walnut Ave.
Monday, Sept. 7, 8 p.m.

MARTINEZ

- I. O. O. F. Hall, 829 Ferry St.
Monday, Sept. 14, 7:45 p.m.
- OAKLAND CLERICAL**
Union Office, 1918 Grove St.
Tuesday, Sept. 29, 5 p.m.
- HAYWARD CLERICAL**
Labor Temple, 529 Soto St.
Thursday, Sept. 24, 8 p.m.
- CENTRAL SUPPLY CLERICAL**
Union Office, 1918 Grove St.
Wednesday, Sept. 2, 7:30 p.m.

San Francisco Division

- SAN FRANCISCO**
Harmony Hall, 200 Guerrero St.
(cor. 14th) Bldg. Tr. Temple
Thursday, Sept. 3, 8 p.m.
- SOUTH SAN FRANCISCO**
Butchers Hall, 220 Cypress St.
Tuesday, Sept. 22, 8 p.m.
- SAN FRANCISCO CLERICAL**
Retail Clerks Hall, 149 Powell St.
Wednesday, Sept. 9, 5:30 p.m.

Stockton Division

- LODI**
Veterans Hall, 23 1/2 W. Pine St.
Thursday, Sept. 24, 8 p.m.
- OAKDALE**
V. F. W. Hall, 4th Street
Thursday, Sept. 10, 8 p.m.
- MODESTO**
Burbank - Paradise Hall, Vernon & Beverly
Tuesday, Sept. 8, 8 p.m.
- JACKSON**
Native Sons Hall, 20 Court St.
Tuesday, Sept. 15, 7 p.m.
- STOCKTON**
Labor Temple, 805 E. Weber
Thursday, Sept. 17, 8 p.m.
- SONORA**
Patton Building
Wednesday, Sept. 2, 8 p.m.
- TRACY**
Bo's Cafe, 207 W. 11th St.
Wednesday, Sept. 9, 8 p.m.
- STOCKTON CLERICAL**
Clark Hotel
Wednesday, Sept. 23, 8 p.m.

Humboldt Division

- GARBERVILLE (bi-monthly)**
Diesel Plant
Tuesday, Sept. 22, 7:30 p.m.
- EUREKA**
Labor Temple, 9th & "E" Sts.
Wednesday, Sept. 23, 7:30 p.m.
- EUREKA CLERICAL**
Labor Temple, 9th & "E" Sts.
Thursday, Sept. 24, 7:30 p.m.

Shasta Division

- MANTON (bi-monthly)**
School House
Wednesday, Sept. 2
- RED BLUFF**
Veterans' Memorial Hall
Thursday, Sept. 10, 7:30 p.m.
- REDDING**
A. F. of L. Hall, Shasta and California Streets
Wednesday, Sept. 9, 7:30 p.m.
- FALL RIVER MILLS**
Club House Pit No. 1
Tuesday, Sept. 8, 7:30 p.m.

De Sabla Division

- PARADISE**
Eagles' Hall
Thursday, Sept. 24, 7:30 p.m.
- WILLOWS**
Fire Hall
Friday, Sept. 25, 7:30 p.m.
- LAKE ALMANOR**
Bull Room
Wednesday, Aug. 19, 8 p.m.

- CARIBOU**
Club House
Thursday, Sept. 17, 8:30 p.m.

- CHICO**
Teamsters Hall, 412 Wall St.
Tuesday, Sept. 22, 7:30 p.m.

- QUINCY**
Club House
Wednesday, Sept. 16, 8 p.m.

- STORRIE**
Club House
Tuesday, Sept. 15, 8:30 p.m.

Drum Division

- ALTA**
Fire House
Friday, Sept. 25, 8 p.m.
- GRASS VALLEY**
Labor Temple, 110 1/2 E. Main St.
Thursday, Sept. 17, 8 p.m.
- AUBURN**
Eagles' Hall
Friday, Sept. 18, 8 p.m.

Sierra Pacific Power

- RENO**
AFL Labor Temple
Tuesday, Sept. 22, 7:30 p.m.

Colgate Division

- OROVILLE**
Carpenters' Hall, Mitchell Ave., East of Myers
Thursday, Sept. 3, 7:30 p.m.
- COLUSA**
Hotel Espanol, Market Street
Thursday, Sept. 3, 8 p.m.
- MARYSVILLE**
V.F.W. Hall, 9th and "E" Sts.
Wednesday, Sept. 2, 8 p.m.

- MARYSVILLE CLERICAL**
V.F.W. Hall, 9th and "E" Sts.
Wednesday, Sept. 2, 5 p.m.

North Bay Division

- NAPA**
Labor Temple, 1606 Main St.
Tuesday, Sept. 1, 7:30 p.m.
- VALLEJO**
Labor Temple, 316 Virginia St.
Tuesday, Sept. 8, 8 p.m.
- SAN RAFAEL**
Painters' Hall
Thursday, Sept. 10, 8 p.m.
- FORT BRAGG**
Eagles' Hall
Tuesday, Sept. 15, 8 p.m.
- PETALUMA**
Labor Temple, 225 Western Ave.
Wednesday, Sept. 2, 8 p.m.
- UKIAH**
I.O.O.F. Hall, State & Standley
Wednesday, Sept. 9, 8 p.m.
- SANTA ROSA**
Labor Temple, 636 Third St.
Wednesday, Sept. 16, 8 p.m.

Sacramento Division

- SACRAMENTO**
A. F. of L. Labor Center,
Stockton Blvd. & 2nd Ave.
Tuesday, Sept. 1, 8 p.m.
- DAVIS**
I.O.O.F. Hall, "G" Street
Friday, Sept. 4, 7:30 p.m.
- PLACERVILLE**
I.O.O.F. Hall
Wednesday, Sept. 9, 7:30 p.m.
- WOODLAND**
I.O.O.F. Hall
Thursday, Sept. 10, 8 p.m.
- VACAVILLE**
Youth Center, Merchant St.
Tuesday, Sept. 8, 7:30 p.m.

Other Units

- OUTSIDE LINE CONSTRUCTION**
1918 Grove Street, Oakland
Friday, Sept. 4, 8 p.m.
- SACTO MUNIC. UTILITY DIST.**
C.E.L.&T. Assn. Hall, 2nd Ave. & Stockton Blvd., Sacramento
Wednesday, Sept. 9, 8 p.m.
- SACTO CITY LINES**
C.E.L.&T. Assn. Hall, 2nd Ave. & Stockton Blvd., Sacramento
Monday, Sept. 14, 7:30 p.m.
- CITY OF LODI**
Veterans Hall, Lodi,
Thursday, Sept. 10, 8 p.m.
- OAKLAND, BERKELEY, ALAMEDA, KEY SYSTEM**
1918 Grove St., Oakland
Meet with Oakland Unit
Wednesday, Sept. 2, 8 p.m.
- MT. VIEW G. C.**
190 Sterling Rd., Mt. View
Wednesday, Sept. 19, 8 p.m.