

The UTILITY

Gas, Electric, Water, Clerical,
and Construction Workers



REPORTER

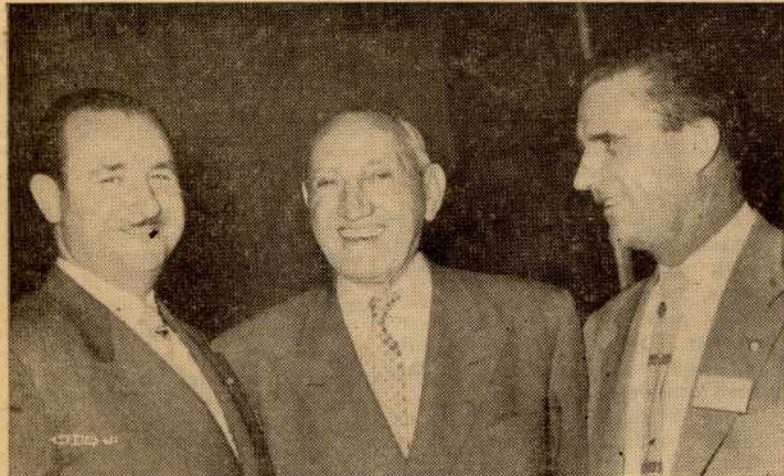
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OAKLAND, CALIFORNIA

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Talking things over at the recent 9th District Progress Meeting in San Francisco are, (L. to R.) Bus. Mgr. Ron Weakley, International Pres. Dan Tracy, and Asst. Bus. Mgr. L. L. Mitchell.

PROGRESS MEET SPARKS IBEW POLITICAL ACTION

Local Union 1245 delegates to the 9th District Annual Progress Meet of the IBEW reported the sessions were extremely interesting and informing. The meetings, held in San Francisco on October 22, 23 and 24, were attended by nearly two hundred delegates from IBEW local unions in California, Nevada, Oregon, Washington, Alaska and Hawaii.

W. W. Robbins, Director of Research for the International Union, reported on the big job facing all our unions on the political front. Robbins advised that full support of the AFL's Labor League for Political Education program is a necessity if we are to protect the economic and social gains of the past 20 years. (His report on the set-back in Prince Edward Island, Canada, is mentioned in the editorial in this issue.)

PRES. TRACY SPEAKS

Intl. President Dan Tracy delivered a rousing address on the present economic and political position of our great International Union. President Tracy predicts that few, if any, labor-supported amendments to the Taft-Hartley Act will

be adopted by the present congress. The newly appointed Secretary of Labor, Mr. James P. Mitchell, is strictly a management man, according to Tracy, and has been brought in by the present Administration to do a hatchet job. President Tracy reminded the delegates that requests made of the congress by Labor are made for ALL THE PEOPLE. Despite propaganda reports to the contrary, he stated, "we have not been selfish in our requests. We desire legislation which will prove of value to ALL the people of our great country."

T-H AMENDMENTS REPORTED

Matthew Tobriner, one of California's outstanding labor lawyers, (Continued on Page Three)

Grievance Men Studying Procedure at Seminars

How do you differentiate a legitimate grievance from a "bum beef"? Is it necessary to keep a written record of all evidence pertinent to a grievance?

These and numerous other questions relating to the overall activities of grievance committee members will be thoroughly explored at a series of meetings scheduled for November and December.

Day-long "grievance seminars" will be conducted by the union in the following cities: Oakland, Saturday, November 14; Coalinga, November 21; Sacramento, December 5, and Chico, December 12. Union Grievance committee members from divisions adjacent to the locations will meet to improve their working knowledge of grievance procedure through a series of "learn by doing" sessions.

The seminars have been scheduled at the request of many of our grievance committee members from all over the PG&E system, who are interested in the establishment of uniform, system-wide methods for the processing of grievances. The seminars, under the direction of Asst. Business Manager L. L. Mitchell and the Union's Research and Education Department, represent another important step in the direction of a well-rounded membership educational program.

The sessions will be attended by Business Manager Ron Weakley, who will report on the current policies and plans of our union. He will also speak on the subject "Costs of Arbitration and Benefits Derived Therefrom."

FIRST MEET A SUCCESS

The initial Seminar, held at the Union's Oakland headquarters on November 14th, was addressed by

Attorney Al Brundage, member of the firm of Tobriner and Lazarus. Mr. Brundage, who has an outstanding reputation as a Labor Lawyer, pointed out the important role played by the shop steward and grievance committeemen in the preparation of an arbitration case.

The types of arbitration cases,

the importance of the 5 man board and the manner of selection of the Impartial Chairman were thoroughly explained by Mr. Brundage. He pointed out that an arbiter's decision cannot change the language of any section of the union agreement. "It is the job of the arbiter to interpret a section of the agreement, not to try to re-write the clause for the parties," said Mr. Brundage. "When a decision is reached, it becomes final and binding on both parties," he stated. "In the event of a refusal to comply with the terms of an Arbiter's decision, either side can go to court (Continued on Page Three)



The camera catches Labor Lawyer AL BRUNDAGE chuckling over a question during his discussion with grievancemen at the Oakland Seminar.

New PG&E Contracts Are Now Available

The new PG&E agreement, incorporating all language changes agreed to at the recent negotiating sessions, is now available for all members. The attractively designed booklet also includes wage rates for every classification of the bargaining unit.

Distribution of the agreements will be under supervision of the business representatives. Grievance Committeemen, Policy Committeemen and Shop Stewards will be given a copy immediately for their use in processing grievances. Members may get a copy of the contract at their local unit meeting.

New members will receive a copy of the Union's Constitution and By-Laws and a copy of the contract at the time of their obligation at the unit meeting.

The 1954 Union Working Buttons will be ready for distribution immediately after the first of the year. Members are urged to secure a button—and to wear it at all times while they are on the job.

IBEW-Key System Talks Bog Down; Vote Strike Action

Tired of company stalls after months of negotiations, our members employed in the Electric Department of the Key System Transit Lines voted to take strike action if necessary, at a special meeting held on November 13th.

Negotiations with the transit lines had broken down when it became evident that the company had no intention of offering a written counter-proposal to the Union's request for wage increases. The Key agreement was opened by the Union during April of 1953 and expired on June 30.

Notification of a Dispute, as required by the Taft-Hartley Act, was filed with the California State Conciliation Service and the Federal Mediation Service on November 9. State Conciliator Thomas J. Nicolopoulos has been assigned the case and has arranged for a joint meeting with Union and Company committees to be held on November 19.

In the event the talks do not prove productive, a request for strike sanction will be filled with the Alameda County Central Labor Council in the near future.

(Continued on Page Two)

Union Executive Board OK's Loan to I.B.E.W. Pension Fund

The Executive Board of Local 1245 approved a loan of \$25,000 to the Pension Fund of the International Union at their meeting on November 7. The money, which is secured by a note from the Pension Fund, will be invested by the trustees of the fund. Two percent interest will be paid the local union semi-annually. The amount of the loan can be returned to Local 1245 on demand.

The Executive Board meeting, which was attended by all Board members, was chaired by President Frank Gilleran. Visitors present were Asst. Business Managers L. L. Mitchell and Mert Walters, Bus. Reps. Paul Yochem and Charles Massie and Research Director Geo. L. Rice. Brother Herbert C. Macy was installed as Board member for Outside Line and General Construction, to replace our late Bro. Alexander Purnal.

• Among actions taken in the busy, day-long session were the following: Approval of a \$25.00 contribution to the Northern California Electric Bureau for TV educational broadcasts on adequate wiring.

• Approval of a \$25.00 expenditure for an apprenticeship training program for our Reno, Nevada unit, to be held in conjunction with IBEW Local 401. Acceptance of the resignation of Sylvester Cruz as chairman of Local Unit 2411, San Francisco.

• Establishment of a Union Safety Committee, which will

meet quarterly. The committee, to be appointed by President Gilleran, will include representation from the Electric, Steam, Transportation and Gas Departments and one member-at-large to represent all other groups and classifications. Brother Marvin C. Brooks was appointed Temporary Chairman and Brothers Paul Yochem and Geo. L. Rice were assigned as Staff Representatives to work with the Committee.

The Board also approved the establishment of 3 Local Union Units (on an experimental basis) in the San Francisco Division to expedite the organization of the Division.

A number of Unit Recommendations were considered by the Board and the recommendations have been noted in the minutes of the meeting, which have been distributed to all Unit Recorders.

Every member is urged to attend the regular unit meeting for a complete report on the activities of the Local Union.

Area Meets Hear Business Manager

Business Manager Ron Weakley is now on a tour of units throughout the jurisdiction of Local 1245. Purpose of the tour is to give the membership firsthand reports on the policies and progress of the Local Union.

Bro. Weakley is attending Area Meetings in the San Joaquin Valley as we go to press. He will attend the Grievance Seminar at Coalinga, on November 21, then travel North to an Area Clerical Meeting to be held in Stockton on November 24.

Additional Area Meetings have been scheduled as follows:

San Luis Obispo, Nov. 30—For Santa Maria and Paso Robles members.

Modesto, Dec. 1—For Tracy and Oakdale members.

Angels Camp, Dec. 2 — For Sonora and Jackson members.

Merced, Dec. 3—For Los Banos members.

San Jose, Dec. 8—For Belmont and San Mateo members.

The Grievance Seminars scheduled for Sacramento on Dec. 5 and Chico on Dec. 12 will also be attended by Bus. Manager Weakley.

Asst. Bus. Manager Mitchell and Research Director Rice will also be present at a number of the Area Meetings. Additional meetings will be scheduled after the first of the year.

Members are urged to make every effort to attend the meeting in their area. Shop stewards and business representatives report that there is a good deal of interest being expressed in the reports being given by Bro. Weakley.



Developing evidence for presentation of a grievance at the Union's Seminar held in Oakland on November 14 are, (L. to R.) Stanley Dahlin, Fred Wolger, Ray Michael, and Jim Grass.



The UTILITY REPORTER

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GEORGE L. RICE Associate Editor

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What Price Political Inaction?

"The constant dropping of the water—wears away the stone". International Secretary J. Scott Milne so stated, in reporting on the success achieved by some of our local unions in their organizing campaigns. It might well be applied to the present political position of unions—with a reverse twist.

The gains made for workers by our trade union fighters are being nullified by the POLITICAL ACTIVITY of organized management groups. An official of a large employers' group, putting it bluntly, stated that they no longer try to fight it out with labor across the bargaining table—they give in to the union demands, then pass a law which takes away from them that which they have won in negotiations. He further stated that as well as having the votes to do this, their group has a legislative committee staffed with research experts to produce the arguments for the various office holders who present their bills in Congress. The union members of the group which heard this statement did not appear unduly disturbed. And therein lies the tragedy. The "drops of water" of anti-labor propaganda have done their work well. The stone is being worn away. Phrases such as "unions have no business in politics", and "union endorsements hurt a candidate" have been repeated so many thousands of times—they have come to be accepted as truth.

Our union brothers of Prince Edward Island, Canada, fell victims to this propaganda. Recently, the legislative body of the province, guided by anti-labor interests, pushed through a radical change in the voting law. Citizens are now permitted to vote ONLY IF THEY ARE PROPERTY OWNERS! One vote is permitted for each \$350 worth of owned property. This concept of property rights is not new—but we thought it had been driven from the entire American continent more than 150 years ago. Now—thanks to the lethargy of the working people—it's back again. Incidentally, the incumbent "wheel" owns 51 per cent of the island. How do you suppose future elections will go?

Here in California, our few friends in the legislature introduce bills each session which seek to increase the benefits under Workmen's Compensation, Disability Insurance and Unemployment Compensation. Our labor unions spend thousands of dollars each year in supporting these worthy measures. But—the bills are always defeated. Our pleas fall on the deaf ears of the anti-labor members of the legislature—who are in the majority. These assemblymen and senators listen only to the special interest groups who support their campaigns. They pay little attention to the citizens who voted them into office.

We are wasting our energies and our money in these futile attempts to influence legislators who have no concern for our point of view . . . or for the welfare of their constituents. This philosophy of political activity is a negative one—which has failed us. And we pay the price for our failures.

Improvements to our compensation laws, proposed at the last session of the legislature, would have granted 250 million dollars more per year in benefits to injured, sick and unemployed workers IF THE BILLS HAD BEEN PASSED. The people who are in the greatest need—our sick and disabled—were denied this assistance. One of these measures missed passage by ONE VOTE—it was beaten, 35 to 34. Perhaps if we supported and elected a candidate who reflected our views we might have seen this vote reversed.

From the National Congress come frequent reports of bills which would improve the Taft-Hartley Act. These amendments are hotly debated, well publicized—but they have thus far been rejected by the Congress. On the other hand, we read little in the public press of measures designed to strengthen the Act and impose additional restrictions on workers. Amendments which will outlaw all forms of union security, prohibit industry-wide collective bargaining and deny public utility workers the right to strike HAVE BEEN INTRODUCED. They are ardently supported by top management organizations—The National Assn. of Manufacturers, the U. S. Chamber of Commerce, the Aircraft Industries Institute, the American Newspaper Publishers Assn., and many more. We in California elect 32 Congressmen and 2 U. S. Senators—but we can count on only 9 Congressmen to oppose these vicious measures. Twenty-three Representatives and the two U. S. Senators have indicated they will vote in accordance with the desires of the top management associations.

There are nearly 1,700,000 union members in California. Almost half a million agricultural workers in our state are unorganized. Two million additional workers and small business men depend largely on the purchasing power of our unionized workers. A quarter of a million small farmers must sell their produce for the tables of working families. All told, these citizens, who have strong common bonds, have a potential of more than 8 million votes. Yet, there are just over 6 million Californians now registered to vote! These voters can depend on fewer than one-third of their elected officials to safeguard their economic interests and their political freedoms. Why should this be so?

It is so because we are lazy and indifferent. We have been lulled into a false sense of security by the phoney propagandists OUTSIDE OF LABOR who continually tell us how to run our unions. The great mass of workers AND SOME LOCAL UNION OFFICIALS have no real awareness of the political trickery which is used to destroy our economic strength.

We believe that the luxury of being politically inactive is one which we can no longer afford. "Letting George do it" hasn't produced results for us. We believe that every unit of the union MUST have a political arm, to serve a twofold purpose. First, EDUCATION—the "spreading of the word" about the record of candidates and the real intent of proposed legislation—which we DON'T get from most of our daily newspapers. Secondly, the organization of our members AND THEIR WIVES to do effective precinct work on behalf of candidates who represent our viewpoint. It costs no money to ring doorbells in your neighborhood and ask your friends and neighbors to give consideration to our candidates. It costs no money to get out the vote by a pleasant and courteous telephone reminder on election day. Yet, time and again, this kind of leg work—grass roots political ACTION—has overcome the effects of the huge sums expended on behalf of reactionary, special interest candidates.

We CAN do this job all over California—and in the rest of the nation. We MUST do it, if we wish to protect our country from the greed of the short-sighted few—and preserve our way of life for the coming generation—our children.

San Jose— This Month's Shop Steward from GS&C



Mr. and Mrs. JAMES GRASS

The Gas Supply and Control Department comes through with a fine shop steward this month. Brother James W. (Jim) Grass, of San Jose, California, is our man.

Serving the northern end of the GS&C as a shop steward is not an easy task, according to Bus. Rep. Gerry Moran. Brother Grass, however, has consistently done a fine job, attested to by numerous favorable reports.

The task of signing up new members for the Union and encouraging unit meeting attendance are well understood by Jim. He has also learned that a steward must be a man with many hats—at times a fighter, again a cool-headed negotiator and often a conciliator as well! In addition to performing these important functions, Bro. Grass serves as Grievance Committeeman for the Hollister-San Martin area.

Jim is no newcomer to Union activity. He worked for the Peoples Gas, Light and Coke Company of Chicago, Illinois, for 12 years and was one of the A. F. of L. organizers who established a Union on the properties of that company. He moved West and started working for the PG&E about three years ago.

As a fighter, Jim has considerable experience, too. As a Combat Infantryman with the 3rd Infantry Division, Brother Grass saw action in the North African, Sicilian, Italian, French and German campaigns in the ETO. During all this combat activity, he was wounded four times—and awarded a Purple Heart medal for each wound. He has also been decorated twice with the Bronze Star medal and was awarded a Silver Star for his outstanding bravery.

Jim resides in San Jose with Mrs. Grass, who encourages his Union activity, and their six months old daughter, Sharon Ann. Unit officers in the area served by Jim urge all the members to give their full support and understanding to Bro. Grass and the other fine shop stewards who serve our Union so loyally and unselfishly.

The UTILITY REPORTER is happy to salute Brother Jim Grass as our Shop Steward of the Month.

Salinas— Members Are Fired For 'Insubordination'

Three members of Local 1245 were discharged by the PG&E without notice or warning late last month at the Moss Landing Steam Plant. The discharges were based on charges of "insubordination".

This appears to be a new departure from the long established Company practice with respect to this type of dismissal. Following investigation of the incident, the Union filed a grievance which will be processed to the top level, if necessary. The Union has assured the discharged members that they will have our full support in this matter.

The men expressed their gratification to Business Manager Weakley for the immediate service they had received from all levels in response to their request for grievance assistance.



Los Banos— Clerks All Union

Proof that Clerical workers CAN be organized was forthcoming from the Los Banos Area this month. All clerical employees in the area are now members of Local 1245 of the IBEW!

Physical members, at their October unit meeting, offered to help Bus. Rep. Ed White contact the clerks and invite them to join the union. Just one week after the personal contact visits started, every clerical worker had joined the union!

Brothers Glenn Dale, Unit Chairman and Domenic Marvulli, Recorder, are entitled to much of the credit for this fine job of organizing, according to Representative White. These fine brothers undertook to do the job—and they didn't let up until their efforts were 100 per cent successful.

Our members in Los-Banos are certain that the success of their work can be repeated in all other areas. They urge the members in every unit on the system to get started NOW on clerical organizing—and to stay with it until they have completed the job.

The UTILITY REPORTER extends hearty congratulations to Brothers Dale and Marvulli and the members of their unit who supported their organizing drive. This kind of enthusiasm for the progress of our union, backed up by home interviews with non-union workers, will do the job everywhere!

European Writers Visit 'The Reporter'

The union headquarters was honored this month by a visit from two outstanding European journalists touring the U.S. under auspices of the U. S. Department of State.

Our visitors were Bruno Pieroni, the economic writer for "Il Globo," a paper similar to the "Wall Street Journal," published in Rome, Italy, and Siegmund Georg Alf, Labor writer for the Schwarzwaelder Bok, published at Unsternberg, in the Black Forest area of Western Germany.

Our visitors were interested in the UTILITY REPORTER and its aims and purposes. They were furnished copies of all issues published to date, and requested that future issues be mailed them in care of their home newspapers. Copies of our current agreements with PG&E, Sierra Pacific Power and the transit lines were also furnished them.

Outstanding foreign journalists are brought here by the State Department under the Liaison Specialists Program. If all journalists visiting our country are as alert, friendly and interested in healthy international relations as Alf and Pieroni, we think the program is an excellent one!

Key Strike Vote

(Continued from Page One)

SMUD TALKS END
Negotiations with the Sacramento Municipal Utility District were concluded early this month. The Union's negotiating committee, unable to bargain effectively with representatives of the political subdivision, withdrew their demands for the present. Our members employed by S.M.U.D. are determined to take an active part in the next election of members to the Board of Directors of the utility district. As a result of this set-back, they are planning now for year-round political activity to protect their rights to bargain on a fair and equitable basis. SCL CONTRACT OK'ED.

Our Sacramento City Lines agreement was settled for a two year term early this month. Wage increases negotiated include 5 cents per hour retroactive to Sept. 15, 1953, 5 cents effective March 15, 1954 and 3 cents effective Sept. 15, 1954. The vacation clause was amended to provide for 3 weeks paid vacation after 15 years service.

LODI TALKS STILL ON

Bus. Rep. Al Hansen reports that still another submission has been made by the Union's committee to

The Mail Bag

The Editor, UTILITY REPORTER
Dear Sir and Brother:

The average working man has 45 years, or about 90,000 working hours between high school graduation and retirement; 90,000 hours in which to make all the money he'll ever make. Steal his time, subject him to adverse working conditions that reduce his ability to complete those hours, or pay him less than his time is worth, and you have robbed him of a part of his lifetime wage expectancy.

It was to prevent the plundering of the working man's wage expectancy that labor unions were formed. How effective they have been in increasing the life expectancy of the working man is indicated by the actuarial records of insurance companies. An increase in the length of working men's lives from somewhere in the neighborhood of 50 years to today's expectancy of approximately 67 years, was accomplished in less than three generations—a 50 per cent gain in the number of productive years in a man's life. The labor movement cannot take credit for all of that increase, for much of it has been due to the progress of science and medicines; however, it is significant to note that during those years when the labor movement made its greatest strides in improvement of working conditions, life expectancy made its greatest increases.

Labor unions are not parasitic organizations risen over the working people, as some industrialists would have you believe—they are organizations formed of the working people for self-protection against the plundering tactics of unscrupulous industrial management. The protection against being plundered can be measured in direct proportion to the strength of the union—the union's strength measured in proportion to the depth of its organization and the willingness of its members to actively participate in union affairs.

Your union is the means by which you do business with management. Refuse to join it, or fail to attend its meetings and participate in its business, and you neglect your own business. Continue to neglect it and you so weaken your position that you lose your power to "do business" with management.

The recent vote for ratification of proposed wage and contract changes in our union contract is an excellent example of the manner in which working people can neglect and weaken their own bargaining position. The total vote cast was a horrible disappointment when you look at the number who took the trouble to attend their unit meetings and vote on the conditions that will materially affect their wage expectancy in the years ahead.

Will this kind of participation convince management that the union's negotiating committees have the backing they need to enforce their demands for better wages and working conditions?

Every day that passes reduces the number of hours that are left you in which you can earn wages—every improved working condition and every penny of wage increases that you fail to gain in negotiations, reduces your lifetime wage expectancy.

Can you afford to neglect your own business by failing to take part in your union's business?

With a strong union, you and management can "do business."

With a weak union, management can "give you the business."

Union business is your business!

ROY D. MURRAY,
Paradise, Calif.

(Ed. Note: Bro. Murray served as chairman of our 1953-54 Contract Negotiating Committee. His views call for our sober reflection.)

the City of Lodi. The latest proposal, contains requests for wage adjustments which the city manager has agreed to recommend favorably to the city council.

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

'Round and About

The labor-sponsored Polio Wing to the Mercy Hospital in Sacramento is getting close to reality! More than 42 thousand dollars has already been collected and the remaining 17 thousand is being gathered in now. Brother Ken Barnes, SMUD Lineman and Local 1245 Labor Council Delegate, is making the collection from among our members. Good work, Ken! This kind of public relations activity really proves that labor is the heart of any community.

Brother Luther R. Hiron of Shell Beach, Calif., died early this month in a San Luis Obispo hospital. He worked at the Edna substation as an operator, and had previously been a PG&E employee in Bakersfield, Taft and Fresno. Our deepest sympathy is extended to Mrs. Hazel Hiron and to the three sons and two daughters of our late Brother Hiron.

East Bay Division has a new Grievance Committeeman. He is Brother Stanley Dahlin, who has been active with organized labor on PG&E properties since 1939. Bro. Dahlin lives in Concord with his wife and four children, where he is an active member and political worker. He is a Line Department Truck Driver with 18 years service with the Company.

NEW HYDRO STEWARDS

Brother Loa Ray Gregory, long-time Hydro Department shop steward for G. C., will be glad to know that he finally has some help! Several additional shop stewards have been appointed in the Hydro Dept. and new applications for membership are coming in to the union office. The staff of Local 1245 are grateful to Bro. Gregory for the fine work he has performed for several years, often in the face of great odds.

OAKLAND UNIT WILL ELECT

Oakland PG&E members met at Union headquarters on Nov. 4 to establish a new unit, separate from members employed by Key System and Cities of Oakland, Berkeley and Alameda. The meeting, which was very well attended, will be held on the second Tuesday of each month. Unit officers will be elected at the December 8th meeting, according to Bus. Rep. Del Petty. The Key System and three cities members will continue to meet on the first Wednesday of each month.

San Joaquin Division reports indicate that the United Fund Drive is being well received this year. Kern District Manager Geo. Footman says that cooperation between Local 1245 and the PG&E locally is resulting in excellent progress in all departments. The Bakersfield CALIFORNIAN carried a picture of Linemen Frank Loustalot and Al Pollard, hooks dug into a pole just below the cross-arms, signing a PRD slip for their contribution. Union-Company cooperation in this drive to assist our community welfare services is a healthy sign.

CREW HOMESICK!

Bus. Rep. Charlie Massie reports that a line crew from Coalinga which had been required to work temporarily in the Santa Maria District for a few weeks got homesick! Seems the Company had told the crew they could work six days a week on this assignment PROVIDED they remained at temporary headquarters on their day off instead of coming home. After a couple of weeks of this, the crew went home anyway on their day off in their own cars and on their own time. Since this constitutes a violation of the union agreement, the Company was contacted and agreed to pay each crew member the cost of round trip by public carrier and one hour overtime each way, which conforms to the agreement. No formal grievance was filed.

The San Francisco Gas Department members held a special meeting on Nov. 4, to hear a talk by Asst. Bus. Manager Mert Walters and talk over the establishment of an additional unit meeting. Bro. Frank Quadros, member of the Negotiating Committee from the S.F. Division, was presented with a gold IBEW lapel pin by the

Union. He accepted the gift with humility, amid the rousing applause of his members, who were aware of his hard work on the committee.

DE SABLE PARTY

Our De Sabla Division brothers held their Halloween Dinner-Dance at the Orland Grange Hall on October 30, and reported a fine turnout. The party was thoroughly enjoyed by all those who attended.

The Oct. 28th Chico unit meeting reports a delay in getting the meeting closed. Seems that names of several brothers were drawn for the cash prize—and they weren't in attendance! Don't forget, men, you have to be present to win. Hope more of you will turn out for the meeting on Nov. 25th.

HELP OTHER UNIONS

Our Redding unit reports that, although our own PG&E contract problems are settled for another year, they are willing to help other A. F. of L. unions who are in trouble. The November meeting was attended by speakers from the Lumber and Sawmill Workers Union and the Bartenders and Culinary Workers Union who reported on their current contract difficulties. A good understanding between unions can be developed through such exchanges of information—we recommend that other units follow suit.

Red Bluff was the place, Halloween was the night—and the Shasta Division Clerical workers held a fine party. But—there was a shortage of men. No one should be "spooked" by the fine looking gals in that area. So, men—you missed a wonderful steak dinner! Bet it won't happen again.

SEND IN NEWS!

Your 'Round and About reporter says, "Get those unit reports in, guys and gals. Members tell us this is the best-read column of the paper—so—we'd like to know what happens to YOU, too."

G. C. Grievances Heard By Arbitration Board

Three General Construction grievances involving the expense provisions of the Agreement have been submitted to a Board of Arbitration in two separate cases.

The Board consists of Impartial Chairman Sam Kagel, a prominent California Arbitrator, Company members R. J. Tilson and Myron A. Kirsch, and Union members Mert A. Walters and Lee R. Andrews. The Company's case is being presented by Mr. V. J. Thompson of the PG&E Personnel Department, while the Union's arguments are presented by Attorney Al Brundage, assisted by Bus. Mgr. Weakley.

The first case was heard on November 3rd in San Francisco. The grievance involved Section 301.1 of the agreement—the specific issue being the rights of a man to expenses when he is laid off, then re-hired immediately for service at another job location.

The second arbitration involves two grievances filed to clarify the rights of a worker to expenses upon a change of headquarters. The case was presented on November 13.

Written briefs must be submitted by both the Union and Company advocates within 10 days of receipt of the transcript of the oral arguments. When the briefs have been filed, the Arbitrator, Mr. Kagel, will carefully consider all evidence and after meeting with the other members of the Board a decision will be rendered.

It is expected that the decision of the full Board of Arbitration will be forthcoming at an early date.

Show your dues are paid
Wear your union button.

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

To be democratic, a union needs an active, interested membership.

Hear Frank Edwards!

Progress Meet

(Continued from Page One)

spoke to the group about the amendments to the Taft-Hartley Act which are requested by the American Federation of Labor. The amendments, which Mr. Tobriner called a "minimum platform," would eliminate several inequities presently in the act and would follow the suggestions contained in reports of House and Senate Labor Committees during their recent hearings. Among the proposed changes are: Clarification of the definition of "Supervisory employees." Expedite functions under the Act to eliminate long drawn-out proceedings. Permit unions to expel members and remove them from their employment for causes other than non-payment of dues—such as "for sympathy with Communist party objectives," and "guilty of disclosures of a confidential nature on union business." Elimination of de-authorization elections during the term of a union shop agreement. Retention of status as employees for workers who go on strike without giving the required 60-day notification. Elimination of the mandatory requirement for the U.S. Attorney General to seek an injunction from a Federal District Court whenever an EMPLOYER CLAIMS a secondary boycott exists. (The proposal would grant the Attorney General the right to investigate the employer's claim and then seek an injunction only if he is "reasonably certain that a secondary boycott does, in fact, exist.") Elimination of present Federal-state jurisdictional squabbles by providing that the Federal Labor Law is paramount.

The delegates were very attentive during Mr. Tobriner's excellent speech—but their disappointment was evident when subsequent reports indicated that few, if any, of these desirable amendments have any real chance for passage by the present congress.

MILNE REPORT ON EWBA

International Secretary J. Scott Milne gave one of the most interesting and informative addresses of the session. In speaking of the tremendous gains made by IBEW unions in their organizational campaigns, Milne reported that in 1929 the only utility companies organized on the Pacific Coast were Portland General Electric and Northwestern Electric Company. The Portland General Electric Company has had a Union Shop agreement since 1917, he reported, and the relationship between this company and the union has always been excellent.

Secretary Milne spoke at some length on the Union's pension plan, administered by the Electrical Workers' Benefit Association. When the plan was adopted in 1927, only 37 cents per member per month was required to provide a \$40.00 monthly pension at age 65. As costs of maintaining the benefit have gone up the contribution per man to the fund has been increased. The principal factor in increasing costs, according to Milne, is the greater longevity of our retired brothers. In 1927, a 65 year old man had a life expectancy of only 6½ years, but today he can look to 13½ years of retired life. Today, more people are receiving the pension than ever before, and those who retire are drawing the pension more than twice as long as those who retired 25 years ago.

Milne advised that we actually require \$4.52 per man per month income to support the Fund. We presently have 5094 retired members on pension, and expect to have 14,034 in another 7 years. The Fund now collects a half million dollars per month from the membership and an additional quarter of a million from the Contractors' 1 per cent contribution. The contribution per man per month now comes to \$3.90—as opposed to the required \$4.32.

L.U. LOANS REQUESTED

Rather than request the members to increase their monthly contribution, Milne urged all local unions to loan their surplus funds to the Pension Fund of the International Union. Ten million dollars of such loans, he reported, could be properly invested to return an interest rate of 2 per cent to increase the Fund, and an additional



Grievance Seminar students Frank McVeigh, Don Hardie, Mark Cook, and John Lappin prepare a grievance for submission to the Review Committee, during the day-long Oakland session.

GRIEVANCE SEMINARS

(Continued from Page One)

to enforce the decision," he added.

INVESTIGATION A "MUST"

Mr. Brundage advised the class that a Board of Arbitration needs a full report of the investigation of a case, all available evidence, complete information concerning the "past practice" of the parties, all pertinent documents and names of witnesses who may be called to testify in a case. In addition, every case should contain information about WHERE the incident happened, TO WHOM, and WHEN. This kind of case preparation, according to Mr. Brundage, will be invaluable to the Board of Arbitration in arriving at an equitable decision.

WIDE ATTENDANCE

Grievance Committeemen from East Bay, San Francisco, San Jose,

2 per cent to the local union making the loan. The loans are guaranteed and the money can be returned to the local unions on short notice. (Please read the summary of Executive Board Actions for the Local 1245 reply to this request.)

An additional benefit derived from such a meeting is, of course, the exchanges of information by delegates during the meal periods and evening "bull sessions." Local 1245 delegates discussed the problems confronting our union with delegates from all over the 9th District—and received many valuable suggestions. While our union is ahead of most of the utility locals of the district in many ways, we are in the rear ranks with respect to the percentage of our bargaining units which are presently organized into the local union. Several unions reported that 95 to 100 per cent of their jurisdictions were fully organized.

President Frank Gilleran and Bus. Mgr. Ron Weakley were the official delegates from our union. However, all members of the staff attended the sessions on Friday and Saturday to exchange views with delegates from other parts of the district. Staff representatives in

Gen. Constr. and Gas Supply and Control divisions attended the Seminar. The results of a questionnaire filled out by all those in attendance indicated they thought the Seminar was "very good."

Among those who attended the Oakland Seminar were: Donald Hardie, Frank McVeigh, Frank Goss, Frank Quadros, John Lappin, James Grass, Ray Michael, Mark Cook, John Michaels, Wm. H. Digges, Fred Wolger and Stanley Dahlin.

Clerical Rep. Is Ill

Brother Elmer Bushby, our Clerical Representative for the entire PG&E system, is confined to his home due to illness. It is hoped that Elmer will be back in harness shortly.

Clerical meetings are being attended, where possible, by other Union representatives during Brother Bushby's illness.

Letters and cards of encouragement may be sent Bushby care of the Local Union office.

attendance were: Asst. Bus. Managers L. L. Mitchell and Mert A. Walters, Representatives Lee Andrews, Harry Bollin, Elmer Bushby, Jim Gibbs, Al Hansen, Gene Hastings, Al Kaznowski, Charlie Massie, Gerry Moran, Del Petty, Ed White and Paul Yochem. Research Director George L. Rice covered the sessions for the UTILITY REPORTER.

Our delegates and representatives returned from the meeting determined to do their utmost to report "100 per cent organized into the Union" at the 1954 Progress meeting. With the help of our hard working shop stewards and active union members all over the PG&E system, this goal is attainable. We need only to work hard and persistently to sign up those workers who have not yet joined the union!

A Picnic in Lassen Park



Enjoying the scenic beauty of Lassen Park one sunny day recently were a number of our General Construction members and their families.

Pictured here are Mr. and Mrs. J. W. Noland, Mr. and Mrs. James Mazzie and their youngster, the K. H. Gores, the Roy Roberts, the Bill Reynolds, the Ernie Steinmans

and their two children and Brother Kirk Vernon, the shop steward for the crew. Bro. J. V. Agers is not in the picture—after all, someone had to operate the camera!

This crew, which works out of the Redding area, reported a most successful picnic. Families had a fine opportunity to become acquainted and the day's fun was enjoyed by all.

YOUR Business Manager's REPORT

By RONALD T. WEAKLEY



Recently, more than a score of representatives from IBEW local unions on the Pacific Coast met to discuss some of the common problems of utility workers in their jurisdictions. The group found that problems are many—and most of them are common.

EMPLOYERS EXCHANGE INFO

It was noted during the meeting that the various employers involved have improved their positions with respect to collective bargaining through closer inter-company consultation and programs. Matters such as safety rules, approaches to basic grievance problems, wage patterns and management attitudes toward personnel problems are apparently reaching the common program stage, at least in part of the Coastal area.

Gas and Electric management in this industry, particularly in the privately owned companies, has more in common than many other industries and must, of necessity, have many common policies. Public regulation, both federal and state, requires a considerable degree of uniformity. Therefore, considerable inter-company consultation is both a necessity and a fact.

Employees of utilities have many things in common. Their work, the type of public service required, the inherent job dangers in the Gas

and Electric Utility business, as well as their working conditions and fringe benefits, are relatively similar. There are, of course, exceptions depending upon the type of service rendered. Economic needs and the desire for advancement and security are universally common among them.

No private or publicly owned utility can isolate itself without suffering certain disadvantages. Neither can a local union which deals with such employees.

A utility local union and a util-

ity company are both subject to many outside factors and pressures stemming from economic conditions, laws and participation in certain industry-wide policies and practices. The objectives of both are of basic importance.

UNIONS AND STABILITY

Some twenty-odd years ago, combines, holding companies and stock manipulators nearly wrecked the utility business. The Insulls, Whitneys and others are now gone from the scene. If some utility managements do not again get greedy and arrogant, as once happened, the outlook for continued and improved prosperity is good for the business which employs our members.

Significantly, organization of labor unions in our industry was comparatively small at the time of the near wreckage of the industry. Self organization of utility workers into bona fide unions has increased to the point where most of the industry is organized and, as a result, the general standard of living and well being has materially increased for those workers. We believe it has been beneficial to the industry and to our country.

We do not look upon inter-company consultation and development of common policies, programs and objectives among utility employers

as a bad thing. Much good can come from it if directed toward mutual benefits affecting workers and the public, along with the industry.

UNION COOPERATION

We are developing much the same idea in our union on this coast and we hope it will be beneficial to our members as well as the public and the industry as a whole. You will hear more about the activities of our sister locals in this area as a result of closer cooperation and consultation between representatives of all the locals involved.

Our I.B.E.W., by far the dominant leader in utility organization, has, at the International Union level, expressed interest and has offered assistance in our efforts to improve our communication with each other. This should help to raise the standards of our members on this coast and in the nation.

Perhaps the utility companies and our local unions will both obtain benefits from such activities. At any rate, we will both know more of what we are talking about when we sit down with each other at the bargaining table. You may rest assured that your Union sees beyond the strict confines of its jurisdictional lines when seeking to either defend or advance the interests of its members.

Speed is called outstanding factor in highway fatalities.

Calif. Labor Press Editors to Meet

We hope the December issue of the UTILITY REPORTER will be a big improvement over previous issues. Your Editor, Ron Weakley, Associate Editor George L. Rice and Asst. Bus. Manager L. L. Mitchell are going to be week-end students on November 28-29 to learn how to put out a better paper.

The annual A. F. of L. Labor Press Institute is being conducted at Santa Barbara during that week-end. Labor writers from all over California will gather to listen to top-flight editors and writers who publish highly successful labor papers. Labor papers published by our California unions will be analyzed and given constructive group criticism — all with a view of putting more lively and readable publications into your homes.

The institute is being conducted under sponsorship of the California State Federation of Labor. Reservations from about two hundred labor editors and writers have been received thus far.



SIGN UP THOSE NON-MEMBERS
HELP BUILD YOUR UNION

LOCAL 1245 UNIT MEETING SCHEDULE

December 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, Dec. 8, 7:30 p.m.

SELMA
L. F. T. Hall, 812 E. Front St.
Wednesday, Dec. 23, 7:30 p.m.

DINUBA
American Legion Hall
Thursday, Dec. 10, 7:30 p.m.

COALINGA
Fire Station
Tuesday, Dec. 15, 7:30 p.m.

BAKERSFIELD
Carpenters Hall, 911 - 20th St.
Thursday, Dec. 17, 7:30 p.m.

WISHON
Community Hall
Wednesday, Dec. 9, 7:30 p.m.

TAFT
Power Club
Wednesday, Dec. 16, 7:30 p.m.

CORCORAN
Community Hall
Tuesday, Dec. 22, 7:30 p.m.

MADERA
Italian-American Hall
Thursday, Dec. 14, 7:30 p.m.

SANTA MARIA
O. E. S. Hall
Wednesday, Dec. 30, 7:30 p.m.

PASO ROBLES
Hot Springs Hotel
Monday, Dec. 28, 7:30 p.m.

SAN LUIS OBISPO
Labor Temple
Tuesday, Dec. 29, 7:30 p.m.

WASCO
American Legion Hall
Thursday, Dec. 18, 7:30 p.m.

FRESNO CLERICAL
Hotel Californian, Van Ness & Kern Sts.
Wednesday, Dec. 16, 7:30 p.m.

BAKERSFIELD CLERICAL
Hotel Padre, Bakersfield
Thursday, Dec. 17, 7:30 p.m.

SELMA-DINUBA CLERICAL
McDonald's Cafe, Selma
Tuesday, Dec. 15, 7:30 p.m.

MERCED
Thursday, Dec. 3, 8 p.m. (joint meeting at Los Banos Fire Hall.)

LOS BANOS
Fire Hall, 520 J St.
Thursday, Dec. 3, 8 p.m. Joint meeting with Merced.

Stockton Division

LODI
Veterans Hall, 23 1/2 W. Pine St.
Regular meeting will fall on Dec. 24—no meeting yet scheduled for December.

OAKDALE
V. F. W. Hall, 4th Street
Thursday, Dec. 10, 10 p.m.

MODESTO
Burbank - Paradise Hall, Vernon & Beverly
Tuesday, Dec. 8, 8 p.m.

JACKSON
Native Sons Hall, 20 Court St.
Tuesday, Dec. 15, 8 p.m.

STOCKTON
Labor Temple, 805 E. Weber
Thursday, Dec. 17, 8 p.m.

SONORA
Patton Building
Wednesday, Dec. 2, 8 p.m.

TRACY
Bo's Cafe, 207 W. 11th St.
Wednesday, Dec. 9, 8 p.m.

STOCKTON CLERICAL
Clark Hotel
Wednesday, Dec. 23, 8 p.m.

Coast Valleys Division

SALINAS
American Legion Hall, Municipal Airport
Wednesday, Dec. 2, 8 p.m.

MONTEREY
Carpenters Hall, 778 Hawthorne
Thursday, Dec. 3, 7:30 p.m.

WATSONVILLE
Roma Hotel, Main & First Sts.
Monday, Dec. 21, 8 p.m.

KING CITY
Grange Hall, Oak & 101 Hwy, Greenfield
Tuesday, Dec. 22, 7:30 p.m.

Gas Supply and Control

HINKLEY-BARSTOW
Desert Inn (Linwood), Hwy 66 5 miles west of Barstow
Tuesday, Dec. 29, 8 p.m.

KETTLEMAN
Veterans Memorial Hall
Wednesday, Dec. 30, 8 p.m.

HOLLISTER - SAN MARTIN
Friendly Inn, San Martin
Tuesday, Dec. 1, 7 p.m.

TOPOCK-NEEDLES (bi-monthly)
V. F. W. Hall
Monday, Dec. 28.

San Jose Division

SAN JOSE
Labor Temple, Room 107, 45 N. Santa Teresa St.
Tuesday, Dec. 8, 8 p.m.

BELMONT
Community Hall, 5th Ave.
Monday, Dec. 7, 8 p.m.

BELMONT CLERICAL
Community Hall
Thursday, Dec. 10, 8 p.m.

MOUNTAIN VIEW
190 Sterling Road
Thursday, Dec. 17, 8 p.m.

East Bay Division

HAYWARD
Labor Temple, 529 Soto St.
Thursday, Dec. 17, 8 p.m.

OAKLAND—PG&E
Porter Hall, 1918 Grove St.
Tuesday, Dec. 8, 8 p.m.

OAKLAND—KEY & CITIES
Porter Hall, 1918 Grove St.
Wednesday, Dec. 2, 8 p.m.

RICHMOND
257 - 5th St., Hall No. 1
Thursday, Dec. 12, 8 p.m.

CONCORD
Farm Bureau Hall, Farm Bureau & Walnut Ave.
Monday, Dec. 7, 8 p.m.

MARTINEZ
I. O. F. Hall, 829 Ferry St.
Monday, Dec. 14, 7:45 p.m.

OAKLAND CLERICAL
Union Office, 1918 Grove St.
Tuesday, Dec. 29, 5 p.m.

HAYWARD CLERICAL
Labor Temple, 529 Soto St.
Thursday, Dec. 17, 8 p.m.

CENTRAL SUPPLY CLERICAL
Union Office, 1918 Grove St.
Tuesday, Dec. 1, 7:30 p.m.

San Francisco Division

SAN FRANCISCO
Three separate units being formed. Membership will be notified of meeting dates.

SOUTH SAN FRANCISCO
Butchers Hall, 220 Cypress St.
Tuesday, Dec. 15, 8 p.m.

SAN FRANCISCO CLERICAL
Retail Clerks Hall, 149 Powell St.
Wednesday, Dec. 9, 5:30 p.m.

North Bay Division

NAPA
Labor Temple, 1606 Main St.
Tuesday, Dec. 1, 7:30 p.m.

VALLEJO
Labor Temple, 316 Virginia St.
Tuesday, Dec. 8, 8 p.m.

SAN RAFAEL
Painters' Hall
Thursday, Dec. 10, 8 p.m.

FORT BRAGG
Eagles' Hall
Tuesday, Dec. 15, 8 p.m.

PETALUMA
Labor Temple, 225 Western Ave.
Wednesday, Dec. 2, 8 p.m.

UKIAH
I.O.O.F. Hall, State & Standley
Wednesday, Dec. 9, 8 p.m.

SANTA ROSA
Labor Temple, 636 Third St.
Wednesday, Dec. 16, 8 p.m.

Humboldt Division

WEOTT
GARBERVILLE
Line Quarters School House
Tuesday, Dec. 22, 7:30 p.m.

EUREKA
Labor Temple, 9th & "E" Sts.
Wednesday, Dec. 23, 7:30 p.m.

EUREKA CLERICAL
Labor Temple, 9th & "E" Sts.
Thursday, Dec. 17, 7:30 p.m.

Drum Division

ALTA
Fire House
Friday, Dec. 14, 8 p.m.

GRASS VALLEY
Labor Temple, 110 1/2 E. Main St.
Thursday, Dec. 17, 8 p.m.

AUBURN
Eagles' Hall
Friday, Dec. 18, 8 p.m.

AUBURN CLERICAL
Eagles Hall
Friday, Dec. 18, 5 p.m.

Sierra Pacific Power

RENO
AFL Labor Temple
Tuesday, Dec. 23, 7:30 p.m.

Sacramento Division

SACRAMENTO
A. F. of L. Labor Center, Stockton Blvd. & 2nd Ave.
Tuesday, Dec. 1, 8 p.m.

DAVIS
I.O.O.F. Hall, "G" Street
Friday, Dec. 4, 7:30 p.m.

PLACERVILLE
I.O.O.F. Hall
Wednesday, Dec. 9, 7:30 p.m.

WOODLAND
I.O.O.F. Hall
Thursday, Dec. 10, 8 p.m.

VACAVILLE
Youth Center, Merchant St.
Tuesday, Dec. 8, 8 p.m.

Colgate Division

COLUSA
Hotel Espanol, Market Street
Thursday, Dec. 3, 8 p.m.

MARYSVILLE
V.F.W. Hall, 9th and "E" Sts.
Wednesday, Dec. 2, 8 p.m.

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

OROVILLE
Carpenters' Hall, Mitchell Ave., East of Myers
Thursday, Dec. 3, 7:30 p.m.

MANTON (bi-monthly)
No meeting this month.

Shasta Division

RED BLUFF
Banquet Hall, Blue Ribbon Cafe
Friday, Dec. 4, 7:30 p.m.

REDDING
A. F. of L. Hall, Shasta and California Streets
Wednesday, Dec. 9, 7:30 p.m.

FALL RIVER MILLS
Recreation Hall, Pit No. 1
Thursday, Dec. 8, 7:30 p.m.

WEAVERVILLE (bi-monthly)
No meeting this month.

De Sabla Division

PARADISE
Eagles' Hall
Thursday, Dec. 24, 7:30 p.m.

WILLOWS
Fire Hall
Friday, Dec. 25—no meeting because of holiday.

QUINCY-ALMANOR
Club Room
Wednesday, Dec. 16, 8 p.m. Almanor alternate.

CARIBOU
Club House
Thursday, Dec. 17, 8:30 p.m.

CHICO
Veterans' Memorial Bldg.
Wednesday, Dec. 23, 7:30 p.m.

LAS PLUMAS (bi-monthly)
Tuesday, Dec. 1.

STORRIE
Club House
Tuesday, Dec. 15, 8:30 p.m.

Other Units

SACTO MUNIC. UTILITY DIST.
C.E.L.&T. Assn. Hall, 2nd Ave. & Stockton Blvd., Sacramento
Wednesday, Dec. 9, 8 p.m.

SACTO CITY LINES
C.E.L.&T. Assn. Hall, 2nd Ave. & Stockton Blvd., Sacramento
Monday, Dec. 14, 7:30 p.m.

CITY OF LODI
Veterans Hall, Lodi,
Thursday, Dec. 10, 8 p.m.

OAKLAND, BERKELEY, ALAMEDA, KEY SYSTEM
1918 Grove St., Oakland
Wednesday, Dec. 2, 8 p.m.

OUTSIDE LINE CONSTRUCTION
1918 Grove Street, Oakland
Friday, Dec. 6, 8 p.m.