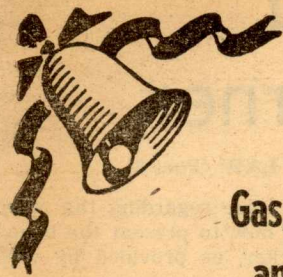


Very Best Wishes of the Season to All!



# The UTILITY

Gas, Electric, Water, Clerical  
and Construction Workers



# REPORTER

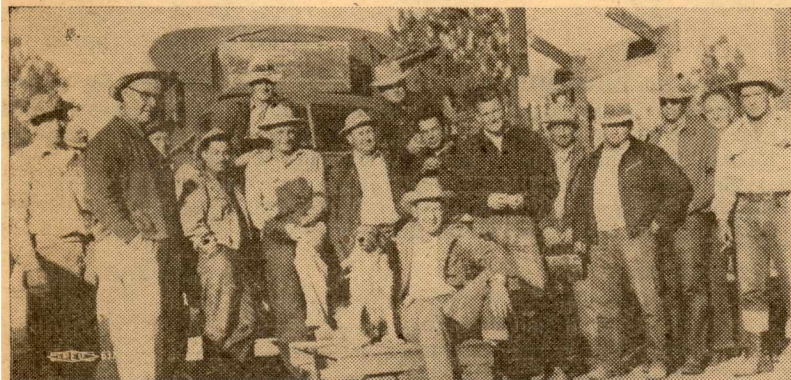
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Vol. II—No. 8



OAKLAND, CALIFORNIA

December, 1954



Here are members of the crews at Santa Maria who have befriended "Butch." If you look closely, you'll see the happy pup right in the center of the picture.

## Dog's Best Friend—Mañ

By G. W. MORAN, Bus. Rep.,  
Coast Valleys Division

Skinny, sick and hungry, "Butch" showed up at the new headquarters of the Santa Maria Line Crews a few weeks ago. Obviously a stray, "Butch" appeared to be a perfect stranger to a bath!

"What kind of a dog is this?" asked one of the Linemen. No one could agree. So, a couple of the hardier brothers volunteered to give "Butch" his first bath. Lo and Behold! "Butch" turned out to be a Collie pup!

"Chow-down" was immediately piped and "Butch" ate his first square meal in a long time. The Line Crewmen passed the hat, raised a fund for the pup, and "Butch" began to enjoy life. After a few weeks of this kind of care, he became a healthy, active dog again.

Well, "Butch" really enjoyed life for a while, but then he contracted and eye infection. One of the Linemen took him to a Veterinarian and had him doctored. The men on the crews paid the bill. Now "Butch" has his own private Health and Welfare Plan, in addition to all the food he can eat!

It has often been said that man's best friend is his dog. He always remains the same, no matter if you are rich or poor, peasant or prince, thief or judge. The good members in Santa Maria have proved, by their loving care of "Butch," that man can also be dog's best friend!

The reward for the Line Crewmen comes from the vigorous barking and tail-wagging of "Butch" when they come to work in the morning. His sad-eyed look at night, when all depart, is real proof that there stands a friend!

## Morgan is New AFL Commentator

AFL President George Meany announced this month that Edward P. Morgan, famous newscaster, will serve as commentator on the AFL's radio news program beginning January 3rd.

The new program will be heard "live" at 7 p.m. Pacific time, Monday through Friday, on more than 175 stations affiliated with the American Broadcasting Company.

Schedule for California stations is as follows:

Bakersfield .....	KMPC
Los Angeles .....	KABC
Sacramento .....	KFBK
San Diego .....	KCBQ
San Francisco .....	KGO
San Bernardino .....	KITO
Indio .....	KREO
Porterville .....	KTIP
Barstow .....	KWTC
Blythe .....	KYOR

All California programs will be heard from 7 to 7:15 p.m.

"Mr. Morgan has established an outstanding reputation for objective news reporting and keen analysis of national and international events," declared Mr. Meany.

Morgan is currently in Europe, gathering background data about

the "cold war" in preparation for his new duties. He is a famous foreign correspondent, serving for nine years with the United Press in many parts of the world. Morgan also worked with Edward R. Murrow on the "This I Believe" special radio series. He conducted the TV show "Chronoscope" and a half-hour Sunday news review called "The World Today."

Mr. Morgan has resigned as Director of News for the CBS network in order to accept the AFL assignment.

Meantime, Harry Flannery, who has been conducting the AFL's news program for several months, will return to his regular duties as editor of the News-Reporter, weekly publication of the AFL.

## Organized Labor Good For America — Milne

"From its very foundation, the organized labor movement in this country proved itself good for the country. Its members, given a decent wage and decent hours, were good citizens. They built homes and churches and schools. They paid taxes and fought wars and helped to create the nation we are so proud of."

Thus did J. Scott Milne, president of the IBEW, describe organized labor's contribution to America in an address a fortnight ago before the Labor-Management School of the University of San Francisco.

Labor unions were born, Milne said, because—to cite just a few instances—garment workers, whole families of them, labored 12, 15 and sometimes 18 hours a day to take home a wage of \$2 or \$3 a week . . . butcher workmen were paid "less than a cent apiece to butcher a cow—with all the danger and unpleasantness involved."

In San Francisco, Milne said, street car drivers received \$2 a day for 12 hours work—even their horses were rested after eight hours in the harness. And linemen worked long hours for as little as 10 cents an hour, with safety conditions so bad that one out of every two was killed each year and no insurance company would insure an electrical worker at any premium.

But out of these conditions came labor unions that brought decent wages and hours and working conditions, not just for union people but for all working people.

But labor went on from there, Milne said. It fought for child labor laws, for better schools, free textbooks and compulsory education laws. It led the fight for inspection of factories, mines and workshops and compulsory sanitary conditions. It fought for reduction of hours of labor, for the establishment of workmen's compensation . . .

"In every legislative battle where the good of the common people

has been at stake, organized labor has been in the thick of the battle—has stood up and been counted on the side of right and justice and the people," Milne declared.

Labor recognized early the threat of Hitler and Mussolini and when war came against them it contributed mightily, in men and in goods of war.

And he added: "The fight which organized labor has put up against communism . . . has been no negative battle—it has been a positive one. For while it spoke out against communism with its voice, it struck out against it in deeds."

In the future, Milne said, "it is

through labor and management trying to understand one another and work together, that our industrial peace and prosperity are to come."

Milne pointed to the growing instances where labor-management cooperation is working and to its development in the electrical industry and noted that what has been done can be done in other industries and is being done by many.

Milne urged his audience, as students of labor-management relations, to get into "the fight—the fight for better labor-management cooperation and industrial peace, with a subsequent better future for this America we love."—(Reprinted from San Francisco LABOR.)

## N.L.R.B. ORDERS ELECTIONS ON CITIZENS UTILITIES PROPERTIES

Just as we go to press, the National Labor Relations Board has announced that a Representation Election will be held for employees of Citizens Utilities Company. The election will be held within 30 days of December 14th, the date of the NLRB directive.

The Bargaining Unit, as defined by the Board, includes all employees in the Plant, Traffic, Commercial and Accounting Departments. Excluded are Supervisors, Chief Operators and the Manager's confidential secretary.

The election may be conducted by mailed ballot, although no information has yet been released on that point.

Citizens Utilities is the first telephone company to be organized by Local 1245. The organizational drive was conducted by employes of the company, working with Bus. Rep. Al. M. Hansen.

## Massie Returns to PG&E Employment

Bro. Charles Massie, our popular business representative in the Stockton Division, has wound up nearly two years as a union representative and is returning to work with the PG&E at year's end.

Massie is expecting to return to work as a lineman in the Bakersfield area of San Joaquin Division, where he first started his work as a union representative. After more than a year of service in San Joaquin, he was transferred to the Stockton Division early this year.



Charles Massie

Members from all parts of the divisions served by Brother Massie

have expressed their gratitude for the fine representation Charlie has given them. He has been honored at a number of social gatherings during the past couple of weeks.

Fellow members of the business staff paid their tributes to Charlie early this month at the union headquarters. Brother Massie was presented with a gleaming new Toastmaster as a token of the esteem in which he is held by all.

Duties in the Stockton Division have been taken over by Bus. Rep. Al Hansen, who is well known to many members in that area.

## The Wives and Local 1245

Can a wife and mother AFFORD to be indifferent to her husband's union affiliation? Should she encourage his membership and participation in the activities of his union? Is that union membership helpful in terms of meeting today's costs of living? These questions are bothering a good many wives of members of Local 1245 these days, according to reports which come into the business office.

In most families the wife is charged with the responsibility of s-t-r-e-t-c-h-i-n-g the income to cover the needs of her family. She

surely has a direct interest in HOW MUCH money her husband is earning, as well as in how he can INCREASE those earnings.

Local 1245 is now endeavoring to achieve 100 per cent organization of the employees so that we may strengthen our collective bargaining position with the utility companies. One of the reasons an employee frequently advances for refusing to join the union is opposition at home.

If this is so, it must be caused by misinformation about the union or a lack of understanding as to

the aims and purposes of employee organization. We'd like to straighten some of these issues out.

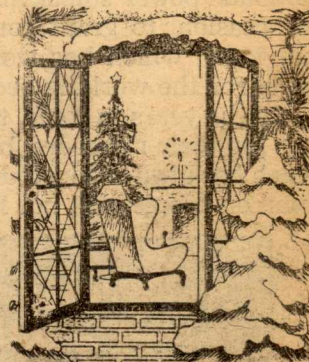
When Junior goes through another pair of shoes the money you set aside for that new bedspread must be used. Or, if the family car develops motor trouble the new living room chair you wanted suddenly becomes a "some day" item. At times like these you begin to think of the means to increase your income.

In the "good old days" of small employers, with personalized rela-

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HAPPY NEW YEAR



# The UTILITY REPORTER



RONALD T. WEAKLEY . . . . . Editor  
GEORGE L. RICE . . . . . Associate Editor

Editorial Board: Frank D. Gilleran, President; George Wagner, Grace M. Baker, Herbert C. Macy, Frank Dillon, Howard H. Hill, Marvin Wagner, Ray D. Reynolds.

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## Season's Greetings

As the old year draws to a close, it is fitting that we pause to take stock of our many benefits. Perhaps the greatest benefit we all enjoy is the comradeship of our friends and fellow workers.

The Christmas season is a happy time, yet happy in a quiet and thought-provoking way. The constant sound of Christmas carols, coming from radio, TV and records, induces a kind of melancholia and yet, not an unhappy kind.

We all have special memories which flood upon us at this season of the year. It may be that first bicycle we ever received, or the first Christmas that Mom was gone. For many of us, it may even be the depression-born Christmas when there were no gifts, nor even a gaily decorated tree. But even that kind of Christmas had its benefits, for often we discovered the true meaning of the phrase "Love thy neighbor as thyself."

Our society may well be more materialistic today than a generation or more ago. But at this one season of the year, we can all enjoy the special feeling that comes from giving, rather than receiving. It may be that all we have to give is a kind word, a helping hand or a cheery nod. But even this is enough for it proves our interest in the welfare of others.

The age-old ideal, "Peace on Earth, Good Will Toward Men" is more of a reality this year than for many years past. Yet, we still have American men imprisoned in Communist dungeons; our fighting forces must stand ready to keep the peace in many lands; and, here at home, we still have hungry families who need our helping hand. We have worthwhile community projects which suffer for lack of adequate participation.

Thus, the realization of our many personal benefits must be tempered by thoughts of those who are less fortunate. We can do something about these things. Each of us, in his own way, can do a little more to make this a better world to live in. Every helping hand we extend will pay dividends—both ways.

Our prayers, no matter what our faith, are helpful too, if only in terms of personal benefaction. The Prince of Peace, whose one thousand nine hundred and fifty-fourth birthday we celebrate this season, is still with us, in spirit. We can all benefit by joining Him, to help make His age-old dream of Peace on Earth come true.

## Down to Basic Beliefs

The United States Chamber of Commerce is going all out in its fight against labor unions. In the November issue of the U.S. Chamber official publication, which bears the questionable title of "Economic Intelligence," there is a sharp attack not only upon labor but on collective bargaining.

This is what the U.S. Chamber says: "The purpose of collective bargaining is to destroy individual bargaining, to create a labor monopoly. This enables the labor leader consciously to withhold labor from work, to paralyze a company, an industry, or a whole community, and to insist upon terms suitable to himself and perhaps his followers."

Destroy collective bargaining and bring back individual bargaining, that's the U.S. Chamber's philosophy. That's why it would smash the unions. Yet, what is individual bargaining? Ever try bargaining individually with the boss for a raise in wages, for better working conditions, or for a welfare plan? There is no such thing as individual bargaining, of course. Without collective bargaining there is only the decision of the employer and it is final. No individual workman has even the slightest economic influence by himself.

Only when working people organize in unions do they gain economic power sufficient to force employers to bargain and on occasion, to grant concessions. It is the union, not the individual, which has won the present splendid standard of living for the working people of America.

In the years to come, the unions will make still more progress for their members, but the U.S. Chamber of Commerce, which has always opposed all social and economic gains for the common people, will not like it.



## Coast Valleys Joint Meeting

About 130 good union men turned out on December 1st for a bang-up meeting of Coast Valleys members of Local 1245. Despite driving rains, and the competition of TV boxing matches, many drove 50 miles or more to attend.

Theme of the meeting was the "state of the union" reports given by the officers. President Frank Gilleran reviewed the progress of the local union and stressed the need for complete organization. He also urged those in attendance to stress to their fellow members the benefits of full participation of all individual members in the affairs of the union.

Business Manager Ron Weakley pointed out the external dangers now facing our union. Brother Weakley asked for the understanding and support of the members in the making and carrying out of decisions required to protect the best interests of the membership. His report also covered such matters as the "compulsory open shop" laws, now on the statute books of 17 states, craft raiding of industrial unions, and the collective bargaining picture in other utilities.

Singled out for special condemnation was Otto E. Never, general president of the State Building Trades Council. Bus. Mgr. Weakley assured the gathering that the threats of Never against Local 1245 and the IBEW would be met with solid resistance at both local union and International levels. Never's recent threat to press for public power, in an attack on the PG&E, was viewed as a grab for short-term employment at the expense of our members and their jobs, rather than as concern for the development of natural resources and power.

The technological advancements in the industry and the resultant impact on the manpower and productivity of PG&E were given special mention in connection with future bargaining sessions. (See B. M.'s Report on Page 4.)

Asst. Bus. Mgr. L. L. Mitchell elaborated on several points raised by Weakley and disclosed details of our organizing drive. Mitchell discussed the need for membership education and the program now being prepared by the business office of our union.

Southern Area Executive Board Member Marvin Wagner greeted the gathering and expressed his appreciation for the visit of the local union officers. Bus. Rep. Gerry Moran served as informal chairman for the evening.

The unit officers and committeemen are to be congratulated for the excellent arrangements and the fine conduct of their meeting.

Two old confirmed bachelors sat talking. Their talk drifted from politics and finally got around to cooking. Said one:

"I got one of the cookery books once, but I never could do nothing with it."

"Too much fancy work in it, eh?"

"You said it! Every one of them recipes began the same way—'Take a clean dish'—and that settled me."

## Research and Education Corner

### THE NEW SOCIAL SECURITY LAW (Part 2)

Following our discussion in last month's issue regarding the recent changes in the Social Security Act, we wish now to present the benefit structure for survivors of a deceased worker, as provided by these changes.

Here are samples of benefits the survivors of workers at various wage levels will receive:

Average Monthly Wage Was:	Widow and One Child	Widow and Two	Widow and Three
\$200	\$117.80	\$157.10	\$160.00
250	132.80	177.20	200.00
300	147.80	197.10	200.00
350	162.80	200.00	200.00

Since the MAXIMUM total payment to a surviving family is \$200 a month, or 80 per cent of the worker's average monthly wage, whichever is LESS, it is obvious that most families will require additional income. The time to start planning for that is NOW.

Here is the amount of life insurance or savings you will require to supplement the survivor's insurance. These figures are based on savings which earn a moderate rate of interest of about 2½ per cent.

To provide:	Requires about:
\$ 50 a month for 20 years	\$ 9,500
50 a month for 30 years	14,000
100 a month for 20 years	19,000
100 a month for 30 years	28,000
37.50 a month for a young wife's lifetime	9,500
75.00 a month for wife's lifetime	19,000

Assuming you are a typical American wage earner, your average earnings of \$300 a month would give your wife and two children the following benefits: \$197.10 a month until the first child reached age 18, then \$147.80 a month until the second child reached 18, then NOTHING until the widow became 65, at which time she would get \$73.90—at the present rates.

If your wife is now about 34, and you want to assure her \$50 a month for 30 years, you would need about \$14,000 in insurance to meet the gap between family needs and the Social Security benefits. This would then assure your widow of regular income during the period of no S. S. payments, before she became 65 years of age.

The average breadwinner, however, has only about \$6,000 of life insurance—and that may be spread over several members of the family.

Of course, an actual insurance policy may be substituted for in many ways. The ownership of a home, or income-producing property, for example. And, in the case of most members of Local 1245, death benefit and pension plans have conversion features which will give added protection to a widow.

The cold, hard facts are these: Under present living costs, a widow with two children would need about \$250 per month to meet moderate living costs. A woman with one child would require about \$192.50 a month, and with three children, about \$297.50. You, the breadwinner, will have to make provision for the extra protection. It just isn't there, as yet, in Social Security benefits.

Analyze your own savings plan or life insurance coverage. Then, it's up to you to make your own decision with respect to providing an adequate income for your family, just in case you should meet an early death.

## Gilroy-Hollister Unit Formed

Pictured here are some of the members of our newly-formed unit number 1514 in the Gilroy-Hollister area of Coast Valleys Division. The unit was officially formed on November 12.

The initial meeting was presided over by Bus. Rep. Gerry Moran, who called for nomination and election of unit officers. Brother Terence P. Drew was chosen Unit Chairman; William Bengard, Vice-Chairman; Gordon S. Hunter, Recorder; Charles Weddell and Clarence Pritten, Executive Committeemen.

Meetings will alternate between Gilroy and Hollister each month. Initial meeting was held at the Milias Hotel, a landmark in Gilroy.

All General Construction brothers in the area are cordially invited to attend the meetings of Unit 1514, according to Chairman Drew.

We congratulate these members on the formation of the unit and extend our best wishes for many productive and enjoyable meetings in the months ahead.

## MORE GOOD THAN BAD IN UNIONS

Palestine, Texas—"There are far more good things accomplished by unions than bad ones," the Palestine Herald Press said in an editorial. "Generalization regarding unions is a fault of thinking that divides the people throughout America."

The Herald Press said that legitimate unions are "as necessary to the American economy as is capital or government. Big industries, it pointed out, cannot deal with thousands of persons who work for them on an individual basis.

"The unions which speak for the mass of men who work make American mass production possible under the democratic system," the newspaper declared. "So it is impossible to think and be truly anti-union.

"Let's have less generalization about labor unions. There are far more good things accomplished by unions than bad ones."



Pictured here, on left, are the newly elected officers of Gilroy-Hollister Unit 1514. Some of the members in attendance at the nomination and election meeting are shown in the right-hand portion of the photo.

# 'Round and About

Highly interesting statement printed on the cover of the union agreement between the I.B.E.W. and the Alabama Power Company:

**"There can be no operating condition which justified our employees taking the slightest chance in performing their work. We want them always to take the safe way, even though our service may suffer thereby, or our costs be increased."**

The statement appears over the signature of J. M. Barry, an official of the Alabama Power Company.

## GILLERAN SPEAKS

The 130 members in attendance at the Coast Valleys Joint meeting, held in Salinas on December 1st, met President Frank Gilleran for the first time. Pres. Gilleran expressed his gratification for the large turnout. Members had traveled from all sections of the Division to attend the meeting.

Bro. Joe Grain and the refreshment committee of the Salinas unit served sandwiches, pickles, olives, donuts, coffee and "the works" to the gang after the meeting. Several lucky members won attendance awards, such as turkeys, a fifth of you-know-what, case of beer and a bottle of vintage wine.

## OAKLAND STEWARD RETIRES

Bro. Ben Buck, First Operator and Shop Steward at Station "L" in Oakland, is retiring this month after more than 25 years of company service.

Bro. Buck has always been a firm believer in a trade union. He was among the first to join an organization called the Maintenance and Operators Union many years ago. When the IBEW organized the PG&E, Bro. Buck again was one of the first to join and has always been a solid union supporter.

The brothers at Station "L" report that the place just won't be the same without Bro. Buck. But—they all join in wishing him the best of everything in whatever he chooses to do.

The replacement shop steward for Bro. Buck has not, as yet, been announced.

## S. D. DAY DEC. 15th

Chairman Walt Morris, Belmont Unit 1512, reports that his group observed "Safe Driving Day" a bit early this year. A fine safety film, "And Then There Were Four" was shown to members at the November meeting by Mr. Clarence Aspund. The members enjoyed the picture—and left the meeting more resolved than ever to observe safe driving practices.

## Santa Barbara—

# LABOR EDITORS CONFER ON COMING PRESS BATTLES

The big job for labor editors in the coming year, it is generally agreed, is to lead the fight against the fraudulent "Right to Work" measures which will be proposed in many states. This was the consensus of some 75 labor editors, newspaper advisory committeemen and specialists who attended the Fifth Annual Labor Press Conference late last month.

The AFL editors debated at length the most effective means of presenting the story of the "Compulsory Open Shop" battle to their readers. Several arguments pro and con, prepared by the experts from U.C.L.A., were analyzed by the group. Most agreed that the principal arguments which can be most effectively used in exposing the union-busting proposals relate to the economic benefits for employers and the misleading title, "right to work."

Amusing sidelight of the conference was the presentation of Robert S. Ash, Alameda County Labor Council Secretary, who acted the part of a Chamber of Commerce spokesman. Ash, long-time AFL spokesman, did an excellent job of pointing up the vicious type of propaganda used by some management interests in their attempts to stifle labor unions.

Special presentations were given

## UNUSUAL "FUNERAL"

One of our brothers who retired from the San Diego Gas and Electric Company conducted a most unusual "funeral" last month. Bro. Guy Neal, a 44-year employe of the company, held graveside services at which his friends helped him bury his alarm clock and lunch pail! We bet there are many, many utility workers who would like to hold that kind of funeral! We hope Bro. Neal enjoys sleeping late every morning—and doesn't get too fat from eating hot lunches each day!

## ARE YOU THE 1?

One out of four of you readers will some day have cancer. And a quarter of you will die needlessly because, with present knowledge, you could be saved—IF the disease could be detected in time.

So reports the California Division of the American Cancer Society in a recent statement. They urge every man and woman to watch for the "7 danger signals" which might indicate the presence of cancer.

They are: (1) Any sore that does not heal; (2) A lump or thickening in the breast or elsewhere; (3) Unusual bleeding or discharge; (4) Any change in a wart or mole; (5) Persistent indigestion or difficulty in swallowing; (6) Persistent hoarseness or cough; (7) Any change in normal bowel habits.

The Society points out that these symptoms may not mean cancer—but they should always mean a trip to your doctor.

## UNION SMOKES

A. F. of L. Tobacco Workers Union issued a report on the major cigarette brands this month. According to the union, Viceroy, Lucky Strike, Chesterfield, L.M.'s, Philip Morris, Old Gold, Raleigh and Kools are all union made.

Major brands which are NON-UNION include Camel, Cavalier and Winston.

## SANTA ROSA CLERICAL

Bus. Reps. Elmer Bushby and Fred Lucas journeyed to Santa Rosa on Dec. 17th (Pearl Harbor Day!) to meet with more than a dozen Clerical employes of PG&E. The session was devoted to explanations of the Clerical contract and a series of questions and answers concerning the administration of Local 1245.

The group in Santa Rosa is very interested in organizing their own unit—and in expanding our membership among the Clerical employes in North Bay Division. Good Luck!

## Fresno— Another Valley Oldtimer Retires

The Basque Hotel in Fresno was the scene of a party given for Brother F. B. Hoover early this month. Hoover is due for retirement at the end of the year.

Brother Hoover, born in Montague, Texas in 1899, commenced working for the PG&E Company



F. B. HOOVER

in June, 1929. He has been a familiar figure around the properties ever since.

An active church worker in his community, Hoover also likes to tinker with cars—and is known as a good carpenter as well.

Master of Ceremonies at the Retirement Party was L. R. Stubblefield. Bro. Hoover was presented his 25-year service pin and a leather wallet, gifts from the PG&E, by H. W. Herman. A fine Sealy Posturpedic mattress set, the gift of his many friends, was presented by T. G. Hill. And just to keep on with presentations, H. F. "Stinky" Harris presented him his "old" tools.

Happy Birthday was sung by Harry Shirley, accompanied on the piano by Bus. Rep. Scott Wadsworth, who serves the San Joaquin Division.

The 72 friends present at the party reported a wonderful evening—and a rousing send-off for Bro. Hoover.

The Editors of UTILITY REPORTER hope that Bro. Hoover will enjoy many happy years of retirement.

## BLS Reports Utilities Safer

Not too many years ago, many electric and gas utility workers could not obtain any form of life insurance, due to the unusual hazards of the trades. This picture, fortunately, has changed considerably for the better as the industry has expanded.

The U.S. Department of Labor report, "Work Injuries in the United States, 1953," contains some heartening data. The report discloses that employes of privately owned gas and electric utilities had an injury-frequency rate of 9.9, while those employed by state or municipally owned utilities sustained a rate of 15.5. (Injury-frequency rate is the average number of disabling work injuries for each million employee-hours worked.) The rate for 1953 is a mere fraction of the injury-frequency rate common among utilities a generation ago—when one out of every two linemen, for instance, suffered injury or death.

The average utility worker who suffered disabling injuries lost 180 work days per case. But only 1.7 per cent of workers injured suffered death or permanent total disability, while 94.4 per cent sustained temporary total disability. The remaining 3.9 per cent sustained permanent partial disability.

The data was gathered from 141 privately-owned gas and electric utilities which employ 379,875 workers; 87 state and locally owned utilities reported for 15,533 employes.

Ed Warren and Dr. Art Carstens and members of their staff.

Bus. Mgr. Ron Weakley, Asst. Bus. Mgr. L. L. Mitchell and Research Director Geo. L. Rice, all of Local 1245, participated in the conference.

## THE WIVES AND LOCAL UNION 1245

(Continued from Page One)

tionships with the boss, it was possible to bargain individually for a wage increase when you needed more money. Today, with huge corporations employing thousands of workers, such relationships are unthinkable. Thus, collective bargaining—the process of chosen representatives bargaining on behalf of hundreds or thousands of workers—enters the picture.

Collective bargaining is really just the extension of the basic principles and practices of democracy into industry. The prime objective of bargaining is to secure the equitable distribution of the proceeds of production. The participation of all concerned—workers, union representatives and management—is necessary for the successful operation of this process.

The presentation of demands for improved wages and related benefits requires a great deal of economic research before the process of negotiating can begin. Any demand, to be deserving of real consideration, must be substantiated by facts and figures. As our economy grows and becomes more complex new areas of bargaining are opened. Negotiating for such gains as a guaranteed annual wage or comprehensive medical and dental benefit plans requires the services of experts. Obviously, these functions cannot be undertaken by one individual worker because of the cost and time requirements. The union, financed by the members' dues payments, is able to hire trained people to perform specialized tasks.

The only means of achieving these gains today are through collective action—the action of many workers banded together into a union. But a union, just as any other service organization, must be supported and maintained. The larger the percentage of the total group participating, the stronger becomes the union and the greater the benefits for all. This, in essence, is the means of true collective action.

We are reasonably sure that anyone who will be affected by the sharing of the product of his labor will wish to be able to help determine the nature of the distribution. This is where a union is most effective.

The union is the voice of all the workers presenting their claims for a rising standard of living, and for job and wage protection, through representatives of their own choosing. Local 1245, formed by employees of the utility companies in Northern California, was selected by the workers to perform these functions.

Consider for a moment, if you will, the manner in which Local

## Fire Alarm Operator Exam Soon in Oakland

Applications are being accepted up to December 29th for the position of Fire Alarm Operator, City of Oakland. Applicants must file in person at Room 323, City Hall, must have lived in California for at least one year, and not have reached their 60th birthday.

Salary range for the position is \$415-\$445 per month. Duties include operation and testing of fire alarm, telephone, and signal systems; record and report keeping, and related work.

Minimum qualifications needed are graduation from high school and four years of experience in the electrical trades, one of which must have involved construction, operation and maintenance of telegraph, telephone, or fire alarm equipment.

The fire alarm operators and other employees of the Oakland Department of Electricity are represented by Local 1245.

## Vets' Job Rights

Washington (PAI)—The Department of Labor has just completed a new Handbook on veterans' re-employment rights. The Handbook answers some 476 questions about veterans' job rights and the text of all re-employment rights statutes now in effect. It sells for 40 cents at the Government Printing Office.

1245 was selected as bargaining representative: Government officials are elected by a simple majority OF THOSE WHO CAST THEIR VOTES; a union must be selected by a majority OF THOSE ELIGIBLE TO CAST A VOTE. This legal requirement certainly makes for a more democratic selection than is required to elect a congressman!

Members of Local 1245 elect their officers each two years by secret, mail ballot. The officers chosen are then guided in the administration of the union's affairs by recommendations of the members who attend the 90 unit meetings which are conducted each month in all sections of our jurisdiction. This is the place for each member to participate in the formulation of policy and program for his union. Naturally, only those who attend meetings can make their voices heard. Members who stay at home, or non-members who have not yet joined the union, will have their wages, working conditions and general welfare determined to a large extent by their fellow employees who do attend union meetings.

This is where you wives and mothers come in. We'd like to have you direct your questions about any aspect of the union which puzzles you to our headquarters. We will do our best to give you honest and complete answers. On the other hand, if the claim that "opposition at home" keeps employees from joining the union or attending meetings is not true, we'd like to know that too.

We hope you will encourage your bread winner to take his rightful place in the union. He is your direct representative in the constant struggle to make ends meet. And the union, in turn, is the organization of his fellow employees which is best equipped to perform the difficult task of collective bargaining.

A partially organized union cannot realize its maximum potential of strength in dealing with an employer. A 100 per cent organization of all eligible workers, on the other hand, is a strong and effective bargaining agency. And it takes a strong, intelligently administered agency to enable you to purchase Junior's shoes AND that new bed-spread. Whether you realize it or not, you wives are a vital factor in the operation of your husbands' union.

## Valley Units Report Progress

Ken Barnes, in reporting for SMUD, announces the return to duty of several members who had been hospitalized or ill at home.

Among the returnees are Bros. Bob Bacon, Leo Stanley, Lloyd Bowles and Basil Clark of the operating department, and Orsin Winn, W. Redington, D. Emery and Fred Turk of the clerical group.

All the sick members were reported as pleased to receive "get well" cards from members of our SMUD unit.

Bus. Rep. Al Hansen announces the success of an organizing meeting with the tree trimmers employed by SMUD. Several men joined Local 1245 at the initial meeting and all the others have indicated their intention of joining in the immediate future.

Members employed by Sacramento City Lines have combined their unit with the SMUD group. Joint meetings are now being held for members of these units. The City of Lodi Unit advises that they are now meeting jointly with the Lodi members who are employed by PG&E.

The Citizens Utilities organizing drive is nearly completed, according to reports from the far north. All the eligible employees but nine have joined Local 1245. They are now eagerly awaiting the decision of the National Labor Relations Board regarding the representation election. Meantime, a committee of Citizens Utilities' employees is progressing rapidly in the drafting of contract proposals.

# YOUR Business Manager's REPORT

By RONALD T. WEAKLEY

An interesting address was given before the New England Bank Management Conference in Boston, Mass., on October 29th. The speaker was the distinguished Harvard professor, Dr. Sumner H. Slichter, who spoke about "Prospective Changes in the Economic Trend."

In his address, Dr. Slichter reviewed the 10-month period from the first of this year and reported that personal incomes, which constitute consumer buying power, and industrial production had both remained at about the same levels as in the preceding year. He pointed out that this static position of total output and total expenditure is unusual in the American economy.

Looking to the future, Dr. Slichter sees an expansion in production, rather than a reduction, and cites various factors which would seem to support his case.

When he gets down to purchasing power in relation to expanded production, he sees the need for

price cuts and wage increases in those industries where technological progress is rapid. This, he points out, will be necessary to increase consumer buying because the general price level shows no drop, despite increases in the overall efficiency of industry.

From Dr. Slichter's analysis, we would deduce that the balance necessary for a stable economy is being upset by increased productivity without compensation to the consumers and the workmen affected.

The First International Automation Exposition was held recently in New York City. Automation machines which perform the work of human beings were exhibited.

The Exposition management officially defined automation as "the substitution of mechanical, hydraulic, pneumatic, electrical and electronic devices for human organs of observation, decision and effort, so as to increase productivity, control quality and reduce cost."

Progress in this field has been

tremendous and its impact on the working people has been widely noted. With a rapidly expanding population and work force, production is being increased with a reduction of human labor.

In our own union, and in our employers' operations, we see production and labor balances being changed every day. Our answer must be to seek productivity increases for a reduced work force. The basis for this is due to both the overall increase in efficiency on a company-wide scale and inequities which result from changes in specific operations and classifications.

When we go beyond the confines of our jurisdiction and look to the national economy, which vitally affects every one of us, we must seek another answer.

The only logical answer appears to be a reduction in the hours of work in order to spread the available work force. This would operate to reduce unemployment and to maintain consumer purchasing power. The fact that we are a healthier nation and that we live longer compounds the problem. Some have suggested another alternative, that of earlier retirement.

Organized labor sees the 8-hour day and the 40-hour week becoming outmoded in modern industrial society. The immediate future of our country will bring a new age in machines and we must gear our people to it or we will have real trouble.

While we cannot and should not resist mechanization, which is so vital to progress, we feel that the first consideration is its effects on human beings—particularly those who are members of our union. We call upon industry to seriously consider this problem and to plan now for providing a just share of the profits accruing from mechanization and increased productivity.

## MEMORANDUM TO: Organizing Committees

(Editor's Note: The article below was prepared by Ed White, Sub-station Operator in East Bay Division, and long active in union affairs. While it is mainly addressed to Clerical organizing groups, it is pertinent reading material for every member who is determined to help strengthen our union.)

It may be helpful to point out, during our organizing drive, that working people have only had the legal right to organize into unions during recent years. Collective bargaining with employers is a relatively new activity for workers.

In June, 1935, the Wagner Act (National Labor Relations Act) was passed by the U. S. Congress. In April, 1937, this Act was unexpectedly declared Constitutional by the U. S. Supreme Court—a real boon for workers. The preamble of this important law states, in part . . . . "by encouraging the practice and procedure of collective bargaining and by protecting the exercise by workers of full freedom of association, self-organization and designation of representatives of their own choosing."

The need for unionization had been expressed very effectively many years before the NLRB became the law of the land. The late Chief Justice Wm. Howard Taft, of the U.S. Supreme Court, in a decision in 1921 defined the need for unions as clearly as it has ever been expressed: "they (Labor Unions) were organized out of the necessity of the situation. A single employee was helpless in dealing with an employer. He was dependent ordinarily on his daily wage for the maintenance of himself and family. If the employer refused to pay him the wage that he thought fair, he was nevertheless unable to leave the employ and resist arbitrary and unfair treatment. Union was essential to give laborers opportunity to deal on terms of equality with their employer. They united to exert influence upon him and to leave him in a body in order by this inconvenience to induce him to make better terms with them. They were withholding their labor of economic value to make him pay what they thought it was worth. The right to combine for such a lawful purpose has in many years not been denied by any Court."

The Wagner Act assured labor of this right which "has not in many years been denied by any Court" for the first time in our history. When the Act was amended by passage of the Taft-Hartley, serious restrictions were enacted, but the right to organize still remains in effect.

We have to keep in mind the three principal groups of Clerical employes whom we are to organize—those who are willing to ride free, those who are afraid of the boss, and those who are simply indifferent. The union-minded Clerical employes, of course, have joined us long ago. It will be helpful to explain to the unorganized the basic legal right, set forth above, which gave us the impetus to organize both Physical and Clerical workers—and to attain the

present high level of wages and conditions.

It is well known that Physical workers set about organizing a Union immediately after approval of the Wagner Act. They were beset, however, with a serious obstacle—the Company Union. It took four years—1937 to 1941—for bona fide Unions to clear the properties of Company unions. It took another three years before unions became established on the PG&E System and the first contract was negotiated.

Unfortunately, the Physical workers were divided. About 60 per cent organized into IBEW, A. F. of L. and 40 per cent organized into the UWUA, CIO.

In 1950, a contest was held between the rival factions to determine which union was to be sole collective bargaining representative. The IBEW won the election, but the UWUA was not satisfied. A second system-wide election was held in 1952, and the IBEW won again.

Prior to 1952, the Clerical forces were also divided. CIO held bargaining rights in East Bay and S.F. Divisions, while IBEW represented the Clerical workers in Shasta, Colgate, Humboldt, Sacramento and Coast Valleys Divisions. The System-wide Clerical election was held in 1952. IBEW received more votes than CIO—but not a majority of all votes cast. In the runoff election that followed, IBEW Local 1245 won by a substantial majority.

In looking back, we see that the Physical workers of PG&E have taken full advantage of the legal right to organize. They have built a strong union and have aided the Clerical workers in obtaining such gains as elimination of sex and area differentials, general wage increases and many more benefits. We know that the Clerical workers won the NLRB election—but many have shown little willingness to join and help build their union.

In areas where organizing has been tried by home contacts, there has been a considerable degree of success. Therefore, let's you and I of the Physical and the Clerical membership utilize this method in ALL areas of our jurisdiction. In this manner, we will complete our organization drive.

The right to organize and select

## Salinas— Veteran Succumbs

Brother Chester F. Abbott, member of Salinas Unit 1211 who retired from PG&E less than a month ago, passed away last week. Bro. Abbott, who had just reached his 65th year, was retired on November 17, 1954.

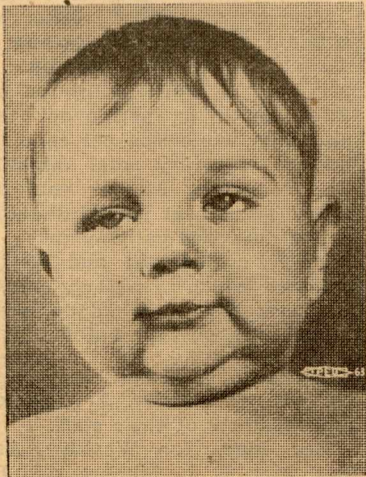
A native-born Californian, Bro. Abbott had spent his entire lifetime in the Salinas Valley. He was widely known in the community, having been active in a number of civic and fraternal organizations.

Abbott is survived by his widow, Mrs. Ruth Abbott, who resides in Salinas; and by daughters Mrs. Thomas Storm and Mrs. Andrew Christensen. He also is mourned by two brothers.

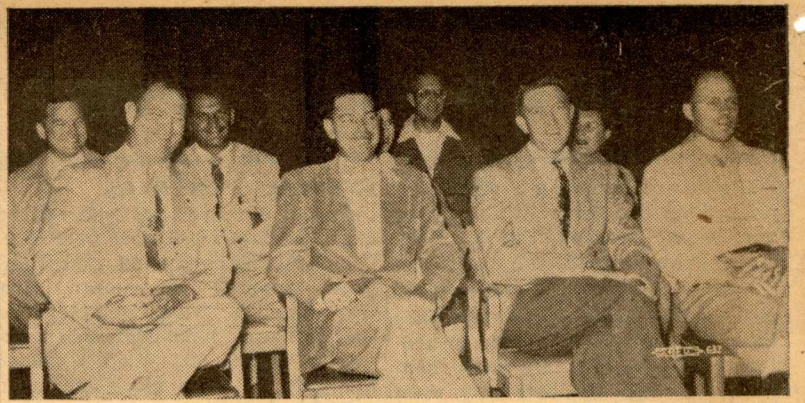
The members of Local 1245 extend deepest sympathy to Mrs. Abbott and the family of our late Brother Chester Abbott.

representatives of our own choosing, for collective bargaining with our employer, is a right that climaxed more than a century of struggle by working people. Let's you and I never cease to bring home to all the importance of our basic, lawful right to organize.

It is only by organizing every employe in the bargaining unit that we can gain the wages and working conditions we are entitled to. Let's get together and do that job.



"Yeah—they're putting in some more automatic substations!"



The photographer played a dirty trick on us! The two attractive gals are barely visible, over the shoulders of the men. Anyway, these members are active with the Salinas Clerical unit.

## SALINAS CLERICAL GEARED TO TOTAL ORGANIZATION

Brother Milton Shaw, Salinas Clerical Unit Chairman, advises us that the Unit Executive Committee has been meeting frequently to map plans for total organization of all clerical employes in the Division headquarters. The Coast Valleys organizational program is now under way as a part of the local union's organizational campaign which kicked off this month.

Clerical members in Salinas believe that their fellow workers all over the PG&E System would like to have a job bidding procedure, similar to that now in use for the physical forces. Best way to attain this goal, they point out, is to join Local Union 1245, to participate in the unit meetings, and let your voice be heard. The failure on the part of many clerical employes to do just this, they believe, leads management to believe they are

completely satisfied with the provisions now in force.

As one of the members points out, "Total organization means a concerted action by all—not just a few voices calling in the wilderness. We may not be able to set the world on fire, but, by lighting our candle in concert with all the others, we will be heard."

"Stop and think," she continued, "Management does not grant concessions to the few, but it will yield to the demands of all."

Bus. Rep. Moran reports that an added attraction of the organizational meetings, many of which are held in Bro. Shaw's home, is the tasty pie, cake and coffee sessions which are provided by Mrs. Shaw.

## Gil Barthold Retires



Pictured here, with his working equipment, is Brother Gilbert Barthold, Senior Service Operator in Stockton, who is due for retirement at year's end.

Brother Barthold's picture has appeared before now in the UTILITY REPORTER. He was chosen as Steward of the Month more than a year ago, on the basis of his outstanding contributions to the progress of our union. Needless to say, every union member in the area will be sorry to see Gil leave.

However, Bro. Gil has plenty of things planned for his "retired days." First of all, he's just a bridegroom, as those things go. Gil, long known as a confirmed bachelor, was married in 1951 to the charming Martha Spicer. So, one might say, the marriage is just getting started.

And a host of hunting lodge, rod and gun club and rifle club memberships is certain to keep Gil busy. He is an ardent duck hunter and really knows where to find them when the average hunter isn't having any luck.

Gil is still president of the Roberts Island Rifle Club, and has been for more than 30 years.

Bro. Barthold has worked for PG&E, and its predecessor companies, for 42 years. His entire career has been in the Gas Department, where, for the past 12 years, he has been "THE" Senior Service Operator.

The UTILITY REPORTER is especially proud to again have the opportunity to congratulate Bro. Gilbert Barthold. This time we say, "Best of everything to you and your bride in the days ahead."

## Stone, James on Rev. Committee

Brothers Russell Stone, Moss Landing Steam Plant, and Ed. James, Ukiah Electric Department, were named as Union members to the System Review Committee this week. They will assume the responsibilities of this assignment in January.

Both Stone and James were members of the Union's System Negotiating Committee for the PG&E bargaining sessions during the past year. They are well equipped for their new duties due to their knowledge of the union contract.

Leaving the Committee are Brothers Ray Michael, East Bay Division, and Leonard Gehringer, Coast Valleys Division. Michael has served for more than 2 years and Gehringer has about a year of service.

The union is especially grateful to these two men for the fine work they have performed while serving on the Committee. They have given most generously of their time and energy, and have argued for the union's position on a number of highly important top-level grievances.

The System Review Committee is the final step of our grievance procedure with the PG&E. Grievance cases sent up from the Divisional levels are resolved by this Committee, or, failing agreement, the cases are prepared for a Board of Arbitration.

The Devil was always challenging St. Peter to a game of baseball, but St. Peter never took him up. Finally, the Dodgers, the Giants and the Yanks all went to heaven. So naturally St. Peter called up the Devil.

"Now I'll play you that game of baseball," he said.

"You'll lose," said the Devil.

"You'll lose."

"What makes you so sure we'll lose?"

"Because," laughed the Devil, "we got all the umpires down here!"

(From Phone Workers' Bulletin, IBEW Local 399.)

In 1791 Philadelphia carpenters struck unsuccessfully in May for a 10-hour day and additional pay for overtime. This was the first recorded strike of workers in the building trades.

