

George Meany, president of the AFL, congratulates Gordon M. Freeman (center) named by the executive council of the International Brotherhood of Electrical Workers to succeed the late J. Scott Milne as president. Joseph Keenan (right) continues as secretary-treasurer. Freeman, 58, was president, business manager and treasurer of his local in Portsmouth, Ohio, before he was named to the international staff in 1930. He became vice president in 1944.

Gordon Freeman Named New President of IBEW

Gordon M. Freeman, International Vice President for the Fourth District, was chosen on July 25th to succeed the late J. Scott Milne as President of our great International Union. The selection was made by the International Executive Council which met in executive session in Washington, D.C. President Freeman will serve by appointment until the next Convention of our International Union.

A member of the IBEW since 1913, President Freeman is a native of Portsmouth, Ohio, where he was born to Charles S. and Mollie D. Freeman in 1896.

Initiated into Local Union 575 of his native city, President Freeman served in many offices, including President, Business Manager and Treasurer, for his local union. He accepted an appointment to the staff of the International Union in October of 1930.

In October, 1944, Brother Freeman was appointed Vice President of the IBEW, the office to which he has since been unanimously elected at all Brotherhood Conventions.

The District over which Mr. Freeman presided as Vice President included the states of Kentucky, Maryland, Ohio, Virginia, West Virginia and the District of Columbia.

President Freeman, who is married to the former Virginia Cryer, makes his home in Cincinnati, Ohio. The Freemans have one son, Robert M.

In one of his first official actions, President Freeman appointed Bro. H. B. Blankenship to the office of International Vice President of the Fourth District, the post left vacant by his own elevation to the Presidency. The appointment became effective on August 1st.

A native of Birmingham, Alabama where he was born in 1905, Vice President Blankenship first joined Local Union 306 in Akron, Ohio in 1930. He is now a member of Local Union 540, Canton, Ohio.

Prior to his assignment to the International Staff in 1945, Bro. Blankenship had experience in nearly every local union office, including that of Business Manager. As an International Representative in the Fourth District, Brother Blankenship worked closely with President Freeman in serving the District.

Vice President Blankenship is married to the former Lorene Smitherman. The couple has one grown son, Charles Robert Blankenship.



Among those who attended the joint Executive Board and Policy Committee meeting were Brothers FRANK QUADROS, member, System Negotiating Committee, San Francisco Gas Department; MARVIN C. BROOKS, Chairman, Union's System Safety Committee, Modesto; and EVERETT BASINGER, member, System Negotiating Committee and presently the Policy Committeeman representing the General Construction Department, Davis Yard and Warehouse of the PG&E.

OK Chairmen Session

Top Officers In Bi-Annual Meet

Members of the Local 1245 Policy Committee, Executive Board and business office staff spent a busy week-end at union headquarters on August 6th and 7th.

The semi-annual joint meeting of all top officers of the union was convened by President Frank Gilleran at 7 p.m. on Saturday. In attendance were 19 Policy Committeemen, 7 Executive Board Members, 14 staff representatives, the Union's Health and Welfare Committee and several visitors.

Area reports were given to the gathering by the Policy Committeeman from each sector of our jurisdiction. Among those reporting were Pat Martin, San Joaquin, Barry Dolan, Coast Valleys, Jim Grass, Department of Pipe Line Operations, Addis O'Connor, San Jose, Dan Liebel, Municipalities, Pat McEvoy, East Bay, Dorwin Robinson, San Francisco, Don Bingham, Stockton, Cliff "Red" McMahan, Humboldt, William Bowser, Sacramento City Lines, William Heathorn, DeSabra, Woodrow Stephenson, Drum, Frank Moran, Colgate, Ed James, North Bay, Franklin Butler, Sacramento, Henry Kessler, Jr., SMUD, George Kaiser, Sierra Pacific Power, Everett Basinger, General Construction and James Dwyer, Citizens Utilities Company.

Brothers Mark Cook and Don Chave of the Health and Welfare committee also reported to the group on the results of their studies into benefits of major medical and hospitalization plans.

Business Manager Ron Weakley spoke of the activities of the union during the past several months, and discussed a number of activities which are planned for the coming months.

Proposed activities, according to Weakley, include a conference of all unit chairmen of the union, together with Policy Committeemen and Executive Board members, which is scheduled for October 1st and 2nd. The Saturday session will be held on the campus of the University of California at Berkeley, under joint auspices of the Union and the Institute of Industrial Relations. Certificates of Completion will be awarded by the Uni-

versity to all unit chairmen and others in attendance who complete the schedule.

A Leadership Training Course for staff representatives is now being planned, with assistance from representatives of the U.S. Department of Labor. This course, developed by the USDL in conjunction with the University of Texas, has received wide acclaim. Mr. Ted Weyn, Regional Training Director for the USDL, and a former International Representative for the IBEW, is working with Bus. Mgr. Weakley on details of the program.

Other planned activities include a specialized training course to be available to members of our Municipalities unit, and other members from the Bay area who care to attend; a program involving a speech from an expert in the field of effects of Atomic energy on the Power industry; and continuation of the inter-union Utility Conferences.

Bro. Weakley also reported on his trip to Washington, D.C. to attend the funeral of our late President J. Scott Milne and of his meetings with several top-level International Union officials.

Weakley advised that, while in Washington, Vice President Jacobs has informed him of the recent wage settlement obtained by the IBEW with the major power companies in Missouri. The wage rates were increased by 5 per cent and a number of other benefits were won. Cooperation between the utility local unions in Missouri and the "inside" locals was excellent. Their good trade union willingness to help out a sister local union was

White Collar School A Unique Experience

By ELMER B. BUSHBY,

Clerical Bus. Rep., Local 1245, IBEW-AFL

The summer session of the White Collar Workshop at Sarah Lawrence College, Bronxville, New York, provided a wonderful fund of information and ideas for me to bring back home. A wide range of information was packed into the ten days and evenings of intensive study and group discussions.

Thirty-eight students participated in the Workshop, 29 in residence at the college and 9 attending only a portion of the classes. Students came from as widely separated communities as Princeton, West Va., Knoxville, Tenn., Birmingham, Ala., Hagerstown, Md., Atlanta, Ga., Washington, D.C., Boston, Philadelphia, Cleveland, Detroit, Baltimore, Chicago, New York and Oakland.

There were 6 students from abroad who contributed greatly to the depth and vitality of the program. Included were 4 from West Germany, in the U.S. under auspices of the State Department. Upon returning to their homes, these West Germans will endeavor to establish a separate union for white collar workers rather than continue in the industrial type of trade union now prevalent in Germany.

There was a student from Essex, England, now working as a secre-

tary in the British Embassy in Washington, D.C. She had previously been a secretary to a member of the House of Commons and is very active in the British Trade Union movement.

A student from Eksjo, Sweden, was so determined to learn of the trade union movement in the U.S. that he worked his way to this country as a cabin boy on a tramp steamer. He normally works as a clerk in a government arsenal in Sweden.

The numerous unions represented by students included the American Federation of Teachers, U.A.W. Office Workers, L.U.E. Professional, Technical and Salaried Workers, Community and Social Agency Employees, National Federation of Postal Clerks, National Alliance of Postal Clerks, Communication Workers, Retail, Wholesale and Department Store Clerks, T.V.A. Office Employees and the IBEW.

Joel Seidman, Associate Professor of Social Science, University of Chicago, an experienced educator and noted Labor Economist, lectured daily on the economic forces confronting us today, with emphasis given to their effects on the status of the white collar worker.

(Continued on Page Two)

9TH DISTRICT MEET SET

The Annual Progress Meeting of the IBEW's Ninth District will be held in San Francisco on August 26th and 27th, according to an announcement from Vice President Oscar Harbak. The sessions will be preceded by a Utility Union Conference, set for Thursday, August 25th.

The Progress Meeting will be attended by International Secretary Joseph D. Keenan, who plans to arrive from Washington, D.C. early in the week of August 22nd.

Newly designated I.O. President Gordon M. Freeman will be unable to attend the Ninth District gathering, due to a scheduled meeting of the Council of Industrial Relations which will be held in Washington during the same week.

The Utility Conference will find local union representatives from California, Nevada, Oregon, Washington, Alaska and Hawaii gathered together to exchange ideas and information. Most, if not all, of the Ninth District staff of International Representatives will also

be on hand to report on present conditions and future prospects in their areas.

Following the Utility gathering, the official progress meeting itself will get under way. Principal business will be the evaluation of economic and political trends as they relate to the welfare of our IBEW members in the Ninth District. International Union officials will report on trends in other parts of the nation as well as on the changes within the International Union which have occurred since last year's Progress meet.

International Secretary Joseph Keenan, former Director of the A. F. of L.'s Labor League for Political Education, is expected to give the delegates the "inside story" of developments at the Congressional session which just recessed for the year.

Local 1245 will be officially represented by Business Manager Ron T. Weakley. It is expected that several Business Representatives and Executive Board Members will also attend the annual gathering.

Sincere Thanks From Mrs. Milne

Washington, D.C. August 2, 1955

My dear Mr. Weakley and Members of Local 1245,

Thank you very much for sending on to me and the children the paper with notice of Scott's death, picture and very nice write-up about him. Very thoughtful and most kind of you.

We have indeed suffered a shock and great loss in losing our beloved husband and father, and our hearts are sad and heavy. It will be very hard to carry on alone, for we miss him so.

All I can say to all you boys is—carry on the good work of the grand IBEW for which he gave his life. He so loved his work, his men, and had great plans and dreams for the future—so carry on.

Sincerely,
/s/ DORIS M. MILNE

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The UTILITY REPORTER



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Here's One Way to Live!

A mode of living and making money which we aren't familiar with was revealed in a little item in the New Yorker magazine recently.

It told the tale of Charles S. Mott, director of General Motors and owner of 800,000 GM shares. In one day recently GM stock jumped 14½ points, meaning that in the course of a 5½-hour Stock Exchange day Mott made \$11,500,000 (that's a nice hourly rate too—over \$2 million an hour).

"He may have spent the day in a hammock," observes the New Yorker, "or lounging around any of his 13 clubs, but he still made \$11.5 million between 10 in the morning and 3:30 in the afternoon."

The GM stock jump came shortly after workers in auto and steel industries won pay increase of between 15 and 20 cents an hour. These boosts didn't put any of the union members in the class with Mr. Mott, but when the companies raise their prices on new cars you can bet they will blame it on the raises to the workers.

Few will mention the hefty profits which make a jump like this possible in GM stock.

Fewer will mention GM's big bonuses to executives—\$36.2 million for them in the first quarter of 1955. This is about three-fourths of all that the union workers won in their combined contract gains, but not a word will you hear about it in the public press.

All of which is OK, we guess, if people are willing to pay the price for all this, but it is interesting to note once in a while how the other half lives.

(Reprinted through courtesy of the San Joaquin VALLEY LABOR CITIZEN.)

Dave Beck Speaks Up On Intolerance

By Wm. BECKER, AFL
Committee to Combat Intolerance
Dave Beck, head of the Teamsters' Union of the A. F. of L., has just issued one of labor's most forceful declarations against religious and racial prejudice. Writing in the union's monthly magazine, "The Teamster," Beck says: "To me it was a wonderful experience recently to attend a meeting of the Southern Conference of Teamsters and to see along with the rest of our good people, members of the Negro race.

"I repeat," he continues, "that our union does not recognize a color line. I care not whether that is popular or unpopular. I know it is right and you know it is right. "The Teamsters' Union does not care what a man's religion is, or what his race or color is. All of us have the same hopes and the same desires. We all wish that our children shall have it a little better than we did."

For all this we pat Dave Beck on the back. He has said what every union member knows and what every other good American should know that religion and race make no difference in a free country. All that counts is whether a man is a good worker, a good union member, a good American.

Those who try to preach bigotry against any group in our midst, whether it be because of religion or race or place of birth are taking pot shots at the foundation stones of our country—equal rights and justice for all.

There should be no room for bigotry in our nation.

Hobo (to housewife): "It isn't that I'm avoiding work, ma'am. There isn't much doing in my particular line. I'm a window-box weeder."

A man's biggest mistake is to believe he is working for someone else.

White Collar School Unique Experience

(Continued from Page One)
Special attention was given to the potential future effects of the contemplated settlement of the "cold war," and resulting government expenditures as related to the gross national product, full employment and automation.

S. Michael Miller, Assistant Professor of Sociology, Brooklyn College, conducted daily sessions dealing with the problems of the changing attitudes of white collar workers, their place in the labor movement and status in today's industrial society.

A series of workshops was held under the leadership of Eleanor Coit, Director, American Labor Education Service. Highlights of these included several stimulating panels on automation, guaranteed annual wage, strengthening of white collar unions, organizing techniques, and active participation in the union. The panel members included such experts as Caesar Guazzo, Director of Organization for Professional, Technical and Salaried Workers, I.U.E.; Jack Sessions, I. L. G. W. U.; Edward Wilms, I.O. Representative, U.A.W. Office Workers and Ruth Wieneck, Director of Education and Research, Government and Civic Employees.

Mr. Joseph Mire, Executive Secretary, Inter-University Labor Education Committee, led an interesting discussion on the pending merger of the A. F. of L. and the CIO and the resultant political and economic impact that will follow the merger.

The work of the I.L.O. (International Labor Organization), the oldest branch of the United Nations, was explained by Mrs. Mildred Fairchild Woodbury, former Chief of Section on Women's Work and Protection of Young Workers, I.L.O. Her lecture centered around her recent experiences in Iran and India and brought vividly to the group the great need of helping underprivileged countries to develop their own resources in their own social, political and economic patterns.

Mr. David Heaps, Program Associate, American Labor Education Service, very ably presented the work of the United Nations in such a way as to provide a useful background for our trip through the U.N. Headquarters in New York City. This trip proved to be a new and broadening experience for me. Fortunately, the class was a new and broadening experience for me. Fortunately, the class was admitted to a session of the Trusteeship Council which was then considering the problems of Italian Somaliland and its pending independence, due to be granted in 1960. The Council was also discussing the progress being made in Western Samoa under the trusteeship of New Zealand. These discussions were carried to the visitors through earphones by verbatim translations into five languages—Chinese, Russian, French, Spanish and English.

Dr. Saul K. Padover, Dean of the School of Politics, New School for Social Research, who is an authority on Asian affairs, gave a thought-provoking address on "Labor and the World Scene." He paid special attention to the Big Four Summit Conference which was being held in Geneva at that time.

Dr. Goodwin Watson, Professor of Education, Columbia University, spoke to the class at our farewell dinner gathering. He very interestingly summarized the 2-week program in his own inimitable manner. I had the honor of presiding and acting as toastmaster at the dinner, having been elected by the student body as President of the Class of 1955. I was also honored by election to the Board of Directors of White Collar Workshops.

I wish to take this opportunity to express my sincere gratitude and thanks to our Local Union 1245 Executive Board and to Business Manager Ron Weakley for assigning me to the school. I consider it a privilege and an honor to have attended the Workshop and to have represented the IBEW in a program devoted to the White Collar Worker. I shall endeavor to incorporate some of the many ideas and

San Francisco

An Employer Views the ILO

Soviet delegates sitting as "employer" or "employee" representatives in the International Labor Organization (I.L.O.) has "badly split" the organization. Hugh Gallagher, 1954 employer delegate to the I.L.O. sessions at Geneva said last week.

Mr. Gallagher, assistant to the president, Matson Navigation Company, delivered his address to members of the Commonwealth Club of California.

He said that at the 1954 sessions "government representatives were

finally forced to recognize that unless a solution was found, it might mean the end of the I.L.O."

The I.L.O. constitution was embodied in the Treaty of Versailles, negotiated by President Woodrow Wilson in 1919. The U. S., however, did not join the organization until 1934.

Each member nation of the I.L.O. has a right to tripartite representation—Government, Employer and Employee. Under the rules, each nation sends two persons to represent the sovereign government, plus one from employers and one from employees. There are presently 69 participating nations in I.L.O.

Mr. Gallagher, quoting a wire from the U. S. employer representative to the 1955 sessions, charged that "despite strenuous opposition of employers, governments forced Communists on our committees in complete violation of tripartite concept."

"I don't think it should end here in spite of the setback," said Gallagher. "Certainly no employer or employee representative with knowledge of the conditions should wish to waste his or her time attending loaded sessions such as we have had in the past.

"We should fight it out to the bitter end. But, failing to amend the constitution of the I.L.O., we should withdraw our support until such time as we have a forum where we can talk freely and work in harmony on the broad subjects of labor policy which can do so much good in areas many years behind the more advanced and free nations."

Mr. Gallagher explained that he didn't recommend U.S. withdrawal of delegates from I.L.O.—merely the withholding of financial support. The U.S. Government presently pays 25 percent of the total operating costs of I.L.O.

His complaint centered around the "mockery of such a representation" wherein Soviet states send "employer," "employee" and "government" delegates to the respective caucuses. "Thus," said Gallagher, "if an employer caucus is called to oppose a disput proposal which is considered dangerous, radical, or too costly, right beside you, you have Soviet or satellite delegates masquerading as employers." Such delegates then feel free, or perhaps are obliged, to pass on to their government or the "employees" delegates, as the case may be, all of the arguments with their weaknesses which the employer group intends to present.

Objective of the I.L.O. is the agreeing on, the drafting and the adoption by each member government of sundry international labor standards in the form of conventions and/or recommendations. The range of subjects docketed for discussion by the delegates include hiring halls with complete description of facilities, where they should be located, rest rooms, library, canteen, etc., and social centers, educational and cultural activities, sports and recreation, and advice on social problems.

To date, despite the long years of effort and the expenditure of millions of dollars, the United States has ratified only 7 conventions of the 103 conventions and 98 recommendations adopted by the I.L.O., according to Mr. Gallagher.

U.S. delegates to the I.L.O. sessions are appointed, respectively by the U. S. Department of Labor (government delegates), the U. S. Chamber of Commerce (Employer delegates) and the A. F. of L. and CIO (Labor delegates).

Mr. Gallagher suggests that permanent delegates be assigned by the U. S., rather than looking upon the assignment as a "well deserved trip abroad" as a reward for faithful service.

"The I.L.O. has the capacity for great good," said Mr. Gallagher. "But, if governments of the free nations continue to show timidity, rather than display courage, the I. L. O. may break up."

The luncheon meeting was attended by Bus. Mgr. Ron Weakley and R. & E. Director Geo. L. Rice.

Peace rules the day, where reason rules the mind.—Collins.

FROM SOUP TO NONSENSE

By Jane Goodsell

My children are engaged in a double-edged conspiracy to bring everything possible into our house, and to allow nothing whatsoever to go out of it.

They haven't yet found a use for old coffee grounds or potato peelings, but they have a desperate need for everything else I try to throw away.

Every morning they rummage through the wastepaper baskets. Katie scoops up the old magazines and announces, with cries of delight, that she is going to cut out all the pretty pictures.

Ann finds an old sock with the toe gone, and says it is the perfect thing to make pajamas for her dolls.

Katie Clutches the discarded mail to her bosom, and carries it off to her room. She pounces on the cardboard rollers of used-up paper towels and toilet paper. These, she says, are her telescopes.

Their bedrooms are piled high with grocery cartons filled with endless gift boxes containing Christmas cards, slivers of soap, broken jewelry, combs with missing teeth, horse chestnuts, pebbles, stubs of pencils, sea shells, party favors, broken crayons, jelly glasses, apple cores and a few nameless horrors.

Later in the day they both go through the outside garbage can to search for things I might have thrown away while they weren't looking. They do this as expertly as customs agents searching the luggage of a suspected smuggler.

Some things they save for a purpose. These include entry blanks for contests which Ann plans to enter as soon as she gets around to it. Katie saves broken toys which she is going to mend very soon—possibly tomorrow.

Other things they save just because they are so nice. These include bottles which once contained perfume and still smell good, playing cards because they are so pretty, and nice round pebbles.

Ann is saving a cottage cheese carton filled with mud that she is sure contains gold.

Although nothing is ever thrown away, things do get lost. Or parts of them get lost. Dolls' heads disappear, wagon wheels vanish, paper dolls fade away, leaving their clothes behind them.

We have three incomplete sets of Old Maid, and I suppose we will always have them. The children like to carry them around, leaving a few cards in each room as they pass through.

All of these things—and several thousand other objects—are guarded as zealously as the gold at Fort Knox.

I am not completely resigned to this state of affairs. Every now and then, in a spasm of exasperation, I threaten to "get rid of all this junk."

The children, at first, use cold logic to reason with me. They ask: "How would you like it if we threw your things away?"

If I remain firm, they look up at me with appealing faces and tear-filled eyes. "Oh, Mommy," they say, "you wouldn't!"

They are usually right, I wouldn't.

valuable information which were presented at this school into our own Local Union educational program so that our membership may benefit thereby.

TRAINING WITHIN POWER INDUSTRY

An increasing number of trained workers are needed in the rapidly expanding electric power industry. Some indication of the expansion that has taken place is provided by an analysis recently conducted by the trade journal "Electrical World" (Electrical Industry Forecast for 1954-1970—Sept. 20, 1954, Page 119). This study indicates that that generating capacity of the Nation's electric power companies increased from about 54 million kilowatts in 1948 to 103 million kilowatts in 1954. Orders already placed with the manufacturers of electric generators indicate that a capacity of 123 million kilowatts will be reached by 1956. The prediction by the publication "Electrical World" is a capacity of 163 million kilowatts by 1960 and 304 million by 1970.

As a result of this predicted expansion of the industry, an increasing number of trained workers will be needed. The need for electric power companies to conduct training programs is also influenced by the importance of safety in this industry. The poorly trained worker endangers not only his own life, but also the lives of his fellow-worker.

Our government is offering industry and labor the advantage of technical advice and assistance in the formulation of training programs, securing material and others, through the facilities of the U.S. Department of Labor, Bureau of Apprenticeship, in conjunction with other Federal and State Agencies such as the Division of Apprenticeship Standards, State of California.

MOVING?
SEND US YOUR
CHANGE OF
ADDRESS

'Round and About

Our new International President Gordon M. Freeman has lost no time in getting down to the tremendous burdens of his office. In his first Newsletter to Local Unions, he states,

"Our organization has suffered a great loss in the death of Bro. J. Scott Milne. He was a great leader and a fine man. He had great plans for the IBEW.

"I want our members to know that I feel very humble in assuming the office of your President. It is not a position to which I aspired, but for 40 years I have been a member and worked for the interests of the IBEW. Like Scott, it has been a driving motive in my life and for that reason I am willing to serve and do my best for it. I am aware of the goals President Milne hoped were in store for the IBEW and I will do my level best with the help and cooperation of our members, our officers and staff, to see that our Brotherhood attains those goals. Thus I make a strong appeal to you, our members, to work with me as you have with President Milne, to build our organization."

We know that the thousands of members of Local Union 1245 will respond to the sincerity of President Freeman's appeal and grant him the confidence and support which he richly deserves.

AUBURN MEET

Some of our "mountain country" members gathered in Auburn on

July 29th for a big area meeting. Units at Alta, Grass Valley, and Auburn (Clerical and Physical) of Drum Division joined with Placerville, Camp No. 5 of El Dorado District and Vacaville of Sacramento Division to hold a first-class meeting.

Among the visitors present were Bus. Mgr. Ron Weakley, President Frank Gilleran, Vice President Frank Dillon, Northern Area Board member Howard Hill and Policy Committeemen Woodrow Stephenson, Drum, Frank Butler, Sacramento and Harry Kessler, SMUD. W. R. "Bob" Glasgow, former Northern Area Board member, joined the group, as did Everett Rypinski, member of the System Negotiating Committee.

The group heard interesting reports from the officers and committeemen present and devoted time to a healthy discussion on the need for 100 per cent Union organization and the responsibility of each union member to aid in organizing his fellow worker.

The meeting closed with a tribute to our late President Milne and a minute of silent prayer.

According to Bus. Rep. Al Kaznowski the refreshment committee did their usual excellent job and everyone had a fine time.

STEAM NEGOTIATIONS

Asst. Bus. Mgr. Mert Walters advises that the next session of the Union's Steam Department Negotiating Committee will be held on Wednesday, August 17th. The committee will strive to obtain improvements in the job definitions and increased job opportunities for the members employed in the department.

Labor to Benefit By Formation of Bay Area Crusade

Maybe you didn't realize it, but this year and the years ahead AFL members in any of the five Bay Area counties stand to benefit materially by the formation of U.B.A.C. These initials, U.B.A.C., stand for **United Bay Area Crusade**, the union of existing Crusades: East Bay (including Alameda and Central Contra Costa Counties), San Francisco, San Mateo, Marin, and Richmond-West Contra Costa.

Important to you are two major facts. One, wherever you give to the United Crusade in these five counties you may be sure that your own home community health, welfare, and youth services will get the benefit of that contribution. Second, because the five organizations are unified in one campaign, efficiency and economy of operation are provided, with the result that even a greater percentage of the money raised than before will go directly to the agencies, enabling them in turn to provide greater service.

Labor, incidentally, played a major role in putting U.B.A.C. together, and is well represented on U.B.A.C. Board of Directors, Committees, etc. Jeffrey Cohelan, Secretary-Treasurer of Milk Drivers Union, Local 302, and John J. Sheridan, Business Agent of Teamsters Union, Local 315, represent the East Bay on the small U.B.A.C. Executive Committee as well.

Although U.B.A.C. will function with a central headquarters in San Francisco, it in no way will change the functions of the East Bay United Crusade. **Union members needing assistance will find the same helpful service provided by Ray Colliver, genial AFL Community Services Director for the Crusade. Colliver will continue his work at Crusade headquarters, 337 13th Street, Oakland.**

The AFL Community Services office was created in 1952 for the purpose of assisting members of organized labor in obtaining help in their off-the-job problems. Since its inception more than a thousand AFL members have requested and received service through this office.

Colliver operates on the philosophy that every request for assistance coming to him is worthy

Book Review Strategy, Tactics in Labor Negotiations

While we seldom comment on the new books in these columns, a new treatment of labor relations has just been published which we can't afford to pass up.

STRATEGY AND TACTICS IN LABOR NEGOTIATIONS, by Edward Peters (published by National Foremen's Institute, New London, Connecticut) is "must" reading for any labor negotiator—veteran or novice.

In Peters' words, "This book is an attempt to analyze the essential nature of industrial conflict, and to study many of the strategies employed by the parties in their own self-interest." The author does just that in 13 well-presented chapters.

STRATEGY AND TACTICS is neither pro-management nor pro-union in its approach to the processes of collective bargaining. It is a hard-boiled treatment, derived from Peters' experiences as a veteran member of the California State Conciliation Service. The reader is taken right into the conference room to sit with the negotiators and observe their bargaining strategies and tactics. Some are experts, who "live" negotiations as a twentieth-century science, while others are bumbling fools who precipitate needless strife. But the author, through expert use of his case studies, brings realistic understanding to his reader of the economic, social and human forces which affect labor negotiations.

No attempt is made, in this work, to gloss over the human element in collective bargaining—a trait common to most other printed works on the subject. In chapters which include "Setting a Realistic Goal," "Sign Language," and "Bargaining in Good Faith," Peters deals with human beings—their weaknesses and their strengths. And, in so doing he clears up a great many popular misconceptions about the science (or art?) of collective bargaining.

STRATEGY AND TACTICS IN LABOR NEGOTIATIONS will raise the level of understanding of any man or woman who aspires to a seat at the bargaining table. And for that great mass of the public—union members and management people alike—who regard collective bargaining as a "rigged deal," or, perhaps, merely the prelude to a strike, Peters' word pictures will be especially valuable.

For those who wish to gain a real insight into collective bargaining—the process of seeking peaceful settlement while exerting strength—we say, "read this book!" You will find it a pleasurable and rewarding experience.

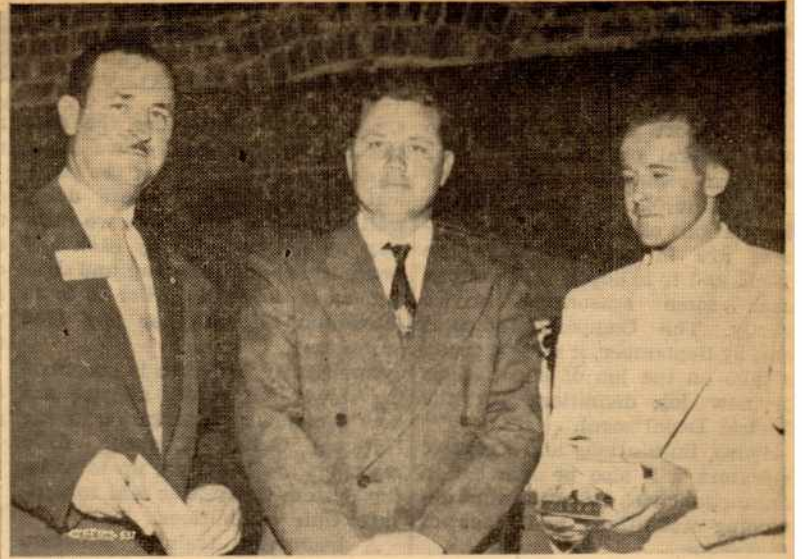
If your neighborhood library cannot supply you with a copy, please write the Union office. We'll be glad to loan you a copy from our research library. If you wish a copy for your own library, order direct from the publisher or through the union office.

of quick attention and with no red tape, embarrassment, or inconvenience. Once a problem is on his desk, you can count on his aid and guidance all the way.

"United Crusade sponsored services are usually given on an emergency or temporary basis," Colliver says, "so that some cases may have to be referred to public tax-supported agencies or in some rare cases to local AFL officers. The main thing is to see that help is forthcoming when it is needed."

An experienced social worker, Colliver is also an AFL member from way back, coming to Oakland in 1933 from Chicago where he served as shop steward and organizer for Teamsters 727. He has been personnel director of the State Relief Administration for Alameda County, business representative and secretary-treasurer of Office Employees 29, and Northern California organizer for the Bakery and Confectionery Workers International. He took over his present post with the United Crusade in August, 1952.

Play it safe—follow safety regulations. Report all job injuries.



Bus. Mgr. RON T. WEAKLEY is pictured here with two outstanding apprentice graduates from Northern California who received awards. The new Journeyman Electricians are Brothers CLYDE A. FERREIRA and EDWARD LAWTON, members of sister local unions in Northern California. The young men were presented with wrist watches by the Northern California Joint Executive Conference of the IBEW in recognition of their achievements. Conference President Weakley made the presentations.

Top Officers in Bi-Annual Meet

(Continued from Page One) given much credit for the excellent settlement.

Clerical Bus. Rep. Elmer Bushby, just back from New York, reported on his attendance at the White Collar Workshops. Bushby's report is printed elsewhere in this issue.

Asst. Bus. Mgr. Mert Walters reported on the gains and losses in union membership during the past few months. While we have lost a good many members due to lay-offs and reduction of work forces, our organization program has more than matched the losses.

Bro. Walters also reported on the new office procedure of closing the books of the union on the last day of the month, rather than on the 10th day of the following month. This matter is of special concern to delinquent members, since their dues payments will now have to reach the office not later than the last day of the month in which they are reported delinquent. The failure to pay within the stipulated 90 day grace period will now result in suspension—and a break in union membership for purposes of computing pension and death benefit settlements.

Following the series of reports, Policy Committeemen and staff representatives met with their respective Area Executive Board member for an exchange of information and ideas.

At the Sunday session, general discussion ensued on a number of proposals presented by the Executive Board which would amend sections of the union's by-laws. These proposed by-law amendments will now be submitted to the membership at unit meetings.

Highlite of the morning session was the presentation of a 50-year IBEW membership pin to Brother Raymond C. Belcher of Oakland.

The joint meeting was adjourned late Sunday afternoon, following which the Executive Board went into session for its regular monthly meeting. Board members present were President Frank Gilleran, Vice President Frank Dillon, Recording Secretary Grace M. Baker, G.C. Representative Herb Macy and Area members Marvin Wagner, Ray Reynolds and Howard H. Hill. Treasurer George Wagner was excused to represent Local 1245 at the annual Northern California IBEW picnic, held Sunday, August 7th.

Staff representatives in attendance, in addition to Bus. Mgr. Weakley, included Asst. Bus. Mgr. Walters, Research & Education Director Geo. L. Rice and Representatives Elmer Bushby, "Cy" Yochem, Al Kaznowski, Gerald Moran, Fred Lucas, Roy Murray, Al Hansen, Scott Wadsworth, John Lappin, Gene Hastings and Howard M. Sevey. Asst. Bus. Mgr. L. L. Mitchell and Gen. Construction Rep. Lee R. Andrews were absent on their annual vacation.

Compensation for on-the-job injuries may depend on the speed and accuracy of the report which you must make.

Meany Demands NLRB Action on Hotel Strike

While the National Labor Relations Board is "studying" the petition of the AFL Hotel Workers to take jurisdiction in the Miami Beach hotel strike, AFL President George Meany lashed out at Miami's "jungle law" for unorganized hotel workers.

Speaking before the New York State Federation of Labor convention, Meany called on the NLRB to reverse its policy refusing jurisdiction in hotel cases. If the Board fails to reverse itself, Meany declared, it will be perpetrating "a cruel hoax on justice" and will be in violation of the very law it is entrusted with administering.

Contrasting the high prices charged by Miami Beach's plush hotel with the low wages and bad working conditions of hotel employees, Meany declared:

"The last paradise in America, according to the advertising ballyhoo, can be found among the palm trees and the balmy breezes of Miami Beach, Florida.

"To the tourist and vacationer, impressed by the climate and the luxury hotels of this resort, the claims may not appear exaggerated. But for those who work for a living in the hotels of Miami and Miami Beach, there is plenty of misery in this 'paradise' where the law of the jungle still prevails.

"The law of the jungle prescribes wages as low as \$12 a week.

"The law of the jungle for years has prevented these workers from organizing into an effective union and engaging in collective bargaining with their employers for improvement in their substandard wages and working conditions.

"All this, mind you, in hotels which charge their guests the highest rates in America."

"Certainly," he added, "every trade unionist should spread the word that this vacation land is not a paradise, but a no-man's land for workers."

Meany declared that regardless of the outcome of the petition now before the NLRB, the AFL would continue to throw its full support to the Miami strike now in its fourth month.

FIRST CABLE CAR

The first cable cars clanked and rattled their way on the slopes of San Francisco in 1873.



YOUR Business Manager's REPORT

By RONALD T. WEAKLEY

This report will be devoted to some general observations of the industrial relations scene.

Within our Local Union, Interim Negotiations on the Steam Department are in progress with the PG&E and it is hoped that we can reach some reasonable accord shortly. The Company indicates that, by September, it will be ready to take on the job of negotiations for new job definitions for the Electric Department.

Hydro, Substations and Pressure Operators will also be handled in conjunction with re-rating and developing definitions and lines of progression.

Sacramento Municipal Utility District will begin negotiations shortly with our Union committee. The Key System agreement has been ratified and agreement has been reached with Pinole Light and Power Company on an 18 cent hourly contribution to a jointly administered Pension Trust Fund. Details of the pension plan remain to be worked out.

On the internal operations of the Local Union, the first six months of 1955 show us to be in a healthy financial condition. New organization has pretty well offset lay-offs and reduced operations.

Educational activity continues and new plans are being developed to expand this phase of our activity. It is now planned to hold a seminar for all Unit Chairmen some time in October. We are working out the program in conjunction with the Institute of Industrial Relations at the University of California.

Humboldt Division is to be con-

gratulated on becoming the first PG&E Division where we have signed up 100 per cent of the physical forces. While we are doing well on new organization, we must step up the program by each and every member contacting and signing non-members in order to build maximum strength for our 1956 bargaining.

Our Safety Program is progressing slowly but surely and we are now a member organization of the National Safety Council. Area meetings are being set up to assist the System Committee and to activate Unit committees.

A leadership training program will be undertaken this fall which will be held in conjunction with the Business Staff meetings. The U.S. Department of Labor will assist us in this important educational program.

August will find delegates from Local 1245 at a number of conferences and conventions. Included are the California State Federation of Labor convention in San Diego, the Nevada Federation of Labor convention in Las Vegas, the Ninth District Progress Meeting in San Francisco, the Ninth District Utility Conference in San Francisco and the inter-union Utility Conference in Fresno.

We hope to obtain new ideas and reports of economic and political trends at these meetings.

Labor unity is increasing in our area as well as nationally. We are looking forward to the merger convention of the AFL-CIO, which will be held in New York in December. This historic step will be most significant in the future eco-

nomie and political policies of our nation.

Wage-wise, no really significant developments have come forth in the utility industry. In Missouri, the two major companies have agreed to a 5 per cent boost and it looks like the next round of wages will be substantially higher than recent settlements.

The industry is in a very favorable economic position. Profits are good, productive efficiency, stock quotations and new capital attractions are all extremely favorable.

National wage trends in basic industries indicate a general rise in wage levels and, barring unforeseen economic reverses, the national economy should continue to hold up.

Serious studies of all factors involved in our own future collective bargaining are under way. Not too many months separate us from wage negotiations and, from now on, we shall be preparing for our bargaining sessions. Our proposals will include a demand for substantial wage increases for our members.



Here is Brother DORWIN ROBINSON, newly appointed Policy Committeeman representing the San Francisco Division. Robinson replaces Brother CLYDE WEDDLE, who resigned due to ill health.

A native of Yankton, South Dakota, Bro. Robinson is no stranger to Union activity. During his college days, he helped edit and publish a trade union newspaper in South Dakota.

According to Bus. Rep. John Lappin, Bro. Robinson is a real "spark plug" in the S.F. Division. We're happy to welcome Dorwin to the ranks of Policy Committeemen of our organization.

State AFL to Convene Aug. 15

The official convention bureau for the annual conventions of the California State Federation of Labor concluded final arrangements for the reception and housing of more than 2000 delegates, plus family members, friends, newsmen and visitors. Opening day of the convention is Monday, August 15th. Most major International Unions will hold 2-day conferences of their California delegates on the weekend prior to the convention to adopt policy statements and resolutions.

The California State Association of Electrical Workers will meet on August 13 and 14 at the Manor Hotel in San Diego.

Up for consideration of convention delegates will be resolutions on nearly every aspect of our economic and political life. Among the subjects to be considered are Taft-Hartley, Full Employment, Social Security, Taxation, Housing, Civil Rights, International Affairs, Agricultural Labor, Education, West Coast Shipbuilding, and a host of other topics.

The 26-member Executive Council of the State Federation met in San Francisco on the week-end of August 5, 6 and 7 to plan the Convention agenda and adopt major policy statements.

Local 1245 will be represented by Executive Board Members Grace M. Baker, Marvin Wagner, Frank Dillon and Howard Hill. Business Manager Ron Weakley,



Brother RAYMOND C. BELCHER inspects the certificate commemorating his 50 years of continuous membership in the IBEW. Union President Frank Gilleran, who made the presentation, and Business Manager Ron T. Weakley look on.

Receives 50-Year IBEW Pin

Pictured here is Brother Raymond C. Belcher, retired East Bay Division PG&E employee, receiving his diamond-studded lapel pin commemorating 50 years of continuous membership in the International Brotherhood of Electrical Workers Union. Looking on are Union President Frank Gilleran, who made the presentation, and Bus. Mgr. Ron T. Weakley.

Bro. Belcher advised the UTILITY REPORTER that he initially joined the Brotherhood while employed by the Southern California Edison Company in 1905. At that time, he was paid \$2.50 per day for 10 hours of work—and Belcher recalls that the men were forced to work at top speed with no regard for safety standards during that time.

Coming to work with the PG&E Company during the early years of the century, Bro. Belcher rose to the classification of Lineman. He held a Lineman's job for many years but, in 1946 as a result of industrial injuries sustained in falling from a pole, he could no longer climb. When he had sufficiently recovered from his injuries to per-

mit a return to work, he was reduced to the classification of Apprentice Lineman, and suffered a cut in pay. Three years later, upon reaching the age of 65, Brother Belcher was retired. During several periods of employment with PG&E, Bro. Belcher counted up service of slightly more than 30 years.

Among his vivid recollections of trade union activity, Bro. Belcher recalls the strike of the IBEW against the PG&E Company back in 1913. The strike lasted for 11 months, according to Belcher, and many of the workmen who went on strike were never rehired by the Company following the settlement.

Belcher recalls also that early in his employment with So. Cal. Edison, when management learned he was an IBEW member, he was summarily dismissed. He was finally re-employed, in a different district, by a supervisor who had a more friendly attitude toward the union!

Brother Belcher, an active, healthy man despite his more than 70 years, makes his home at 1844 39th Avenue in Oakland.

Salinas—

AREAWIDE SAFETY MEET

Saturday, July 30th, saw the first of several planned areawide meetings of Unit Safety Committee members scheduled by the Union for PG&E members. Meeting at the Cominos Hotel in Salinas were Unit Safety Committee members from all parts of the Coast Valleys Division. Also present were C. F. "Hans" Elliot, member, Union System Safety Committee, Asst. Bus. Mgr. Mert Walters, Bus. Rep. Gerry Moran and Southern Area Executive Board member Marvin Wagner.

Purpose of the meeting, according to Brother Elliot, was to bring a discussion of the Union's safety program directly to the members. Duties of Unit Safety Committeemen were outlined and the procedures for Unit Committeemen to follow on safety matters were discussed. Bro. Walters clarified the Union's rights under Title 105 of the agreement with the PG&E Company for the benefit of the Unit members.

The safety program outlined at this first area meeting includes a two-fold function for immediate action, plus a long-range approach to safety problems. First requirement, it was agreed, is the need for an educational approach among our members with respect to safety in their work. A part of this educational work will include giving wide publicity to existing safety rules and orders of the employer and various public agencies.

It is a primary aim of the Union to aid in reducing the accident rate and thus eliminating hardships which fall on the injured workman and his family. Several Committeemen pointed out that the unsafe working conditions, jeopardize not only life and limb, but also the earning capacity of our members.

Long-range program of the Union's Safety program is to work for improvement of existing safety rules and orders and to aid in establishment of appropriate rules in

departments where our members are not now protected.

Unit Committeemen in attendance included Otto F. Choate and Robert E. Staab, Santa Maria; Sylvester Ramage and Fergus K. Smith, San Luis Obispo-Morro Bay; John B. Osborne, Paso Robles; Austin Harvie, King City; James G. Fellows and Jack Waters, Gilroy-Hollister; Donald I. Peters and Robert Knudson, Watsonville-Moss Landing; Edward L. Sunkler, Monterey; and Lewis B. Brown and Royce R. Herrier, Salinas.

Ideas Pay Dividends To Union Members

The PG&E recently announced the results of the 31st year of the suggestion plan and the cash awards which are granted for money-saving ideas. Among the top award winners were several active members of Local 1245.

Winner of a cool \$1000 was L. N. "Hogy" Hogate, Underground Electric Department of San Francisco Division. "Hogy's" suggestion involved use of special manhole frames of reduced height to save much costly manhole construction. During the stepped-up street reconstruction program in San Francisco this idea proved a real money saver.

A \$400 award went to Brother L. N. Kendrex, Ditch Patrolman on the Western Canal System of Colgate Division. Bro. Kendrex's suggestion of special blades for cutting away moss and water weeds from Sparling Water Meters virtually eliminated cleaning costs for the meters and vastly improved their accuracy.

Dozens of other IBEW members won awards ranging from \$200 to \$5 for ideas they submitted.

All told, 2985 suggestions were received by the Suggestion Committee during the past year, of which 924 were adopted. A grand total of \$12,180 in primary and annual awards was dispensed to the lucky employees whose suggestions were adopted.

Yochem to Eastbay Division

East Bay Division shop stewards gathered in special session on July 26th to meet Bus. Rep. Paul "CY" Yochem, newly assigned to duties in the division. Yochem replaces Bus. Rep. Del Petty, who has returned to work with the General Construction Department of the PG&E Company.

Among discussion topics were the improvement of lines of communication between shop stewards and the Union's business office and the advantages of an aggrieved employee taking his case directly to the shop steward before calling on the business office.

Following general discussion, the stewards voted to change the meeting date of the Shop Stewards' meeting to the last Tuesday of each month. Previously, the meetings had been held on the second Tuesday.

Brother Ed White provided "coffee and" for all those in attendance, and the group expressed their

thanks to him for his thoughtfulness.

Among those present were BOB AZEVEDO, Hayward; R. T. BOTTENBACH and HUGHIE KILLINGSWORTH, Richmond; ED WHITE, Albany; NORMAN GARRISON, Pinole; FRANK GOSS and L. C. MIDDLEKAUFF, Castro Valley; STANLEY DAHLIN, Concord; E. W. HARTMAN, Alameda; JAMES KIRK, Irvington; A. D. LUCOT, Jr., San Leandro; WALTER MARTIN, FRANCIS McCARTY, JAMES PHILLIPS, LEROY PINE, PAUL ZIMMERMAN, ELLIS ELLIOT and "CY" YOCHER, all of Oakland; DANIEL McPEAK, Alameda; ROY PEARSON, Pinole; ARTHUR PERRYMAN, Hayward; HAROLD SUMMERS and Asst. Bus. Mgr. L. L. MITCHELL, San Lorenzo; F. PESTON, Berkeley; and ROBERT O'LINCOLN of Walnut Creek.

Next meeting of the East Bay Division Stewards will be held at Union headquarters on August 30th at 7:30 p.m. Any member of the East Bay Division is cordially invited to attend these S/S meetings.

Impact of GAW?

Here are two excerpts from the daily press which indicate the pattern of the changing times.

Detroit "Free Press"—

"As the Lincoln Division of Ford Motor Company announced the completion of its production of 1955 models, it appeared the guaranteed annual wage has already changed the pattern of layoffs during model changeover periods. Lincoln spokesmen said they foresaw no layoffs—that employees would work on Mercury cars or help in the changeover for 1956 model production."

And from the San Francisco "Chronicle"—

"Chrysler Corporation spokesmen reported that production of 1955 models has now been completed. Workmen will be laid off for approximately four weeks while the model changeover takes place. . . ."

It may be significant that Ford Motor Company has entered into a guaranteed annual wage pact with the United Automobile Workers Union, while the Chrysler Company's contract has not yet been renegotiated—and does not yet make provision for G.A.W. benefits!

Keep Dues Paid Up!

EAST BAY UNITS PLAN A PICNIC

Sparked by Bro. Frank Goss, Chairman of Oakland Unit No. 2311, East Bay Division members are planning a big Union Organizational Picnic to be held on Saturday, September 17th. The Picnic Committee, composed of Executive Committee members from units at Oakland, Concord and Martinez, has selected Castle Rock Park as the site for the outing. Arrangements for the park were completed by Bro. Lee Price, who is serving with Goss as co-chairman for the event.

Plans call for a big barbecue, swimming, games, prizes and dancing for all who attend. Members are urged to bring the entire family—there will be plenty of fun for the kids as well as the adults!

Tickets are being made available through Shop Stewards in all units of the Division or they may be obtained from any officer of the units involved. Any member or friend of Local 1245, regardless of where they may live, will be welcomed. Admission cost is only one dollar, with free tickets for all children under 12.

We'll see you at the Picnic—Castle Rock Park—on September 17th!