

The UTILITY

Gas, Electric, Water, Clerical,
and Construction Workers



REPORTER

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

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MARCH, 1954

All Offices Open For Nominations At May Meetings

Springtime seems to be the political season of the year. With filing deadline for partisan candidates just a few days off, the daily papers are reporting on all those who seek public office. We here in Local 1245 have an additional election coming up to concern ourselves with. For nominations for all our major Union positions will be open at unit meetings during the month of May.

The following Union offices will be open for election: President, Vice President, Business Manager-Financial Secretary, Treasurer, Recording Secretary, Area Members of the Executive Board and all positions on the Policy Committee. Since there will be an International Union Convention this year, we must also elect our delegates (10) to the Convention.

Section 4.1 of our Local Union By-Laws provides that nominations MUST be opened as a special order of business at 8:30 p.m. during the May meeting of each of our units.

Additional sections of Article IV of our by-laws establish the rules governing the nomination and election of candidates for Union office. In order to avoid misunderstandings, it might be well to review some of those rules in this article.

To QUALIFY as a candidate for any Union office, including Policy Committee and Convention Delegate, a member must have been in continuous good standing in the Local Union for two (2) years or more immediately prior to June 1st. He must also have paid his Union dues up through the month of March, 1954. Candidates for Business Manager-Financial Secretary must also be "A" or beneficial members, according to Article XVIII, Section 6, of the International Constitution.

(Continued on Page Two)



DANIEL W. TRACY

D. W. Tracy Resigns As IBEW President

The resignation of Daniel W. Tracy as President of the International Brotherhood of Electrical Workers was announced from Washington, D. C., just before our press time. Tracy will be given the post of President Emeritus, effective April 15, 1954. He will be succeeded by J. Scott Milne, the present International Secretary-Treasurer.

Tracy was first elected International President in 1933. He served continuously until 1941, at which time he resigned to accept the post of Assistant Secretary of Labor in the cabinet of President Franklin D. Roosevelt. Tracy served in this post, under Secretary of Labor Frances Perkins, until 1946. He was again elected President of the IBEW at the 1946 convention in a hotly contested election.

Tracy, formerly the business manager of a Texas IBEW local union, has a long and distinguished record of service to the nation and the IBEW. He served as an International Vice-President of the Southern District from 1919 until his first election to the presidency in 1933. He has also been a member of the AFL General Executive Council for many years.

J. Scott Milne, who will serve out Tracy's unexpired term, starts (Continued on Page Two)

Union Readies for Action in '54!

Unit Political Education Committees Approved

The Executive Board of Local 1245, at its regular meeting on March 7, approved the establishment of Unit Political Education Committees. The committees, to be formed in each of our nearly 100 units, shall be known as the Unit Law and Legislative Committee.

Each Unit committee shall be comprised of three members and shall be accountable to the Union Executive Board. Their major functions shall be to: (a) investigate voting records of candidates for public office in their own immediate area, (b) invite candidates for public office to address Unit meetings and (c) work for the registration of each and every member and their eligible family members. The committees were cautioned, however, that no endorsement of any candidate may be made in the name of the Unit or the Local Union.

The decision to establish Unit Political Education Committees came about as a result of the recommendation of our Policy Committee at its bi-annual meeting last month. The initial recommendations for such action had been made by several Units of our Union.

In a busy all-day session, the Board transacted a considerable amount of Union business. Some of the actions taken were:

- Establishment of a committee consisting of Brothers Edward L. Sunkler, Ray D. Reynolds and Donald Hardie to study the Constitution and By-Laws and make recommendations on such changes or amendments as may be necessary for more efficient operation.

- Appointment of Brother John Lappin as San Francisco Division Policy Committee Member to succeed Brother Jesse Nash.

- Approved sending ten delegates from Local 1245 to the International Union Convention, to be held in Chicago starting August 31, 1954. The ten members receiving the highest vote will be declared delegates and alternates, if needed, shall be those receiving the next highest vote.

- Approved formation of a Union Health and Welfare Committee to study and compare all types of available coverage. Appointed to serve on the committee were Brothers Donald Chave, Mark Cook and Frank Mercer. The group was delegated to attend an AFL Health and Welfare Planning Conference on March 20-21, 1954 in San Francisco.

- Authorized Executive Board members to meet with the Policy Committee members in their respective areas between the semi-annual Policy Committee meetings. Time and place of such meetings will be arranged by the Area Executive Board member

and actual expenses incurred will be paid by the Union.

The Board also instructed Bus. Mgr. Ron Weakley to attend the Calif. LLPE Pre-Primary Election Convention in San Francisco on April 12, 1954. This is the State AFL political gathering at which candidates for all important state and federal offices are screened and endorsements voted to those whose record warrants support of the State Federation of Labor.

More than twenty Unit recommendations, dealing with proposed changes in wages, fringe benefits and working conditions, were referred to the System Negotiating Committee for their study and con-

sideration. Action taken on numerous other Unit recommendations is reported in detail in the minutes of the Executive Board meeting. These minutes are available to the membership at their own Unit meeting which follows the Ex. Board meeting. Every member is urged to attend his own Unit meeting and to participate in the discussion regarding the business of our Union.

The Ex. Board voted to request Intl. Pres. Tracy to remove the Outside Line group from the jurisdiction of Local 1245 due to many factors beyond the control of our Local and for the benefit of all concerned.

Grievance Procedure Now Runs More Smoothly, Report Shows

The Joint Review Committee—top level Union-Company group charged with responsibility for settling grievances, has reduced the number of pending cases to three. So reported union committee members Elmer Bushby, Ray Michael and Leonard Gehringer following the March meeting of the committee.

To date, there have been 62 grievances submitted to the Joint Review Committee from the various Divisional Grievance Committees on the PG&E system. Three of these have been settled by a Board of Arbitration, seven have been filed for arbitration, and, with the exception of the three pending cases, the balance have been disposed of by the committee without recourse to arbitration.

In a previous issue of the UTILITY REPORTER, an appeal was made to the membership of Local 1245 to acquaint themselves thoroughly with the terms of their respective working agreements. Stewards and Grievance Committeemen were urged to work closely with the members to make every effort to weed out "bum beefs."

Shortly after this article was published the Business Office conducted a series of Grievance Seminars throughout the PG&E system for the benefit of our Grievance

Committeemen. Additional seminars are now being offered in many areas for the shop stewards and interested members. Success of such educational sessions is apparent as an ever decreasing number of grievances are now reaching the Review Committee level. More and more legitimate grievances are being settled by the shop steward or at the Divisional Committee level. During February, for example, there were no unsettled grievances referred to the Joint Review Committee by any Division Grievance Committee.

The union brothers who serve us on the Review Committee advise that the gradual elimination of unjustifiable and poorly prepared grievances is aiding their work. Time formerly spent in wrangling over "bum beefs" is now devoted to serious consideration of bona fide grievances. As a result, company and union committee members have each developed a broader understanding of the problems of the opposing side. It all adds up to something Bus. Mgr. Ron Weakley commented on in a recent column—greater stability for our organization and more maturity in the consideration of the problems that we must surmount if we are to grow and prosper.

NEVER IS STILL NEEDLING

General President Otto E. Never of the California State Building Trades Council is still trying to agitate the various county Building Trades Councils into raiding the jobs of members of Local 1245. We are confident that our brothers in the unions which comprise the Building Trades Councils will not fall for this pitch.

Local 1245 is affiliated with many AFL groups in Northern and Central California and in Nevada. We enjoy good relations with our sister AFL unions and we want to continue to do so. Many of our AFL affiliates will recall assistance rendered them, in time of trouble, by the IBEW of which we are a proud part.

General President Never is advertising our physical wage scales and attempting to show that our members are being paid much less than some building trades crafts. He conveniently omits the fact that our people, in many cases, enjoy much higher annual wages due to continued employment, than do some tradesmen. The job security of our members is worth a lot to a worker, no matter what his trade may be.

Mr. Never also quietly forgets to mention that our cost item fringe benefits and working conditions add up to more than 40 cents per hour on the average for each employee. This 40 cents is over and above his regular wage.

We are utility workers, banded together into an industrial union which represents the many skills and specialties common to a multi-service utility such as PG&E. We have come a long way since we organized. (Please read the "Research and Education Corner" in this issue for some examples of progress!). During the years that PG&E was unorganized, no AFL union other than the IBEW was interested in tackling this tremendous problem. We intend to remain what we were organized to be—an AFL industrial union. We will fight any phony attempts to chop us up into craft units—and thereby weaken our bargaining power with the huge utility.

These Johnny-come-lately moves to raid our jobs will be bitterly resisted by our members. It appears that unless General President Never stops trying to take our jobs, we might have to take a look at what makes the General President so interested in the utility industry.

The IBEW, from top to bottom, will support Local 1245 in fighting off the raiding tactics of any group. And our members all over the PG&E system have already served notice to all concerned that they are dug in and are supporting their own union—IBEW Local 1245. We don't think that General President Never will have the opportunity to work on any of our jobs.

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Here is a group of those attending the Grievance Seminar held at Eureka for the Humboldt section of Local 1245 on February 23. Those present were: Ron Weakley, L. L. Mitchell, Fred Lucas, Henry Lucas, Pete Albonico, Clarence Simson, Al Bastian, Joe DeMille, George Tulley, Ed Pelley, Darrell Salladay, Chet Wonderly, and Joe Sykora. (Picture by Joe DeMille).



The UTILITY REPORTER



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"Right to Work"

(The following is taken from an article by George E. Lucy, S.J., in Labor-Management PANEL, published by the University of San Francisco).

The right-to-work enthusiasts are in an enviable position. Slogans and cliches are on their side. In an age when force and compulsion are associated with dictators and commissars they can appeal to people who willingly sacrifice men and wealth to perpetuate freedom.

Those who live by and think largely in terms of slogans and cliches wave the flag as they go to the polls to defend the workingman's "right-to-work." But the objectives and reasoning of these patriotic citizens are vicious, antisocial and unjust.

Fundamental to all their arguments is the error that the right to work is an absolute right and a purely personal one. It is no such thing. The right to work is a conditional right and a social one. It is limited in many ways by the employer and by the government. No one claims that these restrictions are un-American and destructive of a workingman's freedom. He is free to reject these conditions and look elsewhere for a more agreeable job. But if he accepts the job, he also accepts the conditions.

"Right-to-work" bills provide that no person shall be denied the privilege of working because he does not belong to a labor union. Are such bills just?

The answer is to be found in the fact that the right to work is not purely personal. If it were purely personal it would follow logically that whether or not a worker joins a union is of no consequence to the employer, to other employees, or to the entire social order of which he is a part. But contemporary facts prove otherwise.

The governor of Alabama did a fairly good job in stating the case. "Our labor union friends contend, and rightfully so," he said, "that unions have helped make possible better working conditions and higher wages. Because of this they feel that all employees in a unionized plant should be forced to join the union. Union officials refer to those who do not desire to belong to the union as 'free riders' because such nonmembers obtain benefits of unions, without helping pay for such benefits."

Apparently admitting such reasoning, the governor of Alabama then rejects it through a series of comparisons. The churches, the American Legion, the VFW, the Farm Bureau, the Education Association—all these organizations have done much for their respective groups. But no one, he says, is forced to become a member. On the same score, no one should be forced to join a union.

Such comparisons are fallacious. One needn't join the American Legion or any such like organization, but neither does he share in its benefits. The advantages come only after he joins and pays his dues. It is quite different when a non-union man works next to a union member. The former gets the same pay and works under the same conditions which in most instances are the result of unionization. Moreover, the union has the legal duty to represent nonunion men in the bargaining unit.

Furthermore, if a majority of workers in a plant agree to do their bargaining collectively the minority should be bound by such a decision. Today we emphasize the principle that "majority rules." Its validity is no more questionable in this instance than it is in any other. It simply becomes one of the conditions which the individual must accept. As we have seen, the right to work is not absolute.

Social justice regulates the relations between an individual human being and the society to which he belongs. It is of the very essence of social justice to demand from each individual all that is necessary for the common good.

EDITOR'S NOTE: We think that Father Lucy has presented sound social arguments against the "open shop" laws which are certain to come up again. Our own best defense is to complete our organizational job. Get these non-union workers in your crew or department into membership in Local 1245 right away!



All Offices Open For Nominations

(Continued from Page One)
 Section 4.7 of our by-laws provides that a member must be present at the unit meeting when he is nominated, or must notify the Union Recording Secretary IN WRITING prior to May 1st that he will run for a specific Union office if nominated. Under a unit system such as ours, it is entirely possible that one member can be nominated for several different offices. To hold this kind of confusion to a minimum it is urged that each member who plans to become a candidate for a specific office NOTIFY THE UNION RECORDING SECRETARY IN WRITING before May 1st. Once this notification has been received, additional nominations for different Union offices can be set aside by the Election Committee.

There is one most important point which all of you who are planning to run for International Convention Delegate should remember. You MUST have your SEPTEMBER, 1954 dues receipt in your possession before you can be seated as a Convention Delegate. So—to avoid possible embarrassment should you be elected, be certain that your dues are paid—and that you have the official receipt in your pocket.

The actual election of our Union Officers will be conducted between the 10th and 24th days of June. The Election Committee, which will serve as tellers for the election, will be appointed during the month of May, as provided in Section 4.3 of our by-laws.

Should you plan to be a candidate for Union office, and be in doubt as to whether you meet the qualifications set forth above, discuss the matter with your steward or business representative. Or, if you wish, you may write the Union Office in Oakland for a report on your membership standing.

D. W. Tracy Resigns

(Continued from Page One)
 ed his labor career in the 1920s as business manager of Local 125 in Portland, Ore. He served as Vice-President of the Ninth District of the IBEW for many years and was first elected as International Secretary in 1947, upon the resignation of Secretary G. M. Bugniazet.

While details have not yet been confirmed, it is understood that Secretary Milne's position will be filled by Joseph Keenan, who is presently the Secretary of the National Building Trades Department of the AFL. Keenan, who was the first National Director of the AFL Labor League for Political Education, is a former official of the Chicago Building Trades Council and is the Recording Secretary of IBEW Local 134 of Chicago. Keenan also held a government post during World War II, with the War Production Board.

Appointment of Milne and Keenan will hold only until the International Union's convention, which is slated for August 31 of this year. At that time, all International offices will be open for nominations and elections.

Trudy, aged four, was entertaining the visiting clergyman while her mother was upstairs dressing. "Do you say your prayers every night?" asked the minister. "Oh, no, Mummy says them for me," answered Trudy. "Indeed, and what does she say?" "Thank God you're in bed!"



SHOP STEWARDS OF THE MONTH

San Lorenzo—



JOAN E. BYNUM

Our hats are off this month to one of our outstanding Clerical stewards, Mrs. Joan E. Bynum of San Lorenzo.

Sister Bynum, who has been employed by PG&E for the past four years, joined Local 1245 when the Clerical organizing campaign first started, back in 1951. She has been a very active member ever since, and has served as a shop steward for the past two years.

Last summer, Joan and some of her fellow clerical workers organized a clerical picnic for members in the Hayward area. The affair proved to be such a success—and a fine stimulus to union activity—that she has been "on the ball" in the organizing campaign ever since. Her patience and persistence in calling on non-members at their homes, to explain just what our Union is and what it has accomplished, is really paying off. While the percentage of organization in her area was formerly rather small, it has been growing steadily since Joan started on her rank and file campaign.

Joan is interested in leather craft and metal work for her hobbies. She also keeps house for husband William E. Bynum, who is in the Electric Department in the East Bay Division. Bill, incidentally, is one of our "old timer" members—he joined Local 1245 back in 1943 when it was first organized.

Joan is also active in the PSEA activities in her department. But her major interest continues to be working on behalf of Local 1245. The Editorial Board is happy, indeed, to salute you, Sister Joan Bynum!

Mitchell President Of Harvard Class

"We have 14 different subjects which we are studying and I need a wheel-barrow to tote around all the books I'm acquiring!" So writes Asst. Bus. Manager L. L. Mitchell from Cambridge, Mass. And, after reading "Mitch's" lengthy letters, we must conclude that college life is a bit rigorous these days.

"Mitch" continues, "Upon arriving, I learned that Russell Swanson and Harry Metz of the Operating Engineers' Local 3 were enrolled in the class and had driven here from California.

"This year's class is the largest they've had so far, with 21 labor people participating. This makes a total of 199 Union people for the entire program since it started several years ago. Of the present 21, three are from Germany, three from France, four from Italy, two from Norway, three from California, three from Boston, one from Vermont, one from Connecticut and one from Wisconsin. Management on the other hand, is represented by 167 students for the 13-week course and 80 more for an 18-month course. Some difference!"

We have also learned that Bro. Mitchell has been elected to the office of Class President by his fellow students. Congratulations are certainly in order for this distinction, "Mitch."

"The weather here has been good so far but it is pretty cold at night," reports "Mitch." "It gets down to around 15 degrees and that is not what you call summer. The wind has been blowing and that makes

Reno—



DONALD H. SITES

By E. H. PROEBSTEL
 Reno Press Secretary

DONALD H. SITES started his employment with the Sierra Pacific Power Company July 21, 1947. Bro. Don Sites has worked in the Truckee District served by the S.P.P. Co. at Truckee, Calif. ever since his employment.

Brother Sites has been an active member in Local 1245 from the first day that he joined. He has been on grievance committees several times and has done a very commendable job. He is also the steward for the Truckee-Tahoe District and has been for some time.

Just recently there was a landslide on Highway 40 just west of Reno that blocked the highway for more than a week and a half. Our Unit had its regular meeting on February 24th, and it looked like we would not have Brother Sites with us at this meeting, as he drives to Reno every month from Truckee, a distance of 33 miles. In real good weather Don is always on hand and even in some of the real bad weather he still gets in to the meetings. But this time we did not expect to have him present. Well, much to our surprise, Brother Don Sites was there.

Knowing that Highway 40 was closed to all traffic and that it would take him several hours to travel via Highway 50 around Lake Tahoe and through Carson City; we were very surprised but pleased that he could make it to the meeting. Of course, we asked him how he managed to get to Reno. "Well," he said, "they do have trains coming to Reno so I bought a ticket and came down in style."

Well, we think that Brother Don Sites should get some sort of mention of this. I think it is grand to have a fellow Brother like this who will take time and effort and his own money to make sure that he does not miss a meeting. Don't forget he had to take the train back to Truckee also, and they don't leave every hour.

We, the members of Local 1245, Reno, Nevada, District are very proud to have Don Sites as one of our Brothers.

(EDITOR'S NOTE: The Editorial Board joins with our Reno Unit in saluting Brother Sites for his fine contributions to the growth and progress of our union.)

it worse. My ice cream suits were not made for that kind of atmosphere! The natives, however, say that this is the mildest weather they have had for many years. To this I say, Thank the Lord!"

Just in case you'd like to drop "Mitch" a line, here's his address: L. L. Mitchell, Morris D. 23, Harvard Trade Union Program, Soldier's Field, Boston 63, Mass.

Brother Mitchell winds up by saying, "Tell everyone hello for me and tell them I am enjoying my stay here. The enjoyment is not such that I won't be glad to get back home, though!"

She was fat and over 40, but still kittenish. The young man she had cornered at the party was thinking hard for some excuse to escape.

At last he murmured: "Do you remember the youngster who used to tickle you under the chin at school?"

"Oh," she exclaimed gushingly, "so that's who you are!"

"No," said he, blandly. "That was my father."

Are You Registered?

'Round and About

Lots of notes for the column this month. Guess the "gripping" about lack of copy has paid off!

Word comes from Grass Valley that Brother WILLIAM BARGHOORN, first assistant chief of the Fire Department in that city, passed away early this month. Brother Barghoorn, a PG&E employee for several years, was the central figure in the first grievance ever carried to an arbitration board by Local 1245. Our sympathy is extended to Mrs. Frances Barghoorn, the widow, and children Richard, Frank and Barbara.

General Construction notes include a report that Bro. WILLIAM R. COUPPLES, shop steward on the RALPH WATKINS crew, has resigned after two years of loyal service to his fellow members. He has been replaced by Bro. LARRY BIGGS, Lineman on the same crew, which is now working out of Antioch.

LIKE TO FISH?

From way, down in the desert country, the boys at the Topock Compressor Station of Gas Supply & Control, advise that they are waiting for fishing season to get under way on the Colorado River. Bro. BUD PERRYMAN reports that the take of bass, catfish and trout was very good last year. If any of the fishing brothers of Local 1245 are interested (and who ain't?) in casting out a fly or spinner in the nice warm sunshine, our brothers at Needles are ready and willing to guide you and become your fishing partner. Boats may be rented at various landings on the river, but—bring your own tackle!

ANOTHER SEMINAR

Now up to the far North country. The Humboldt Division boys who attended the Grievance Seminar wish to pass on the information that they thought it was great stuff. They advise, "If you ever have a chance to attend one, don't miss it!" By the way, such a seminar will be conducted in the Napa-Vallejo area in the near future.

Bro. TROY BLAKELEY, hospitalized at Memorial Hospital in Santa Rosa, is reported to be coming along fine, although he won't be climbing any poles for some little time. Any of you members who happen to be in or near Santa Rosa would be welcomed at the hospital room of Bro. Blakeley. How about paying him a visit?

BARBOUR A CANDIDATE

Press Secretary KENNETH M. REUSSER of the Marysville Unit sends in a couple of interesting items this month. Bro. Larry Barbour, Colgate Division Grievance-man, has filed for the office of Councilman of Yuba City. Larry, who has been active in community, church and union affairs for many years, has been employed in the Gas Dept. for 17 years. The election will be held on April 18, 1954 and the boys in the unit urge all members to get out the vote for Bro. Barbour.

Word comes of the death of Bro. HAROLD GAVIN, Gas Foreman in the Colgate Division. Bro. Gavin, 64 years of age at the time of his death last month, was one of the early members of Local 1245. He had been initiated on November 1, 1942. He is survived by wife, Josephine, and a number of relatives who are PG&E employees. The funeral was held at St. Joseph's Church, Marysville, on February 19th. Our deepest sympathy is extended to Mrs. Gavin.

EAST BAY GAINS

East Bay Division reports that the Union is gaining members in three areas—Concord, Richmond Service and the Gas Dept. The boys in these areas, led by STANLEY DAHLIN, LESTER DICKERSON and FRANK GOSS, are really doing a fine job of improving our organizational strength. Brothers Dahlin and Goss are members of the Divisional Grievance Committee and wish to extend their appreciation to the members for their fine backing on grievances and to Bus. Rep. DEL PETTY for all the help he has given them.

G.C. ACCIDENT

While this story is several months old, it is worth telling still. Seems that the crew of Bro. BOB BAKER, General Construction Dept., ran into a heavy wind storm last year while working at

the bottom of Redwood Creek Canyon near Snow Camp, which is northeast of Eureka. Bro. L. C. PHILLIPS, head faller on the crew, was severely injured when the tree he was falling dislodged a "widow maker"—a tree still hanging on its stump from a previous windstorm. Phillips suffered head injuries and a broken back.

While the crew was giving first aid to Bro. Phillips, the high wind blew another tree into the power line, directly above the first aid party. The shower of branches, hot lines, and general debris was so bad that one man said, "We did not know if we should stay with Phillips or take cover!" Needless to say, the crew stayed with the injured man. It took five and one-half hours to get him out to a road where he could be loaded into an ambulance. We are proud of all the boys on this crew—of course all of them are members of Local 1245.

CREW ORGANIZED

Another G. C. report from Bus. Rep. ED WHITE. A G. C. hydro crew, working on a reservoir for Angels Camp water supply, was recently the scene of some organizational activity. New members signed up include Brothers JUAN DOMINGUEZ, CLARENCE MURRAY, GEORGE POROVICH, ROBERT POROVICH, GEO. CAMPBELL and R. HARLAN WRIGHT. Bro. Wright has been appointed shop steward.

Bro. White is to be congratulated for working with some of the crews which are assigned to remote areas, as in this case. Many of them are far off the beaten track and it is difficult for the local union to maintain good contact with the men. We hope that more of the workers on these crews assigned in rural areas will join up with us in Local 1245.

ANOTHER CANDIDATE!

Politics seems to be popular this spring! Word comes from Vacaville that Bro. CHARLES R. BOOTH, shop steward in that area, is a candidate for the Vacaville City Council. The election is scheduled for April 13. Bro. Booth has been commended for his fine work as a steward and is being supported by all his fellow workers.

Incidentally, the VACAVILLE UNIT MEETINGS, starting with APRIL 13, will be held at the EAGLES HALL instead of at the Youth Center Building. Please pass this word along to all your fellow union members.

REGISTER AND VOTE!

Remember, in order to cast your vote for our fellow members who are candidates for office, YOU MUST BE REGISTERED. And registration closes on April 15. If you have moved since you last voted, or if you failed to vote at either the Primary or General Election in 1952, you must re-register to qualify as a voter this year. Check up on your own status—by all means—BE REGISTERED SO YOU CAN VOTE.

For the Ladies— Appetizing Lunch Boxes

The pleasure of mid-day lunch break is an important morale factor, either at school or on the job. A well-filled lunch box can contribute much to this enjoyment.

In preparing lunch boxes, remember that you're not limited to sandwiches. Side dishes will add variety to the lunch and give it more substance. When you fix casseroles, chowders and stews, make up extra portions for the lunch box. They can be kept hot if packed in a wide-mouthed thermos jar. Paper containers can be purchased for custards, salads and stewed fruit to further round out meals eaten away from home.

For good nutrition, always include one raw vegetable or fruit, such as carrot sticks, celery, green pepper, apples or pears. Wrapped in foil, they will stay crisp and add to the appeal of boxed lunches.

You'll make your work easier if you can, at the beginning of the

Research and Education Corner

One of our members in the Stockton Division recently asked us to point out the wage gains which have been made since the advent of the IBEW on the PG&E properties. This seemed to us an excellent idea.

Many of the "old timers" have told us of the days when they worked for low monthly salaries, with no payments of any kind for overtime, Saturday, or Sunday work, no meal provision for men who had to work long hours and, in fact, almost nothing in the way of conditions and fringe benefits. There have, indeed, been many changes for the better since those depression days.

The IBEW first regained a foothold on the properties in 1943—just 11 short years ago. We think you will agree that the improvements in every respect for wages, hours and working conditions during those few years have really been remarkable.

In the matter of wages, there have been 12 general wage increases during those 11 years. The workweek has been shortened from 48 to 40 hours, and nearly every major fringe benefit now enjoyed has been negotiated by the IBEW.

An 11-cent average wage increase was negotiated effective July 1945. This was followed by a 6-cent increase in October 1945 and a 3-cent increase in February of 1946. In December 1946 an additional 14-cent average gain was chalked up. Then in December 1947 the IBEW won a 5-cent increase, followed by a 7-cent gain in March 1948. A year later, in March 1949, another 9-cent raise was negotiated, followed by 5 cents in September 1950, 2 cents in January 1951, 10 cents in April 1951, 12 cents in September 1952 and, most recently, 7 cents in September 1953. In addition, as you will remember, substantial inequity adjustments for 58 classifications, mainly in the Gas Department, were won at these most recent negotiations, plus a number of other important improvements.

Most significant of these was the revised pension plan, concluded after nearly four years of study and negotiation. The pension plan, which is now a contractual matter between the company and Local 1245, is funded to provide for guaranteed security for your retirement income. It has been cited as one of the best pension plans to be negotiated with any utility company in the United States.

Let's look at the wage increases won for just a few classifications of workers during these few short years. Judge for yourself the value of collective bargaining through IBEW Local 1245.

Here are rates paid in the summer of 1945 as compared with those now in effect, and the amount of weekly gain for each classification.

	1945	1953	crease
Cable Splicer	\$52.80	\$98.70	\$45.90
Electrician-Lineman	49.20	92.85	43.65
Filter	44.80	85.00	40.20
Groundman-Helper (minimum rates)	29.20	69.75	40.55
Serviceman, Water	41.20	85.00	43.80
Troubleman	54.40	95.45	41.05
Fireman	41.20	82.15	40.95
Machinist	47.20	90.80	43.60

These are the wage changes, based on a five-day workweek, which have been recorded by the U. S. Department of Labor's Wage Chronology of the PG&E. They are official government figures.

Premium pay for overtime, shift

week, outline lunchbox menus for the full week and plan your purchases accordingly. It's easy to fix up sandwich spreads the night before using and keep them in jars in your refrigerator. Incidentally, be ingenious with your sandwich spreads. The ham and cheese routine gets tiresome! You can break this monotony by inventing new combinations, geared to the tastes of your own family.

"Biggest Bargain" of The Brotherhood

Do you know that the IBEW offers you a pension and death benefit plan which is really worth looking into? A "beneficial membership," which includes participation in the plan, is available to you through Local 1245. To become an "A" or beneficial member, all you have to do is fill out an application form, pay a \$2.00 registration fee and begin to pay the "A" membership dues of \$6.40 per month.

This amounts to an increase of \$2.90 per month over the "BA" dues. The additional \$2.90 is apportioned as follows: \$1.20 per month to the Death Benefit Fund; \$1.60 to the IBEW Pension Fund and 10 cents per month to protect members in the military service. Such members are excused from dues payments while in service but all their benefits are continued in force and guaranteed by the International Office.

What do you get for the additional \$2.90 per month? An excellent security package, we'd say. First, lets examine the Death Benefit. In the event of the death of an "A" member from any cause whatsoever his beneficiary will receive \$300.00 after one (1) year but less than two (2) years of continuous good standing, \$475.00 after two (2) but less than three (3) years, \$650.00 after three (3) but less than four (4) years, \$825.00 after four (4) but less than five (5) years and \$1,000, after five (5) years or more of good standing. From the time a member qualifies until his death, he has a \$1,000.00 Death Benefit. He ceases paying for it when he receives his IBEW pension at age 65, but the Death Benefit remains in force to be paid at death, no matter how long he remains on pension. Look around and see if you can purchase such a fine benefit for \$1.20 per month, or \$14.40 per year.

Now let's look at the IBEW Pension Plan. \$1.60 per month of the additional \$2.90 cost buys your pension. What kind of pension will you get? After 30 years of continuous good standing in our organization a member 65 years of age or older will receive \$50 per month for the rest of his life. A member aged 65, retiring after 25 years continuous good standing, receives \$40; after 20 years, \$30. No dues payment of any kind is made after you go on pension.

All members, "A" and "BA", pay \$3.50 per month to the Local Union. 70 cents of this goes to pay your per capita tax to the International, leaving a net of \$2.80 to run your Local Union. The additional \$2.90, paid only by our "A" members, goes to the International

differential premiums, paid holidays, paid vacations, sick leaves, travel time pay, meal time pay and company-paid meals—these and a host of other fringe benefits have substantially improved since the IBEW was selected by PG&E workers as your collective bargaining representative.

It is nearly impossible to place a dollar and cents valuation on such items as job security, seniority provisions, and job bidding rights. Who can say how much these security measures have meant to you thousands of workers and the members of your families? We do know that the depression habits of pitting one worker against another, the hiding of paychecks so your fellow employee may not know what your monthly rate was—these and many other degrading techniques have been permanently displaced. Today, we know that the members are proud workmen, fully aware of the dignity and self respect which is attached to your employment and your union. This, it seems to us, is a healthy situation for both the individual worker and his employer.

The wage and condition improvements are important to all of us. Perhaps equally important is the growing maturity of the relationship which now exists between the PG&E and Local 1245. For out of a modern concept of industrial relations has also come a growing realization of the value of human relations—that poorly defined science which, in essence, means that each individual is entitled to dignity and self respect.

to buy (1) your Death Benefit, (2) your Pension Plan and (3) your 10 cent protection for armed forces service to provide protection while you are serving our Country.

On a single cost basis, if you become an "A" member at age 35, maintain good standing until you apply for retirement at age 65, you will have paid in \$423 for your \$1,000 Death Benefit, \$576 for your \$50 monthly pension and \$36 for protecting benefits for yourself and fellow members while in the armed forces. Thus, you pay in a total of \$1,044 over a period of 30 years.

What about the return on this investment? The normal life expectancy for persons who reach 65 is 13 years and 3 months. If you lived the normal span after retirement you would, at the time of your death, have drawn \$7,950 in pension benefits! In addition, your beneficiary would receive the \$1,000 Death Benefit upon your death, making a total of \$8,950 return for a cost to you of \$1,044.

No matter how you figure it, this is a terrific return on your investment. You will be even more surprised at its value if you attempt to buy a \$50 pension annuity plus a \$1,000 Death Benefit from your insurance agent.

Talk this security program over with your wife. Ask a fellow worker who is an "A" member for his views. Then, if you have further questions on this "Biggest Bargain" of the Brotherhood, see your shop steward or business representative, or write the Local Union office. Application forms are available for you and, in most cases, payroll deduction of the dues is yours for the asking.

Remember what one brother wrote recently from Amarillo, Texas, "The pension I am receiving means the difference to my wife and myself between just getting by and being comfortable."

How Many Operators Make a Kilowatt?

That is the question which is ably discussed in the January 1954 issue of the magazine "Combustion." In an article entitled "Manpower and Other Operating Costs," Mr. V. F. Estcourt, General Superintendent of Steam Generation, Pacific Gas & Electric Co., presents a detailed and comprehensive analysis of centralized controls, scientific management, plant organization, and the relative effects of these factors in developing operating costs in steam generation.

You may often wonder how management arrives at conclusions affecting plant manpower in relation to the number of generating units, controls, instrumentation and auxiliaries. In order to find out, we suggest that you obtain a copy of Mr. Estcourt's article. While we are not putting our stamp of approval on all of his theories, we feel that they are of interest to steam-electric generation operating personnel. Plant complements, as well as wage rates, are issues which interest our people!

Technological advancement in the industry, management efficiency, and adequate compensation for the employees who man and operate modern steam plants are all factors which must be taken into consideration in discussion of future adjustments in the operating costs. We would be interested in your comments after reading the Estcourt article. Will you please send them to the Business Office?

The Union Headquarters has a limited number of copies of the January issue of "Combustion." If you will write to the Business Office, care of Geo. L. Rice, we will be happy to furnish you a copy. First come, first served—and remember, please, to send in your comments after studying this article!

YOUR Business Manager's REPORT

By RONALD T. WEAKLEY

Adequate medical care at a reasonable cost is the need and desire of working people and part of the business of their unions. Negotiations which produce a "health and welfare plan" are really only a stop-gap in the overall problem.

Organized medicine, under the control of the American Medical Association, has compounded the problem to the point where it is a national social issue. The "medical lobbies", powerful and well financed, have top-flight public relations experts whose task is to mold public opinion. Despite these advantages, they are slipping in their attempts to hold down the wrath of the gouged citizens. Apparently, no one today is very happy about the charges for medical care. The middle income citizen is becoming angrier by the minute as he sees indigents being provided with medical services provided by the city or county—especially when he often cannot afford to obtain equivalent care. People in the lower income brackets just can't get adequate medical care. Even those who are "well off" are complaining about the fantastic fees they must often pay for their medical care.

The question of pre-paid health insurance has been twisted around by expert propagandists to the point where it is defined as "socialized medicine" . . . and is therefore "bad" for the people. This is pure hog-wash.

When federal legislation, designed to establish a pre-paid health insurance program, failed of passage, Labor began to look to collective bargaining for their answers. Before the high cost of medicine became a national problem, many unions had negotiated health and welfare plans. In addition, some employers had worked out unilateral plans for their employees to which they made some kind of contribution. Some of these plans have proven satisfactory but many of them have

been scuttled by the jacked-up fees.

The real issue is the health of the nation, not political philosophies as some would have us believe. Complete medical and dental care is provided for members of our armed forces because we realize the absolute need for their physical fitness as defenders of our nation. We must remember, however, that our armies are drawn from the civilian population—our second line of defense. The problem of maintaining good health starts with childhood and is with us until death. And the high percentage of armed forces rejections for physical defects is a glaring example of our weakness in maintaining good health standards. Other nations have come to grips with this problem. Germany, for example, which has had a national health plan for many years was able to field a fit army. The percentage of available manpower from their total populations was much higher than our own.

We desire to avoid bureaucratic state or federal intervention in the providing of adequate medical care, if it is at all possible to do so. However, we are getting no help in this respect from organized medicine. The doctors seek to tighten their own control, and thus may bring on governmental regulation for the protection of the majority, just as other selfish minorities have done.

Preventive medicine, the base for any realistic program, is practically non-existent in our country. The U. S. Public Health Service, leader in this field, does a fine job considering its inadequate budget and the constant opposition from organized medicine. While we support fund-raising campaigns for prevention of such catastrophic diseases as polio, cerebral palsy, tuberculosis and cancer, this is another stop-gap which cannot effectively do the job.

We must strive to get the most for our premium dollar from those who control health services unless and until we can get adequate medical protection at reasonable cost. We are presently being priced out of the indemnity type of medical plan, with its free choice of doctors. Thus, the trend is toward service, or closed panel, plans which provide more benefits

for the premium dollar.

Our Local Union has sought improvement in the matter of medical care for our members through collective bargaining. To date we have not been successful in these negotiations. The present plan made available to PG&E employees is solely paid for by the subscribers. We intend to examine the existing plan carefully. Since the establishment of our System Health & Welfare Committee, we are in a position to make comparisons with other available plans. The Committee will also look into what our members want, what is available and what part the Union should take in the entire problem. We hope to develop a program which will bring about improved medical care and service at the minimum possible cost for our members.

We will welcome any interest or assistance in this matter from our members and from the management of the Pacific Gas and Electric Company. With an open mind we shall proceed with these Committee studies as a matter of responsibility to you, our members.



During recent weeks, many of our members have requested information on what they can do about the non-member on the job, and about the member from another IBEW local union—who is working in our jurisdiction.

The answer, of course, is that the members on the job are the front-line organizers at all times. It is the working member who has built organized labor by signing up the non-member on the job. It is he who has daily contact with the free rider and can do the best and most persistent organizing job.

The free rider must be made aware of the fact that, through his failure to join the Union, he not only holds down wages and working conditions for the active, dues-paying member, but for himself as well. With a strong, active membership, working together through their organization, the job of constantly gaining improvements can be accomplished.

The new employee must be signed up in the Union as soon as he comes on the job. He is a weak link in the chain of Unionism so long as he is not a member. The old-timer, who has been on the job as a non-union employee for a long time, is a special problem. But we know from hundreds of actual cases that patience, perseverance and courtesy in spreading the word of unionism does pay off. Old-timers are joining Local 1245 every day—because they are being convinced that it is the fair and proper thing to do. They are being convinced in nearly every case by their fellow worker who IS a good Union member.

It has been reported that many members of other IBEW Local Unions are working in our jurisdiction. These Brothers should be urged to turn their traveling card in to the shop steward or mail it in to the Business Office. If they fail to do this, their name, together with the number of the Local Union they belong to, should be reported to Local 1245.

Follow Safety Rules!



Pictured here, addressing the Workers' Education Conference held in Fresno on March 13 and 14, is TOM TIPPETT, Educational Director of the International Association of Machinists, AFL. The pipe smoker is DR. VARDEN FULLER, who chaired the sessions. On the right is VAN DEMPSEY, representative of the United Automobile Workers, CIO, of Alameda County, who participated in the panel discussion.

Fresno— Delegation Attends Education Institute

What is labor's stake in Workers' Education? What does the California State Law provide? And how are successful Workers' Education Programs conducted? These and related questions were thoroughly discussed by about 80 trade unionists and public educators at a conference held under auspices of the Institute of Industrial Relations of the University of California on March 13 and 14.

Tom Tippet, Educational Director of the International Association of Machinists, flew out from Boston, Mass. to make the keynote speech. Brother Tippet, one of the leaders in the field of Union Worker Education Programs, traced the influence of organized labor on the development of our whole society in clear and concise terms. The trade union movement, according to Tippet, had to develop the patterns and technique of workers' education—because there were no prior patterns. "In the early days, people met in their union hall," he said, "to discuss their business. This was the business of the 12 and 15 hour day, the \$1.00 daily wage, the neglect of government to the workers' problems. Thus, we began the learning process. A meeting needed a chairman and the ideas of the workers were voiced in debate. Listening to the views of another

helped to bring about tolerance—the beginnings of Brotherhood."

The long slow process, the process of "learn by doing" and "learn by watching," finally brought about the formalization of all these early-day educational techniques, according to Tippet. The result is our present-day Union Workers' Education Programs.

Participating in the panel and group discussions were Research & Educational Director George L. Rice, Bus. Reps. Elmer Bushby and Charlie Massie and Brothers Walt Kaufman of Fresno and Scott Wadsworth of Bakersfield, all from Local 1245. General chairman of the conference was Dr. Varden Fuller, nationally known Agricultural Economist from U.C.

The panel discussions included such subjects as "What Does Labor Want from the Public Education System?" "Learning and Teaching: Special Problems of the Adult," and "Report on New Institute Programs in Workers' Education." Representatives from more than a score of AFL and CIO Unions in California which have or hope to have Educational Programs were active in the discussions. A good many prominent public school administrators and teachers were also present to exchange views with the trade unionists.

Our Local 1245 delegation came from the sessions determined to improve upon and expand our own educational programs. Many of the excellent books and pamphlets distributed at the Conference will provide excellent material for our future use. And the problem of successfully carrying on a good, substantial program will be a constant challenge to those members of Local 1245 who were fortunate enough to take part in these discussions.

Workers' Education, in essence, is really "Trade Union Education"—the equipping of our members with the information necessary to successfully carry on the business of a trade union—the business of constantly seeking improvements in our wages, hours and working conditions. We are sure that all our members will be interested in this kind of program!

"CHAINS"

We think of a ball and chain as something to hold one down, a tow-chain to pull you out. The chain we now have reference to is the one that holds you in!

Just a simple length of chain across the back of a truck carrying workers may prevent a serious accident. There is, of course, such a state requirement which is covered in California Division of Industrial Safety Bulletin No. 114. In most cases the chain has been provided on the truck in which you ride. If, by chance, it hasn't—let's see to it immediately if not sooner.

Remember — the chain might save a life—and that life could be yours.

(Safety tip from the System Safety Committee of Local 1245).

Hear Frank Edwards!

SCHOLARSHIP CONTEST

Do you have a son or daughter now in senior high school who plans to attend college next fall? If your answer is "yes," then here is a chance for your youngster to qualify for a \$500 scholarship!

Three scholarship awards of \$500 each are being offered by the California State Federation of Labor to students competing in this fourth annual contest. Senior high school students from public, private or parochial schools are eligible for the competition. But—you must act quickly. Applications must be filed with the State Federation not later than April 1, 1954. The forms for contest participation have been sent to all school principals, who will be glad to furnish one for your youngster.

A two-hour examination will be held on Friday, May 21, in each high school where applicants have filed. Purpose of the examination is to evaluate the student's knowledge and understanding of labor and industrial problems and his ability to present information. The student is expected to show both factual knowledge and comprehension of vital social and economic conditions affecting labor relations.

If you have a youngster who will be ready for college this fall, we urge you to have him or her take this examination. It costs you nothing—but it may provide just the funds your youngster needs to be able to obtain his higher education. The scholarships are valid at any college or university in the U.S. or Hawaii.

Attend Meetings!

Union Principles for Union Men

Attend your meetings regularly.

- Understand the Rules of Order and Procedure.
- Never buy from unfair establishments.
- Insist on Union Labels and Shop Cards.
- Organize and keep on organizing.
- Neutralize gossip with fact.

Meet your honest obligations.

Accept responsibility in the affairs of the Local.

Never forget—"In Union There Is Strength."

Modesto— Central Valley IBEW Conference Meets

The Central Valley Executive Conference of the IBEW was held here at Hotel Covell on March 13. Central Area Board Member Marvin C. Brooks, Bus. Mgr. Ron Weakley, Asst. Bus. Mgr. Mert Walters, Bus. Reps. White and Yochem and Brother Trimble represented Local 1245. Other Local Unions represented included 684, Modesto, 302 of Richmond, 47 of Alhambra, 465 of San Diego, 639 of San Luis Obispo, 100 of Fresno and 428 of Bakersfield. International Representatives C. P. (Chuck) Hughes and Vern Breuillot were present from the 9th District office.

Among the items under discussion were problems concerning the oil field jurisdiction, picketing, unfair contractors, political action and the present lack of employment opportunities. The meeting was a lively one and the delegates "passed the hat" for a contribution to the Stanislaus AFL Labor Council for organizational work; \$66 was raised for the council.

Next meeting of the Conference will be held at San Luis Obispo on June 12, 1954.