

The UTILITY

Gas, Electric, Water, Clerical
and Construction Workers



REPORTER

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Major Gains Won in P.G.&E. Contract

Wage Raises, Sick Benefits, Other Items Worth \$3,000,000 Yearly

Friday, August 13 proved a good omen for the wage and contract committees of Local 1245 and the Pacific Gas and Electric Company. Late on this date agreement was reached on a 22-month contract providing for a general 2½ percent wage increase for some 14,500 Division, General Construction and Clerical employees of the company.

Additional increases were also agreed to for some 6,300 Division and Clerical employees. The added increases will compensate for skill differentials and will correct certain inequities in the existing wage scales.

Total annual cost to the Company for the entire settlement will approximate \$3,000,000. The majority of this increased cost will be reflected in the new wage scales, which become effective on September 1, 1954, following membership ratification.

Improved sick leave accumulation, the adoption of automatic time progression increases for most physical unit employees, the elimination of casuals and the retention of journeymen classification in event of demotion during lay-off proceedings were included among the major contract gains.

The collective bargaining sessions, although trying at times, were probably the most productive that have been conducted to date. The committees bargained in good faith and a basis for a better understanding in the future has definitely been advanced.

Many problems are left to be resolved during the term of the present agreement but, with the respect and sincere desire displayed by both groups, these should be cleared up during the period prior to the next re-opening of the agreement.

With the reaching of agreement on all basic principles, both company and union representatives now look forward to concentrating on developing the techniques to carry them out.

Friday the 13th may be an unlucky date for some but members of Local 1245 have good reason for abandoning the old "hex" now. It marks a date that brought an increase in wages, improved working conditions and an opportunity for healthier, more stable union and company relationships.

This kind of settlement could not be considered unlucky on any day of the year!

Business Manager Ron Weakley, in commenting on the negotiations, said:

"I wish to compliment the System Committee on the excellent job they have done this year. The mass of material which was given them by the units was not in keeping with the current economic picture. In spite of the unrealistic pile of proposals, the Committee was able to present a comprehensive and understandable proposal to the PG&E. Months of hard work brought a settlement which can be stacked up against any in this industry."

"Our sick leave gain is one which will place us among the leaders of the industry. The Committee's efforts must not be harmed by abuse of the sick leave plan if we are to continue to be recognized as a responsible Union."

"The protection of journeymen in demotion and lay-off and the elimination of casuals in Divisions and the Clerical unit were long sought by our Union."

"Our General Construction members are enjoying wages and con-

ditions much superior to other utilities which do their own construction work. We believe there will be a healthy expansion of work opportunities in this department.

"No one can match our wage picture in the Clerical forces. Skill recognition, as provided in the wage settlement, will increase the incentive for journeymen and those working toward skilled rates.

"In the face of contracts which cover thousands of California workers in the communication and transportation industry being cancelled, we were able to hold and to strengthen our agreements. The term of our contracts will give us a chance to straighten out many problems, such as job definitions, progressions, duals, utilitymen, and station and powerhouse re-rating.

"We must complete our organization, expand our steward educational program and settle down as a stabilized and responsible organization."

"We retained our Union Security provision and the conduct of your Committee brought the Union through a critical point in our relationship with the company."

"All of the employees of PG&E owe a debt of gratitude to the hard-working Committeemen and to the Executive Board, which backed them up completely.

"Your International President, J. Scott Milne, has advised me that he is proud of the record of Local 1245 in establishing many of the finest

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MAJOR CLERICAL CHANGES LISTED

Local 1245 Clerical Bus. Rep. Elmer Bushby reported just prior to press time, on some of the major changes in the Clerical Working Conditions Agreement.

Bushby listed the following improvements as being of major interest to Clerical members.

PROMOTIONS AND TRANSFER

1. Amended to give consideration to employees in higher classifications than that in which the vacancy exists, regardless of promotion transfer unit. These employees will receive consideration with employees in the same classification outside the promotion and transfer unit on the basis of Company Seniority.

2. The Company, if practicable, will assign to a temporary vacancy the employee who would be eligible therefore if the vacancy were to be filled on a permanent basis.

DISPLACEMENTS, DEMOTIONS AND LAY OFFS

The section is amended to provide that the governing principle will be Company Seniority rather than Classification Seniority.

STATUS OF EMPLOYEES

The parties have agreed to the elimination of casual and casual weekly employees. All references thereto will be removed from the

(Continued on Page Two)



These Booklets Symbolize Progress—

12-Year Union Effort Bring Solid Contracts

Pictured here are the covers of the physical and clerical union agreements which Local 1245 has executed with the Pacific Gas and Electric Company. It has taken 12 years of hard work, union building and determined negotiations to obtain these two agreements.

We say 12 years for it was June 16, 1942 when the first National Labor Relations Board election was held on the PG&E properties. That election was won by a bona-fide trade union. Following the election, which was held in the East Bay Division, union organization soon spread to the entire system.

Our union agreements, which now apply to some 14,500 employees, compare favorably with those in other utilities throughout the nation. This is a remarkable accomplishment when one considers that during 10 of the 12 years of unionization we had 2 competing unions on our PG&E system. It is even more significant when one remembers that at no time has union organization been complete. There have always been a large number of employees in the bar-

gaining units who are willing to take all gains that the union has obtained for them — without making any contribution themselves.

We cannot ever obtain maximum gains in wages and working conditions until we have achieved a near-100 percent organization of the employees in the bargaining units. The only way we can organize a high percentage is to have the full support and cooperation of all present members. All of us must be aware of our organizing problems — and be willing to do something about it.

The organizing job is not the (Continued on Page Two)

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"PG&E PACT OUTSTANDING"

—Pres. Frank Gilleran

Union President Frank Gilleran advised the UTILITY REPORTER just before press time that he is pleased and gratified with the results of the negotiations with the PG&E.

"Our System Negotiating Committee has done a fine job," Gilleran said. "But I know full well that they could never have accomplished this task without the complete cooperation of Business Manager Weakley and the Business Staff. I wish to thank and commend all the staff representatives, Assistant Business Managers, our office manager, Howard Sevey, and the girls in the Union headquarters and our Research Director for the outstanding job they have done."

Gilleran continued, "The huge amount of work which our staff people have done in the past two years is certainly reflected in this contract settlement. On behalf of the Executive Board and the entire membership I wish to extend my sincere thanks to all of you — and to assure you that we in the field are grateful to you for the hard work you have done."

50-Year I. B. E. W. Member Honored



...GEORGE DUFFIN, at left, is pictured here immediately before being presented with a handsome scroll commemorating his 50 years of continuous membership in the International Brotherhood of Electrical Workers. Intl. Rep. C. F. Hughes, shown holding the scroll, presented it to (Continued on Page Two)

The UTILITY REPORTER
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Steward of Month



Brother ROBERT "BOB" STAAB, who hails from 'way down in Orcutt, near Santa Maria, is our Steward for August.

Bob, who started his employment with the PG&E more than seven years ago, is now a Lineman in the far southwestern corner of the San Joaquin Division. He has been a most active shop steward since May of 1951 and also found time to serve on the Division Grievance Committee for two and one-half years.

When the Union's Safety Committee was organized, Bob decided he liked that, too. He has been a sparkplug for the unit safety committee for the past year. He has to be safety conscious because his job as a Lineman calls for living up to the rules, for training others in safe practices and setting a good example at all times.

Bob also finds time to go hunting occasionally, when he's not busy with his family, which is made up of Mrs. Staab and two youngsters, a boy and girl.

Bob was one of the Grievance men who attended the Grievance Seminars which were conducted by the Union last winter. He proved a capable emissary of good will because he has been "spreading the word" ever since. The cases he presents as a Steward are solid, factually presented and complete with the kind of basic information which the Grievance committee needs to make a fair decision. The UTILITY REPORTER is pleased to salute Brother ROBERT STAAB as our Steward of the month. Congratulations, Bob, and keep up the good work.

'Round and About

From FRESNO comes word that the appearance of Assemblyman WALLACE D. HENDERSON at the last unit meeting was very well received. HENDERSON, Democratic Assemblyman who represents the 33rd A. D. in the California State Legislature, is also the secretary-treasurer of the Fresno AFL Central Labor Council. He was re-elected at the June 8th primary, without opposition, which is some measure of the confidence the Fresno people place in him!

The consensus of opinion of some 80 members who attended the meeting was that this is the sort of "extra" that spices things up. "Wally," as he is known to his friends, made a short and highly interesting talk on matters of interest to union members as well as giving a report on some of the problems which confront a State Legislator. Fresno unit members say, "lets have more of these interesting meetings!"

How about some of you other unit officers inviting your local assemblyman or state senator to make a talk to your unit? If you wish, the business office will be glad to make arrangements for such an event. OH, SO?

Letter to the editor which recently appeared in a San Francisco daily: "Editor: I was exceptionally happy to hear (the broadcast) of Herbert Hoover's birthday speech. When he was President our radio was always in hock for food."

(Signed) John Montgomery, Mill Valley, California.

That, one might say, is a short and pungent comment!

ARE UNIONS NECESSARY?

That's NOT a question—but is the title of a pro-labor book which will emerge about Labor Day. Written by Irving Auerbach, member of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators, AFL, the book has been endorsed and recommended by many officials affiliated with all branches of organized labor. The hope of the author is that ARE UNIONS NECESSARY? will teach basic lessons in trade-unionism, ease organization of the unorganized, smooth negotiations with employers and create better public understanding of unions and union officials.

Auerbach, who has been active as a maker of documentary and trade union educational films for many years, is presently a delegate from the IASTE to the San Francisco Labor Council.

CORRECTION, PLEASE!

Seems that last month, in reporting that Brother BERYL STOLPER of East Bay Division is now a full-fledged lawyer, we listed an incorrect address. East Bay members who are friends of Stolper advise us that he is located at Suite 405 of the Easton Building, 428 - 13th Street, in Oakland. Again we say, "Best of luck to you, Brother Stolper, in your new career in the practice of law."

Register and Vote

Voter registration for the November General Election closes on September 9th! That's only a few short days away—so it behooves all who are not now registered to vote to "get on the ball."

You must register to vote if (1) you have never previously been a registered voter in California; (2) you did not vote in either the Primary or General Election of 1952; (3) you have moved your place of residence since you were last registered.

Under California law, voter registration is permanent so long as you remain at the same address, and so long as you vote at either the Primary or General election every other year.

As Business Manager Weakley points out in his report, registering and voting are primary duties of all citizens. Surely you can take a few moments of your time to register—before September 9th—and to vote on election day.

Deputy Registrars are available in the office of the County Clerk in all California counties. You can also find a deputy registrar in most union headquarters, in some business establishments and even on street corners. Look for the Deputy who is stationed nearest you.

Ike, Food and Children

(From the AFL NEWS-REPORTER)

The President and the Secretary of Agriculture confess that they do not know what to do with surplus food.

One would suppose that they would do all they could to channel surplus milk, butter, corn and other commodities now held in warehouses to needy school children.

Yet the Administration twice has asked Congress to cut funds for the school lunch program which provides free meals for children from poor families, and lunches for others at moderate cost.

The cut for this year would amount to \$15 million, or 19 per cent less than was appropriated last year.

Congress should refuse to slash the school lunch money this year just as it did in 1953 when Eisenhower requested a similar \$15 million reduction.

LAUGHS and LABELS
AMERICAN FEDERATION OF LABOR

"I've cured my husband of coming in late at night." "How?" "When he comes in, I call to him 'Is that you Bill?'" "How does that cure him?" "My husband's name is Jack."

The teacher was giving a health talk to her class and warned her pupils never to kiss animals or birds. "Can you give me an instance of the danger of this, Bobby?" she asked one boy. "Yes, miss. My Aunt Alice used to kiss her dog." "And what happened?" asked the teacher. "It died."

"Good morning, ma'm. I'm from the gas company. I understand there's something in the house that won't work." "Yes, he's upstairs."

Winston Churchill hailed a taxi in the Strand and asked to be driven to the British Broadcasting Corporation.

"Sorry, mister," said the cabbie. "Ye'll 'ave to get yourself another cab. Mr. Churchill is broadcastin' in thirty minutes and I wouldn't miss it for all the fares in London."

Churchill was so flattered that he pressed a pound note into the cabbie's hand. The latter looked at it in astonishment and came to a quick decision. "You're a bit of all right, sir," he exclaimed. "Op in, and to 'ell with Mr. Churchill."

A friend of mine says his wife does bird imitations—she watches him like a hawk. How many of the union labels in this column can you identify?

50-Year Member Duffin Honored

(Continued from Page One) Bro. Duffin at a ceremony held in Local 1245 headquarters on Sunday, August 1.

In making the presentation, Bro. Hughes said, "It is a great honor to all of us in the IBEW to present this 50-year pin and scroll to you. Men like you have built this brotherhood—and have made an important contribution to the trade union movement. We are all proud of you!"

Bro. Duffin, a modest man indeed, replied, "The credit really belongs to the union—not to me. Without a good union, those of us who worked in the industry for many years would have been lost."

Bro. Duffin joined the Cable Splicers Unit of Local 57 in Salt Lake City in 1904. He "box-carred" out to the San Francisco area in 1906 and went to work for the Great Western Power Co. He then worked for the Home Telephone Co. for a period of time and finally joined the PG&E. He was retired by the company in 1943, and simultaneously began receiving his \$50 monthly pension from the Pension Benefit Fund of the IBEW.

Bro. Duffin and his wife, both hale and hearty despite their advancing years, are residents of Alameda.

The presentation was made during the joint Executive Board-Policy Committee meetings held at union headquarters on July 31 and August 1.

The union label is the greatest seal of quality in expert craftsmanship you can find.

Major Clerical Changes Listed

(Continued from Page One)

agreement. Incumbent casual and casual weekly employees will become either probationary or regular employees.

HOLIDAYS

1. Amended to provide a method of holiday payment for employees in dual classifications.

2. Amended to provide a method of holiday payment for temporarily upgraded employees.

SICK LEAVE

Full accumulation of Sick Leave for 8 years at 10 days per year, plus the current year's 10 days, with a maximum accumulation of 90 days, is provided for.

On January 1, 1955, the Company will review all employees' use of Sick Leave for the past 8 years and all unused Sick Leave will be added to the current 10 days which is available for 1955.

VACATIONS

The annual vacation schedule for each department will be posted on bulletin boards on or before April 15 of each year.

TERM

The agreement, following ratification, will become effective on Sept. 1, and will extend to June 30, '56.

For full details of the settlement all Clerical members are urged to attend their units meetings. Following ratification, full details concerning the application of the general wage increase and the additional increases for specific classifications will be released.

12 Years of Effort

(Continued from Page One)

sole responsibility of our shop stewards and business representatives. All of us must make it our business to KNOW whether or not those with whom we work are union members. We often find that our members don't have the slightest idea as to which fellow employee is a union member—and which is not.

Starting NOW—how about you and I doing just a little bit more than we have done before about ORGANIZING OUR UNION? We can assure you that if you do we can build an even better Union—and obtain agreements which are second to none in the Utility field!

Sincerely and fraternally yours, Ed White, Electric Substation Department, East Bay Division.

Soup to Nonsense

By JANE GOODSELL (As printed in Oregon Labor Journal)

Some dream of spring in Paris And some of ancient Rome And some of far Tahiti, But me, I dream of home. And when I dream of home, what I dream about is whether the roof on our house will last through another winter.

Some lie awake while brooding On horrors thermo-nuclear; My brand of heebie-jeebies is Not cosmic but peculiar. Because when I lie awake with fists clenched and nerves tingling, it isn't because of the hydrogen bomb. It's that funny noise that sounds like somebody prowling around downstairs.

Some long for power and glory, Some sigh for unearned dough, Some yearn for jewels and Jaguars Or Marilyn Monroe.

But what I want right now, more than anything in the world, is a great big 16-ounce filet mignon, smothered in mushrooms.

Some people hold high office And guide the fate of nations; They serve on boards and councils And make investigations.

But I wouldn't be any good at that sort of thing because long-distance phone calls make me so nervous that I can't remember what I wanted to say.

O, some get rich in Wall Street And some draw kings and aces, A few find golden nuggets Or clean up at the races.

I entered a contest once, but I didn't win anything.

Some long for high adventure On wild, uncharted oceans Or craggy, unscaled summits— But I have no such notions.

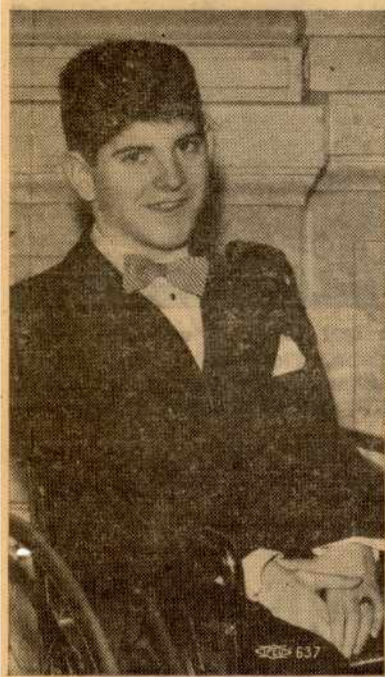
I don't want to climb the Himalayas; I'd rather spend two weeks in San Francisco.

Some people know the answers, They have the explanations And crystal-clear opinions On perplexing situations.

About the only thing I'm sure of is that I hate turnips.

De gustibus non disputandum— Who can say who's insane? Some folks' dreams are fancy. But mine are awfully plain.

S. F. Lad a Lesson in Courage



The boy in the wheel chair is 14-year-old ROGER DION LAPPIN, brother of John M. Lappin, Jr., newly-assigned Business Representative in our San Francisco Division. Roger has spent nearly half his young life in hospitals—but he has a philosophy of life which might well set a fine example for all of us.

Stricken with Bulbar Polio in

June, 1948, when he was just eight years old, Roger spent the next two years in Children's Hospital. In 1950 he was transferred to San Francisco Hospital where he spent the next three years and two months. On the day before he was to return home, Roger was injured in an automobile accident, which occurred while he was being taken on an outing. He suffered a broken hip and spent nearly half a year in traction at Mount Zion and Franklin Hospitals.

Finally, Roger was sent home, only to contract pneumonia and be forced back to San Francisco Hospital. He is still there, recuperating from a tracheotomy and several bronchoscopic explorations.

Despite all these years of pain and suffering, Roger is a bright and cheerful young man. And you are safe in betting that his brother, John, and other members of the Lappin family are very proud of his courage and determination. Roger's courage is well indicated by the message in his poem "FAITH", which is set forth below.

FAITH

By Roger Lappin

Trust in Him who has done so much,
Who cures the sick with word or touch.

His gentleness is unsurpassed.
Put Him in your heart and keep Him fast.

Trust in Him with will divine;
He is here to love, He is yours and mine.

Have faith in Him who suffered so,
And tried to save Man's souls from woe.

But how did men show their thanks?
With nails of metal and cross of planks!

But still He shows eternal love,
And guides men's souls from above.

But some day soon He'll come again,
And this time He will judge all men.

So if you've had faith in God's own Son
O'er Satan's powers you will have won.

You CAN do something to brighten Roger's days—if you will. Like any bright young man who cannot join the other kids at play, he spends lots of time in reading. Plenty of mail helps to brighten the days spent in a hospital. How about sending a note—or an unusual greeting card—or even a letter if you can take the time—to Roger? Just address: Roger D. Lappin, San Francisco Hospital, San Francisco, California.

When a recipe tells you to scald milk, it means that the liquid should be heated to a point just below boiling.

Does spattering fat from a skillet annoy you. Then fit a collar of foil, about four inches wide around the pan. Use a double thickness of foil for the collar.

Bookshelves in the kitchen are the latest touch in modern homes. They can hold recipe folders, cook books, radios, and even television sets.

IBEW Convenes in Chicago Aug. 30

The largest convention in the history of the International Brotherhood of Electrical Workers will be under way August 30 at the International Amphitheater, Chicago, with convention headquarters at the Palmer House, Chicago. Delegates from the local area will join more than 3,200 others for an all-time attendance high topping the 1950 Miami convention by some 500 delegates.

Among the speakers will be former President Truman, Adlai Stevenson, Secy. of Labor Mitchell, AFL President George Meany and other notables, including representatives from the various segments of the industry who will have important messages for the delegates.

Chicago local unions, under the chairmanship of Thomas Murray of Local 134, have gone "all out" in their plans to make the Chicago visit of every delegate as pleasant as possible. Sightseeing, Cinerama, tickets for various events, and a grand ball are all featured on the program and Local Union 1031 is planning one of its spectacular shows, the famed "Helza Poppin'" with Olsen and Johnson.

During the business-jammed sessions, changes in the constitution will be considered, and the CIO-AFL "no raiding agreement," the IBEW's pension fund, and election of officers will have top billing on the agenda.

Registration of delegates, issuance of programs, badges, souvenirs, and all reports, proceedings and other data the delegates will need, will begin Friday morning, August 27, at the Palmer House. Delegates have been asked to register as early as possible before 6 Sunday, August 29.

One of a woman's greatest assets is a man's imagination.



Caught by the wandering cameramen during the joint Executive Board-Policy Committee meet are (L to R) System Negotiating Committee Chairman FRANK QUADROS, Asst. Bus. Mgr. VERNE L. MITCHELL and Negotiating Committee member EDWARD JAMES.

Ban Discrimination!

(Written especially for UTILITY REPORTER by William Becker, Director, AFL Committee to Combat Intolerance.)

Trade unions in the American Federation of Labor played a major role in bringing about a striking reduction of religious and racial prejudice in America, according to the latest "Civil Rights Balance Sheet", recently off the press.

It is a report of which every AFL member well can be proud. Incorporated in the "Balance Sheet" is the result of a survey recently prepared for the Jewish Labor Committee's Anti-Discrimination Department by Emanuel Muravchik showing that 75 per cent of those unions that discriminated against non-whites ten years ago no longer do so; that the use of Jim Crow auxiliaries is on the way out.

Muravchik reports further: "In August, the convention of the American Federation of Teachers, AFL, voted 219 to 80 to ban racial segregation in its 400 local unions throughout the country. The convention of the North Carolina Federation of Labor included 50 Negroes among its 240 delegates. Three Negro vice-presidents were elected."

He lists many other important gains in AFL ranks. These are well in line with the national policy of AFL which recognizes that discrimination in any form—against Jews, or the foreign born, the Negro or any other good American craftsman, not only is un-American but definitely contrary to the best interests of organized labor.

History shows that dictators and demagogues who have indulged in religious and racial persecutions invariably have crushed organized labor. In other words, organized labor flourishes only in a democratic society—and democracy attains its greatest strength when all citizens are treated equally, regardless of their religion, their race or place of birth.

**DON'T
ALIBI
LATER**

**REGISTER
NOW**

HOME TIPS

These simple rules make dish-washing quicker and easier:

1. Wash dishes as soon as possible after use.
2. Scrape and stack at your right; wash from right to left to save waste motions.
3. Wash in soapsuds as hot as the hands can stand, preferably with a dish-mop.
4. Change to clean, lively suds as soon as soiled suds die down.
5. Drain dishes and rinse with hot, hot water; then only glasses and silverware will need to be wiped dry.

Paddling in the backyard pool is great fun for the moppets when they have inflatable plastic toys such as tot-size fireboats that toot and squirt, Indian canoes, and animated alligators. Such plastic toys are built to take rough use, abrasive sand, harsh sunlight, grease and suntan oils.

Summer lunch: Make cheese sandwiches and then grill them in butter in a skillet until golden-brown; serve them with sliced tomatoes that have been marinated in a mixture of brown sugar, cider vinegar, salt and pepper.

Tie a ribbon or string to the sewing basket and fasten a small magnet to the other end. Needles and pins dropped on the floor can be picked up without any trouble then. This device is especially convenient for invalids.



Listening attentively during the joint Executive Board-Policy Committee meetings, held at Union headquarters on July 31 and August 1, are (L to R) Ex. Board members HERB MACY, RAY REYNOLDS, MARVIN WAGNER, HOWARD HILL and Union Treasurer GEORGE WAGNER.

Research and Education Corner

We often need to take a good look at the economic facts of life to help us understand just what goes on in the business life of our community. Here are a few such facts, gathered from widely known and respected sources:

A factory employing 150 people would generate enough business to support between 1,000 and 1,200 people and require food from 6,000 acres, says a study prepared by the National Association of Manufacturers.

Conversely, when 150 factory workers are laid off, the livelihood of hundreds of tradesmen and farmers is affected.

The U. S. Department of Labor reported 3,347,000 unemployed in June 1954. Total industrial employment was 1,100,000 LESS than in June 1953. Employed workers were getting 1.1 hours LESS work per week this year.

According to the NAM study, these 1,100,000 unemployed factory workers (if they had no income whatever) would idle 7,300,000 other people and 44,000,000 acres of land!

While these laid-off workers have unemployment insurance, 20 per cent or 658,000 have already exhausted their benefits. Savings are quickly exhausted and debt piles up.

Cashed-in life insurance policies are 24 per cent higher than a year ago; loans on life insurance are up 31 per cent. Mortgage debt is up 11 per cent.

Steel production is at only 70 per cent of capacity and auto production has been cut back 7 per cent each month since April. Chain and department store sales have dropped.

Even with the public buying less, prices continue to rise. The Dun & Bradstreet price index was \$7.23 for July 13th, compared to \$6.74 a year ago, and \$5.96 at the outbreak of the Korean war. Net profits jumped sharply. General Foods Corp. reported \$1.88 a share—100 per cent over last year.

There are a few brighter signs in the wind right now, but they are being blown all out of proportion by most daily newspapers. It will pay you to look behind the headlines when you seek information about today's economic conditions. The financial statements of major corporations—the monthly employment reports of the U. S. Department of Labor, are seldom on page one. Buried somewhere in most papers you will find factual reports, however. A study of these will help you to form opinions based on FACT—rather than on the highly-colored opinions of some big newspaper publishers.

Protect Your Better Half—

Accidents Among American Women

"More than 22,000 American women, 15 years and over, die each year as a result of accidents. More women perish from accidents than from any other cause except cardiovascular diseases and cancer.

The three leading causes of accidental injuries in this group—motor vehicles, falls, burns and conflagrations account for almost four-fifths of all accidental fatalities. Although millions of American women are gainfully employed, relatively few are killed in industrial accidents. Surprisingly enough, one-quarter of the fatal accidents among women under age 65 occur in and about the home, this despite the presence of modern equipment and appliances that have made the American home a much safer place in which to live.

"The death rate from accidents among women in the age range 15 to 64 decreased by more than 40% in the period between 1930-1932 and 1950-1952. Further reduction in the death toll from accidents could be made if American women, who occupy a most important position in organizations devoted to health and conservation of life, would focus greater energy and attention on the circumstances responsible for fatal accidents. In this connection, the efforts of women should be primarily educational to acquaint persons, young and old, with the nature of the accident hazards that lurk on the American scene and to induce them to apply established principles of safety in everyday life.

Many Women realize that thousands of Americans are killed unnecessarily as the result of carelessness; hence the early need for inculcating a sense of responsibility among children. More careful supervision of children by parents and greater stress on safety education in the schools, clubs, and the boy and girl scout organizations, to name an important few, would undoubtedly reduce the loss of life among young persons. In addition, an intensive educational program should also be conducted among adults, through parent-teacher associations, women's clubs, church organizations and the like, for the purpose of emphasizing the need for safety precautions around-the-clock, not just during periods of enthusiasm. From coast to coast and from border to border, American women could very well adopt as a motto, without difference of opinion, the theme 'Don't be a fatal accident statistic in 1954'."

How long has it been since there has been a home safety program in the organization to which you belong? Your city health department can help you plan such a program and provide films, pamphlets and speakers. Now is the time to plan for programs in the fall!

Scanning the Labor Press

ELECTRICAL UNION WORLD (IBEW Local 3, N. Y.).—"In the field of human relations labor is indeed America's outstanding pioneer and leader. Our shirt-sleeve

diplomats have shown the way before and can do it again—in education as in the shops and factories. Our communities would do well to make use of this know-how."

YOUR Business Manager's REPORT

By RONALD T. WEAKLEY

What are the duties of citizenship with respect to politics as we understand the term in America? This question—often raised—is worth looking into.

First of all, we should REGISTER TO VOTE and learn the location of our polling places in the precinct. On the record, it would appear that many citizens of long standing in their communities would be embarrassed if they were to report on compliance with these fundamental requirements.

An examination on knowledge of office-holders, their names, voting records and attention to duty, would reveal an even more embarrassing situation among average citizens.

A new voter, before he goes to the Registrar's office to REGISTER TO VOTE, ought to select a political party. There is a disposition on the part of the free-born American, full of admiration for independence of thought and desire, to maintain independence of action and to hold himself aloof from party regularity.

This independence, he feels, will teach the party organization that it must beware of the influence of the independent voter. However, this tendency modifies itself as a voter acquires experience and a knowledge of conditions.

Whether a voting citizen will become a Republican, Democrat, or other, will depend on many circumstances. He may follow his father's choice as a natural tendency. He may find that his views upon the main issues at the time he exercises his franchise coincide with those of a particular party and he then identifies himself with that party. In any event, he will come to learn that party regularity has considerable merit.

Our modern government of some 160 million people is very complicated. The difficulties of its management are greatly increased if, instead of leaving control to one man, as in the Soviet Union, or to

a small group of men as in a feudal aristocracy, we have a popular government. Theoretically, the control of our popular government rests in the hands of all the citizens of voting age.

The real advantage of a popular government rests in obtaining the greatest good for the greatest number of people. Experience has shown that individuals and classes of peoples of reasonable intelligence will secure closer equality of opportunity and protection if they are given a voice in government. If this function is given to someone else, no matter how noble he may be, freedom and security will suffer.

The problem of reducing the varying wishes of 160 million people to one executive force which can effectively carry on the complex machinery of government is difficult. The establishment and growth of popular government has caused the institution of political parties.

The most efficient political party is one in which the members are more nearly united on the great principles of governmental policy. The existence of parties, their maintenance and their discipline are essential to the popular government.

Present day France is an example of the inability of leadership to form political parties strong enough to maintain stable government. The government falls over single issues and is unable to carry out a long-range policy.

We find, in general, that America's party support falls into two categories. Some people support progress, affirmative action, and reform. Others prefer to live with the ills we have rather than chance new ideas. These will align themselves with the more conservative party.

No one should adhere to party lines against his or her high principle and conviction. However, life is a series of compromises on

every-day matters and overall progress toward a better life must be the guiding factor in considering party support. A party cannot effectively function unless minor differences are sacrificed in favor of united action on election day. In that manner, major policies may be supported effectively.

Recognizing that political parties are necessary for popular government, it becomes necessary to support the party of your choice in order to carry out the principle of popular government.

Having registered and having chosen the party which more nearly meets your test of basic principles on platform and long-range policy, one must vote then in support of his party. Failure to vote nullifies the principle of popular government. Failure to adhere to party candidates nullifies the ability of one's chosen party to have a chance to carry out its long-range program.

We believe that neither major party will quarrel with our views on this subject. We further believe that the true meaning of democracy cannot be found in irresponsible neglect of party responsibility unless, of course, the policies of the major parties are meaningless.

Should the responsibility of either the party leaders or the electorate be neglected, then we will lose the popular government which has, over the long haul, given our people the things—both material and spiritual—which are the envy of the rest of the world.

Major Gains Won

(Continued from Page One) wage scales and conditions in the industry — all without resort to economic pressures or bitterness in negotiations.

"Let's show your Committee that you back your Union through organizing the remaining unorganized employees of PG&E. With that additional strength we will hold the gains we have made over the years."

The Union's System Negotiating Committee was composed of Frank Quadros, Chairman, members Everett Basinger, Russell Stone, Edward James, Everett Rypinski and Walter Kaufmann. The Committee was assisted by Bus. Mgr. Ron Weakley, Asst. B. M. Verne L. Mitchell, Clerical Rep. Elmer Bushby and Research Director George L. Rice.

The settlement is now being presented to unit meetings all over the System for membership ratification. The agreement, following membership ratification, will become effective on September 1, 1954. For complete information on the entire settlement, you are urged to attend the regular or special meeting of your unit.

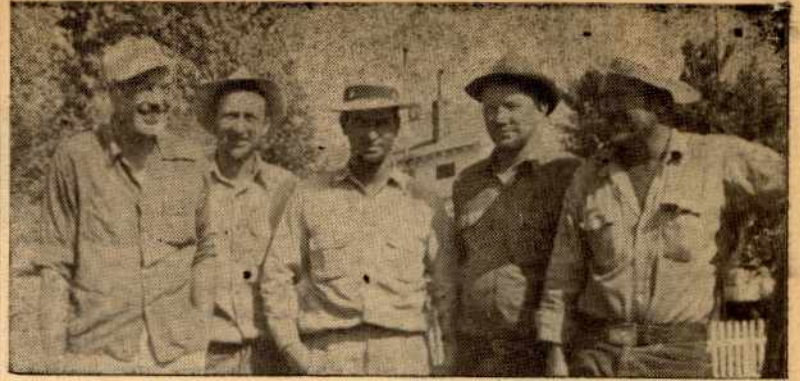
Outside Line Members Move to Other Locals

Members of Local 1245 who are employed by electrical contractors in the Outside Line Construction branch are now transferring their union membership to "inside" local unions of the IBEW.

The jurisdiction in 30 Northern California counties covering the Outside Line Construction work has been relinquished by Local 1245 and is being taken over by sister local unions in many areas of Northern California. The transfers have now been completed in every area but two. It is expected that these groups will have effected the change-over by September 15th.

Details are still being worked out on transferring the Health and Welfare and Pension plans which apply to our members in the Outside Line unit. Bus. Rep. "Cy" Yochem and the business managers of the various "inside" local unions affected are handling this problem so that no member will be faced with any loss of benefits.

SOAP the bottom of the pans you use for cooking over an outdoor fire and they will be easier to clean.



Here is a group of Warehousemen and Linemen, who are working out of Quincy in DeSabra Division. Pictured (L to R) are: STANLEY JOHNSON (Quincy Unit Chairman), ROBERT DANNER, GRADY BOBINGER, EVAN BRUNING, and SAM VOGT (Line Crew Shop Steward).

These brothers are right in the heart of the deep snow area. During much of the year they use snow-shoes to patrol and repair the lines up in the mountain country.

'54 Party Platforms Adopted

The Democratic and Republican parties held their official biennial meetings in Sacramento on August 7 and 8. Primary purpose of the conferences is to draft and adopt the statement of principles — called the Party Platform — which will guide the party and its candidates during the ensuing two years.

The various planks of the platforms cover almost every issue from highway construction, liquor control and narcotics control to State taxation. While all planks are of interest to us as good citizens, the LABOR PLANK is of primary concern to all of us as good trade unionists.

The Labor Planks of the two major political parties in California are printed in this issue for your information and guidance.

MAJOR PARTY LABOR PLANKS

Democratic—

The Democratic Party is and always has been the only party where working men and women can truly feel at home. We pledge a continuation of our Party's consistent record of achievement on behalf of the working people of our state and nation.

In adhering to the Democratic Party's labor record, we once again reiterate our opposition to the Taft-Hartley Act. We demand immediate repeal of California's so-called Jurisdictional Strike Act, which has proved an effective weapon in the hands of anti-labor elements to destroy free collective bargaining by bona fide labor unions, thereby laying the ground work for a return to the days of company unions and yellow-dog contracts. We shall continue to urge and support legislation which will diminish the cause of industrial strife by strengthening the right of laboring people to bargain and engage in concerted activities through representatives of their own choosing without discrimination or coercion.

We advocate a minimum wage of not less than \$1.25 per hour and such other sound measures as will promote better working conditions and a constantly improved standard of living.

We denounce repressive legislation that masquerades under descriptive labels, such as "right to work", "hot cargo", etc., and we pledge our efforts to defeat these reactionary anti-union undemocratic proposals.

Excerpt from the plank on EMPLOYMENT;

We call for full utilization of the national full employment law and for the adoption of similar legislation for the people of California. We believe in the prompt and early use of useful public works as a means of restoring full employment; and we believe that both the state and federal governments must consciously and conscientiously work toward not only the restoration of full employment

Republican—

The Republican Party of California asks the working man or woman to compare the advantages of Labor in this State with that of Labor in states controlled by the Democratic Party.

Our system of workmen's compensation and unemployment insurance are in the forefront of the states. A Republican administration made California the first state in the Union to pay hospital benefits under disability insurance. Benefits paid to injured and disabled employees and to unemployed persons have been increased periodically until they are now among the highest paid by any state in the Nation.

Conditions for the working woman have been protected. California was one of the first states to enact an eight-hour law. The minimum basic wage rate has been raised. The right to her own pay check has been secured. Legislation providing equal pay for equal work has been enacted.

Under a Republican administration, California has met, successfully, the difficult economic problems arising at the end of World War II and occurring during the Korean hostilities. Our economy is now sound, employment is at a high level, and we shall exert every effort to so keep it.

We pledge continuance of a policy of true collective bargaining between free management and free labor. We pledge to keep California first among the states in labor legislation.

—but the goal of providing adequate jobs at decent wages insuring the future of our growing population.

Lions are capable of 8 to 10-ft. vertical leaps.

Want T-H repealed? Register and vote for labor's friends.

How to Become A Millionaire

Everybody—well, almost everybody—wants to realize the great American dream of becoming a millionaire. As we all know, it isn't as easy today as it was 30 or 50 years ago. There is still one excellent way, though. Just become an "Oil Millionaire".

The oil millionaire of today is the product of tax legislation passed by our elected representatives in Congress. He is kept in his favored tax position by those he helped elect to Congress and those who fear the wrath of the opposition if they oppose.

The National Administration successfully squelched efforts to give low and middle income citizens a tax break through increasing individual exemptions in the tax bill which recently passed Congress.

It would cost the Treasury too much, they said. Yet nothing was done to stop the special allowances to oil and gas producers which cost the Treasury one and one-half billion dollars a year!

This special tax break is known as depletion allowance. Depletion means to empty. When the operator of an oil well sells his oil the resource is used up. So—the law is intended to compensate him for using up his property.

The odd thing about the law is that it has nothing directly to do with how much the oil well has been depleted. Rather, it permits an oil well operator simply to deduct 27 1/2 percent from his gross income and it cannot be taxed.

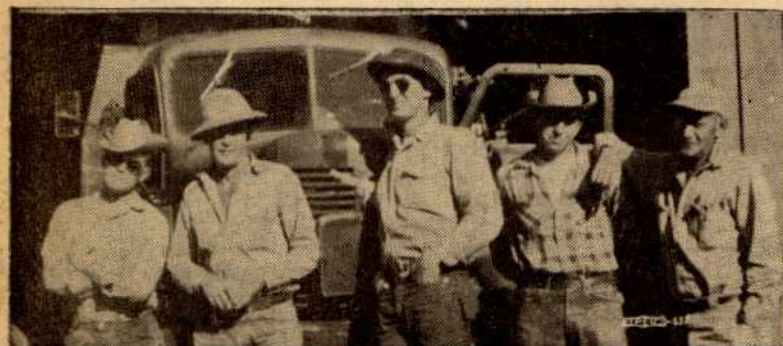
Senator John Williams of Delaware recently revealed just how much some oil companies save in taxes under the oil depletion allowances. Consider these savings of three typical oil companies:

Company A, with a net taxable income of 19.4 million, was taxed on only 2.4 million after deducting the excess depletion. Company B dropped its taxable earnings from 54.3 million to 27.6 million. And Company C, with taxable earnings of 131.5 million, was taxed on only 44.3 million AFTER exercising the depletion allowance.

Thus, one firm gains 17 million, another 26 million and the third 87 million of tax-free income on which they would normally be paying taxes in other business. One company reported by Senator Williams paid taxes on only \$208,000 although it had a gross income of more than \$5 million dollars!

That's the way to become a millionaire, in 1954!

(Data from Public Affairs Institute Washington, D. C.)



Here are more of our brothers from the deep snow country. Pictured are Brothers: BERT BERG, J. RUNOW (Shop Steward), LEWELLYN DAVIES, FRANK SILER and DICK LUTRELL.

Bus. Rep. ROY MURRAY, who serves the DeSabra Division, reports that these men call their Line Truck "Pistol Packin' Momma!" When the snow is too deep for trucks, these brothers unpack their snow-shoes . . . and they're expert at using them!

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