

The UTILITY

Gas, Electric, Water, Clerical,
and Construction Workers



REPORTER

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PG&E System, Policy Group, Exec. Board— Major Policy Meetings Start at Hdqtrs. Feb. 1

Starting on February 1st, the Union headquarters in Oakland will be an even busier place than usual. For on that date some of the most important problems facing our union will receive the undivided attention of several committees.

The P. G. & E. System Negotiating Committee will meet for a week-long session, commencing February 1st. All recommendations from component units of the union dealing with negotiable items will be given careful attention. The committee will also undertake a complete review of the results of

the 1953 negotiating sessions. Business Manager Weakley will report to the committee on the numerous negotiations in the California Utilities and consideration will be given to the potential effect of these settlements on our 1954 negotiating program.

It is expected that the System Negotiating Committee will prepare a full report and a series of recommendations for the discussion and action of the Union's Policy Committee and Executive Board, in order that these officers may start preparations for our 1954 P. G. & E. negotiations.

The Union's Executive Board will convene on February 4th, and will conduct a series of meetings through February 7th. The extended sessions have been deemed necessary in order that appropriate action can be taken on the many vital matters affecting the entire membership.

The Union Policy Committee will meet, in conjunction with the Ex-

ecutive Board, on February 6 and 7 to develop the Union's official policy for the coming year. Among the issues which will be considered are: policy with respect to negotiations for the bargaining units represented by the union; lay-offs and demotions now being effected; the coming International Union Convention; improvement of safe working conditions for the membership; contract interpretations; local Union finances; State and Federal legislation affecting workers; Local Union Elections and such other matters as may be introduced by members of the Policy Committee or Executive Board.

As a result of these sessions the general program for Local Union 1245 to follow during 1954 should be formulated. The specific actions of the Union's policy-making bodies and the recommendations which they adopt will be reported in these columns in forthcoming issues.

The success of any program, of course, rests with the support and understanding of the dues-paying members of our jurisdiction. While the geographical area served by the Union is extremely large, and the interests of our members many and varied, the general membership has displayed a real willingness to work cooperatively together for their common good. It is the hope of your editors that this spirit will be more evident than ever before during the months of struggle which are before us.



The "GRADUATION CLASS" from our recent Grievance Seminar, held in Sacramento, is pictured here. Included in the picture are: Manuel Carvalho, E. A. Johnson, John C. Loschy, Frank Rodriguez, O. Fellin, L. Scaruffi, E. A. James, R. T. Weakley, Harry Bollin Jr., Edward W. Mills, Fred M. Lamson, Harold A. Rosenthal, Adrian Light, James A. Coslet, Thomas P. Prichard, Delbert Colman, Paul Devlin, L. L. Mitchell, Ed. White, Fred M. K. Lucas, Al Kaznowski, and W. R. (Bob) Glasgow. Those who also "graduated" but did not get in the picture were Paul Yochem, Mike Kelly of Local 47, and Geo. L. Rice, who was on the business end of the camera.

Arbitration Rulings Due

The Union and Company members of the Arbitration Board have been called to meet with Impartial Chairman Sam Kagel on Jan. 26. The Board, presently considering two issues involving expenses for General Construction employees, is expected to announce its decision in the immediate future. The Union members of the Arbitration Board are Brothers Lee Andrews and M. A. Walters. The impartial chairman, Mr. Kagel, is one of the outstanding arbitrators of the Pacific Coast.

BTC Presses PG&E For Jobs Legally Ours

Representatives of the California State Building Trades Council, headed by Pres. Otto Never, met with officials of PG&E on Jan. 12 in San Francisco. Purpose of the meeting, it appeared, was a follow-up on the State BTC notification of last month that they were going to "bring pressures to bear on the PG&E" to contract out all new construction and reconstruction work.

Officials of the IBEW and of Local 1245 did not attend this meeting. The discussions concerning the jurisdiction over maintenance and construction work now performed by members of Local 1245, which is party to a union agreement with the company, proceeded therefore without representation of the union which has been legally certified to perform the work.

It is understood that the PG&E officials advised Never and his committee that present policies regarding outside contracting will continue. We take this to mean that the policy of protecting the jobs of PG&E employees before contracting out any work will be lived up to as previously outlined to representatives of Local 1245 by the company. Construction of major plant projects will, of course, continue to be performed by outside contractors, as they have in the past.

Much of the major construction work such as new steam and hydro projects is already let to contract and additional contracts are anticipated. Local 1245 is seeking, and will continue to seek, all work normally performed by members of the union. This will include any new construction work which can feasibly be accomplished with our own forces on the PG&E properties.

We feel this is a matter of good

business—and of good faith to PG&E employees—to protect our own job security before outside contractors are given our work.

There is also a matter of public confidence and trust involved. When a healthy employment outlook is evident for PG&E employees, it spells stability and economic health for the giant utility. On the other hand, when excessive lay-offs occur, thereby reducing the base complement of workers, questions are bound to be asked by the stockholders and the general public, as well as by the employees affected.

There is a natural lessening of utility employment when the expansion of facilities catches up with the growth of the communities. Before this eventually catches up with us, there is bound to be something wrong if work covered by our jurisdiction is given to contractors—and our own people laid off.

We have no intention of treading on the ground of management in the conduct of their business. We have been encouraged to learn of many honest efforts to sustain employment on the PG&E properties. We desire more of this, if possible. In the protection of the employment opportunities of our own members we will resist at every turn any change of policy that will encourage "pirating" of our work.

We are confident that the PG&E management has the ability to stabilize a large and healthy base working force which will bridge the normal "peaks" and "valleys" of employment. The flexibility of the company to handle this situation has been demonstrated in the past. The orderly planning of work, with full consideration of the responsibilities toward their employees, should accomplish a good result.

27 N. Calif. IBEW Unions Have People At San Jose Meet

The regular quarterly meeting of IBEW local unions in Northern California was held at San Jose's Hawaiian Gardens on Saturday, January 11th. Eighty delegates from 27 local unions were in attendance.

In addition to reports from each local union represented, the gathering was addressed by International Vice President Oscar Harbak and members of his staff. Interesting reports on the current organizing drives, the status of various jurisdictional problems and the challenges confronting the IBEW during the coming year were discussed by the delegates.

While employment appears to be holding up fairly well for members of the "Inside" locals, the union representing "Outside" line and construction workers all reported much unemployment and gloomy prospects for the coming months.

Local 1245 was honored by the election of Bus. Manager Ron Weakley as Vice President of the Conference for the coming year. The new chairman of the conference is Bro. Tommy Ryan of Richmond's Local 302 and Bro. Charles Crawford of Local 340 was re-elected as secretary-treasurer of the organization.

Delegates from Local 1245 included Sister Grace Baker, Brothers Weakley, L. L. Mitchell, M. A. Walters, Frank Quadros, Gene Hastings, Gerry Moran and Geo. L. Rice.

Join the union—the job you save may be your own!

PG&E Lay-off and Demotional Steps Termed 'Big Headache'

Since the last issue of the UTILITY REPORTER was distributed, members of Local 1245 have been faced with lay-offs and demotions throughout the PG&E system.

The application of an orderly and equitable system of seniority to lay-offs and demotions is extremely difficult, even when there is a clear-cut "reduction of forces" clause in a union agreement. No one likes lay-offs or job demotions. The basic responsibility of the union is to protect the maximum number of employees who have the longest period of service with the company.

When the lay-offs commenced, it was reported to the Executive Board by the Union's Business Office that the interpretation and language of the lay-off and demotion procedure (Title 206 of the agreement) might well be in conflict with the seniority formula (Title 205). It was apparent that haphazard interpretations of the technical contract language might result in the lay-off and job demotion of workers with long service with the company while those with lesser service might be retained.

The Executive Board recognized the urgency and seriousness of the situation. The Business Office was, accordingly, instructed to establish an equitable formula with the

company, through the interpretation of downward seniority which would, whenever possible, protect employees on the basis of company seniority.

The Business Office then worked out an "on the job" interpretation in the San Joaquin Division, where a considerable reduction in force was imminent. Despite the little time available and the complexity of the problems involved, the Business Office and the company's Personnel Department came up with a solution which established company seniority as a protection against lay-off and demotion. The solution is far from perfect—but it filled a gap in working out an eventual over-all solution to the problem.

This entire matter will be fully (Continued on Page Four)

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Local 47 Wins Wage Increase for Southern Calif. Edison Members

IBEW members working for the Southern California Edison Company started the New Year with an increased wage scale, won by their Union Negotiating Committee.

Effective January 1st, all classifications earning up to, but not including, \$2,328 per hour received a 5 cent hourly increase. Those earning \$2,328 or more per hour won a 4.3 per cent increase.

"The wage increase is definitely a direct result of the effectiveness of our union," declared Business

Manager R. R. Rappatoni. "The Edison Company early last month hinted that there was no justification for a wage increase at this time. Had there been no Union, the possibility of wage increases would have been nil," he concluded.

Wage talks were conducted under the Wage Reopening provision of the agreement. The entire contract continues in existence for another year, at the end of which it may be opened by either party for general negotiations on all items.



The UTILITY REPORTER

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Political Action Urged —With Boss' Guidance!

The Merchants and Manufacturers Association of Los Angeles now urges workers to engage in political activities—subject, of course, to the guidance of management!

In a leaflet entitled "A Four Year Lease (With Option to Renew)," the M. & M. spells out a series of proposals for industrialists to follow in politically activating their workers—on the "right" side, of course.

No doubt this is designed to scuttle organized labor's legislative and educational program which is gaining momentum every day. Labor's political activities will become even more important as the effects of growing unemployment reach more and more working people.

Those who have cried most loudly about the "Labor Bosses" telling workers how to vote now seek to do a little "educating" on their own hook. Principal aim appears to be a drive toward the "open shop" days of the early 1920's. The M. & M., one of the most powerful and reactionary employer groups in the Nation, urges employers to invade their workers' homes through "family nights" and letters. They urge "soap, box tours," propaganda programs and "orientation" meetings as a method of obtaining employee support for their version of "good government."

The fear such employers have for the power of workers and their families to use the election ballot for their own interests is now exposed!

The M. & M. urges voter registration. We agree. They urge advertisement of names, addresses and districts of Congressmen. We agree. They urge familiarity with State Senators. We agree. The M. & M. counsels that employees should be advised of issues prior to elections. Again, we agree!

But along about there we part company with the proposals of the Merchants and Manufacturers. We propose to advertise the voting records of incumbent Congressmen and State Legislators on issues which are vital to the welfare of ALL CITIZENS, especially those who toil for a living.

We have no fears about the common sense and intelligence of the working man and his wife when they cast their precious vote. As the old saying goes, "You can fool some of the people . . . some of the time. . . ."

Respect Safety Orders!

Almost all accidents and injuries are caused by someone ignoring Safety Orders, not following safe practices, "taking a chance," or failing to correct dangerous conditions.

Give serious thought to on-the-job safety and don't be slow to make suggestions to your supervisor or Union Safety Committee. If you notice unsafe equipment or unsafe conditions, report them at once. If you fail in this duty you or one of your fellow workers may be injured.

Injury means lower living standards for you and your family—and, in many cases, actual hardships.

Work safely, and help others to work safely.

GET THEM OFF YOUR BACK

Is there anyone in your crew or department who won't join the union? Then slip him this:

Free Rider's Card CONTENTED CLUB, INC.

I am opposed to all unions. Therefore, I am opposed to all benefits unions have won through the years: Paid vacations, paid holidays, sick leave, seniority rights, wage increases, pension and insurance plans, safety laws, Workmen's Compensation laws, Social Security, time and one-half for overtime for hours in excess of 8 in one day and 40 in any one work week, unemployment benefits and job security.

I refuse to accept any benefits that were won by the unions and hereby authorize and direct the company to withhold the amount of the union-won benefits from my pay check each week, and donate it to charity.

Signature _____
 Address _____

San Joaquin— Dues Receipts Are Burned in Mail Car

Are you one of our members who did NOT get his dues receipt this month. Well, if you work in the San Joaquin Division, perhaps your receipt has been reduced to ashes.

Seems that a fire broke out in a railway baggage car and burned up a number of mail sacks. Some of the mail was apparently saved, because we have received reports that some receipts were delivered in a charred condition. Other bundles of mail have been returned to the office, burned so badly that it is impossible to determine the name of the addressee.

Shop Steward Joe McCauley of Fresno reports that the receipts he received were charred but he passed 'em out anyway! Good work, Joe.

If you didn't get your receipt—and wish proof of payment—please contact the union headquarters. The office staff will take steps to get it in the mail to you, post haste!

Municipality Notes

Brother Rudy Bozora has been selected as new Chief Shop Steward, replacing Bro. Howard K. Brewster. Our SMUD brothers also report that political activity is gaining momentum within the unit and they are definitely going to concern themselves with candidates for the Board of Directors of the Sacramento MUD.

Our members also made additional contributions to the J. R. Marsh Memorial Fund, amounting to \$40.00. The final push is on among all unions in the Sacramento area to complete the drive and meet the goal of the March fund. With this kind of cooperation, it looks as though that goal will be met very soon. Good work, fellows!

SACTO CITY LINES

Bro. Oscar MacGregor is reported in the hospital in Sacramento. Members are urged to drop him a note or pay him a visit. He was operated on for a serious intestinal disorder and will be off work for some time while recuperating.

Many of our "old timers" in the SCL unit are scheduling themselves for a three week vacation with pay as a result of the new agreement. That's a nice vacation to look forward to!

CITY OF LODI

The long, drawn-out period of negotiations for the City of Lodi unit has finally paid off. The City Council approved an additional 3 percent general increase last week, which brings the total increase up to 5.2 percent. The new rates will be retroactive to January 1st. Bus. Rep. Al Hansen reports that a few additional increases were gained to eliminate inequities in specific classifications. The results of the negotiations have been approved by members of the unit.

PINOLE LIGHT & POWER

Bus. Rep. Hansen has advised that negotiations will be commenced on wage matters only. The union's submission to Pinole will be ready for consideration of the company by January 22nd.

KEY SYSTEM

More of our "old time members," employed by Key System Transit Lines, are anticipating their three week paid vacations this year, as a result of the success of their negotiations. Members of the unit are presently working out new shift schedules and Holiday work assignments as a result of other changes in the agreement.



"I see it clearly now. Your future is very closely tied in with your union!"

\$46,000 Family Security Fund In Case of Worker's Death

Do you know that you have \$46,000.00 to leave for the support of your wife and children in case of your death? Well, if you are an average worker, earning \$3600.00 a year or more, with a wife and 2 small children, aged 1 and 2, that's what you have—in addition to any other savings and insurance you may have accumulated.

Here's how it works. On application, your widow will get a lump sum death benefit equal to three times your \$85. monthly retirement pension. This equals \$255.

Your widow and two children get a pension of \$170.00 a month until the two-year-old reaches 18. Over a 16 year period this amounts to \$32,640.

Your widow and the youngest child get a pension of \$127.50 a month until the youngest child becomes 18. This totals \$1,530.

Your widow's pension then ceases when both children reach 18, but she will receive old-age benefits when she becomes 65 years of age. Figuring the normal life expectancy of a woman at age 65, and adding to this to the benefits previously paid, your family would have received the whopping total of \$46,346.00—All of this income, under the law, is free of all income tax.

If your children are older than those used in the example above, your family will receive a smaller total sum, of course. They will, however, continue to receive the monthly check from the Old Age and Survivors Insurance Fund until the children reach the age of 18.

CHANGES ARE PROPOSED

That's the way the law NOW works.—But keep your eyes open. There is a strong movement on right now, sponsored by the U. S. Chamber of Commerce and the big business interests, to cut the heart right out of the O.A.S.I. program. "Front man" for this group is Rep. Congressman Carl Curtis of Nebraska, now head of a Special House Sub-Committee studying "improvements" in the Social Security program. Curtis has found that more than a billion and a half dollars each year is now piling up in the fund in excess of current payments to pensioners and survivors. He has also "discovered" that the Government spends about one and one third billions annually to grant pensions to the aged who were NOT covered by the O.A.S.I. during their working life—and consequently are not eligible for benefits. So, says Curtis, it's simple. Just amend the act to include ALL the old folks who need retirement income, pay them out of the present fund, and stop this nonsense of piling up money. Its a lofty idea, but—there are two major flaws.

In the first place, this is simply a move to get the workers who pay into the O.A.S.I. to shoulder the costs of old age assistance now being borne by the general taxpayers—including big business. And secondly, such an action would serve to bankrupt the Social Security Fund by 1968—and thus destroy the security you thought you were paying for all these years.

The O.A.S.I. Trust fund is just like any other form of pension insurance. YOU must pay the money in before you can expect to take it out. The extra billions now accumulating in the Trust fund—and there is more than 18 billion "surplus" right now—insures that there will be money available to pay YOUR retirement on survivor benefits when your need arises.

AFL HITS PLAN

The AFL "News-Reporter" of Jan. 5th called the Curtis program "morally dishonest." Said AFL President George Meany, "We believe that retired aged persons who are not eligible for Old-Age and Survivors Insurance benefits should be given adequate financial protection. But the payment of benefits to such persons is the proper obligation of society as a whole, and not of workers and others whose payroll deductions have created the O.A.S.I. Trust Fund as an instrument for their own future security." Meany concluded, "Coming as it does from a man who once described the Social

Security Program as 'Totally immoral', the Curtis plan is the most morally dishonest proposal to come from a person in a position of public trust in many years."

The President, in his Social Security Message of January 14th, has called for legislation to broaden the social security program. He has offered no specific suggestions as to how this shall be accomplished. It is our fear that the "Curtis plan" will be pushed as the answer to the President's demand.

ACTION UP TO YOU

We strongly urge each member to scrutinize carefully any legislative proposal which seeks to amend our O.A.S.I. program and its Trust Fund. When a proposal is offered which will cut the heart out of our future security—write your own Congressman. He's the guy who will either protect your security—or destroy it.

NEW HORIZONS IN STEAM AND HYDRO

The various power trade journals are reporting some significant trends in power generation in recent issues. With steam pressures moving up to 2500 PSI, temperatures to 1100 degrees F., 260 MW units and control designs which include over 1000 electronic tubes, what happens to manpower?

When giant hydros are being operated on a fully automatic basis, without any operating personnel, the answer is complete elimination of the operating classifications.

The technical progress of the power generation industry has come a long way in a few scant years. We can look back just a couple of decades to the time when we marvelled at the new high pressure, high temperature steam generating units as against long batteries of low pressure boilers and multi-unit turbine installations in the usual metropolitan plants. The technological improvements have brought on an almost complete change in our concept of cost per KW steam generation.

Hydro plants, with their romantic little units, covered with shiny brass, are almost museum pieces when contrasted with the massive projects and plants of today. One can't help but wonder how the brightwork polishing would be done with only the remote control operation of today.

The statistics of 20 years ago, showing the number of operating and maintenance workers needed to produce the total electric energy produced in America, would be interesting indeed, if contrasted with the number of workers employed in producing the total power generated today.

We face the realities of technological progress when we analyze the number of workers required in "new" plants as against the needs of "old" plants, particularly in steam. Yet we have, in our jurisdiction, more workers employed in steam than we had 20 years ago. This, of course, is due to the tremendous expansion experienced in the West in that period.

The changes in manpower requirements, along with the increased responsibility and workload of present day operators in modern plants, will call for serious consideration in future collective bargaining programs. This is a necessity if we are to gear our wages and conditions of employment to the changes brought on by technological improvements.

"Yes," remarked the worker, "Me and that white horse have been workin' for the company nigh on 20 years."

"Fine," replied the boss. "And you've been well treated?"

"Well," replied the old gent, "Last week we was both sick an' they got a doctor for the horse, but they just docked my pay."

Apprenticeship Promotes: PRIDE, MANPOWER, SKILL, SAFETY, AND PRODUCTION

By L. L. MITCHELL

The United States has always been famous for its industrial and technological superiority. In the complexities of our industrial life there are more than 5000 different occupations, divided into three broad classes: Technical, skilled and semi-skilled.

We are living in a technological age and must prepare our younger people for advancement in this type of world. Formalized education has not kept pace with the need for industrial training. Records prove that in 1930 there were few native born journeymen under 50 years of age. Here was a country far ahead of all others in industry dependent upon Europe for its skilled tradesmen. Further evidence of this was shown by the fact that the Army and Navy in World War II became vast training schools for mechanics of all kinds.

In order to keep pace with the need for more and better journeymen, and to maintain our superiority, it is evident that we must supplement our educational program with some type of industrial training. Under sponsorship of the government many labor and management groups have set up joint apprenticeship training programs which are filling this need. Many of our problems on the P.G.&E. system could be minimized with a real joint apprenticeship program.

PRECEDENT FOR TRAINING

Apprenticeships are not new but have come down through the ages. Ancient records reveal apprentices being used during the rule of the Babylonian Emperors as early as 2100 B.C. Early history has also shown apprentices in Egypt, Greece and Rome. The first recorded rules for apprentices serving apprenticeships were established by Queen Elizabeth of England in 1562.

Apprenticeships in the past served as punishment for debt or idleness, relief for the poor, or a substitution for education. The present day apprenticeship serves a much different purpose.

An apprenticeship in industry is very similar to an internship in medicine or a junior partnership in a law firm. In all of these the practical application of the mechanics of the job are practiced. Under the guidance of a skilled journeyman each is able to gain the experience necessary to do the full job.

MEMBER INTEREST EVIDENT

Much interest is being shown by the membership in an apprentice program and as a result many questions are being asked. We who have had more opportunity to study the operations of programs on other properties have found certain principles which, seemingly, are necessary for a successful and harmonious joint program.

An apprentice program must be a co-operative venture and have definite standards set down. It should be indentured and registered under the State Apprenticeship Program. The principle of earning while learning is a sound one and makes the apprentice a much more willing student. At the same time the employer gets an employee who has more interest in his job and one who, by having been trained in the company, will make a better supervisor if and when the need arises.

Related schooling is necessary in order that the journeyman not only knows how, but why certain things are done. The usual practice is at least 144 hours of study per year of apprenticeship. The courses of study are normally worked out jointly by Labor, Management and the Public School authorities and are based on the needs of the particular industry.

It is impossible to duplicate in the class room the conditions to be found on the job. Therefore the theoretical education should not replace but only supplement the practical on-the-job training. Human relations, working with other people, use of materials, a calling down by the boss, etc., can only be met on the job. The apprentice must be given productive work ex-

perience in order that he may learn to share the responsibilities of keeping up his end of the work.

SELECTION IS IMPORTANT

A program must have a screening process to insure that good qualified journeymen will be trained. The selection of apprentices must be controlled by a joint board which will have in mind the welfare of the apprentice, the standards of the journeyman and the benefit of the company. All persons do not have the same abilities or aptitudes and too often a person who is qualified for one trade wastes time trying to learn another, which he later finds he does not care to continue. Any one or all of the following qualifications may be used in a screening process: age, education, physical limitations, I.Q. rating, interests, natural abilities, background, job attendance, job knowledge and manual dexterity.

Once a man is launched in the program he does not automatically go through the training but must meet agreed upon standards of performance periodically. The joint board reviews his progress and if he passes he gets an increase in responsibilities and wages and continues with his training. The board may hold a man at any level until he qualifies for advancement or it is proved that he cannot progress. In the latter event, he may be demoted. Upon completion of the training he is given an examination and if he passes he is given a certificate which is furnished by the State and he is rated as a journeyman.

All programs must have stipulated periods of training and no more apprentices should be in training than will be required for replacement of journeymen. This is necessary so that each man completing his training can immediately be given a journeyman's job.

All training programs must contain safety education for an unsafe worker can never become a truly competent journeyman. Statistics prove that the cost of the average lost-time accident would pay for the usual four-year training period of an apprentice. In addition, accidents have costs which can never be measured, such as loss of morale, physical and mental suffering and readjustments of crew personnel. Proper training can help prevent such accidents.

PRIDE IN WORK

We find that apprenticeship programs re-establish the old journeyman pride of workmanship which is lacking in so many of our present-day journeymen. They help to maintain a skilled manpower pool for replacement of journeymen and to build morale on the job. They create better workmen which, in turn, increases production and reduces accidents. It aids public relations and reduces costs to the company which may produce a resultant saving to the consumer.

Apprentice training produces all these things but, above this, the individual who completes his training and receives a certificate has an irrevocable possession. No one can take away from him the knowledge and skill of his trade. It is his to keep as long as life endures.

These benefits which accrue to all participants in an apprentice program make it one of the most desirable items in our entire negotiating calendar. With your backing, and an honest desire for a true training program on the part of our entire membership, our goal can be achieved.



"It says: 'All slaves found guilty of joining the union will do an extra 10 years on the pyramids!'"

Auburn— Here Is Steward Of the Month

Our first Steward of the Month for 1954 is really noted for his activities as a Grievance Committeeman in the Drum Division.

Bro. Tom Prichard, charter member of Local 1245, and a Combination Man in the Auburn Service Department, is the "Man of the Month."

The members of his unit report that Tom does a bang-up job in representing them at grievance sessions. Known as a hard and conscientious worker, both on the job and for the Union, Bro. Prichard constantly strives to increase the strength and effectiveness of his Union.

Tom is a busy man during all his waking hours. He's an "after-work" farmer and has cattle and chickens to tend to. Assisting and encouraging him in all of his activities are wife Lorraine and children Mike, 11, Sue, 9, and Judy, just 2 years old.

The members of the System Review Committee already know that Bro. Prichard works hard to get the right answers. Grievances sent in from Drum Division are always distinguished by their clarity, the attention to detail, and the inclusion of the kind of factual information that the Review Committee must have to successfully prosecute a grievance at the higher level.

The Editorial Board of the UTILITY REPORTER is happy, indeed, to salute Brother Tom Prichard this month! Congratulations, Tom, and—we know you'll keep up the good work.

Research and Education Corner

The reaction of the first group of students to our Union-sponsored Grievance Seminar is most heartening. Those in attendance were emphatic in pointing out that a continuation of this type of educational program will make our Union stronger and better united.

Meantime, there are other areas of research which are of importance to us all. Wage increases and proportionate shares of our tax burdens received some recent publicity.

WAGE PATTERN SURVEY

The Bureau of National Affairs recently released the results of a survey of the national wage pattern for the first three quarters of 1953. A general decrease in the level of negotiated wage boosts is revealed.

The median (middlemost) increase for the quarter ending September 30 was 8.6 cents per hour—up 3 cents from the first quarter, but down 3 cents from the second. The most frequent single increase reported during the third quarter was 5 cents per hour, contrasting with a comparable increase of 10 cents for the second.

The survey reveals that during August and September, 1953, 30 percent of negotiated settlements provided for 4 to 6 cents per hour, 25 percent for 7 to 9 cents, and 20 percent for 10 to 12 cents. Ten percent reported less than 3 cents, and 15 percent over 13 cents. The conclusion: Wage increases are getting harder to negotiate!

TREASURY REPORT

The U. S. Treasury also issued an interesting, if little publicized report this month. The report, prepared by the Commissioner of Internal Revenue, offers material which may be used to make tax comparisons for the decade 1940-1950, depicting the enormous success of the Big Money forces to shift the income tax burden to those least able to pay.

Back in 1940, taxpayers with an adjusted gross income of less than \$3,000 paid 7.33 percent of the total income tax bill, but—by 1950, they were paying 11.92 percent of the nation's tax bill.

During the same period, those with adjusted gross incomes of \$100,000 or more, who paid 27.55 percent of total taxes in 1940 were

IBEW SOUTHERN CONFERENCE HOLDS INTERESTING MEET

Scores of delegates from all of Southern California gathered for the first quarterly meeting of the Southern California Executive Conference of the IBEW on Jan. 16. The meeting, held in El Centro, Calif., was attended by Bus. Mgr. Ron Weakley and Asst. Bus. Mgr. L. L. Mitchell of Local 1245, who were given a thorough briefing on the progress and problems facing our sister unions in the Southland.

The effects of the Taft-Hartley Act are now being felt by Local Union 11 of Los Angeles, according to reports from their delegation. Attacks upon union security, filing of unfair labor practice charges and law suits against Local 11, and the difficulties experienced in the application of the trial procedure of the International Constitution were reported to the conference in detail.

The current drive in the South to kill off union security clauses in our union agreements, spearheaded by the Merchants & Manufacturers' Association of Los Angeles, provided the ammunition for a spirited yet serious discussion.

Growing unemployment problems were reported by all branches of the electrical trade. The manufacturing industry is hit hard. Local Union 1710, our Los Angeles manufacturing local, reports some 2,000 members currently unemployed. These lay-offs are due mainly to cutbacks in the electronic, radio and television industries, according to the delegates.

Utility Locals 465 of San Diego and 47 of Alhambra reported on their current collective bargaining programs and the settlements they reached. Our Local 1245 delegates conferred with the utility union representatives to gather all in-

formation on wage patterns and organizational status.

IBEW Vice-Pres. Oscar Harbak brought the delegates up to date on wage settlements and problems facing unions within the Ninth District. The storms brewing over interpretation and enforcement of the Taft-Hartley Act are among the most serious of the problems confronting our unions, according to Brother Harbak.

Brother Charles Foehn, member of the Intl. Executive Council, spoke of the need for political enlightenment and activity in order to combat the anti-labor proposals of the Legislature, the Congress, and the National Administration. His remarks were well received by the conference.

Brother Dave Milne of Local 413, Santa Barbara, was chosen as president of the conference for the coming year. Brother Warren Ferguson of Local 441, Santa Ana, was elected vice-president, and Brother James Lance of Local 11, Los Angeles, was retained as secretary.

Bus. Mgr. Weakley reported to the group on the progress of Local 1245 during the past year. He also outlined some of our current difficulties regarding lay-offs, protection of jurisdiction, and problems involving the respecting of picket lines. The need for additional education on trade unionism and the effects of years of anti-labor legislation on the membership of Northern California locals was also discussed by Weakley.

The hospitality of our southern brothers was enjoyed by all who attended the conference. A better understanding of the need for collective action to combat the "open shop" drive now being undertaken by reactionary employer groups was developed among the delegates.

'Round and About

Press Secretary Raymon L. Bishop of Fresno reports that Bro. George Roark, a Lineman, passed away on January 2nd. Bro. Roark, a native of Tennessee, had been continuously employed since 1924. He is well remembered as a friend to all our Union brothers in the division.

The A. F. of L. Edition, "National Newsletter" of the Community Chest, commended our members in the Woodland area for their fine participation in the recent Community Chest drive. The "Newsletter" reported the fact that the generous contributors are members of Local 1245. Good work, men! You have supported a most worthwhile cause, which is endorsed by Labor and Management.

William A. Burkett, Director, California Department of Employment, has written to congratulate the UTILITY REPORTER for "its excellent efforts to help combat

only paying 11.13 percent of the total bill!

Millionaires and multi-millionaires did all right, too. In 1940, millionaires paid 4.45 percent of the bill, but by 1950 they covered only 1.42 percent of the total.

Thus, the portion of personal income taxes paid by the \$3,000 or under income group INCREASED 63 percent during the ten-year period. By contrast, the share paid by those in the \$100,000 or more bracket, DECREASED almost 250 percent. The share of the total bill paid by millionaires actually DECREASED 313 percent between 1940-1950.

The laws which govern the amount of taxes paid by all segments of our society, are, of course, established by the Congressmen and U. S. Senators who represent us in the Nation's Congress.

One cannot help but wonder just WHO is being represented!

Golfer—"I think you are the worst caddy in the world."

Caddy—"Oh no, sir! That would be too much of a coincidence."

the payment of illegal and improper unemployment insurance payments." That gentleman's public relations staff is certainly busy! We also received a press release from the State, advising that workers who pay more than \$30 per year into the state disability fund are entitled to refunds of the excess amount. Refund claim forms may be obtained from any office of the Department of Employment, and must be filed before June 30, 1954. If you paid in too much—here's your chance to pick up a few extra dollars which may come in handy!

Bro. Roy D. Murray, who contributed an article to the November, 1953, issue of the UTILITY REPORTER, has been commended by the members of IBEW who are now engaged in organizing workers at the Philadelphia Electric Company, in far-off Pennsylvania. Murray's article, "Union Business Is Your Business," was reprinted in the IBEW NEWS, monthly paper issued to employees of Philadelphia Electric Co. Congratulations, Bro. Murray on the success of your initial article. When can we have your next contribution?

From DRUM DIVISION comes a report that Bro. William J. White is retiring from active service with the P.G.&E. Bro. White, a native of Cambridge, Mass., went to work for Great Western Power Company at Cowell in 1921. He was transferred to Spaulding Power House in 1936, as an Operator, then to Wise Power House where he worked until his retirement the first of January, 1954. Bro. White, and his wife, Vera, plan to enjoy life in their new home in Newcastle. White was one of the first members of Local 1245 and had served on the Union's Executive Board several years ago. We all wish him happy days in his newly-found leisure.

Reports to ROUND AND ABOUT were rather sparse this month. Now that the holidays are over, how about some of the news of interest from your unit? You get it in—we'll print it.

YOUR Business Manager's REPORT

By RONALD T. WEAKLEY

The growing attack upon the economic and political security of small businessmen, wage earners and farmers continues as this column goes to press. To blame "big business," labor union "monopolies," world communism and other such excuses doesn't quite answer the question of why such attacks continue to be directed at the "little people" of the land.

Does the right of a man or woman to the security of our Nation's Social Security program fall under the category of economic ills which must be cured? Some members of Congress evidently believe so. How about low interest home loans for our people? Will such a program "socialize" America? Some lawmakers and administration leaders seem to think so. Is an adequate defense program indicated as a result of Communist aggression? Some leaders are opposed to defense expenditures while warning about the "Red Menace."

The confusion prevalent in our land today must be encouraging to our enemies—and discouraging to our allies. Certainly it is most discouraging to our own citizens.

No one wants to cry about economic ills without good reason. The President says that crepe hangers are out of step with reality. Yet, the nation-wide lay-offs and cut-backs are stark realities to those who are affected.

Congress has before it some serious items for consideration and

action. Housing, Health, Defense, Farm Economy and Internal Security are on the list of issues which will be of importance to all Americans. Labor Legislation, Taxation, Debt Limitations, Foreign Policy and Civil Rights are on the calendar as well.

The record of this Congress will be very significant in our history. Political expediency will not answer the problems facing the Nation. To cut the heart out of the existing old age assistance program, deny labor its legitimate rights, curtail the freedoms of speech and peaceful assembly and reduce the purchasing power of workers and farmers—these things will only serve to forecast the doom of our democracy and position of world leadership.

There are those who think that such a program will strengthen America. They are in the minority but are powerful through their position, influence and money. This sort of program will weaken and eventually destroy the unity of our Nation if it is carried out. The proof of this is to be found in world history.

We seldom hear, except through derision and scorn, of the great domestic and world leadership exhibited by Franklin Delano Roosevelt. Only history will prove his greatness and the humility with which he served our Nation. It is

easy to forget the unity of purpose displayed by our country in the face of world-wide depression and war. Many of us have not and never will forget the Four Freedoms—or the great social and economic improvements of FDR's time.

It is necessary that we combat fear if we are to forestall the dangerous threat of world Communism to ourselves and the free Nations. To threaten our freedoms at home—and to turn back the clock on social and economic improvements—is to invite subversion and disloyalty among our people. The police state is abhorrent to Americans and has always failed to cure the unhealthy situation. Again, the examples in history are the proof of this statement.

Are we afraid of ourselves? Must we chain each other in order to protect ourselves? These are real questions of the day. Free Labor doesn't believe so. Labor in East Germany doesn't believe so—they battle the Red tanks with only rocks and clubs. Labor in this Nation will battle in the same manner if necessary to protect our country.

An honest and constructive program is in order if we are to defend our Nation from attack, both within and without. Such a program must encourage the wage earner, the merchant, the religious leader, the farmer, the civil servant, the racial minority groups and the underprivileged—if it is to succeed. We've done it before and we can do it again—if the Administration and the Congress live up to one simple pledge—their sacred oath of office.



STOCKTON GROUP—Pictured here are a group of our fine Union members from the Gas Department, Stockton Division. The men, left to right, are: Top Row: J. Harris, Ed McCauley, John Loadis, Ed Schultz. Second Row: Ed McIntosh and George W. Scott. Bottom Row: W. D. Larimore, C. A. Kempf, E. E. Pond, Carl Fritsche, W. W. Weaver and James Green.

The picture was sent in by Union President Frank Gilleran who reports that these men, and their fellow workers in Stockton Division, are always ready and willing to help our local progress.

An Important G.C. Interpretation Corrects Long-Standing Inequity

The General Construction Department Grievance Committee, in arriving at a settlement of a grievance, recently obtained an interpretation of great importance to all G.C. employees. The interpretation, which corrects a long standing inequity, should eliminate a great deal of misunderstanding in the future.

The decision reads as follows: "When an employee is temporarily assigned to work in a classification higher than his regular classification he is to be paid for time worked in the higher classification at the rate therefore, provided such work is for accumulated time of at least two hours during any one day. When the employee's regular rate is below the starting rate of higher classification he shall be paid at the starting rate;

when his regular rate is equal to the starting rate of the higher classification he shall be paid at the first step above the starting rate of the higher classification, which in wage ranges is \$2.00 per week above the starting rate; except that, in either case, the employee shall be paid any higher rate he was previously held in the classification to which he is temporarily upgraded. In case the employee is already receiving wages in his regular classification above the rate he is entitled to receive in the higher classification, there is no need to change his classification."

Lung Cancer Study Is Under Way by U.S. Health Service

Do welders and sheet metal workers contract lung cancer any more frequently than other classifications of workers? Do fumes often present in plants and boiler rooms cause lung cancer?

These and related questions are now being given a thorough study by a team of doctors and research analysts employed by the U.S. Public Health Service. Working in conjunction with labor unions, the research group is compiling data to determine the incidence of lung cancer among several classifications of workers. No doubt you may ask, "Where do we fit into this act?"

When studies are made of the ratio of lung cancer among a particular group of workers, a "representative" group is needed to provide comparative data. And the members of Local 1245, working as they do in hundreds of classifications and in most areas of Northern California, have been judged a highly representative group. In view of this, the Public Health Service has asked our union to cooperate in the study.

The matter will be referred to the Executive Board for its recommendation at the Feb. 7 meeting. In the event the Board approves our participation in the study, you may be getting a questionnaire from the Public Health Service. If this happens, we hope you will give it your thoughtful attention—answer the questions and return it promptly. Your cooperation may help the researchers to learn more about this dread disease.

This particular study has nothing to do with lung cancer allegedly caused by smoking tobacco. It is concerned primarily with cancer caused by job conditions.

Incidentally, the U. S. Public Health Service reports that lung cancer has replaced tuberculosis as one of the major killers of our citizens. We should all be interested in helping to stamp out this vicious kind of killer.

Be careful what you start while trying to stop something.

PG&E Lay-off and Demotion Procedures Termed 'Headache'

(Continued from Page One) discussed at the Joint Policy Committee and Executive Board session scheduled for the first week of February. The basic question of the responsibility of union leadership and the extent of the authority that must be granted in a serious emergency will be thoroughly aired. Several of the members who did not fare so well in the lay-offs have raised a question with respect to the authority of the union officers to take action in an emergency. Consideration will be given to the fact that the time element did not permit full discussion and unit action in the handling of an emergency issue of this nature.

The officers of Local 1245 are sworn to serve the best interests of the union membership at all times. They will welcome a clarification of the responsibilities and the authority which they must assume. Establishment of clear-cut union policy to guide them in the proper conduct of emergency situations, such as the current lay-offs and job demotions, will be in the best interests of all officers and members of our union.

Outside Line Report

Bro. "Cy" Yochem, one of our trustees for the new Bay Area IBEW Health and Welfare plan, reports that the committee hopes to have the plan in operation by February 1st.

Bids submitted by interested insurance companies and Health Plan underwriters are now being analyzed by the trustees. The benefit structure to be provided by the plan will be announced in the immediate future.

The plan, as it is presently established, will be available to members of IBEW Locals 6, 595, 617 and the Outside Line group of Local 1245.

MANY UNEMPLOYED

The job dispatcher reports that about 30 Linemen and an equal number of Groundmen are presently registered with the Outside Line branch as unemployed. Work prospects appear to be very poor in the foreseeable future.

Bro. Paul Smith, a former Assistant Business Manager for Local 1245, suffered a broken arm and wrist this month while testing a Hole Digger Machine on a job near Watsonville. After a few days in the Watsonville hospital, Brother Smith will continue his convalescence at his home near Lincoln, California.

Anti-Labor Forces' Power Felt in New Cal. Electric Pact

Our sister in Southern California, Local 47, announced the conclusion of negotiations for the 1954 agreement with California Electric Power Co. early this month. Local 47 reports: "The weight of the anti-labor strength growing nationally month by month was felt in the Cal-Electric contract, where the union security clause was dropped from the 1954 contract."

The Local 47 committee recommended acceptance of the new agreement in view of the conditions that presently exist. (Local 47 concluded a nine-week strike against the leading power company, the Southern California Edison Co., just a few months ago.)

Terms of the new agreement include an across-the-board wage increase of 5c per hour. An additional 5c increase is provided for Linemen, Electricians, Servicemen, Patrolmen, Senior Patrolmen, Light Crew Foremen and Cable Splicers. None of the non-climbing classifications were included in the additional adjustment.

In addition, the grievance procedure clause has been amended, the meal period clause clarified, and the double-time pay for overtime work has been extended to include emergency callouts between 10 p.m. and 6 a.m.

The new agreement will extend until Dec. 1, 1954, and from year to year thereafter unless notice of termination is given by the union or the company.

For Bargain Hunters Only

Do you have a Christmas check which isn't spent yet? Or do you just need "everything" in the way of clothes and linens for your home? Then now's the time for you to become a "bargain hunter."

The slump in the textile industry has added to the eagerness of most retailers to get rid of large stocks of goods during their usual January sales.

For women, lingerie, cotton clothes and fashion dresses will be marked way down in most stores. Nearly all children's clothes are specially priced this month also. If your husband needs a new suit or topcoat, now's the time to start shopping.

Sales were slow all fall, stocks are loaded and the prices are be-

ing reduced drastically by many major retailers for their sale events.

Now for just a couple of "don'ts"—and one "do." Don't let yourself be taken in by sales to buy more goods than you really need. And don't buy the first sale item you see. Shop around a bit and make sure you are really getting a bargain. Goods of inferior quality are never a bargain. Be a good judge of materials and workmanship and you'll get bargains that will serve you well.

And, above all, look for the Union Label on the items you purchase. If no label is present, ask the sales clerk if the linens or garments you are considering are union made. This is your best guarantee of quality workmanship.

HELP US

Just a note to your union, when you're moving, will keep your paper coming to you regularly. Don't miss important news on organization and contract negotiations which directly affect YOU and YOUR JOB! Report address changes promptly!

From time to time members report they are NOT receiving their copy of the UTILITY REPORTER. Investigation usually reveals that the member has moved — and neglected to notify the office of the change of address.

Section 15.5 of the Local Union By-Laws provides:

"Each member shall keep the Local Union office advised of his correct address, telephone number and Social Security number."

It would save lots of time—and money—if you would comply with this by-law provision. Won't you please clip the change of address slip which is printed here and send it to the Union office, just as soon as you change your address? Then, you'll continue to receive the paper—and the Union will be spared the extra expense of "tracking you down."

Detach and send to Office Manager, Local 1245
1918 Grove Street, Oakland 12, California

PLEASE CHANGE MY ADDRESS!

OLD ADDRESS

Street.....
City..... Zone..... State.....

NEW ADDRESS

Name.....
Street.....
City..... Zone..... State.....