



The UTILITY REPORTER

Gas, Electric, Water, Clerical,
and Construction Workers



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

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DECEMBER 21, 1953



GRIEVANCE SEMINAR "students" at Coalinga session are, left to right, bottom row: Alfred Schneider, Russell Stone, George McKee, William Marbak, Milton Shaw, and Robert Staab. Top row, l to r, Walter Kaufman, Charles Massie, Scott Wadsworth, Gerald Moran, Leonard Gehringer, Edward Sunkler, and Leland Thomas.

GRIEVANCE SEMINARS A SUCCESS

With the holding of the Grievance Seminar at Chico on Saturday, December 12th, the Union's first major educational program came to a close. Grievance Committee from all parts of the PG&E system attended day-long Saturday sessions during the past few weeks. Seminars were held in Oakland, Coalinga, Sacramento and Chico. An additional session will be conducted for Grievancemen in the Humboldt Division shortly after the first of the year.

The response to the seminars far exceeded the expectations of Asst. Bus. Manager L. L. Mitchell, who planned the series. Members traveled distances up to 400 miles round trip in order to attend, and were lively and interested participants during the lengthy sessions. "Mitch's" greatest problem in fact, was to get the men to leave at 5:30 or 6:00 p.m., when the sessions were concluded. Many would have preferred to remain for an evening session in order to soak up more information on the system-wide grievance procedure!

Plans are now being worked out to start a new series of educational meetings shortly after the first of

the new year. It is hoped that a series of sessions can be held in locations which will be readily available to shop stewards and active members in any part of the system.

Special thanks are due Business Manager Ron Weakley, who made it a point to attend every session. Bro. Weakley reported to the "students" on the benefits to be derived from successful arbitration and also commented on the problems which presently face the union. His talks were very well received by all the members at the seminars.

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Late Change in PG&E Pension

Some members have contacted the union office to protest the elimination of one of the options which was to have been available when the revised PG&E Pension Plan became effective.

When the pension negotiations were underway, late last summer, Company spokesmen reported that each employee would have three options when the revision was effective. 1. An employee could resign in the revised plan and base his retirement income on all contributions paid in the past and present plans. 2. He could choose not to re-sign into the new plan and "freeze" the total of his and the Company contributions for retirement income upon normal retirement. 3. He could "draw down" his own contributions to the old plan and drop out of the pension plan.

Company officials stated that these options were approved by the insurance companies which administer the plan. Upon re-examination, however, the insurance companies notified the PG&E that option number 3, listed above, was not feasible and would not be permitted.

Spokesmen for the Company notified the Union representatives of this reversal just prior to commencement of the sign-up for the revised pension plan. "We are just

as embarrassed about this as you are," said one Company official. "We acted in good faith in reporting this option to the Union's negotiating committee last summer. The information given us by the insurance carriers proved to be erroneous. The option to 'draw down' prior contributions cannot be exercised by anyone."

PG&E spokesmen agreed that the Company should accept full responsibility for this last-minute change in the pension agreement. To the best of our knowledge, they are accepting responsibility for this change in the discussions which precede the sign-up.

While the Union's negotiators are disappointed over the loss of one of the options, it must in all fairness be pointed out that the first consideration of the committee was to negotiate a pension plan which would be of value to the membership. Your committee believes that the revised plan is a significant improvement over the prior plan and it was therefore recommended for approval.

The Union is having the entire plan analyzed by qualified legal experts to determine exactly what rights are or should be available to each participant. An additional report on this matter will be made when the results of the study are available.

Building Trades Demand PG&E Construction Work

Top officials of the State Building and Construction Trades Council, AFL, served notice on Local 1245 early this month that the Building and Construction unions were going to "bring pressures to bear on the PG&E" to force them to contract out all new construction

and reconstruction work. The threat was made at a meeting held in San Francisco on Dec. 1. Present were Otto Never, general president of the California Building and Construction Trades Council, with an eight-man committee of building tradesmen, and IBEW Vice President Oscar Harbak, International Representative Otto Rieman, and Local 1245 Business Manager Ron Weakley and Research Director George L. Rice.

The meeting between the BTC officials and the IBEW representatives brought to a head the rumblings which have been going on for several months. Building trades officials have charged that some of the PG&E construction work has been performed by non-union men or "local farmers," hired in the area adjacent to the construction site. All such work, they claim, should be let to contractors who will use union men from the various craft unions.

BTC President Never called a meeting in San Francisco late in November which was attended by some 60 Building Trades Union representatives. The nine-man committee was appointed at this meeting and then contacted the International office of the IBEW, requesting a meeting to "discuss the problem." Purpose of this meeting, it developed, was to request representatives of the IBEW and our Local 1245 to join with the BTC committee in meeting with officials of the PG&E to urge that all types of construction work be let to contract. The International and Local 1245 representatives of the IBEW flatly refused to agree to any such plan.

A lengthy general discussion followed in an attempt to learn just what the BTC committeemen considered "new construction" and "reconstruction" work. It developed that they are demanding "all work which is traditionally performed by members of the Building Trades Craft Unions." One committeeman stated that service hook-ups to new homes and businesses constitutes new work which should be performed by Building Trades craftsmen. Others stated that painting, rough carpentry and other tasks performed by "PG&E maintenance personnel" should be done by craft union members.

What the Building Trades group is seeking, in effect, is additional work opportunities for their own members, many of whom are now unemployed as a result of cut-backs in construction projects throughout the state. And, it appears, they are prepared to demand contract work from the PG&E which, if granted, would result in wholesale lay-offs of Local 1245 members in all divisions as well as the elimination of the General Construction Department! (For additional comment, see "Business Manager's Report".)

International Vice President Harbak reviewed the history of union organization of the PG&E properties for the benefit of the BTC committee. He pointed out that the IBEW had met with representatives of the Building Trades during the 1930's for the purpose of forming joint organizing committees to organize the huge utility. Following a number of such meetings, the IBEW realized that no

other AFL unions were interested in undertaking this tremendous job of organizing—so the IBEW "went it alone" and organized on an industrial basis.

Business Manager Weakley pointed out that the IBEW had battled for years to bring unionism to employees of the PG&E. As a result of numerous National Labor Relations Board elections, he reminded the committee, Local 1245 of the IBEW was legally certified to represent all of the main-

(Continued on Page Two)

KEY DISPUTE IS SETTLED

Negotiations between the Key System Transit Lines and the Local 1245 committee finally proved fruitful after a strike vote was taken. An agreement was reached at a series of meetings called by State Conciliator Thomas J. Nicolopoulos of San Francisco. Among the new provisions are wage increases of 10 cents an hour, retroactive to July 1, 1953 and 8 cents an hour effective May 15, 1954; three weeks paid vacation after 15 years of service and a union shop contract to run to June 30, 1955. It was also agreed that the retroactive payments would be completed before the Christmas shopping season was over!

Members of the Local 1245 committee were especially pleased with the fine manner in which Conciliator Nicolopoulos handled the meetings. Brothers Al Hansen and Mike Pagliacotti joined in commending Mr. Nicolopoulos for his finesse and impartiality.

The Sacramento City Lines agreement has also been settled, and will extend until September 15, 1955. New provisions include wage increases of 5 cents retroactive to Sept. 15, 1953, 5 cents effective March 1, 1954 and 3 cents effective Sept. 15, 1954. Three weeks paid vacation will be granted after 15 years, and the retroactive checks will be distributed before Christmas.

The Union's committee has sub-

(Continued on Page Two)

Greetings
for this Happy
Season

... and may its spirit
of love and of giving en-
fold you throughout the
New Year.

OFFICERS, FIELD AND STAFF
REPRESENTATIVES
I. B. E. W. LOCAL 1245
A. F. OF L.



The UTILITY REPORTER

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The Birthday of Jesus

This year we celebrate the one thousand nine hundred and fifty-third anniversary of the birth of Jesus Christ. It is fitting that we cut through the veneer of commercialization which surrounds the Christmas season and reflect for a moment on the real meaning of this day of days.

Christ's goal of "Peace on Earth—Good Will Toward Men" is one for which we still strive. The ultimate success of the age-old struggle to attain this goal requires the best from all of us.

History records the failures of the world's leaders in the achievement of "Peace on Earth." The leaders of the past two thousand years have, in the main, reflected the selfish demands of their own peoples. Thus, we must all share in the responsibility for this tragic failure.

"Good Will Toward Men" is a daily challenge to each of us. A little extra care, a little more respect for the rights and beliefs of our neighbors will do much to spread good will. Constant recognition of the dignity of an individual will help us meet this challenge. We can and we must eliminate "man's inhumanity to man."

Christ recognized the need for the association together of people to meet their common problems. His teachings have been interpreted by leaders of every faith to mean approbation of our present day trade union concepts. Let us go forward, secure in this knowledge, confident that we work with His aid, to do our best for our fellow man. And on His birthday, let us give thanks for the many benefits which we enjoy. Let us also pray for the wisdom, the strength and the guidance to extend our faith and our freedoms so that Christ's goal may yet be achieved.

Economic Trends

The DENVER POST reported this month that unemployment in the Rocky Mountain States has now exceeded the levels reached in the "recession" year of 1949. California papers, so far as we can learn, are singularly silent on this subject. Official sources continue to report increases in the state's total payrolls. They fail to point out that population growth continues to exceed employment opportunities.

The economy of the state and the nation is of vital concern to each of us. In justice to ourselves, our families and our communities we must examine trends with great care. One interesting comment on economic trends is furnished by the WELLS NEWSLETTER, which reported recently:

"Compared to price averages for 1947-49, the cost of living since the Korean War began has shot up 15.2 per cent. Some food prices have lately gone down, but month by month all other groups in the index have risen steadily.

"LABOR TO BLAME? It is not hard to determine the source of these increases. While voices representing large business interests try to put all the blame on wage increases and rising costs of raw materials, reports in the financial journals and on the financial pages of the country's leading papers reveal that profits continue to soar in nearly all industries. Profit increases for the first nine months of the year are 20, 30 and even 50 per cent above the same periods last year—and this after reaching the highest profit records in history in the years of 1950, '51 and '52. Steel corporations, railroads, public utilities, gas companies, all of which have been raising prices to the consumer during past months with the plea that labor costs have mounted, are proudly announcing their continued record breaking profits."

We have no quarrel with the desire for fair business profits. An investor is entitled to a fair return, even as a worker is entitled to a fair day's pay for a good day's work. Many businesses continue to operate with this sort of balanced attitude.

We do question the morality of any business which seeks exorbitant profits—whether it be at the expense of the consumer, their workers, or the government. We suspect that many huge enterprises, operating now with a minimum of government restraints, are concerned solely with glamorous profit statements. Such greed will ultimately consume the greedy—but in the process a lot of innocent people will be needlessly harmed.

We resent the constant smears on workers and their labor unions as being the prime movers of all price increases. A study of elementary business economics will quickly dispel this theory. Wage increases FOLLOW price increases—they do not precede them. Witness the cost-of-living escalator clauses in union agreements which affect millions of workers!

The present trends toward mass unemployment, the decline in business volume in many industries, and the growing uneasiness of responsible business leaders may all conspire to hold the line on most prices. That will be small comfort to the newly unemployed and their families or to the small business men forced to the wall by decreased purchasing power of the consumers.

There are no easy answers to such problems. We don't pretend to have any. We do intend to constantly study and analyze the economic trends—and to make known our views to all those who will listen. Perhaps, in this small way, we can do our share to keep the record straight—to enlighten and inform you, our readers.

Building Trades Demand PG&E Construction Work

(Continued from Page One)

tenance, operations and construction workers of the PG&E, on a system-wide basis. Weakley stated flatly that the IBEW had, as its first consideration, the protection of the work historically performed by the employees of the company who are members of Local 1245—work for which the union is duly certified.

These answers did not appear to satisfy the members of the BTC committee. They advised that they intended to meet with officials of the PG&E to "attempt to convince them they should let out work which is recognized as new work." This intent of the BTC committee was voiced, even though it had been pointed out repeatedly that the IBEW now holds a certification from the NLRB which clearly established the rights of Local 1245 members to perform any and all work on PG&E properties.

Vice President Harbak commented wryly, "It appears to be significant that there is only a 'no-raiding' agreement between the AFL and the CIO—there is no 'no-raiding' agreement within the AFL." Members of the BTC committee had no answer to this challenge.

The Building and Construction Trades committee is composed of: Otto Never, president of the statewide organization; Jack Wagner, Piledrivers Union; Lowell Nelson, Cement Masons (and a State AFL vice president); Jim Porterfield, Laborers Union; Roland Young, Painters; John Hogg, Carpenters; Dan MacDonald, Plumbers; A. R. Tully, Brickmasons Union, and Ray McCreary, Ironworkers Union. Mr. Charles Robinson, president of the Northern California Joint Council of Laborers, attended in the place of Mr. Porterfield.

KEY SETTLES

(Continued from Page One)

mitted a new Wage Survey to the City of Lodi officials. It is expected that the talks will be concluded about Jan. 1st, with additional wage increases being granted as a result of the survey.

Sacramento Municipal Utilities District is expected to expand its forces shortly after the new year. Several Linemen may be needed. Interested applicants are urged to contact Mr. William Warner, Personnel Manager for the SMUD, to be placed on the eligible list for future employment.

Our brothers in the SMUD unit are concerning themselves with political action these days. All out efforts will be made, it is reported, to help elect friendly men to the SMUD Board of Directors.

The Mail Bag

November 6, 1953

Dear Sir and Brother:

On behalf of Local 1260 may I take this opportunity to express our sincere appreciation to your organization and especially to Bro. Hastings for the kind courtesies and consideration extended to our Business Manager, F. Kennedy, during his recent trip to your city.

From the reports made at our recent Executive Board Meeting, we feel that valuable information was made available to Brother Kennedy by allowing him to inspect the operations of your office.

There is no doubt that some of this information may be put to good use here in Hawaii.

With best wishes, I remain
Fraternally yours,
ARTHUR P. CLEMENT
Recording Secretary,
Honolulu, Hawaii.



SONOMA LLPE IS ORGANIZED

Union members from all locals in Sonoma County met last month to form their own Labor League for Political Education group. Pictured here with State A. F. of L. Secretary C. J. (Neil) Haggerty, are Local 1245 delegates Fred Lucas, George E. Neher, Aldo Pozzi, Bill Carithers and Harry Bollin. Research Director Geo. Rice, also in attendance, was on the reverse side of the camera.

Bro. Haggerty commended the nearly 100 delegates on their interest in forming the LLPE. He reported that the coming Budget Session of the State Legislature will be a most important one, and urged all members to keep their eye on the activities of their own Senator and Assemblyman.

Of particular importance to Labor Union members, according to Haggerty, are the various state agencies of the Department of In-

dustrial Relations which look to the legislature for funds to carry out their work. The slashing of budgets for the labor department agencies can easily mean the emasculating of the laws they are charged with enforcing. Bro. Haggerty promised that the State Federation will be on the job in Sacramento, as usual, doing all in its power to protect the interests of our AFL members in California.

Haggerty also reported that a real challenge faces the workers in Sonoma County—the elimination of incumbent State Senator Presley Abshire, Abshire, chairman of the important Senate Labor Committee, is known as an anti-labor reactionary of the worst sort. His voting record is all bad, from the standpoint of working people.

State AFL Vice Presidents Harry Finks and Lowell Nelson were also in attendance at this formative meeting.

AFL's LLPE Drive Is to Close Soon

Brother James L. McDevitt, Director of the A. F. of L's Labor League for Political Education, announces that the Annual Voluntary Contribution Drive is in its final phases.

All local unions are requested to complete their voluntary collections at once and forward the money to National headquarters. "We have just one month to complete this effort to raise adequate campaign funds to help elect a liberal Congress in 1954," says McDevitt. "Every dollar collected is used directly to aid friendly candidates for the United States Senate and Congress" he reported.

Won't you please see your Shop Steward or Business Representative before the end of this month—and give him your dollar or more for LLPE? Just one or two more friendly votes in the next session of Congress MAY be enough to prevent the knifing of our Federal Social Security System. A dollar or two wisely invested in LLPE NOW may save YOUR stake in your old age investment.

Clerks Warned of Possible Lay-offs

Business Representative Elmer Bushby, declaring that he does not wish to be considered a "crepe hanger," warned this week that the current "lay-off program" being effected by the PG&E may extend to clerical workers in the near future.

"Every member should become thoroughly familiar with the provisions of Title 19 of the Clerical Agreement" advised Bushby. "If and when lay-offs occur, a study of the Displacement, Demotion and Lay-off procedures of our agreement by every clerical member will acquaint them with their rights," he stated.

The impending Saturday closing of all business offices of the company, together with the number of physical workers who are being laid off, indicates a general tightening-up on the part of the company. An accurate knowledge of his or her rights under terms of the agreement will enable each clerical worker to determine his or her status in event any lay-off program is initiated in the future.

Season's Greetings from the IBEW

To All Our Members—
Dear Friends:

Once more it is the happy season of Christmas when the word Brotherhood comes to mean a little more to us all. Your officers would like so much to be able to extend to each one of you a warm, personal good wish for Christmas and for the whole year through. We wish we might send every member a personal greeting.

Since it is impossible for us to do this, we are doing the next best thing. We are sending to each of our locals a gift, a framed copy of the beautiful preamble to our IBEW Constitution, the document which gives meaning to our organization—which makes us Brothers. We hope you will hang this preamble in your meeting hall as a source of inspiration and strength for the coming year.

We are also sending small pocket calendars to be distributed to every member. We hope that all will use them, and that they may be a daily reminder of the Brotherhood in which we serve, and that all will be happy and proud to belong to an organization that is making a true contribution to our democratic American way of life. Remember that the International Brotherhood of Electrical Workers belongs to each of us. It is our Brotherhood, as big or as small, as weak or as strong as we, each of us, its members, make it.

May you and yours have a happy Christmas season and much happiness and success and peace in the New Year, and in all the years ahead.

Sincerely yours,

D. W. Tracy

INTERNATIONAL PRESIDENT

J. Scott Milne

INTERNATIONAL SECRETARY

'Round and About

Nice note this month from FRANK McVEIGH of S. F. Div., calling our attention to the fact that several of his friends did NOT receive their copy of the REPORTER. Investigation reveals that some of these men had failed to notify the union office of their change of address. We MUST have your correct address—if you are to be sure of receiving your paper! Frank ends his message on a nice note—"Thanks again, for taking care of these fellows and I hope the next time I write Local 1245 there will be some new membership applications enclosed." We hope so too, Frank!

Bro. Ray Bishop, Press Secretary for our Fresno Unit, reports that Bro. Vic Douty, Fresno Gas Plant, underwent a serious operation last month. We all hope that you recover in the near future, Brother Douty—and are able to enjoy the Holidays with your family.

Have you read the financial pages of the commercial press—lately? Report in the S. F. CHRONICLE recently that the PG&E is now a TWO BILLION DOLLAR COMPANY. The report stated that gross operating revenues for the 12 months ending September 30th rose to \$356,575,099—an increase of 53 million dollars over the prior 12 months period. Operating expenses also rose—\$281,549,588—up 39 million dollars over the preceding 12 months. All in all a healthy financial report, we'd say.

Bro. Elmer Bushby, Clerical representative is back on the job again, looking hale and hearty after more than a month of illness. Bushby sez, "I wish to thank the many members and friends who so thoughtfully sent letters and messages of encouragement to me while I was ill." Good to see you back in action, Elmer.

A little pamphlet arrived from the Insurance Agents International Union, A. F. of L. urging that we all buy our insurance from a UNION insurance man. Good idea, we think. Incidentally, part of the coverage for our giant Pension Plan for PG&E employees is provided by the Prudential Life Insurance Company—one of the largest companies which has a collective bargaining agreement with the Insurance Agents Union.

Bro. John Lappin, new Grievance Man for the S. F. Division, gets credit for efficient handling of a grievance recently. Seems that a First Operator of Station H bid down to a First Operator's job at Station R, but was on vacation when the job award sheet was posted. The sheet was posted "Pending, bidders to be notified." When the man in question returned from vacation, he insisted on being awarded this job, even though it meant a pay cut.

Before the bid committee met to correct the job disposition, a new bid sheet was posted listing a job vacancy at Bayshore Substation. The same man bid on this job—since the job location was immediately adjacent to his home. Since he was again bidding down, he was awarded the job. The award sheet listed him as the successful bidder but—instead of containing a correction of the previous month's bid sheet and listing him as having been the successful bidder for Station R, the sheet listed a secondary bidder (who was 9th on the list!) as the successful bidder. The Company contended that the Station R job should not be re-opened as it had never been awarded to the man who bid down from Station H.

The Union committee contended this job should be re-posted as the Station H operator was the successful bidder, had in fact accepted the job, and bid from there to Bayshore Substation. The Company had posted his original at Station H and since block bidding does not exist in Electric Operating Department he must have been awarded the job at Station R. It was finally agreed that the Station R job will be re-posted on the current bid sheet, so that all eligible bidders can have a whack at it.

Sound confusing? It is—but it's a good example of the tough problems that confront our Grievance-men. Good work, Bro. Lappin.

HAVE A CIGAR

Stewards who attended the Stockton Division Stewards meeting on December 14th all became cigar smokers. The stogies were passed out by popular Unit Chairman RAY REYNOLDS who's wife INEZ had just presented him with a fine 7½ pound baby boy. The youngster, their third, has been named Jack Laurence. Congratulations, INEZ and RAY.

Our San Jose gang reports that the retirement dinner for Division Manager THOMAS W. SNELL, was a real sell-out. The crowd which turned out to pay their respects to this popular management representative could just barely be accommodated! No word yet as to who will succeed MR. SNELL in the San Jose Division.

NEW PARADISE STEWARDS

Brother Roy Murray reports that Brothers Verne Dinnell and Floyd Miller have been designated new shop stewards for employees of all departments in the Paradise Unit. Brother Dinnell, headquartered at De Sabia Camp 1, will serve members in that area. Brother Miller is located at Parish Place Camp and will also represent the members in the Paradise area.

The Paradise members expressed their deep appreciation to Bro. GEORGE LATSHAW, who served as Shop steward for several years. He was commended for the conscientious and efficient manner in which he had served the union.

NORTH BAY REPORTS

Members of our Petaluma unit have voted to disband their unit and meet with the Santa Rosa unit in the future. The interests of the two groups are so closely knit, they feel, that a joint meeting will be more productive.

Meantime, members at Fort Bragg have changed their meeting date from the 3rd Tuesday to the 3rd Thursday of each month. Seems that "Old Plaster Leg" BOLLIN had to be in San Rafael on Wednesday, bright and early, so the boys took pity on him and changed their meeting.

NEW UKIAH STEWARDS

Brothers GROTHE, LOBERG and WILLIAMS have been selected as additional shop stewards in Ukiah. Members there are determined to police the union contract—and they will do it, too!

San Rafael members report they're going to have a Union party to top all parties! Tickets will be on sale soon (at a nominal price) and the date will also be announced. Everyone is urged to lay cash on the line for his ticket—this seems to be in keeping with the "hard money" policy of the times, say the brothers.

Bro. DUANE GRAHAM, Appr. Lineman of Willits, has a couple of more weeks to endure a cast. He suffered back injuries some time ago when a pole broke and carried him to the ground. We hope you'll be back to work soon, DUANE.

Bus. Rep. DEL PETTY announces that the East Bay Division shop stewards will meet on the 2nd Tuesday of each month at the Union's Oakland headquarters. This meeting will attract stewards and executive committee members from Concord, Oakland, Richmond, Hayward and Martinez units. All are urged to attend the first meeting on January 12th.

Your "Round and Abouter" will be back in 1954. How about a report of activities in YOUR unit—We'd surely like to print one.

Fran: "Where did Gladys get that awful hat?"

Helen: "She won't tell, I think it's a millinery secret."

One thing is for sure: The bosses just love to have you miss union meetings!

Take part in union affairs. Your union is as democratic as you make it.

the farmer's daughter sez:

I take my pen in hand to let you all know that somewhere in the northern part of PG&E system there is a division called SHASTA. . . . now, we're up here in the sticks and sorta sleepy and lackadaisical and happy-go-lucky. . . . when we work, we work, when we play, we play (if you don't believe me come to the RED BLUFF ROUND-UP some april). . . . and when we join the IBEW we just do it up brown and make it pretty close to 100 per cent. . . . some people think when you join a union you're getting just a little bit on the radical side. . . . i come from solid middle west stock, corn fed . . . farmers from wavy back. . . . my father taught me to think just that. but while he was teaching me to think unions were radical, he was busy out after his fellow farmers to join the CO-OPERATIVE STOCK MARKETING ASSOCIATION and all stuff like that there. . . . it just didn't make sense to edith. . . . so when i got off the farm and went to work i joined a union. . . . we all know we're working for a pretty good outfit but no one is perfect and once in a while we both need a good mediator to smooth things out . . . argue a little . . . give a little here, take a little there. . . . and what better thing than a good QUALIFIED UNION to help us along?

we had our Christmas party up here the 4th of december. . . . RON was here, and so was MITCH . . . we always figure the best way to get acquainted is not only to meet in a meeting but see how they act while relaxing . . . and everybody has to relax. . . . those boys are doing a darned fine job and if they ever collected time and a half for all the overtime they put in, dia ever think about that there's a bottom to every barrel?? anyway we had a few little old donations toward a turkey we were giving away . . . so we put numbers in the hat to see who'd get it. . . . CLIFF BERENS really couldn't help it if his wife pulled his number . . . but i dunno. . . . notice MITCH running around renewing old acquaintances and reminiscing. . . . the WENDELL WILSONS came clear in from SOUTH POWERHOUSE. . . . the gals pulled a SADIE HAWKINS on RON and found out he COULD TOO DANCE. . . . JIM and MAE GIBBS were there with bells on . . . had a few on myself . . . but we figure up here in SHASTA DIVISION a few bells never hurt any of us, especially at Christmas time, and while i'm on Christmas . . . a MERRY one to you and you and you. . . . DRIVE SAFELY. . . . happy hangover. . . . yrs truly shook.

FAST WRITE OFF RULED AS TAX ACCRUAL

Exclusive to The Chronicle
From the New York Herald Tribune
(Reprinted, Courtesy S. F. Chronicle)

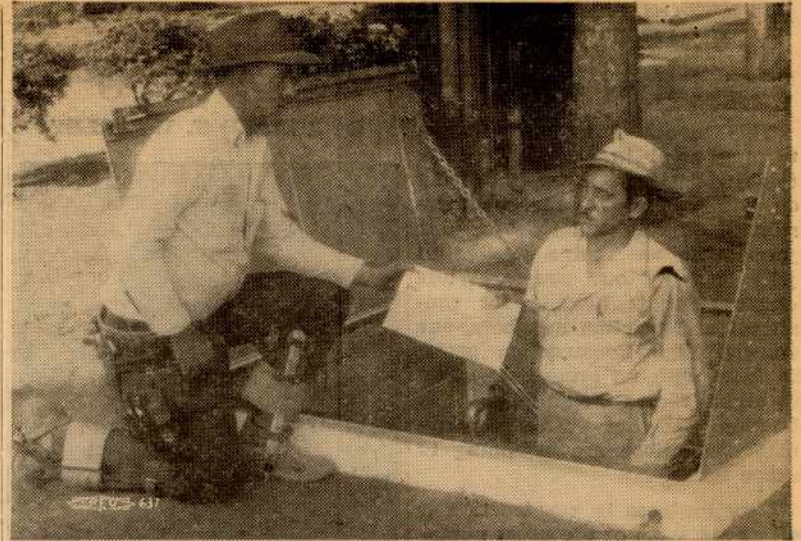
WASHINGTON, Dec. 4—The Federal Power Commission, in perhaps its most important ruling since the change of Administration, decided today that natural gas and electric utility company rates need not be reduced because of the benefits received by the companies from the post-Korea program of granting rapid tax write-off privileges for defense-related expansion.

The ruling was strongly urged by the utilities and opposed by various consumer groups and others. Commissioner Dale E. Doty dissented, saying the decision will require rate payers to "pay far more than a fair return for utility services . . ."

Under the tax write-off program, companies are allowed to amortize officially certified facilities, for tax purposes, in five years instead of the normal 20 or 25. This means they pay less taxes in the first five years, more later.

The consumer groups urged that the commission consider this to be true depreciation, thus lowering the "rate base" on which rates are based and requiring lower rates.

The commission majority found



UNITED FUND DRIVES END

The annual United Crusade Fund drives to raise money for the support of Community Chest agencies and many other worth-while health and welfare causes were concluded in most areas of the state this month.

The fund drives, spearheaded by Labor-Management Committees in most areas, have raised nearly all their quota through voluntary contributions. Typical of the many Local 1245 members who assisted in this fine work are Brothers Don

Jensen and Abel Fraijo, pictured here. Working cooperatively with PG&E management representatives, these brothers assisted in the Selma area fund drive.

Dozens of other members of Local 1245, in all parts of our jurisdiction, also worked hard for the success of the fund drives in their own communities. The cooperation between representatives of the IBEW and the Company in this joint undertaking has been generally very good.

SATURDAY CLOSING OF PG&E BUSINESS OFFICES IS ANNOUNCED

The insistence of our Clerical Negotiating Committee of last year for a Monday through Friday work week is finally bearing fruit.

The PG&E, in a recent announcement, reported that all business offices will soon begin to operate on a five day week, Monday through Friday. Tentative date of the change-over is January 1, 1954. This should result in the elimination, in most cases, of the unpopular practice of requiring many clerical members to take non consecutive days off.

Clerical Representative Elmer Bushby advises that all employees now working a schedule other than Monday through Friday should re-

view Title 10 of the Clerical Union Agreement prior to the change-over. Bushby suggests that the re-scheduling be accomplished in accordance with the principle established by Title 14.5 of the agreement. This section provides for the re-scheduling to a Monday to Friday work week for an employee scheduled to work on a Saturday when a holiday falls on a Saturday.

The pattern of Monday through Friday operation of the business offices has been established by most other utilities in California for several years.

Many Clerical employees of the company have already called the Union Office to report that the elimination of Saturday work is very welcome to them.

Layoff Procedure Being Cleared Up

A clarification of the intent of the Company and the Union in negotiating Title 206, Demotion and Lay-off Procedure, in the September 1, 1952 Agreement is being prepared for release. The clarification came about as a result of joint meetings held in connection with the cut-backs by the PG&E.

In order to give the employees involved the maximum protection and to provide a workable procedure it is proposed to clarify the intent of Sections 206.1, 206.3 and 206.9 as they apply to a district and an employee's Company seniority.

Be sure to attend your next unit meeting for details of the actual agreement.

Outside Line Health Plan Effective Soon

Trustees for the Outside Line unit's Health and Welfare plan report that they hope to have the benefits in effect on February 1, 1954.

The plan, financed by employer contributions of 7½ cents per hour, will cover dependents as well as the workers. Present plans are to adopt a single plan for all IBEW members who are employed by contractors in San Mateo, San Francisco, Oakland, and in the Outside Line jurisdiction of Local 1245.

Benefits of the plan will include medical and surgical treatment as well as hospitalization for the workers and dependent members of their families.

that the write-offs should properly be treated as tax accruals, not as "a temporary fund to these companies which could be diverted to the payment of dividends to their shareholders."

Local 47-So. Cal. Edison Talks Begin

Our sister local in the Southland, IBEW L.U. 47, opened negotiations with the Southern California Edison Company this month. Union demands include: 3 percent increase for all classifications earning less than \$300 per month; 5 percent for classifications earning from \$300 to \$400 per month; 7½ percent for all classifications earning in excess of \$400 per month.

The response to the union's demands is an interesting one. Southern Cal. Edison officials advised the Union as follows:

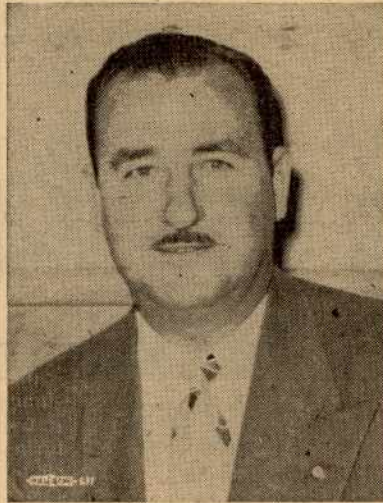
"Our examination of this complex problem is continuing. We have presented a portion of our studies. The trends of the most reliable indicators available for this study indicate that our economy is now in a recession. The indices have been on the down-trend for several months. While present trends would seem to indicate that no general wage increase is in order, no positive conclusion can be reached now because we need to know the trend of the next few weeks. We believe that the month of December will give much of the necessary data on these trends and better enable us, both the Union and the Company, to evaluate them."

Elsewhere in the lengthy statement submitted to the Union, So. Cal. Edison officials noted; "It must be apparent that if the justification for general wage increases . . . was the expansion in volume of business activity and gross national product, then there should be no increase when the tide turns."

All these words appear to add up to a delicately stated "NO" as a response to the Union's demand for wage increases!

YOUR Business Manager's REPORT

By RONALD T. WEAKLEY



This month finds us facing a turning point in economic conditions which have a direct bearing on the welfare of our membership. In taking a look over our jurisdiction we find a decline in jobs held by our people. While employment is holding for municipal and traction members, our Outside Line Construction group is down with no immediate relief in sight. Sierra Pacific Power is holding well but PG&E employment reductions are beginning to shape up.

New business in construction is off as are some of the usual pumping load requirements for agriculture. Some areas have reached a saturation point in residential meters while others continue to expand.

All of this results directly from changes in our national economy. Some call it a "levelling off," others a "recession." No matter what it is called the facts prove there is a definite change downward from what we have enjoyed.

The so-called "golden years" in new construction are over. Money is getting harder to obtain for both residential and commercial building. Agriculture is crawling into its shell due to confusion of price supports, acreage limitations and world marketing.

Whenever our economy begins to decline utility people are af-

ected. We are, however, in a business which will hold up longer than most others due to the essential nature of our services.

Our union cannot create jobs out of thin air. We know that when times are good, interest rates low, government spending at a high level and construction and agriculture booming, our people are sitting pretty. When the trend is the other way we must seek to protect each and every job opportunity which comes under our jurisdiction and certification.

We know that work is now short in the construction field. When building craftsmen are out of work they seek jobs. The jobs we have look good to them. Likewise, when our people are being laid off we look to any potential job which we might get for them.

You will note, as set forth in another article in the REPORTER that certain building trades groups are seeking our work. The fact is everyone who might be out of a job will seek our work. They don't want you as members in their organizations, they just want your jobs.

We have flatly stated that we will resist any attempts from any source to raid our jurisdiction—and we mean just that.

Talks with the PG&E management have been and are being held as a result of speculation as well as certain facts. On the overall, a "tightening up" is the order of the day on this system. Some divisions are experiencing lay-offs while business is holding up for others. General Construction is, naturally, hit the hardest of all. We have sought, where lay-offs are a fact or a possibility, to eliminate contract work in order to protect the jobs of our members. Top management has agreed that this is also their intention. Furthermore, we are making every effort to protect our G. C. people

and all regular employees. We believe they should be given available work opportunities before new hires and work contracting is resorted to.

Here, your union is active on your behalf to do its best to protect your interests. We seek to hold the maximum job security possible and to explore any legitimate method of obtaining work. This is our major consideration at this time. It has top priority over any other activity.

The best way you can help your union protect you is to "tighten up" your own organization. That non-member on the job encourages jurisdictional job raiding. This can adversely affect every man and woman in our union. We'll do our best to protect our people—but you must also protect yourselves by organizing the unorganized. This is a must if we are to be successful in our efforts.

We're not trying to alarm our members unduly. The prospects of stable employment are still good for the great majority of our people. When rumors are started, look into the facts by contacting your Representative or the Business Office. We will endeavor to give you all the facts in our possession. Remember, your union is here to defend you. With your help and understanding, we should be able to handle this reduction of work with an orderly program. This will enable us to accomplish best results for the most people.

Meeting Schedule To Be Ended

Since many members have reported that the large amount of space devoted to the Monthly Meeting Schedule in the REPORTER could be used to better advantage, the Editorial Board will discontinue printing of the schedule after this issue.

Business Representatives and shop stewards will post bulletins to advise of any changes in your regular meeting date. Meantime, it is suggested that you clip the current meeting schedule and save it for future reference as to the location and usual day of your unit meeting.

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

Compensation for on-the-job injuries may depend on the speed and accuracy of the report which you must make.

LOCAL 1245 UNIT MEETING SCHEDULE

January 1954 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.
Thursday, Jan. 5, 7:30 p.m.
- SELMA**
L. F. T. Hall, 812 E. Front St.
Wednesday, Jan. 20, 7:30 p.m.
- DINUBA**
American Legion Hall
Thursday, Jan. 7, 7:30 p.m.
- COALINGA**
Fire Station
Tuesday, Jan. 12, 7:30 p.m.
- BAKERSFIELD**
Carpenters Hall, 911 - 20th St.
Thursday, Jan. 14, 7:30 p.m.
- WISHON**
Community Hall
Wednesday, Jan. 6, 7:30 p.m.
- TAFT**
Power Club
Wednesday, Jan. 13, 7:30 p.m.
- CORCORAN**
Community Hall
Tuesday, Jan. 19, 7:30 p.m.
- MADERA**
Italian-American Hall
Thursday, Jan. 21, 7:30 p.m.
- SANTA MARIA**
O. E. S. Hall
Wednesday, Jan. 27, 7:30 p.m.
- PASO ROBLES**
Hot Springs Hotel
Monday, Jan. 25, 7:30 p.m.
- SAN LUIS OBISPO**
Labor Temple
Tuesday, Jan. 26, 7:30 p.m.
- WASCO**
American Legion Hall
Thursday, Jan. 28, 7:30 p.m.
- FRESNO CLERICAL**
Hotel Californian, Van Ness & Kern Sts.
Wednesday, Jan. 20, 8 p.m.
- BAKERSFIELD CLERICAL**
Hotel Padre, Bakersfield
Thursday, Jan. 21, 7:30 p.m.
- SELMA-DINUBA CLERICAL**
Dixie-Uptown, Dinuba
Tuesday, Jan. 19, 7:30 p.m.
- MERCED**
Grange Hall, No. Bear Cr. Drive
Wednesday, Jan. 20, 8 p.m.
- LOS BANOS**
Fire Hall, 520 J St.
Thursday, Jan. 7, 7:30 p.m.

- Stockton Division**
- LODI**
Veterans Hall, 23 1/4 W. Pine St.
Thursday, Jan. 28, 8 p.m.
- OAKDALE**
V. F. W. Hall, 4th Street
Thursday, Jan. 14, 8 p.m.
- MODESTO**
Burbank - Paradise Hall, Vernon & Beverly
Tuesday, Jan. 12, 8 p.m.
- JACKSON**
Native Sons Hall, 20 Court St.
Tuesday, Jan. 19, 8 p.m.
- STOCKTON**
Labor Temple, 805 E. Weber
Thursday, Jan. 21, 8 p.m.
- SONORA**
Patton Building
Wednesday, Jan. 6, 8 p.m.
- TRACY**
Bo's Cafe, 207 W. 11th St.
Wednesday, Jan. 13, 8 p.m.
- STOCKTON CLERICAL**
Clark Hotel
Wednesday, Jan. 27, 8 p.m.
- Coast Valleys Division**
- SALINAS**
American Legion Hall, Municipal Airport
Wednesday, Jan. 6, 8 p.m.
- MONTEREY**
Carpenters Hall, 778 Hawthorne
Thursday, Jan. 7, 7:30 p.m.
- WATSONVILLE**
Roma Hotel, Main & First Sts.
Monday, Jan. 18, 8 p.m.
- KING CITY**
Grange Hall, Oak & 101 Hwy, Greenfield
Tuesday, Jan. 19, 7:30 p.m.
- Gas Supply and Control**
- HINKLEY-BARSTOW**
Desert Inn (Linwood), Hwy 66 5 miles west of Barstow
Tuesday, Jan. 26, 8 p.m.
- KETTLEMAN**
Veterans Memorial Hall
Wednesday, Jan. 27, 8 p.m.
- HOLLISTER - SAN MARTIN**
Friendly Inn, San Martin
Tuesday, Jan. 5, 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, Jan. 12, 8 p.m.
- BELMONT**
Community Hall, 5th Ave.
Monday, Jan. 11, 8 p.m.
- BELMONT CLERICAL**
Community Hall
Thursday, Jan. 14, 8 p.m.
- East Bay Division**
- HAYWARD PHYSICAL**
Labor Temple, 529 Soto St.
Thursday, Jan. 28, 8 p.m.
- OAKLAND-PG&E**
Porter Hall, 1918 Grove St.
Tuesday, Jan. 5, 8 p.m.
- RICHMOND**
257 - 5th St., Hall No. 1
Thursday, Jan. 14, 8 p.m.
- CONCORD**
Farm Bureau Hall, Farm Bureau & Walnut Ave.
Monday, Jan. 4, 8 p.m.
- MARTINEZ**
I. O. O. F. Hall, 829 Ferry St.
Monday, Jan. 11, 7:45 p.m.
- OAKLAND CLERICAL**
Union Office, 1918 Grove St.
Tuesday, Jan. 26, 5 p.m.
- HAYWARD CLERICAL**
Labor Temple, 529 Soto St.
Thursday, Jan. 28, 8 p.m.
- CENTRAL SUPPLY CLERICAL**
Union Office, 1918 Grove St.
Tuesday, Jan. 5, 7:30 p.m.
- San Francisco Division**
- UNIT 2411-ELECTRIC**
Harmony Hall
Bldg. Trades Temple
14th & Guerrero
Thursday, Jan. 14, 8 p.m.
- UNIT 2413-GAS**
Harmony Hall, S. F.
Tuesday, Jan. 5, 8 p.m.
- UNIT 2414-STEAM**
Harmony Hall, S. F.
Tuesday, Jan. 26, 8 p.m.
- S. F. CLERICAL**
Retail Clerks Hall, 149 Powell
Wednesday, Jan. 13, 5:30 p.m.
- SOUTH SAN FRANCISCO**
Butchers Hall, 220 Cypress St.
Tuesday, Jan. 19, 8 p.m.
- North Bay Division**
- NAPA**
Labor Temple, 1606 Main St.
Tuesday, Jan. 5, 7:30 p.m.
- VALLEJO**
Labor Temple, 316 Virginia St.
Tuesday, Jan. 12, 8 p.m.
- SAN RAFAEL**
Painters' Hall
Thursday, Jan. 14, 8 p.m.
- FORT BRAGG**
Eagles' Hall
Thursday, Jan. 21, 8 p.m.
- PETALUMA**
Labor Temple, 225 Western Ave.
Discontinued until further notice.

- UKIAH**
I.O.O.F. Hall, State & Standley
Wednesday, Jan. 13, 8 p.m.
- SANTA ROSA**
Labor Temple, 636 Third St.
Wednesday, Jan. 20, 8 p.m.
- Humboldt Division**
- WEOTT**
GARBERVILLE
Bull Room, Garberville
Tuesday, Jan. 26, 7:30 p.m.
- EUREKA**
Labor Temple, 9th & "E" Sts.
Wednesday, Jan. 27, 7:30 p.m.
- EUREKA CLERICAL**
Labor Temple, 9th & "E" Sts.
Thursday, Jan. 28, 7:30 p.m.
- Drum Division**
- ALTA**
Fire House
Friday, Jan. 22, 8 p.m.
- GRASS VALLEY**
Labor Temple, 110 1/2 E. Main St.
Thursday, Jan. 21, 8 p.m.
- AUBURN**
Eagles' Hall
Friday, Jan. 15, 8 p.m.
- AUBURN CLERICAL**
Eagles Hall
Friday, Jan. 15, 5 p.m.
- Sierra Pacific Power**
- RENO**
AFL Labor Temple
Wednesday, Jan. 27, 7:30 p.m.
- Sacramento Division**
- SACRAMENTO**
A. F. of L. Labor Center,
Stockton Blvd. & 2nd Ave.
Tuesday, Jan. 5, 8 p.m.
- DAVIS**
I.O.O.F. Hall, "G" Street
Friday, Jan. 8, 7:30 p.m.
- PLACERVILLE**
I.O.O.F. Hall
Wednesday, Jan. 13, 7:30 p.m.
- WOODLAND**
I.O.O.F. Hall
Thursday, Jan. 14, 8 p.m.
- VACAVILLE**
Youth Center, Merchant St.
Tuesday, Jan. 12, 8 p.m.
- Colgate Division**
- COLUSA**
Hotel Espanol, Market Street
Thursday, Jan. 7, 8 p.m.
- MARYSVILLE**
V.F.W. Hall, 9th and "E" Sts.
Wednesday, Jan. 6, 8 p.m.
- MARYSVILLE CLERICAL**
V.F.W. Hall, 9th and "E" Sts.
Wednesday, Jan. 6, 5 p.m.
- OROVILLE**
Carpenters' Hall, Mitchell Ave., East of Myers
Thursday, Jan. 7, 7:30 p.m.
- MANTON (bi-monthly)**
Manton School House
Wednesday, Jan. 6.

- Shasta Division**
- RED BLUFF**
Banquet Hall, Blue Ribbon Cafe
Thursday, Jan. 14, 7:30 p.m.
(Business Manager to attend)
- REDDING**
A. F. of L. Hall, Shasta and California Streets
Wednesday, Jan. 13, 7:30 p.m.
- FALL RIVER MILLS**
Recreation Hall, Pit No. 1
Tuesday, Jan. 12, 7:30 p.m.
(Business Manager to attend)
- WEAVERVILLE (bi-monthly)**
Tuesday, Jan. 5.
- De Sabla Division**
- PARADISE**
Eagles' Hall
Thursday, Jan. 28, 7:30 p.m.
- WILLOWS**
Fire Hall
Friday, Jan. 22.
- QUINCY-ALMANOR**
Canyon Dam Club Room
Wednesday, Jan. 20, 8 p.m.
- CARIBOU**
Club House
Thursday, Jan. 21, 8:30 p.m.
- CHICO**
Veterans' Memorial Bldg.
Wednesday, Jan. 27, 7:30 p.m.
(Business Manager to attend)
- LAS PLUMAS (bi-monthly)**
No meeting in January.
- STORRIE**
Club House
Tuesday, Jan. 19, 8:30 p.m.
(Special joint meeting at Storrie on Tuesday, Jan. 26, 7:30 p.m.
(Business Manager to attend).
- Other Units**
- MT. VIEW**
190 Sterling Rd., Mt. View
Thursday, Jan. 21, 8 p.m.
- SACTO MUNIC. UTILITY DIST.**
C.E.L.&T. Assn. Hall, 2nd Ave. & Stockton Blvd., Sacramento
Wednesday, Jan. 13, 8 p.m.
- SACTO CITY LINES**
C.E.L.&T. Assn. Hall, 2nd Ave. & Stockton Blvd., Sacramento
Monday, Jan. 11, 7:30 p.m.
- CITY OF LODI**
Veterans Hall, Lodi,
Thursday, Jan. 14, 8 p.m.
- OAKLAND, BERKELEY, ALAMEDA, KEY SYSTEM**
1918 Grove St., Oakland
Wednesday, Jan. 6, 8 p.m.
- OUTSIDE LINE CONSTRUCTION**
1918 Grove Street, Oakland
Friday, Jan. 8, 8 p.m.