

The UTILITY

Gas, Electric, Water, Clerical
and Construction Workers



REPORTER

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

Vol. I—No. 12

OAKLAND, CALIFORNIA

APRIL, 1954

Board to Hear Top Candidates

It's YOUR Health—Mail the Health Questionnaire

One of the most important public service projects our Union has embarked upon was initiated this month. Working in conjunction with the California Department of Public Health, Local 1245 has mailed a survey questionnaire to every member. The answers to the various questions will provide valuable information concerning health hazards as they are related to various occupations.

The most important goal of the survey is to determine the incidence of chronic diseases among various classifications of workers. It is of vital importance that the health department officials obtain information concerning the incidence of chronic diseases.

The Bureau of Chronic Diseases of the State Department of Public Health is conducting a long-term, state-wide survey of health hazards as related to occupations. More than 100 Local Unions in all parts of the state are voluntarily cooperating in this study. Over 20,000 questionnaires have been mailed to date and the response has been nearly 100 per cent. The study will eventually cover between 75,000-100,000 workers in various industries throughout California.

Early response to the questionnaire mailed our members has been excellent. But that isn't good enough for such a vital project. To obtain the most accurate information for the use of our State Department of Health we need to have a complete questionnaire returned by every member.

If you haven't yet completed and mailed your questionnaire, please do so immediately. If you have lost or misplaced the form, drop a card or note to the Union headquarters—and you will be mailed another.

Your Executive Board is proud that Local 1245 has been asked to participate in this survey. It is hoped that each and every one of you will do your part to make the study a huge success. In this manner, we can do our part to help all of the people in our state who are, or may be, afflicted with chronic diseases.

Nominations For All Offices Set Next Month

The Editorial Board of the UTILITY REPORTER wishes to again remind all members that nominations for Union offices will be open at all unit meetings held in May.

Offices open for nominations include President, Vice-President, Business Manager and Financial Secretary, Recording Secretary, Treasurer, members of the Executive Board and the Policy Committee. Ten delegates to be International Convention will also be elected.

Each member who plans to accept nomination for any union office is urged to so notify the Recording Secretary of Local 1245, at 1918 Grove St., Oakland 12, California, before May 1st. The writer should specify for which particular office he will accept nomination. This procedure, if followed, will save the Union office a considerable amount of time and money which would otherwise be required to find out just which office a member aspires to.

All members who wish to run for election as Delegate to the International Convention are reminded that their dues must be paid through the month in which the convention is held—that is, August, 1954. It is suggested that advance dues payments be made directly to the office by those who wish to become candidates.

Any member in good standing, who meets the requirements set forth in our constitution and by-laws, may be a candidate for Delegate to the Convention as well as a candidate for one of the Union offices listed above.

Adherence to these suggestions will result in substantial savings to the Union and will insure that all members who desire to run for Union office will have their rights protected.

Union Wins Jobless Pay Case

Brother Grant Wilson, Stockton line sub-foreman, is richer by \$275 this month as a result of the assistance given him by Local 1245.

Bro. Wilson, who was retired at age 65 the first of the year, applied for employment—and for unemployment insurance benefits, at the Stockton office of the California Department of Employment. The employment office could not furnish him with a job—but they none-the-less denied him the weekly unemployment insurance benefits to which he is rightfully entitled. The decision of the Stockton office was appealed by Local 1245, acting on behalf of Brother Wilson and the decision was reversed by the state referee. Bro. Wilson received the lump sum settlement for the weekly benefits which had previously been denied him and is now receiving regular weekly unemployment insurance checks.

In another recent reversal of a decision of the Sacramento office of the Employment Dept. Brother Arthur Strate was granted unemployment benefits which had been denied him.

The basis of both cases was the claim of the local offices of the Employment Dept. that our members had failed to meet the "seek work" requirements of the Unemployment Insurance Code. The union was successfully able to sustain the contention that the men had met the requirements of the code—and were rightfully entitled to the insurance benefits.

Business Manager Ron Weakley had assigned Research Director George L. Rice to prepare and process the appeals cases.



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Governor, Senate Contenders Invited to May 1 Session

Members of the Executive Board of Local 1245 voted to invite the principal candidates for the offices of Governor of California and United States Senator to address them at the May 1st meeting. The action was taken at the Board's regular monthly session, held at Union Headquarters on Sunday, April 4th.

Invitations have been extended to Governor Goodwin J. Knight, Republican and candidate Richard Graves, Democrat to present their platform and their qualifications for the office of Governor. Congressman Samuel Yorty, Democrat, and U.S. Senator Thomas H. Kuchel, Republican, who are contesting for U.S. Senate, have also been invited to state their views. As we go to press, acceptances have been received from Mr. Graves and Congressman Yorty.

In other actions at a busy session, the Board considered a total of 47 unit recommendations. Of these, 38 were referred to the Negotiating Committee for its consideration, 1 was sent back to the unit for clarification, 3 were referred to the Business Office for action, 2 were concurred in by the Board, and 3 were disapproved. The full report on these important unit recommendations is contained in the minutes of the Board which are being read at unit meetings during April.

The Executive Board was advised by Intl. Pres. Dan Tracy that the petition of Local 1245 for an extension through 1954 of the waiver of initiation and reinstatement fees for "BA" members had been approved.

Intl. Secy. J. Scott Milne (who assumed the office of President on April 15th) advised the Board by letter that all delegates to the International Convention should pay their dues in advance of the date of the convention, which is August 30, 1954. In order to avoid the possibility of not being seated at the convention, all delegates are being urged to send in their advance dues with their official credential.

Bus. Mgr. Ron Weakley reported that several members employed by PG&E had sought a ruling on their rights to run for local political office in their home communities. After conversations with top Company officials, Weakley reported that management had agreed to take no issue with employees running for or holding municipal office unless the performance of such duties interferes with their ability to perform their regular duties.

It was also reported that the International Union had acknowledged the Business Manager's petition to separate the jurisdiction of the Outside Line Construction Unit from Local 1245. Intl. Rep. George Mulkey has been assigned to work out this problem with our local union.

Brother Weakley also reported on the success of the organizing drive which gained all members of the Order of Repeatermen and Toll Testboardmen, Independent, for the IBEW. This group, which constitutes our first big foothold on the Pacific Telephone & Telegraph properties, has been established as Local Union 1011, IBEW-AFL.

Brother Don Hardie, of the Constitution and By-Laws Committee, reported on the proposed amendments studied by his committee. The committee recommended that the Constitution proposals be submitted to all units for approval and then recommended to the (Continued on Page Two)



RICHARD GRAVES, Democratic candidate for Governor of California, is pictured here being greeted by THOMAS RYAN, President of the Northern California Executive Conference of the IBEW. MR. GRAVES (at right) won the admiration of the Conference delegates for his fine speech, delivered in Oakland on April 11th.

Executive Conference Endorses Graves, Yorty

Highlight of the day-long session of the Northern California Executive Conference of the IBEW was the appearance of Richard Graves, Democratic candidate for Governor of California. Graves, speaking to nearly 100 delegates on Saturday, April 10, advanced his program for the improvement of economic and social conditions in California during the crucial next four years. His proposals to strengthen relations between the state and federal governments and to promote the growth of industry in California by every possible means drew vigorous applause from the delegates, many of whom commented on the large numbers of unemployed members in their unions.

Following his appearance before the delegates, Mr. Graves met informally with about 50 wives of delegates and expounded his theories concerning the school construction and educational problems which must be met in our state. He was very cordially received by the ladies.


Sharing the spotlight with Mr. Graves was Congressman Sam

Yorty of Los Angeles, who is the Democratic candidate for U.S. Senator from California. Mr. Yorty thanked the delegates for the wonderful support he has received from union men and women during the 18 years he has been in public office. He is mindful, he declared, that he is "subject to attack from both the far right and the far left, so working people must be my principal source of support."


Southern California Executive Conference of IBEW also endorses Graves, Roybal and Yorty. (See story on Page 2.)

Following the appearances of these candidates, a motion was unanimously adopted that the Conference endorse their candidacies and support their campaigns.

In other business during the day, the delegates heard reports from Intl. Vice Pres. Oscar Harbak and Intl. Executive Committee member Charles Foehn. Each reported (Continued on Page Four)



The UTILITY REPORTER



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

Entered as second-class matter January 22, 1954, at the post office of Oakland, California, under the Act of March 3, 1879.
POSTMASTER: Please send Form 3579, Change of Address, to 1918 Grove St., Oakland 12, California.

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

Labor's Endorsements

Union activity in politics is not only a controversial issue for the public, but also for union members.

The fact that unions ARE active in politics does not appear, in itself, to be controversial. The disagreements arise over the nature and extent of political activity. Labor has been involved in politics from its early beginnings in the United States. At the founding convention of the AFL, held in 1881, 12 of the 13 planks in the platform involved legislative programs. Political action programs were immediately embarked upon to secure legislation which would free workers of the shackles which then bound them. In 1932, 51 years later, the right of workers to organize into unions of their own choosing was finally recognized with the enactment of the Norris-LaGuardia Act.

Organized Labor's program for the election of friendly candidates has usually been implemented on a four-fold basis: the promotion of voter registration, the endorsement of candidates, the collection of money for political purposes and campaigning for candidates among the membership. But, in spite of the range and importance of these projects, few people have gone to the union member and asked his views. Yet, the union member is the one who holds the key.

The Institute of Labor and Industrial Relations of the University of Illinois recently concluded such a survey, which was conducted among the members of a large Midwestern union. Based on admittedly scanty evidence, the conclusions are highly interesting.

To the extent that the members studied are representative, it would appear that the immediate political power of unions at the polls is fairly limited. The political strength of unions seems limited more by members' lack of positive enthusiasm or by their uncertainty than by a strong disapproval of political activity. There is one exception—their disapproval of being told whom to vote for. As one member put it, "I don't believe that anyone should be told . . . who to vote for. To advise one to do something is one thing, to tell him to do it is something else."

We do not know whether the attitudes recorded in this survey would be an accurate reflection of the thinking of members of Local 1245. We do believe that the union has responsibilities to the membership with respect to reporting on political activity. This has become especially important in recent years because we must protect our political freedoms and economic gains. It is the obligation of the leadership of this union to reflect as best they can the attitudes of our membership on political matters.

We believe that members should be given background information about all candidates for political office. We mean specifically, factual information about their voting records if any, political offices held, community activities and their position on key issues of importance to our members. From that point on, our members must of course, operate independently—that is, make up their own minds about whom to vote for. To put this program into action a special supplement will be prepared for the next issue of the UTILITY REPORTER. These additional pages will be devoted to brief, factual reports on the background of all the candidates.

We are not condemning political endorsements or recommendations as such, nor are we criticizing those who make them. Several of the organizations with which Local 1245 is affiliated call conferences for the purpose of endorsing candidates. This is certainly their right and we respect it as such. We are convinced, however, that any endorsement is meaningless unless it is originated with and supported by the majority of our membership.

Our function, as we view it, is to assist our members to become better informed about the background of candidates and the issues which are of importance to all of us. Since many of the daily newspapers have displayed an alarming tendency to "bury" the speeches of candidates who do not obtain the favor of the publishers, this service can well be of real value in helping a member to make a fair and honest decision about how to cast his vote.

The basic responsibility for political action rests with you—the exercise of your right to vote. When you have studied all the facts you will know which of the candidates you feel will best serve you in Government. It is then up to you on June 8th and again November 2nd to do your utmost to elect the candidates of your choice.

GOP Congress Kills Tax Relief For Workers

During the debate on the income tax revision law in the House of Representatives last month, Congressman Cooper (D-Tenn.), offered an amendment to the bill. The amendment, agreed upon by the Democratic Congressmen, would have eliminated those provisions of the bill which gave tax reductions to persons receiving dividends from corporate stock, and substituted an across-the-board raise of the personal exemption from \$600 to \$700. The personal exemption increase would have given a tax benefit to every person who pays federal income taxes. It failed to pass the House. On the other hand, the tax dividend reduction will benefit less than 8 per cent of American families. Less than 1 per cent of American families who own 80 per cent of the corporate shares will reap the tax bonanza.

As a California Democratic Congressman pointed out, a man with a wife and 2 children, who received \$4000 per year from wages or farm or business profit, will pay \$240 federal income tax. The same family, if they received \$4000 in income from stock dividends will, under the bill, only pay \$110. The Democrats in Congress contend that in view of the definite recession now going on, the economy needs to stimulate purchasing power of CONSUMERS and not of investors.

Speaker of the House Joseph R. Martin, (R-Mass.) announced the vote: "On the motion, the vote in the affirmative is 204, the vote in the negative is 210. Six members voting 'present.'" The income tax revision law then was moved over to the Senate side, where it is still being debated.

Yes, there is a moral to this little story. EXAMINE THE VOTING RECORD OF YOUR CONGRESSMAN. If he failed to represent the majority of the people in your district—get rid of him! You have a golden opportunity to do just that, by VOTING at the primary election on June 8 and the general election on November 2.

Here's how the California Congressmen voted on this issue: FOR THE AMENDMENT (a good vote).

CONDON, ENGLE, HAGEN, MILLER, MOSS, SHELLEY, SHEPPARD, DOYLE, HOLIFIELD, KING, YORTY.

AGAINST THE AMENDMENT: (a bad vote).

ALLEN, GUBSER, HUNTER, JOHNSON, MALLIARD, PHILLIPS, SCUDDER, UTT, WILSON, YOUNGER, HESTAND, HILLINGS, HINSHAW, HOLT, HOSMER, JACKSON, McDONOUGH, LIPSCOMB.

PAIRED AGAINST THE AMENDMENT: BRAMBLETT.

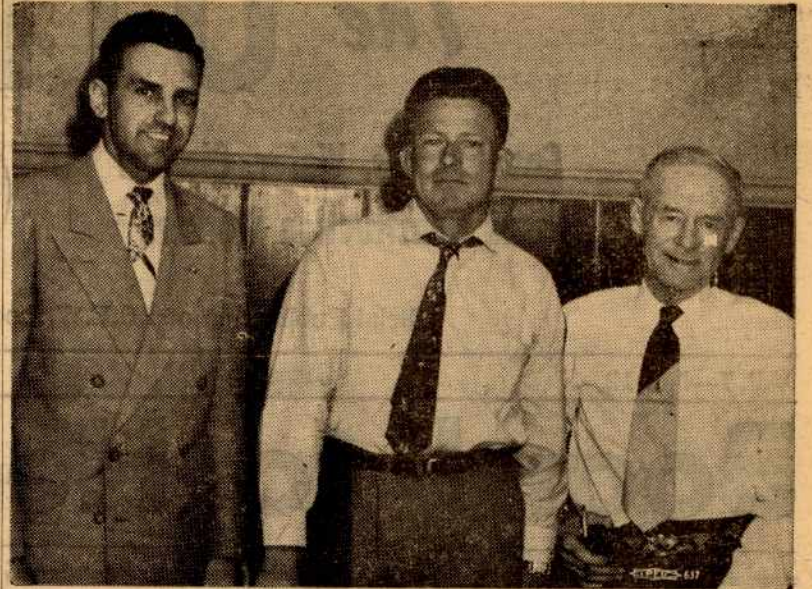
The vote was along straight party lines. All of the 11 Democrats in the California delegation supported the move to grant tax relief to all of us; all 19 Republicans voted to grant tax relief to corporation stockholders. Representative E. K. Bramblett, Republican of Monterey County, paired against the amendment, is the California Congressman who has been convicted of accepting kickbacks from his employees.

Board to Hear Top Candidates

(Continued from Page One)
International Convention, if approved by Local 1245. The proposed resolutions were accepted by the Executive Board and ordered attached to the minutes which go to each unit.

The Board also adopted a resolution which establishes procedures for handling of the Kaiser Foundation Health Plan Fund. A copy of this resolution also was ordered attached to the minutes.

For further information concerning the activities of your Executive Board, please attend your unit meetings. The full text of the minutes has been mailed to each Unit Recorder for the information of the membership.



Shown here are, l. to r., RICHARD R. RAPPATONI, Bus. Mgr. of Local 47 and newly elected secretary of the Southern Calif. Executive Conference; DAVE MILNE, Bus. Mgr. of Local 413, Santa Barbara and President of the Conference; and JAMES LANCE, the outgoing secretary of the Conference.

Rappatoni New Secretary Of Southern Conference

The Southern California Executive Conference of Electrical Workers has named Richard R. Rappatoni as its secretary-treasurer, to succeed Brother James Lance. The action was taken at the quarterly meeting, held April 17 in San Bernardino.

Lance, who has served the Conference as secretary-treasurer since 1946, stunned the gathering by announcing his resignation. "I am just getting old and tired after more than 40 years as an IBEW unionist," he said. "I'm slowing down and may as well admit it. Now is the time to put 'young blood' into our organizations, because there is a terrific amount of work to be done." Lance was given a standing ovation by more than 100 delegates as a token of the respect in which he is held.

Rappatoni is the business manager of Local 47 in Alhambra. Local 47 is the large Utility Union in Southern California, representing employees of Southern Cal. Edison and Cal. Electric Power Co.

In other actions, the Conference listened to reports of delegates to the California Labor League for Political Education convention,

held in San Francisco on April 12. The endorsement of Goodwin J. Knight for Governor and Harold Powers for Lieutenant Governor, made by the State LLPE, was repudiated by the entire Conference. Following a general discussion, it was unanimously agreed that the Conference, which is the political arm of the IBEW in Southern California, would endorse and support the campaign of Richard Graves for Governor and Edward Roybal for Lieutenant Governor. All other endorsements of the State LLPE, except that of Frank Jordan for Secretary of State, were concurred in. To replace Jordan, the Conference endorsed Dan Rayburn, Democratic candidate.

Reports from the 17 IBEW union of the Conference concentrated on the serious unemployment problems which are confronting all the unions. The jurisdictional troubles which beset our sister locals in Southern California were reported on by Intl. Vice Pres. Oscar Harbak and Intl. Executive Committee member Charles Foeht.

George L. Rice, research director for Local 1245, attended the Conference as a fraternal delegate.

AFL Advocates FEP Law

(Special to the UTILITY REPORTER by Wm. Becker, Northern Calif. Director, AFL Labor Labor Committee to Combat Intolerance.)

Representatives of the American Federation of Labor recently testified before the Senate Labor Committee, demanding favorable action on the Ives-Humphrey Bill for a federal Fair Employment Committee.

Why is the A. F. of L. so strongly in favor of equality of job opportunities for all workers, regardless of race, religion or national origin?

The A. F. of L. is for equal job opportunities first, because the A. F. of L. is rooted in the democratic ideals of America's founding fathers, Washington, Jefferson, Franklin and the rest who declared in 1776 "that ALL men are created equal." In addition, we know that in the principles of both the Christian and the Jewish religions all men are held equal in the sight of God.

In our day-to-day life the A. F. of L. is also guided by a basic spirit of fair play, feeling that if all groups are called on to serve this great nation in war, then all groups should have equal opportunity to contribute to its work and skills on the job.

Soldiers and sailors of all races and religions fill graves in far corners of this world, killed fighting to protect American democracy at home. Surely their families should have an equal chance to enjoy that democracy in practice.

In terms of practical policies, the A. F. of L. knows that the most

powerful weapon against International Communism is the actual practice of democracy. We know that the majority of the peoples of the world are of some colored race. In the basic battle for their minds, for their allegiance and support there is no substitute for a record of equal rights in practice. Every case of discrimination against a minority has been and will be an aid to the communist cause, and may well cost thousands of American lives in Asia. As Lt. General Brehon Somervell once said, "The man who stirs up race prejudice, religious prejudice or any other kind of prejudice to threaten our complete solidarity is a traitor and a saboteur."

George Meany, A. F. of L. president, put it this way, speaking of the A. F. of L's fight for fair employment practices. "In doing this we will serve not only our own interests as workers and citizens but we will be helping to strengthen the position of our great country as a champion of justice, equality and freedom."

Finally, there is the very practical personal consideration which Meany summarized when he said "One man's slavery is a threat to the freedom of every other human being." And not only to our freedom, but to our wage rates and living standards. Job discrimination keeps some groups out of better-paying jobs. The other side of this is that it keeps them, forces them, to remain in low-wage, underpaid work. It perpetuates a class of job, not only a class of men, and in doing this it perpetuates the threat to our better wage rates

Research and Education Corner

Last month, in these columns, we set forth some of the wage increases and improvements in fringe benefits obtained through your Union for the physical employees of the PG&E Company during the past 11 years.

An even more startling revelation, with respect to wage increases and improved working conditions for Clerical and Office employees of the PG&E, is now presented. These improvements have been realized through the efforts of your Union.

It will be remembered by many that prior to 1944 working conditions were rather different than those enjoyed today. The newer employees can easily check with an "old-timer" to learn about working nights during "report time" without pay or the taking of equivalent time off without pay. Women worked side by side with men in the same classifications—but the women received a lesser wage. Clerks in some areas were paid a higher wage rate than those in the identical classification working in different areas. Promotion, demotion and lay-offs were made without any recognition of seniority. Aggrieved employees had no means of settling their grievances except through individual action.

You know of the improvements made to date regarding these conditions. They represent only a few of the improvements which have been obtained by constant and persistent efforts of your Union.

The following sample job rates indicate the improvement in wages for Clerical classifications which have resulted from Union representation.

	1-1-41		9-1-53		% Increase
	Min.	Max.	Min.	Max.	
CLERK "A"					
Premium M.	\$35.80	\$47.35	\$88.15	\$95.00	M. 163%
Premium F.	32.35	42.70			F. 194%
Standard M.	34.65	46.20			
Standard F.	30.00	40.40			
Outlying M.	33.50	45.00			
Outlying F.	30.00	40.40			
CLERK "C"					
Premium M.	28.85	39.25	76.55	83.00	M. 188%
Premium F.	24.25	33.50			F. 231%
Standard M.	27.70	38.10			
Standard F.	23.10	32.35			
Outlying M.	26.55	36.95			
Outlying F.	23.10	32.35			
TYPIST "A"					
Premium	20.80	28.85	70.10	76.55	F. 237%
Standard	20.80	28.85			
Outlying	20.80	28.85			
METER READER					
Standard	26.55	38.10	68.75	80.30	M. 170%
Outlying	25.40	36.95			
CLERK "E"					
Premium M.	19.65	30.00	55.65	70.10	M. 200%
Premium F.	17.35	26.55			F. 243%
Standard M.	19.65	28.85			
Standard F.	16.20	25.40			
Outlying M.	18.50	27.70			
Outlying F.	16.20	25.40			
CLERK "F"					
M.	16.20	25.40	Hired as "E"		M. 243%
F.	14.00	21.95			F. 297%
			Hired as "D"		M. 338%
					F. 400%

(M. for Male, F. for Female.)

6-15-43—Eliminated; Clerk "F" and Machine Operator "D".

12-2-44—Established; Wage Equivalents.

12-2-44—Eliminated; Sex Diff. and Overlaps.

2-1-46—Eliminated; I.B.E.W. Area Diff.

5-6-52—Eliminated; I.B.E.W. and C.I.O. Area Diff.

Please note that in 1941 the beginning classification in the Clerical structure was an "F" Clerk. In addition, there was a differential in the wage rate, dependent upon the sex of the employee, and there were 3 grades of Clerks in each classification.

The new employee in most areas of the Company operation is now hired as a Clerk "D", thus such a woman employee now receives a starting wage rate which is 400 per cent higher than that paid in 1941. Even if a woman is hired at the minimum rate of the Clerk "E" classification she is paid 297 per cent more than she would have received in the same starting classification in 1941.

While the government figures indicate the cost-of-living has increased by nearly 100 per cent since 1941, the starting wage of women Clerical employees has increased by 297 to 400 per cent. Have new Clerical employees ever asked you "What has the Union done for me?" Perhaps these figures will provide you with an answer!

Incidentally, all computations are based on the PG&E wage rates furnished by the Company to the Presidential Fact Finding Board in 1946.

Job By-Pass Arbitration Set

Next case scheduled for submission to arbitration concerns the bypassing of Brother John Malcomson in the awarding of a Turbine Tender's job in the Steam Department at PG&E's Station "C" in Oakland. Basis of the Company's action in by-passing Malcomson is an alleged lack of qualifications for the job. Brother Malcomson is now in the next lower classification on a dual basis, that is, Emergency

Relief H.P. Fireman and Emergency Relief Turbine Tender.

Bro. Malcomson has relieved men in the Turbine Tender classification from time to time, as is required in that portion of his classification of Emergency Relief Turbine Tender. The Company, notwithstanding this experience, maintains that he is not qualified to perform those duties on a full time basis.

The issue to be determined in this case is whether the company has the right to invoke Section 205.11 of the contract to reject Malcomson's bid for the job of Turbine Tender.

Union members of the Arbitration Board will be Brothers Ray Michael and Elmer Bushby, both of whom are members of the Union's Review Committee. The Company members are R. J. Tilson and H. H. Jackson. It is expected that the impartial chairman will be selected at an early date so the case can be heard and a decision reached.

Help take good care of your social security account. If you do, your social security account will help take care of you.

and conditions. It maintains wage rates and people to whom the narrow-minded boss (and there are many) can point and on whom he hopes he can call. As Wm. Green put it, "Job and wage discrimination of this kind breeds standard living conditions. It eats away and undermines the foundations of fair labor standards."

It is for these reasons that Geo. Meany told a national CBS radio audience recently, "We, in the A. F. of L. are determined to do everything in our power to help all workers, regardless of color, race or religion, to win a greater share for themselves and their families of the wealth they produce."

Staff of IBEW Local 1245



Pictured here are all of the staff representatives of Local 1245 except Asst. Bus. Mgr. Vern L. Mitchell, who is currently at Harvard University's Trade Union Program.

Back row, left to right, are Gerald Moran, Charles Massie, Mert Walters, Scott Wadsworth, Alfred Hansen, Gene Hastings, Edwin White, Harry Bollin, Ron T. Weakley and Paul "Cy" Yochem.

Front row, left to right, Fred M. Lucas, Del Petty, Al Kaznowski, Elmer Bushby, Lee R. Andrews, Jim Gibbs, George L. Rice and Howard Sevey.

Brother Harry Bollin, who has served the Humboldt and North Bay divisions of PG&E for nearly two years, has resigned from the staff. Brother Bollin formerly was a lineman in General Construction and did an excellent job in North Bay and Humboldt division while on the business staff. It was with regret that Brother Bollin's resignation was accepted and he is entitled to the thanks of our membership for his outstanding work as a business representative. He has been replaced by Brother Fred Lucas. In addition, Brother Ed White, representative serving the Stockton Division, has announced his resignation from the staff, effective around June 1. He will be replaced by Brother Charles Massie, who in turn will be succeeded by Brother Scott Wadsworth, a newcomer to the staff. Wadsworth will serve the huge San Joaquin Division.

Principal job of the staff representatives of Local 1245 is to protect the jurisdiction of our local union, by working under the direction of our elected business manager, Ron Weakley. To effectively accomplish this, they must lead in the task of organizing the non-members into our union and constantly ward off attempts of other unions to take over the jobs of our membership.

The staff representatives aver-

age more than 3,000 miles of travel per month, and more than two-thirds of their time is spent away from their homes and families. Each has from 10 to 15 night meetings per month, in addition to many grievance committee, shop steward, and central labor council meetings. All except Yochem, Sevey and Rice are former employees of the PG&E or have been granted leaves of absence by the company to work for the union, in accord with our contract.

These men share one common purpose: to do all in their power to help strengthen our union so that it can do the best possible job of representing you, the members. To serve this purpose in the most effective manner, they must have your help and support. The Editorial Board of the Utility Reporter hopes that you—all of you—will redouble your efforts to make ours a better and stronger union by working closely with the business representative who serves your area.

The Mail Bag

Ronald T. Weakley, Editor, Utility Reporter.

Dear Sir:

Your discussion of medical care at a reasonable cost, contained in your Business Manager's Report for March, is a subject close to my heart.

I can understand, and even respect methods employed by large companies, even though I may not agree with them. But—I cannot understand how doctors can act as they do. A doctor is dealing with human suffering and, with his knowledge, he may save a life or alleviate suffering. He is almost next to God in this respect except that he has a high price tag on it.

When I was a young fellow I used to hang around an old country doctor's office and, at that time, thought I wanted to be a doctor when I grew up. This old doctor told me then, "Remember, son, a good doctor never gets rich." The Hippocratic oath is hidden in this statement.

This is the one subject I get mad about. Human suffering with a price tag on it. We're not completely civilized yet.

So, keep this subject going; there's lots of work to be done on this.

Sincerely,

C. B. WATSON,
Card No. C1064.

The Editor,
Dear Sir:

I thought I would send this in for the paper. I don't expect it to be published as the unions seem to be scared of protecting themselves. The handwriting is on the wall. All unionists are potential communists, according to Butler of Maryland, and so they can be expected to be treated as such. I hope we see the light and throw our weight around a little bit, if we have any weight.

LES. GLASSON—San Francisco.
(Editor's note: The letter referred to above follows. It speaks for itself.)

The Editor—
Dear Sir:

I just want to write you about Lincoln, about Abe Lincoln, the friend of the worker. I shudder when I think of what would happen to him in these days of McCarthy, Jenner, Velde and Butler were he to repeat his statement, "Labor is the superior of capital and deserves much the higher consideration. I bid the laboring people beware of surrendering the power which they possess and which, if surrendered, will surely be used to shut the door of advancement for such as they, and

fix new disabilities and burdens upon them until all of liberty shall be lost."

I recognize the fact that committees appointed by Congress to investigate certain phases of our body politic are helpful and important in their authorized purpose of preparing the way for new legislation. But over the past decade, congressional committees have constantly roamed far behind their proper authority. They have illegally pried into the private beliefs and associations of witnesses, have confronted them with statements of perjurers, and have flagrantly usurped judicial functions by, in effect, conducting trials of American citizens.

As this is a letter inspired by the thought of Lincoln, and not by the McCarthyism group, let's see what else "Honest Abe" had to say that would cause him to be labeled as subversive today. I quote, "I see in the near future a crisis approaching that unnerves me and causes me to tremble for the safety of my country. As a result of war, corporations have been enthroned, and an era of corruption in high places will follow, and the money power of the country will endeavor to prolong its reign by working upon the prejudices of the people until all wealth is segregated in a few hands. God grant that my forebodings may be groundless."

And there you have it. Lincoln, a great liberal, warned us and gave us words of courage. But, what do we do about these tub-thumpers of fear? Nothing. We sit on our hands as unionists, or hide in the cyclone cellar and read "Mary had a little lamb" for comfort. We will be lambs for the slaughter if we don't fight back. One only needs to read Butler's definition of a subversive to see that any card carrying union member, active or passive, will eventually be on the block if he does not assert himself.

So let us dedicate a little space in our monthly publication to the liberalism of Jefferson, Jackson, Lincoln, Theodore Roosevelt, Wilson and our beloved FDR. Let us uphold and defend the Constitution of the United States of America by not deriding those who choose to invoke it. We know that a few are hiding behind it—but let's not destroy it because of that. It has weathered well and made us the greatest of all nations. Let us not break faith with Lincoln, but let's fight back and keep our nation great.

LES. GLASSON—San Francisco.

Reno—Sierra Pacific Talks Delayed

Negotiations between Local 1245 and the Sierra Pacific Power Co. were re-scheduled for May 10th early this week. The two week postponement became necessary because of the illness of Mr. H. P. Dayton, treasurer of the power company and a key member of the firm's negotiating committee.

Union members of the negotiating committee include Charles E. Prime, Jr., Edwin P. Hastings and Lloyd Smith, all of our Reno Unit. This committee will be assisted by Business Manager Ron Weakley and Asst. Bus. Mgr. Mert Walters.

The union's proposals for contract improvements and a general wage increase were submitted to the company last month. These will form the basis for the negotiations when the two committees get together for bargaining.

You to Blame

Bad candidates are elected by good citizens who do not vote.

YOUR Business Manager's REPORT

By RONALD T. WEAKLEY

California now has the second largest population of any state in the United States. Its political potential has increased tremendously and is being looked upon in Washington as something to be reckoned with. Our state, with a former U.S. Senator in the Vice-Presidency and a former Governor as Chief Justice of the U.S., has been given recognition by the Republican party. This had to be done if the Republican party is to have a fighting chance to keep California's non-partisan, and sometimes fickle, voting strength in the GOP column.

There is no longer an Earl Warren to lead the progressive wing of the GOP in California. His attraction for Democratic votes is also gone. Nixon's vote-getting ability has never been tested over the long haul and he is now somewhat remote from California politics.

Californians are now looking closely at the Democratic party in our great state. The Democratic voter registration is still dominant—and our people have proven they are subject to change without notice. This promises to be a lively year on the California political scene. Many people in all walks of life will be watching developments closely and will have some definite ideas on election day.

Some of the things which will have a decisive bearing on how one casts his vote are tied in with the economic facts of life. The fellow whose income is reduced can probably still buy the idea of a "rolling readjustment." When his neighbor is out of work, he terms it a "recession" and becomes concerned. But, when he is out of a job, he considers it a "depression." To each man and his family the loss of his job becomes a personal tragedy and the rest of our society must recognize it as such. With unemployment rising in our state, the

politicians are going to have to come up with a positive program of providing job opportunities. Anything less will not cut much ice with a breadwinner who has no bread.

Our agricultural community faces the same problem and must receive the same answer. Migratory workers lose their ability to "migrate" and just sit down when their money for gasoline and food runs out. If crops are not grown or the

market is reduced through a cut in the purchasing power of consumers, the result is obvious. This is even more significant in a state such as ours, which has a rapidly expanding population to feed and supply with job opportunities.

These are problems for ALL the people. No one can shirk the social responsibility of seeking a solution before the situation gets out of hand. That's where the contending political parties and individual candidates must face reality. They must produce a sound program which will protect the diminishing economy of our state and provide a means for developing a dynamic expansion of that economy.

The men and women who are privileged to represent the members of our Free American Labor Movement are charged with the responsibility to do all in their power to protect and improve living standards. To shirk this responsibility by seeking to curry favors from politicians who promise them political appointments and personal protection is to stamp such leaders as persons who place expediency above principle. When that happens, they are doomed.

Our Union is essentially conservative. Conservatism includes such things as protecting the jobs and social welfare of our people. It also includes protection of our basic freedoms, for, without freedom, jobs mean nothing.

The politicians who would deny these things must be opposed and those who will protect them must be supported. To fail in this is to invite totalitarianism. Those who become so "expedient" that they fail to recognize this should look at the rest of the world.

The time has come when principle MUST be supported through our freedom of the ballot. The issues must be examined, the record must be studied, and the candidates selected on the basis of reason rather than on how well they can save someone who promises to deliver votes.

Graves, Yorty Endorsed

(Continued from Page One)

on the recent meetings of the International Executive Council held in Washington, D. C., during which Pres. Dan Tracy announced his resignation.

Intl. Rep. Otto Reiman reported on the status of various negotiations and jurisdictional problems of our unions in California. Reiman stated that the "Trona Doctrine," recently adopted by the National Labor Relations Board, will prove to be good for our inside local unions but may be harmful to our utility and manufacturing unions. The NLRB decision, announced late last month, opens the door to the carving out of a craft unit from a plant's unit of employees. The issue initially was raised over the plant of the American Potash and Chemical Corp., located near Death Valley, at Trona, Calif.

Reiman also reported there appears to be a tendency on the part of many locals to sign long-term agreements with their employers this year. In Spokane, Wash., and Los Angeles, local unions have signed two-year agreements providing for a 10-cent hourly raise on July 1, 1954, and an additional 10 cents on July 1, 1955.

Reports were also made on the attempts of the San Diego Gas & Electric Co. to negotiate so-called "foremen" out of the bargaining unit.

Arrangements for the conference were made by S. E. Rockwell, business manager of Local 595, of Oakland. Site of the meeting was the Lake Merritt Hotel in Oakland.



Steward of The Month

"If big business hadn't taken all but instead had treated employees fairly—there would have been no need for labor unions." So says Bro. CHARLES GILBERT BARTHOLD, veteran shop steward for the Gas Service Department of Stockton Division.

The vicious shooting of several striking miners in the Cripple Creek, Colorado, area many years ago convinced Brother Barthold that unions ARE necessary. He has been a staunch union man ever since.

Brother Barthold, due for retirement at the end of this year, has been employed by the PG&E for 42 years. He joined the union during the first organizational drive, at the beginning of World War 2, and has been a most active member ever since. He has been the shop steward for the Gas Service Department since the union was first organized. Needless to say, he is known and respected by hundreds and hundreds of men who have worked at one time or another in the Stockton Division.

After 60 years as a bachelor, Brother Barthold married the girl of his choice only 3 years ago. He didn't rush into marriage though—he had first met his wife in 1927 when he handled a gas service customer complaint!

"Gil" is known as a great hunter and fisherman. His friends report that he seldom fails to bag a limit when he hunts at the Gustine club during duck season.

Brother Barthold has a word of advice for our younger members: "We have to keep our union strong at all times to protect what we have gained over the years." He certainly practices what he preaches, because the organization has always been at or near the 100 per cent mark in the department which "Gil" services.

The Editorial Board takes great pleasure in saluting Brother "Gil" Barthold this month. He surely is a fine example of an outstanding, all-around trade unionist. The example he has set cannot fail to be a source of encouragement to all of us.

PG&E Replies to Union Gas Dept. Job Proposals

The long-awaited PG&E reply to the union's proposals for job definitions and lines of progression for Gas Department employees was received April 14.

Counter-proposals of the company will be carefully studied by a representative rank and file committee of union members employed in the Gas and Domestic Water departments. The committee will meet at union headquarters on April 29 and 30. Following this study, arrangements will be made for a joint meeting of the union and company negotiating committees. Every effort will be made to satisfactorily conclude an agreement between the parties.

In addition, the company submitted a proposal on April 21 for establishment of additional job classifications for the Domestic Water Department. Establishment of these classifications in the water treatment plants of the department would appear to aid in elimination of existing dual and Utilityman classification.

The new classifications proposed are "Water Treatment Sub-Foreman" and "Water Treatment Plant Operator." These proposals are currently under study by the union.

It will be remembered that one of the terms of the 1953 contract settlement provided for continuing negotiations on Gas Department job definitions and lines of progression. In an effort to accomplish this objective, your union's committee has worked diligently ever since last September.

CONSTRUCTION SETS RECORD

Gains in private housing, public utility construction and highway work boosted the total of construction outlays in the first three months of this year to \$7,300,000,000, the highest first-quarter figure on record, the Commerce and Labor Departments reported.

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.....

Mitchell Explains Harvard Trade Union Program

Today we find almost general agreement that one of the critical needs of trade unions is adequate workers' education. Attention and effort has been pointed toward training and enlightenment of the membership and the leaders in our movement. Responsible leadership and adequate training will do a great deal to counteract some of the vicious and perverted portrayals of the movement and its leaders through the medium of the public press.

The Harvard University Trade Union Program was instituted to develop such executive responsibility by making available to the labor movement its faculty and facilities. On the suggestion of Robert Watt, late international representative of the AFL, and George Harrison, president of the Railway Clerks organization, the question of such a program was presented to Prof. Sumner Slichter, world famous economist on the faculty of the university. Through their combined efforts, the president and governing board of the school gave their unqualified approval.

The program, officially instituted in 1942, was designed "to provide training for executive responsibility in the labor movement and to help union officials play more useful and important roles in their unions and in the life of the community." From 1942 to 1948, the program covered a nine-month pe-

riod, but at the request of some unions which could not spare their representatives for a full academic year, the course was condensed into the presently highly intensive 13-week period.

Requirements for admission are simple. The university is interested in having trade unions send representatives of intelligence and practical experience in organized labor who are devoted to the labor movement and who plan to spend their careers in its service. Educational qualifications are not too important. A record of successful experience in the labor movement is the best test of a participant's qualifications.

Thus far, over 30 international unions in the United States have participated in the program.

In 1951 the program took on a more interesting aspect as a result of the participation of overseas trade union representatives, sponsored by the Technical Assistance and Productivity Division of the Foreign Operations Administration. Thus far, 47 trade union officials from 11 countries have participated. Their attendance was made possible by the belief that an understanding of mutual problems and philosophies of labor organizations in the free countries of the world will assist in economic recovery efforts and will bring about world peace through understanding.

The subjects covered in the

program include International Labor Problems, Problems in Labor Relations, Economic Analysis, Trade Union Administration, Labor Law, Arbitration, History and Structure of the American Labor Movement, Public Speaking, Parliamentary Procedure, Wage Determination (including job evaluation, wage incentives and pension plans), Accounting and Analysis of Financial Statements.

Seminars are conducted periodically at which guest speakers, prominent in labor, management, or government fields, address the group. At the request of the overseas men, a course is given in the Structure of American Government.

The faculty of the program is not limited to members of the university faculty, but also includes men with current experience in labor, industry, arbitration and government. The executive director of the program is Clinton S. Golden, who has had about 40 years of experience in the labor movement, part of which was spent as a representative of the International Association of Machinists. He was one of the original directors of the Steel Workers Organizing Committee and later became executive vice president of the CIO Steelworkers Union.

The IBEW has been represented before at these sessions and Oscar Harbak, international vice president, Ninth District, attended the

Sacramento—SMUD UNIT CITES GAINS

The Executive Committee of our SMUD Unit mailed each member of the unit a review of the gains made during the past two years, early this month. The Committee advises that the important gains were made largely because of the spirited union activity on the part of their members.

The review points out the substantial increases won for physical employees, who are represented by Local 1245, over those unilaterally granted to clerical employees by the District. Clerical employees, thus far, are not represented by a Union.

The Unit's committee also points out the gains in working conditions which have been achieved during the past two years. Double time is now paid for all emergency work between midnight and 6 a.m. Sick leave accumulation to 120 days is now authorized, 30 days of vacation is accumulative to the third year, and Civil Service rules have been revised for the better.

The SMUD Unit approved the establishment of an initiation fee of \$10 for new members, to become effective on June 1, 1954. Members of the unit believe this action will aid in stabilizing and strengthening the bargaining position of the unit for the coming negotiations.

The Little Black Book

By CLYDE WEDDLE, Member, System Safety Committee

This month your Union's System Safety Committee would like to call your attention to the "Electrical Safety Orders."

This is a "little black book," published by the Division of Industrial Safety of California, by which all of you should live. This is especially so, since Safety is your life!

It is your duty to yourself and your employer to see that each truck, each shop, each sub-station, etc., has a copy of the Company's Accident Prevention Rules, the Electrical Safety Orders, General Order No. 95 and the Company's Operating Rules. With these publications on hand, you may always refer to them when in doubt as to the safe procedure to follow when on the job.

It is suggested that you familiarize yourself with Sections 1-2, subtitle 9 and Sections 1-4, "Care in Performance of Duties," which are found in the Company Safety Rules.

It is still a fact that you must do your job safely in order to do it well.

session in 1943, which was one of the first and a nine-month course. The courses given at Harvard cover most of the points required to properly service the membership in the field, and also give one a better background for the more complicated processes of collective bargaining and arbitration proceedings. He recommends the class to any trade unionist who can possibly attend.

The mixed classes of labor and management, which are unique at Harvard, provide a very realistic background for the case studies that are used in most of the classes. These case studies are actual problems that have occurred in various plants throughout the country and are worked out in class much the same as they would be in the field. With the combined thinking of this mixed group it is easier to see how some of the mistakes often made can be avoided.

The contact by both groups with each other also tends to build a better understanding of the problems faced by the other.

The professors of these classes are outstanding men in their respective fields and are recognized as authorities on the subjects they teach. Many have held posts in the government and have contributed much to the advancement of better relations between labor, management, and government.