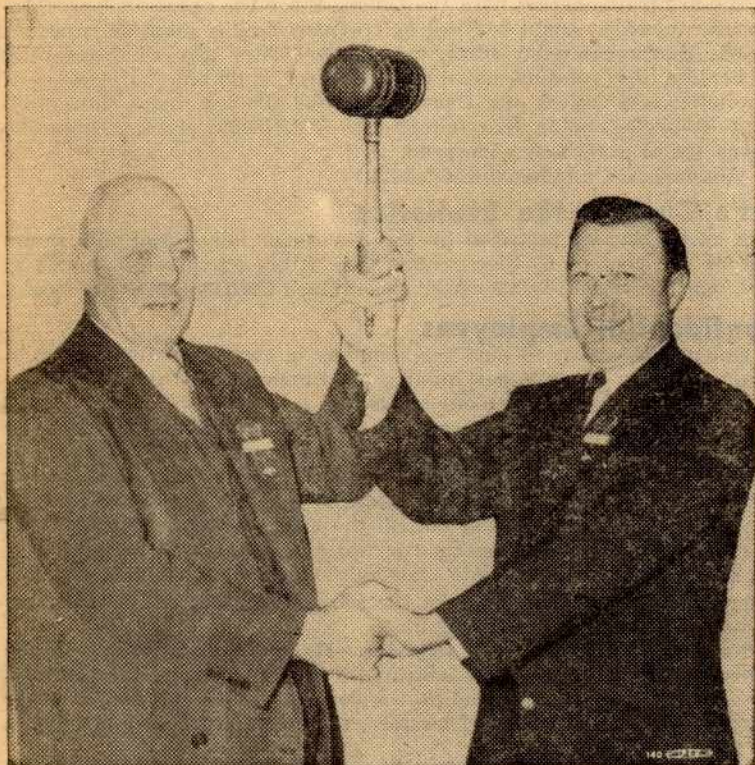




Labor Forges Historic Unity

AFL-CIO Leaders Are Named At N. Y. Merger Convention



George Meany and Walter Reuther share the giant gavel used to open the first session of the AFL-CIO Convention in New York City. The friendship and cooperative spirit manifested by the hearty handclasp are indicative of the true harmony which we can expect now that the two great Labor Federations are merged.

New York.—Labor unity became a successful reality at the four-day first constitutional convention of the new American Federation of Labor and Congress of Industrial Organizations.

From the moment when George Meany and Walter Reuther banged down a mammoth gavel on the morning of Dec. 5 until the 1,487 delegates wound up the session late in the afternoon of Dec. 8, the unity convention proceeded at an easy clip through a mountainous pile of work.

Under the bright lights in the cavernous 71st Regimental Armory, at Park Ave. and 34th St. in Manhattan, the delegates from some 135 international unions, a host of state and city labor bodies and large numbers of local unions, moved quickly through the business at hand.

Bus. Mgr. Ronald T. Weakley and President Frank Gilleran were both convention delegates, with credentials from the Marysville and Shasta County Labor Councils, respectively.

As the hours moved by, observers could feel a growing spirit of unity, on the platform and among the delegates—a realization that the differences between AFL and CIO must quickly be submerged into a new AFL-CIO spirit for the future.

"I share the feeling of elation that we have come this far along the road to unity for all labor in America," said George Meany, the AFL-CIO's new president.

"We shall fight together, we shall march together, we shall build together, we shall win a better tomorrow together," said Walter Reuther, now an AFL-CIO vice president.

CONVENTION OF HARMONY

The words symbolized the determination to get on with the job at hand. So it was a convention of harmony, dedicated to maintaining the hopes that the AFL-CIO merger agreement of last February had spread through the ranks of American labor.

Here's what the first AFL-CIO convention accomplished:

1. Formally approved the work of the Joint AFL-CIO Unity Committee, which had issued the convention call.
2. Elected George Meany as president and William F. Schnitzler as secretary-treasurer of the new AFL-CIO.
3. Chose 27 vice presidents, 10 of them from former CIO unions, 17 from former AFL unions. Together with Meany and Schnitzler, executive council. IBEW Int. Secretary Joseph D. Keenan is one of the vice presidents of the new AFL-CIO.
4. Named six of the vice presi-

dents—three from former AFL unions, three from CIO unions—to make up, with President Meany and Secretary-Treasurer Schnitzler, the AFL-CIO Executive Committee.

5. Passed more than 50 policy resolutions covering a wide range of issues.

6. Heard addresses by a group of leading Americans—including Mrs. Eleanor Roosevelt, Secretary of Labor James P. Mitchell, Gov. Averell Harriman of New York and Adlai Stevenson.

7. Approved, through the Executive Council, a constitution for the new Industrial Union Department—to which, at a short meeting, some 66 unions affiliated for all or part of their memberships.

8. Pledged the new AFL-CIO to develop plans for organizing the unorganized, to wage relentless attack to keep democratic labor free from corruption and communism, and to work for the civil liberties

and civil rights of all Americans.

9. Sharply rebutted the propaganda campaign by right-wing Republicans against the AFL-CIO merger and against labor's right to engage in political activity.

WANT TO COOPERATE

As the convention moved into its final minutes, Meany addressed a few final remarks to the delegates:

"We have made it clear that, in carrying on the work of the trade union movement, we are prepared to make our full contribution to the welfare of our neighbors, of the communities in which we live and of our nation as a whole," he said.

"We find little men with loud voices and sometimes big titles who are critical of what we are doing . . . who seem to see something in it that is inimical to the welfare of the country.

" . . . Their criticism will not turn us aside . . . we want to cooperate with all segments of the community, including management. . . ."

STATE AFL-CIO TO MERGE SOON

C. J. Haggerty, secretary of the State AFL, announced on his return from the New York convention that negotiations to unite the AFL and CIO in California would begin soon after the first of the year. He said the state merger was informally discussed at the convention, which was also attended by John A. Despol, secretary of the State CIO and Manuel Dias, president of that organization. No difficulties in expediting the state merger are expected, according to Haggerty.

Daniel V. Flanagan, new California and Nevada regional director of the AFL-CIO, said the merger will speed up political, organizational and community service activities of organized labor. He said the effects will be felt gradually at the local level.

Robert Ash, secretary of the Alameda County Central Labor Council, said committees had been named by both the county AFL and CIO councils to work on preliminary plans for the local merger. It is anticipated that the councils in Alameda county will be the first in California to effect the merger.

In San Francisco, George Johns, secretary of the S. F. Central Labor Council, reported the executive committee is working on merger plans. He pointed out that local councils are given two years to merge, under terms of the AFL-CIO merger agreement.

Planning Meet Set on Skill Training Program

Preliminary steps in the establishment of "Skill Improvement Training" classes are now being taken, as a result of a resolution adopted by the East Bay Municipalities Unit of our Union.

The resolution, addressed to our Executive Board, requested planning for a two-part training program for members of Local 1245. The proposal includes a suggestion that a series of general lectures be arranged, to present the most recent information on technological advances in the power industry. Phase two is for establishment of a group of specialized classes which would enable members to improve their present skills. The suggested list of classes includes:

Basic D.C. Theory

(Continued on Page 8)

Major So. Calif. Utilities Contracts Are Resolved

As we go to press, the following telegram was received from R. R. Rapattoni, Business Manager of IBEW Local 47, which represents employees of the Southern California Edison Company:

"Wage talks tentatively settled with increase of four percent across the board, and additional five cents per hour to employees earning \$2.50 per hour and above. The offer will be recommended to our membership for approval by the Union negotiating committee."

Full details of this wage settlement will be reported in the next issue of the UTILITY REPORTER. Application of the tentative settlement to the wage rate of a Lineman would result in a 15 cent hourly increase, bringing that rate to \$2.65 per hour.

Termination date of the existing contract is December 31, 1956. The present wage talks were conducted under a provision of the agreement which allowed a re-opening of negotiations for wages only at the mid-point of the 2-year contract.

Meantime, Business Manager C. J. Sanders of IBEW Local 543, San Bernardino, reports that a wage settlement has been effected with the California Electric Power Company, retroactive to December 1, 1955.

Terms of the wage settlement, which was approved by the membership, include:

- 3 percent general increase to all classifications.
- Additional 5-cents hourly to classifications such as Apprentice Lineman and Electrician in last two steps; Appliance Serviceman, Hydro Operators and Mechanics; Labor Foreman; Instrument Technician; and many others.
- Additional 9-cents hourly to classifications such as Crew Fore-

man, Cable Splicer, Lineman, Electrician, Primary Serviceman, Patrolman, Relay Testers, and numerous other skilled classifications.

• Additional 4½ cents hourly to San Bernardino Substation Operators.

• Additional 7½ cents hourly to Heavy Equipment Driver after 2 years service.

• Additional 10-cents hourly to Transformer Repairman after 2 years service.

• Additional 10-cents hourly to Control Operator, Steam after 1 year of service.

• Additional 5-cents hourly to Relay Tester, Field after added six months.

• All special increases to be effected BEFORE application of the general percentage increase.

• Half-day holiday added on afternoon of last work day before Christmas.

Application of the special increase and the general 3 percent gain to the wage scale of a Lineman or Electrician results in a gain of 16½ cents an hour for these key classifications. The rate for Lineman will now be fixed at \$2.60 per hour. Light Crew Foremen will now receive \$2.785 per hour, and Groundmen will receive \$1.93 after 1 year of service.

Merry Christmas to All!



The Editorial Board, your officers and staff representatives of Local Union 1245, IBEW, AFL-CIO, wish each and every one of you a very Merry Christmas. Working together, we will all do our part to meet the challenges which will face our Union in the coming year of 1956.

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The UTILITY REPORTER



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A Christmas Gift

Most of us think of the Christmas holiday as a time of giving and receiving material things—and of giving spiritual thanks to our Creator for the many blessings we enjoy. Some, unfortunately, prefer to “receive” rather than “give.”

One of the nicest Christmas gifts we've ever received arrived the other day in a tiny envelope. It appeared to be a simple Christmas greeting, but the message written on the card was an inspiration.

“This is a gift,” the writer said, “not to you, but from you. For I have taken the liberty of sending a 22-pound food package through CARE to some worker overseas in your name. You may or may not hear from this worker—but rest assured he and his family will have a good Christmas dinner because you sent it.”

In the same batch of mail a paper arrived which reported that about one billion people in this world suffer from hunger and malnutrition. Yes, we said ONE BILLION.

True, there are hungry people in our own nation, whom we try to help through our public and private social agencies. But we also have stored in our country billions of pounds of surplus foods—the “overproduction” of our farms, purchased by our government in an attempt to maintain prices which will enable our farmers to live decently.

The government and CARE have gotten together to make some of this food available, at nominal cost, to hungry peoples of other lands. Any one of us can ask CARE to send food parcels, in our own name, to hungry families abroad—in any country we designate.

This doesn't have to be a Christmas project. CARE is in business to help mankind on a year-round basis. And hungry families need much more than a good, hearty Christmas dinner to give them strength and courage.

In a forthcoming issue we'll write about “overproduction” or “underconsumption” or the “scarcity of world transportation”—all of which are factors in this American paradox of huge food surpluses. For the moment, however, we'd like to think that some good will come to some hungry people because of the spirit of giving which abides within so many of our own generous citizens.

And—we'd like to thank International Representative George A. Mulkey for his thoughtfulness in remembering us with this wonderful and satisfying Christmas gift.

Safety Award To Walt Morris

The San Jose Division Suggestion Committee announced the selection of Brother **Walter Morris**, System Safety Committee member for Local 1245, for a preliminary award. Bro. Morris has suggested that the Motor Vehicle Complaint Order Book be carried in each PG&E Company vehicle to expedite the writing of a complaint tag when faulty equipment is first noticed. Bro. Morris states that availability of the Complaint Order book will reduce the chances of a driver forgetting to write up a complaint, thus expediting the correction of hazardous conditions and increasing the safety factor for workers riding in the vehicle.

Sonoma

Hanna Boys Center Serves Our Youth

Known as “The Boys Town of the West,” the Hanna Boys Center for underprivileged boys of 11 to 15 years is rounding out its sixth year of service to mankind.

Located on a 180-acre ranch in the beautiful Valley of the Moon, the center is “home” to more than 1000 youngsters who are referred by various social agencies. These are boys who, through little or no fault of their own, either do not have a home, or cannot live in their home for one reason or another.

Started by Archbishop John J. Mitty as a small experimental boy's center at Menlo Park during World War II, the center was named for the late Archbishop Edward J. Hanna, who was noted for his devotion to the cause of neglected youth.

When the demonstration unit had fulfilled the highest hopes of its founders, it was moved in 1946 to Sonoma. More than 50,000 warm-hearted Westerners responded to an appeal for funds and the new and larger center was built. In 1953 and 1954, more than 1000 skilled union workers and management members of the construction industry contributed the labor, materials and money to build three new cottages for the Center.

Six cottages, each with space for 21 boys, are now in operation. The Center also conducts a school, a vocational shop, has a chapel and a fine gymnasium with a 75 x 25-foot swimming pool. The boys utilize the acreage to help solve the everyday food problem and to foster the agricultural talents of many of their number. Livestock donated to the Center forms the nucleus of this program.

At the present time, various representatives of AFL unions are giving the benefit of their experience by counselling Right Rev. Wm. L. O'Connor and his Board of Directors in the proper methods of equipping a new Trades School. This school, opened only a few weeks ago, is designed to provide an opportunity for these once-homeless and neglected boys by teaching them the elements of a useful and honorable skill.

Boys of all races, colors and creeds are welcomed at the Center. Major financial support is from voluntary contributions (which are tax deductible).

Completion of the Trades School and the construction and equipping of an Infirmary are the current major projects of the Hanna Boys Center. These projects must be accomplished through the voluntary contributions of money, skill and labor given by supporters and friends of the Center. In keeping with its policy of assisting, when possible, worth-while youth activities, the Executive Board of Local 1245 has authorized a small contribution to the Center. Any member may offer assistance by visiting the Center or by mailing a contribution to Box 100, Sonoma, California.

Little Tommy had just returned from a birthday party and was asked by his mother, “I hope you didn't ask for a second piece of cake.”

“No. I only asked Mrs. Smith for the recipe so you could make some like it. She gave me two more pieces.”

Research and Education Corner

By ELMER B. BUSHBY

Rotation on Jobs

An arbitrator has recently ruled that a company had no right under the contract to require workers to rotate among jobs within the same classification, even though it may have been a desirable thing to do.

The agreement was silent on the matter of job rotation, but on the subject of transfer generally, it set forth a procedure by which vacancies were to be filled. In order that the employees would gain broader experience the company put a job rotation program into effect, under which the workers moved from job to job—such movement being within their respective classifications. Those affected protested that such a practice violated the agreement.

The arbitrator agrees with the Union. Since the agreement provides that the vacancies could be filled by transfers, and is silent on transfers to jobs that are already filled, it bans the latter type of transfer by implication. Job rotation, noted the arbitrator, is nothing but a series of simultaneous transfers and therefore is not allowed under the agreement—notwithstanding that it might be a desirable practice from the standpoint of everybody concerned.

(Simmons Co. and Machinists, AFL.)

Let's Change the Statistics

A recent survey prepared by the Bureau of Labor Statistics shows that 65 per cent of 63 Electric and Gas Utility agreements studied in 1954, which covered 189,000 workers, contained UNION SHOP provisions.

Confidential Employees

Having the power to bind the company in certain matters is not in itself a decisive factor in determining what makes a worker a “confidential employee,” according to one arbitrator.

One Union's contract covered all weekly-paid employees except the supervisors and confidential employees. It was agreed that the job of “sales clerk” was covered by the agreement. During the term of the agreement, however, the company assigned the duties of the sales clerk to a “sales assistant” and did not fill the clerk vacancy. The only difference in the two jobs was that the “sales assistant” had the authority to bind the company in certain matters. The company claimed that this authority was sufficient to make the job confidential, and so took the incumbent out of the bargaining unit.

Nothing doing, said the arbitrator. He could find nothing in the “Sales Assistant's duties that indicated it was of a confidential nature. The authority or power to bind the employer doesn't make the job either supervisory or confidential. Therefore, the position properly belongs in the bargaining unit, he ruled.

(Federal Telephone and Radio Co. and Electrical Workers, CIO.)

Principle Versus Money

In New York City recently, a group of automobile salesmen, members of the AFL Teamsters' Union, went out on strike. Nothing so unusual about that—except that they are Cadillac salesmen. A Union spokesman stated that the salesmen have ONLY the opportunity to MAKE MONEY—and are demanding holidays, vacations and regular working hours. Average income of these Cadillac salesmen is \$17,000 per year, with some earning up to \$40,000.

Labor and Education

Labor and education have been joined in a close and inseparable alliance since the earliest days of trade unionism in this country. They have advanced to their present status together, and together they hold the key to continued economic and social progress.

The forces which have led to the expansion and improvement of the American educational system have stemmed in large part from the efforts of organized labor. The expansion of public education, in turn, has helped to support the growth and effectiveness of the trade union movement. As a consequence, the spiritual blessings and material benefits of freedom and opportunity, under democracy, have been secured and extended in increasing measure with each succeeding generation of Americans.

Democratic institutions are weakest in areas where educational standards, facilities and opportunities are at the lowest level. Unless the people are equipped, through education, to understand and appreciate their common interests, rights and responsibilities and to develop and exercise their inherent strength in an intelligent and responsible manner, neither labor nor democracy can flourish. That is why a democratic society, if it is to maintain itself, must always accord first priority to the education of its citizens.

The process of education must not and cannot end with youth. Education is a continuing, lifelong pursuit. It must keep pace with the demands of growth and change, and the broader responsibilities of mature citizenship in the face of shifting circumstances, problems and issues.

We need more and better schools everywhere in the nation. But better education requires a great deal more than the construction of new buildings, important as that may be. It requires the encouragement of teaching as a career and the enhancement of its rewards, opportunities, satisfaction and freedoms. And it requires a strong resurgence of the spirit of free and open inquiry.

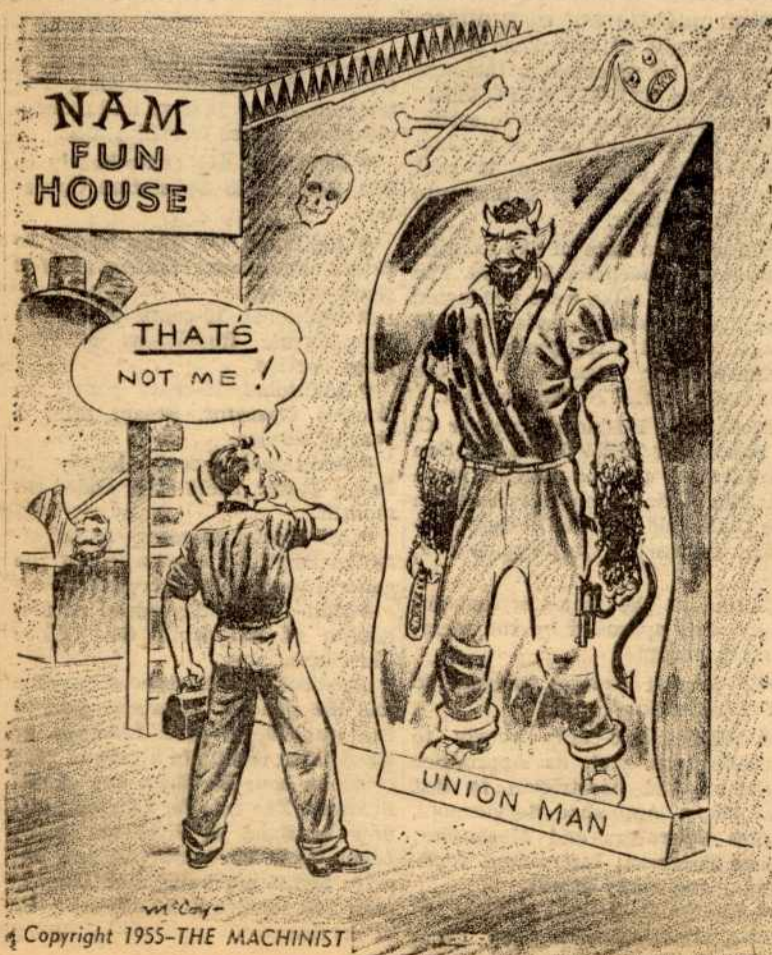
In many communities today, school boards are controlled by representatives of groups which, in the past, furnished the strongest opposition to the expansion of public education, while labor and other groups who have done most to promote the educational system have secured little, if any, representation. The consequences are only too apparent—the denial of adequate funds, tax savings for the well-to-do at the expense of the schools, efforts to enforce a narrow rigid orthodoxy, and a failure to educate the young as to the vital role of labor in the life of our society.

Today, the American Federation of Labor is working for the improvement and equalization of educational facilities throughout the nation, for the welfare of the nation's teachers, and for every measure which will improve the educational opportunities of the nation's children, rich and poor alike. This effort must be carried on at every level—local, State and Federal. But it is directed, in the last analysis, toward the home community where our members must live and secure education for their children.

It is the duty of every working man and woman to take a more active and energetic interest in the educational affairs of their communities, by working through parent-teachers associations, by seeking representation on boards of education, by supporting adequate school budgets and by supporting candidates for office who will work for a stronger educational system. For if we neglect our responsibilities and opportunities in the home community, where results count most, we cannot hope to advance them in any broader or more distant sphere.

WILLIAM F. SCHNITZLER, Secretary-Treasurer, American Federation of Labor.

Washington, D.C.



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Gilleran Extends Season's Greetings

Primary objectives of our local union during the past year have been to ORGANIZE and to extend our EDUCATIONAL PROGRAMS. As 1955 draws to a close we can take pride in many of the achievements we have realized.

We have increased our membership during the year despite many adverse conditions. Many lay-offs and the process of attrition have reduced the potential membership in the PG&E bargaining unit, but we have been able to expand our jurisdiction in order to offset this loss. Citizens Utilities Company employees joined with us in Local 1245 and their trade union solidarity resulted in a successful UNION SHOP agreement. The Coast Counties Gas and Electric Company was merged with the PG&E Company just prior to the first of this year. Nearly every worker from this group has joined our Union and they are taking an active part in all our activities.

One division on the PG&E properties has attained 100 per cent union membership and several others are rapidly approaching this mark. Interest in the goals of our Union has quickened in the Bay Area and real progress is being made in these Divisions.

The Unit Chairman's Conference, held at the University of California, climaxed a successful year in the field of Union educational programs. Steward and Grievance Committeemen seminars are being supplemented by Area meetings in which the wives of our Union members are participating. In addition to proving popular and effective, these meetings serve to improve the general understanding of our purposes and goals.

Plans are now being developed, with the co-operation of experienced educators, for establishment of programs which will offer training in the more technical aspects of our industry to our membership.

While attending the merger convention of the AFL-CIO with your Business Manager, I found that our inter-union relationships are at a new high. We have been exchanging information and ideas with many other Union representatives during the past year, by correspondence, and meeting many of them in person has helped to cement healthy relationships.

I am very proud to have been a part of a Local Union which is recognized by so many, in and out of labor organizations, as a progressive organization. Our job is still a long way from being completed, but we are definitely on the right track to greater accomplishments. I want to take this opportunity to thank each of you for the support which has brought success to our programs, and to wish you a Merry Christmas and a prosperous and Happy New Year.

Auto Hints

America's 58,000,000 cars, trucks and buses consume an average of more than 120,000,000 gallons of gasoline each day.

Figueroa Street in Los Angeles, which extends for 22½ miles, is the longest city street in California.

One third of all new car buyers own two or more cars.

SPLIT-SECOND TIMING

Driving at highway speeds, the average automobile engine fires over 16,000 times every minute. If this ignition in the cylinders does not occur at precisely the right instant, your car is wasting both gasoline and power. For maximum efficiency and driving pleasure, regular tune-ups by qualified garages are advised.

OIL DOES TWO THING

One of the most important requirements of an automotive engine is good, clean oil to lubricate the many moving parts. But oil also has another function, to help keep the engine cool. In fact, the temperature of the oil is frequently higher than that of the water in the cooling system. Be sure to check the oil level in your car regularly.

Organizing and Negotiations Are The Union's Major Activities

By L. L. MITCHELL
Assistant Business Manager

While full scale operation of our Union requires a variety of activities, the most publicized are ORGANIZATIONS and NEGOTIATIONS for improvements in wages, hours and working conditions. These two important functions may be considered the real tests of ACHIEVEMENT for a Union.



Mitchell

There are a host of other functions, however, which are necessary complements to these two big responsibilities. As a rule our members know considerably less about these Union functions.

In the early development of the American trade union movement, labor leadership was the most vital force. Main requirements of that leadership were stamina and courage, together with the ability to convey ideas and inspiration by the spoken word.

During the course of the last 20 or 30 years, these requirements, though still the core of leadership, have been augmented by many other necessary qualifications. As new technical and industrial horizons have been developed, the scope of Union activity has become more and more complex. Today, Union leaders face problems which might have baffled the labor leaders of the past.

In addition to administrative ability, the labor representative of today must, in effect, be a public relations expert, an economist, a psychologist, an editor and author, a commentator on national affairs, an analyst of domestic problems, a lawyer and a specialist in the fields of legislation, education, human relations and social welfare problems.

As you can easily understand, the wide range of activities of a labor union of any size makes it imperative that a business manager build a staff of capable representatives who can carry out the variety of functions under his direction. The well-rounded union staff includes specialists in several fields as well as clerical and field service personnel.

As we develop SAFETY PROGRAMS, apprenticeship training, skill improvement, union education and welfare programs, we find that these lead us into additional areas of operation. Membership demands for negotiations lead us to studies of automation, unemployment, disabilities, shorter working week and social welfare insurance of every kind.

THESE PROBLEMS CALL FOR RESEARCH STUDIES. To develop an understanding of all factors involved, and to devise programs to meet the issues, a great amount of information must be collected, screened and analyzed. Research libraries and technical filing systems must be devised for the orderly collection of all types of publications, books, contracts and pamphlets. These help us to prepare data to use in seeking our immediate goals as well as to develop information for use in gaining our long-range objectives.

EDUCATION—the constant quest for additional knowledge by staff representatives and union members—is another important function.

Our continuing need for self-improvement leads in many directions. During the past year, for example, we have participated in Worker Education conferences sponsored by the University of California, the Governor's Conference on Education, a Clinic on Conference Planning, several State A. F. of L. sponsored educational programs, the California Labor Press Conference, and numerous other events. Within our own organization we have conducted a week-long staff seminar, five 2-hour staff classes on instructor training a 2-day Unit Chairman's conference at the University of California, and numerous regional shop steward and grievance training sessions.

PUBLIC RELATIONS wise, we

have improved our status both within the ranks of labor and with the general public. Our participation in, and endorsement of, charity fund raising drives, assignment of Union speakers to outside organizational meetings, participation in conferences and study sessions of community affairs groups have helped to broaden the understanding of our Union and win us new friends.

Active participation in the deliberation of numerous AFL Central Labor Councils has aided us in the protection of our membership from raiding and jurisdictional rows. This activity assumes increasing importance as unemployment levels rise in the general labor field.

Our Union has been recommended as an example of a good, representative American trade union by university leaders and U.S. State Department officials. At their suggestion we have received visitors from many sectors of the United States, as well as from Korea, West Germany, France, Italy and the Hawaiian Islands.

COMMUNICATION with our members becomes increasingly difficult as we broaden our activities within the tremendous geographical area served by our Union. In an effort to improve communication, we publish a monthly newspaper and issue numerous bulletins and pamphlets dealing with various aspects of the Union's activities. Unit meetings are held in big cities and remote villages alike, to provide access to every Union member. During the past year more than 1,500 meetings were held to convey information to our members. These included unit membership and executive committee meetings, shop steward, Policy Committee and Executive Board meetings, in addition to a host of special committee meetings. On the matter of grievances alone over 200 meetings were conducted in all areas of our jurisdiction.

POLITICAL ACTION must play its role, too. Last year, through our activities in this field, members who work for public agencies received substantial wage increases and improved working conditions. Many hours were spent at meetings of city councils and agency boards of directors, plus personal conversations with individual political leaders, to help us make gains for our members. Since written contracts cannot legally be entered into in behalf of municipal or public agency employees, our protection must be won through legislation and adoption of civil service rules. At the state level, we have visited many senators and assemblymen, and attended numerous legislative committee meetings, to work for passage of improved industrial disability, unemployment compensation, safety and social welfare laws.

KNOWLEDGE OF LAW is becoming more and more important in the administration of our Union. NLRB rulings and determinations must be studied and analyzed. Court decisions and interpretations of law must be understood by our representatives. Maintaining compliance with the provisions of the Taft-Hartley Act, for protection of our certification, means constant vigilance. We must, of necessity, retain a competent law firm to advise us in all legal matters.

WELFARE PROBLEMS are always with us. Distressed members seek advice concerning available jobs, industrial compensation, unemployment insurance, social security and free medical and hospital services. An understanding of existing social legislation, together with the requirements of various regulatory bodies, is essential if we are to effectively serve our members. We must frequently assign a representative to appear before a referee, commission or regulatory body in our efforts to gain or preserve benefits for individual members.

UNIONS, in a sense, are businesses which require capable administration. The purchase of equipment supplies, the hiring and supervision of clerical, staff and specialized personnel, the banking and investment of funds, the maintain-

ance of accurate accounting records, the budgeting of expenditures and the general services to the membership are all part of a Union's business.

CONTRACT ADMINISTRATION involves a continuous search for factual information, and studies and interpretation of the contract language. Effective administration tends to reduce the number of grievances, as more and more disagreements about the intent of contractual language are resolved.

All these areas of Union operation and administration have occupied your business manager and the members of the staff during the past year. Our organization is stronger and more sound today than it has ever been in the past. And let's all remember—that the sign-up of each new member brings us closer to the possibility of greater accomplishment.

We are proud to say that all of our Union services and responsibilities have been carried on with one of the lowest dues structures to be found in organized labor. While we have insufficient finances to enable us to undertake even more projects, we have tried to meet this lack by hard work and continuous attention to our Union responsibilities. With more time—and greater help—we can realize some of our long-sought goals.

New Rep. Reports On Pipeline Dept.

By FRANK GOSS
Bus. Rep., Dept of Pipe Line Operation and General Construction

With the coming of the holiday season it means that a new, and I hope a better year is ahead of us. I became a member of the staff of Local 1245 on October 3, 1955 and was assigned the duties of representing the members in the Department of Pipe Line Operations and the southern half of General Construction.



Frank Goss

Much of my time thus far has been spent in becoming better acquainted with my first assignment. In the majority of cases I find extreme willingness among the members, the shop stewards and the grievance committeemen to give me their full cooperation. I want to thank all of you for this helpfulness. As a representative of the Business Manager of our Union, I have tried to serve all of you to the best of my ability and I will continue to do so in the coming year. As long as this kind of mutual cooperation exists it makes our Union strong and better able to gain the wages and working conditions we are striving for.

In many areas I have found very capable shop stewards at work, solidly supported by their members. The employees are usually well organized in these areas. In a few places, however, I have found that there are no shop stewards at work and in most of these cases, poor organization exists. These danger spots act as a small nail hole would in a new tire. It is the responsibility of all of us to mend this hole, before it becomes more dangerous, by getting all non-members to join our Union. This might well be our New Year's resolution and our number one project for next year.

Since I will be unable to see many of you in person before the holidays, may I take this opportunity to wish all of you a very Merry Christmas and a happy and successful New Year.

It was the little girl's first day at school and the teacher was making out her registration card.

"What's your father's name?"
"Daddy."
"Yes, I know, but what does your mother call him?"
"She doesn't call him anything. She likes him."

Good Meetings Feature Past Year

By W. SCOTT WADSWORTH,
Business Representative, San Joaquin Division

Regardless of the physical changes or accomplishments reported within a specified period of time, their effect on the thinking, attitude, and actions of people is



Wadsworth

the only way to measure progress. In this past year we see the introduction of Area type informational meetings, better stewards seminars, school for unit chairman, and safety committees activated. These are instruments for education and strength, but only the instrument or tool. With pride I report that your stewards have a better understanding of the agreement and grievance procedure, Unit Officers are improving the conduct and efficiency of your meetings, and Safety Committees are working. I would like to pay special tribute to your Grievance Committee, Stewards, and Unit Officers who have worked diligently this year to protect your working conditions, and improve immeasurably the conduct of your Unit meetings. It is also invigorating to see more and more members with a better understanding of the overall problems of labor, volunteering to serve on committees, accepting political responsibilities, and demonstrating pride in their organization. It then becomes apparent that these tools are being used and we can measure progress in 1955.

I sincerely wish you and your families a merry Christmas and call sober attention to the challenge of 1956.

Learning How to Live

In 1923 a very important meeting was held at the Edgewater Beach Hotel in Chicago. Attending this meeting were ten of the world's most successful financiers. Those present were:

- The President of the largest independent steel company
- The President of the National City Bank
- The President of the largest utility company
- The President of the largest gas company
- The greatest wheat speculator
- The President of the New York Stock Exchange
- A member of the President's Cabinet
- The greatest "bear" in Wall Street
- The head of the world's greatest monopoly
- The President of the Bank of International Settlements
- Certainly we must admit that here were gathered a group of the world's most successful men—at least men who had found the secret of "making money." Over thirty-two years later, let's see where those men are.
- The President of the largest independent steel company—Charles Schwab—died bankrupt and lived on borrowed money for five years before his death.
- The President of the greatest utility company—Samuel Insull—died a fugitive from justice and penniless in a foreign land.
- The President of the largest gas company—Howard Hopson—is now insane.
- The greatest wheat speculator—Arthur Cutton—died abroad insolvent.
- The President of the New York Stock Exchange—Richard Whitney—was recently released from Sing Sing Penitentiary.
- The member of the President's Cabinet—Albert Fall—was pardoned from prison so he could die at home.
- The great "bear" in Wall Street—Jesse Livermore—died a suicide.
- The head of the world's greatest monopoly—Ivor Krueger—died a suicide.
- The President of the Bank of International Settlements—Leon Fraser—died a suicide.

All of these men learned well the art of making money but not one of them learned how to live.

FAR NORTH UNITS, GOOD YEAR

By ROY D. MURRAY, Bus. Rep., Shasta and De Sabla Divisions of PG&E and Northern area of the Citizens Utilities Company

At the start of the year our members in the far north and mountain country were faced with many complex and important issues. It appeared that membership interest had lagged to some extent, yet we were faced with the necessity of making many adjustments in the Shasta and De Sabla areas, brought about by changed Company policies.

R. D. Murray

The membership did respond to these challenges—and have approached the responsibilities of organizing and improving their Union with renewed vigor. We can well be proud of the record these members have established during 1955.

The highlights of the record of progress in each group are set forth here as examples of our membership response to the challenge.

SHASTA DIVISION

The year commenced with completion of negotiations on improved lines of progression for power house operating personnel and ratification of the agreement by the members. A relocation of operating personnel was necessary to meet the company policy of discontinuing the classification of Second Operator.

100 percent Union membership was attained by many units, including Fall River, Pit No. 3, Coleman P. H., Weaverville, Hayfork, Volta, Inskip and Cottonwood. Shop steward groups were reorganized in most units and regular steward meetings were begun in all areas.

Negotiations were completed on new classifications for Cottonwood substation, and a good many grievances were settled, some of which involved back pay for our members.

By the middle of the year, 100 percent Union membership had been attained in the Warehouse and Garage departments. The Union's safety program had been formulated and safety committees were established in all units.

Red Bluff unit held its annual barbecue party at the home of Edith Shook at summer's end. The Junction City P.H. unit reached 100 percent Union membership, and a Division meeting held in Redding found delegations from all over the north county in attendance.

At year's end, our members are continuing their organizing campaign; have taken a renewed interest in the 5-county Central Labor Council; and are beginning preparations for the coming system-wide negotiations on wages and conditions. With membership totals reaching a new high, we confidently expect a good finish to a progressive year.

DE SABLA DIVISION

The beginning of 1955 found our units in De Sabla reorganizing their shop steward groups, starting an organizational drive which quickly produced 100 percent Union membership in Almanor Line Crew, Caribou Camp, Rock Creek P.H., Las Plumas, De Sabla P.H., Lime Saddle P.H., Parish Place and the Ditch Patrolman group. Union activities in the Feather River Canyon were consolidated, with meetings now scheduled for Yellow Creek.

During the spring months, all Feather River Canyon units held a joint meeting, the Caribou and Storrie Units combined, and additional shop stewards were appointed to police the agreement. Many grievances were resolved in favor of our members, and one settlement included more than \$800 back pay, plus wage readjustments, for Utilitymen.

During the summer, unit safety committees were established, more stewards were appointed and executive committees in all units were reactivated to improve meeting planning. A favorable settlement was reached on a long-standing dispute over payment of overtime to relief operators in Feather River power houses when working out of schedule. The back wages claimed by the Union were to be paid by the Company.

100 percent Union membership

was reached on the Labor Crews at Storrie and the P.H. maintenance crews at Rock Creek. A Division meeting was held in Chico with good attendance from every unit. The Division Gas Department also reached the 100 percent Union mark, and the Willows unit established the record of the highest average meeting attendance in the Division.

At year's end, all shop stewards, officers, and committeemen are handling their jobs well and look forward to even greater participation and support of the Union programs during 1956.

CITIZENS UTILITIES

The beginning of 1955 found these telephone utility employees, without a Union contract or wage scale, engaged in the struggle to form a Union and enter negotiations with their employer. Despite strong Company opposition at every turn, these workers rallied together, formed one of the most solidly organized segments of our local Union, and attained their goals.

Following an organizational campaign and a demand for an NLRB-conducted Representation Election, which was won by the employees with an overwhelming majority vote, the Certification for Union representation was granted by the Board on January 27th.

Meetings were held in every area of the company's operations, shop stewards selected, and contract proposals drafted by the members. The sign-up of the few remaining non members until all but 4 of the eligible employees were in the Union. Unit meetings in Alturas, Burney, Susanville, Greenville and other areas usually found every member in attendance except the Night Telephone Operator!

Contract negotiations were entered into in the late spring, with Edwina Bush, Diane Hastings and James Dwyer serving on the Union committee, assisted by Bus. Reps. Hansen and Murray. Following nearly six weeks of "tough" negotiations, with little success being achieved by the Union committee, meetings were called to vote on the company's "final offer." The offer was flatly rejected and 96 percent of members voted to strike, if necessary, to attain their demands.

With the services of a State Conciliator being accepted by both parties, negotiations were resumed in June and a settlement finally reached which was approved by the membership.

Bro. James Dwyer was elected Policy Committeeman to represent the Citizens Utilities group and attended his first meeting in Oakland in July. Meantime, the contract was put into effect, grievance machinery was established, agreement was reached to post job vacancies for bid, and study was undertaken for development of an apprenticeship training program.

Year's end finds the Company and all its employees geared to the major job of completing its construction program in the Greenville area. There is every indication that, through mutual recognition of each other's problems and rights, the task of establishing a co-operative and workable relationship between Company and Union can be accomplished.

On the political front, Susanville attorney Stanley Arnold was elected State Senator for the 1st Senatorial District, comprising Modoc, Plumas and Lassen counties, on December 6th. Senatorelect Arnold, a Democrat, had enjoyed the support of the local LLPE and the California League in his bid for elective office.

READY FOR NEXT YEAR

Throughout all the northern area 1955 has been a good year in the organization and progress of our Union. The unit officers, committee members, shop stewards and active members have made this record of accomplishment possible, through hard work, cooperation with and consideration for their fellow members, and faith in their Union and the cause it represents.

They have made good use of their Union—and they are good Union people. As their business representative I take pride in recording their accomplishments and claiming them as friends.

May their success in 1956 be even greater than in the year here recorded.

Municipalities Show Gains During Year

By ALFRED M. HANSEN, Public Jurisdictions Business Rep.

Our membership in the public jurisdictions and transit lines can all take pride in the progress they have made during the year of 1955.



Despite the continuing losses of business faced by the transit industry generally and the legal prohibition of true collective bargaining with public agencies, every one of these units under jurisdiction of Local 1245 has made gains.

SAFETY PROGRAM AT SMUD

One of the highlights of the year was the "first" scored by our bargaining committee with the Sacramento Municipal Utility District in the establishment of a joint safety committee. Recognition by the District officials that "Safety is EVERYBODY'S business" was hailed by all our members as a major step forward. In addition, a wage gain of 7½ cents per hour was chalked up and safety belts will now be furnished by the District.

SACTO. TRANSIT PACT

Another important milestone was scored when officials of the Sacramento Transit Authority, a public agency, agreed to sign a collective bargaining agreement with Local 1245, including the Union Shop and dues check-off. The new agreement also provides for a 7 percent wage hike, retention of benefits negotiated with the former private ownership of the transit lines, and liberalized sick leave provisions.

KEY SYSTEM GAINS

Our members employed by the Key System Transit Lines, serving the East Bay area and trans-bay commuters, scored this year with agreement on a 12 cent hourly wage hike, in two steps, and pay for holidays NOT worked, a rarity in this industry. These negotiations were conducted by Research & Educational Director Geo. L. Rice and a committee of our Key System members.

CITIES ALL SHOW GAINS

Our members employed by the Cities of Berkeley, Oakland, and the Alameda Bureau of Electricity all received wage increases during the year.

Berkeley led off with a general wage increase effective during March, which brought their rates of pay up to parity with the Oakland rates prevailing at that time.

Oakland followed through, however, with an increase which again disrupted the wage parity which had existed for a few months with our Berkeley members. The Oakland Unit bargaining committee, dissatisfied with the disproportionately small increase granted the Laborers assigned to the Electric Department as Helpers, continued discussions with city personnel directed Harry Rosenberg. The committee, aided by Geo. L. Rice, made a strong plea for reclassification of the Electric department Helpers, and asked for additional pay for these men. The outcome of this session is still unresolved.

ALAMEDA COMMITTEE ACTIVE

The livewire committee of members from the Alameda Bureau of Electricity held several meetings with officials of the Bureau which resulted in gains of about 3 percent. Dissatisfied with this, the committee appeared before the Board of Directors of the Bureau and, aided by Rice, presented statistical data to prove their case for an additional 5 cent hourly increase was granted. In addition, pledges have been made that a hospitalization and medical plan will be worked out for the employees, with the Bureau or the City paying at least a part of the cost.

PINOLE P. & L. CO.

The smallest group of members in our entire Union, the employees of Pinole Light and Power Company, serving the Rodeo-Pinole areas, are awaiting results of a pension plan study initiated by Mr. Edward Downer, owner of the company. Sole Union demand in negotiations this year was for a company contribution of 18½ cents per hour to a jointly sponsored pension plan. While agreement has been reached in principle, the details of working out an appropriate plan

Watch Your Language

We see that Earl Jimerson and Pat Gorman, the top executives of the Amalgamated Meat Cutters and Butcher Workmen (AFL) have started a campaign in their union against cussing. Now we don't want anyone to think that we're in favor of cussing as an everyday means of expression. But there are times when cussing can relieve a lot of tension and pent up emotion. And the doctors say it's better for one not to suppress such feelings.

Puts us in mind of the story about the two riveters who were hauled into court for disorderly conduct on the complaint of a rather fussy old lady. They were accused of using ungentlemanly language—to put it mildly. Asked to explain their side of the story, the first riveter, Joe, told the court:

Well, Your Honor there I was up on that scaffolding with my pneumatic hammer and Jake was tossing red hot rivets up to me and I'd catch them in a basket. So I missed one and it dropped on Jake and went down inside his collar. And Jake looked up at me and all he said was: 'Joseph you really must be more careful,' and all I said was: 'Certainly, Jacob, you're absolutely right.'"

Economic Problems of the West

Mr. Carl Wente, Chairman of the Executive Board, Bank of America, President of the California State Chamber of Commerce, and prominent business man, predicts a rosy future for the Californians of tomorrow.

Speaking to members of the Commonwealth Club on the subject of "Economic Problems of the West's Rapid Growth," Mr. Wente declared, "We have the resources, the labor . . . the opportunity . . . to build this state beyond our most cherished dream. Our only real problem . . . is us!"

Mr. Wente forecast a West Coast (California, Oregon and Washington states) population of more than 43 million by 1975, with over half this number in California.

"To accommodate these people," he said, "we must create jobs—more jobs—and more jobs."

He reported an annual increase of 198,000 jobs in California in the post Korean period.

As examples of industries which are constantly expanding—and hiring more workers, he listed the following:

Fabricated metals industry—up 50 per cent.

Electrical machinery—up 240 per cent.

Paper products—up 90 per cent.

Instrument manufacture—up 120 per cent.

Despite these gains, according to Mr. Wente, there are still fewer people employed in these industries in California than in other big states.

As to future expansion, Mr. Wente cited bright prospects for food processing (dependent upon adequate irrigation water), textiles, lumber, paper products, apparel, chemicals, petroleum—especially by-products, fabricated metals, and electrical machinery, which he characterized as the most rapidly growing industry in the state, particularly in electronics manufacturing.

The largest employer division in California is in the manufacture of ships, aircraft, busses, automobiles, all of which he termed "transportation equipment." Growth in these industries, he advised, will depend chiefly on government contracts—and California "isn't getting its share thus far in the post-Korean period."

We have enough water in California for any foreseeable circumstance. The real problem, claimed Mr. Wente, is adequate distribution of our available water resources.

On the important water question, Mr. Wente advised that while we use 12 million acre feet of water per year now, we are permitting 71 million acre feet to run off an-

for a very small group have yet to be overcome.

Our people in the public and transit jurisdictions are proud and active IBEW members. They take the lead, not only in behalf of their own interests, but for labor and worthwhile community affairs of every nature.

I am privileged to extend to every reader of the UTILITY REPORTER, personally and on behalf of these outstanding members, our very best wishes for a happy holiday season and a busy, prosperous New Year.

nually. He cautioned, however, that new development of water resources will be far more costly than anything undertaken previously.

Mr. Wente also claimed that the West has the greatest source of minerals and metals, still untouched, of any state. He also cited timber reserves, now in excess of 360 billion board feet, as opposed to last year's cut of 6 billion board feet. By using proper forestry methods he claimed we can cut timber in California "forever."

Mr. Wente also urged continuation of our jointly-administered apprentice training programs, which he called "the finest in the world." He also recommended continuous expansion of our schools and colleges to help train our young people to take their place in the working world.

The luncheon meeting was held at the Merchants Exchange Club in San Francisco. Research Director Geo. L. Rice attended as the representative of Local 1245.

Turlock

State Order Is Ignored by PG&E

Back in April of 1954, employees in the Turlock office of the PG&E company complained to the Division of Industrial Welfare of the California Department of Industrial Relations that rest room facilities furnished them were inadequate. The Division, in its Order number 4-52, established certain standards which must be maintained by all employers.

Following an inspection of the premises by an agent of the Division, the Company was ordered to make necessary adjustments in order to comply with the provisions of the Order. Such notification was given the PG&E on October 25, 1954.

The correctional order of the Division required the Company to provide a suitable rest room for women employees, who were restricted to the premises during their 10-minute "rest breaks."

Thus far, the Company has not seen fit to comply with the compliance order of the Division. The Union will now contact the Division of Industrial Welfare to request enforcement of their order, issued more than a year ago. Enforcement steps are usually effected through the District Attorney of the county in which the violation occurs.

N.Y. Teachers Ask Better Conditions

NEW YORK—The New York Teachers Guild, AFL, noting that "salaries paid teachers are not adequate to compensate for the disadvantages of teaching as a career," asked adequate salaries and removal of some of the conditions.

Requests to the Board of Education included half-pay sabbatical leaves, rest periods, clerical assistance, and special patrolmen to cover monitoring duties now performed by teachers.

GRIEVANCES ARE PRIME CONCERN

(By ELMER B. BUSHBY, Secy., System Review Committee)

My activities for the year 1955 have centered primarily around the processing of grievances involving the rights of our members. I have served as secretary of the System Review Committee, which has endeavored to resolve 41 cases which appeared on our agenda during the year.



E. B. Bushby

Your Union was involved in two arbitration proceedings with the PG&E Company. This writer served on the Arbitration Board in both cases and performed the preliminary "leg work" for the attorney who presented the Union's side of the cases.

The first arbitration related to the rights of an employee to restoration of employment upon return from a leave of absence. The majority of the five-man Board, with Mr. Sam Kagel as impartial chairman, ruled in favor of the Company. The Union members of the Arbitration Board dissented with the majority decision.

The second case dealt with the alleged lack of qualifications of a bidder for a public contact job. This case is still being studied by Mr. Arthur Miller, impartial chairman for the Arbitration Board. It is expected that he will call the Board into executive session for

the rendition of a decision in the next week or so.

In addition to the every day routine of business relating to grievances, I have gradually catalogued and filed for ready reference much of the information dealing with past grievance decisions which is available to the Union. We now have a nearly complete file of all PG&E Division Grievance Committee minutes, with attendant correspondence, rulings, bid sheets, job award bulletins, by-pass letters, and related documents. References to these files have aided immeasurably in determining the Company's past policies and practices.

Last spring the entire staff of business representatives was called to the Union headquarters for a week-long, intensive educational program. This writer developed and presented the material relating to contract enforcement. I'm happy to report that the information has been put to good, practical use in the field. It is evident by the fact that grievances filed since then have, for the most part, been actual violations of the agreement and not based on "wishful thinking." This can be attributed to the splendid co-operation of the business representatives, grievance committee members and shop stewards. Several business representatives have conducted Grievance seminars in the field and, for this, they have my heartiest thanks!

Last July I was especially fortunate in being granted the opportunity to attend the White Collar Workshop, sponsored by the American Labor Education Service, at Sarah Lawrence College, (Bronxville, N.Y. While there, I was honored by the student body, which elected me to the National Board of Directors of the White Collar Workshops. I'm certain that a good many of the ideas and suggestions made at this school will be adopted in our forthcoming all-out program to organize the unorganized PG&E clerical employees.

So, to wind up the year, I wish to take this opportunity to extend Season's Greetings to my many friends throughout our jurisdiction and to wish our Local Union continued success in the coming year.

Automation Will Hurt Women Wkrs.

Pittsburgh, Pa.—Assistant Secretary of Labor Rocco C. Siciliano said women workers may be most affected by the impact of automation on jobs at the bottom of the skill scale.

He pointed out that women are frequently employed as semi-skilled workers, machine watchers, routine assemblers, and in lower-grade clerical jobs for which demand will most likely lessen as industry shifts toward greater mechanization.

The Assistant Secretary noted, however, that Labor Department studies made so far suggest that the adverse impact of technological changes on workers "can be substantially alleviated by advance planning."

Mr. Siciliano spoke before a labor-management conference at the University of Pittsburgh.

While in the past, he said, there were few measures to cushion the impact of technological changes on the individual worker, "today there is greater recognition on the part of all groups — management and government as well as labor—of the need for planning the human aspects of technological change as well as the financial and technical sides.

"We have today a system of unemployment compensation and public employment offices to make the transition from one job to another easier. Perhaps more significant are the changes within industry. Executives of some of our largest corporations expressed a more lively sense of responsibility for the destiny of their workers at the recent hearings on automation than they might have 20 years ago when this subject was discussed."

Mr. Siciliano said collective bargaining now covers nearly two-thirds of all factory workers and "provides management and unions a means for working out together their joint responsibility to the workers affected."

Coast Valleys And San Jose Division Expanded

(By GERALD W. MORAN, Business Representative)

This is a good time to look at some of the happenings of the past year that have had an effect on the lives of our members and their families in San Jose and Coast Valleys Divisions.

Many boundary changes occurred during the year which added to the territory of both these divisions. The annexation of the Coast Counties Gas & Electric Company to PG&E brought the Santa Cruz, Gilroy, Morgan Hill and Watsonville areas into the San Jose Division. The Hollister area formerly served by CCG&E was added to Coast Valleys. While San Jose Division boundaries were being extended to the south, a small part of the division, from the Burlingame city limits, was added to San Francisco Division.

In Coast Valleys, the boundaries were changed to take in the areas of Paso Robles, San Luis Obispo, Santa Maria and Solvang, all of which had formerly been part of the San Joaquin Division. The new Morro Bay Steam plant was also added to this Division.

As a result of these changes, employees have had the opportunity to bid on jobs in areas that had previously been denied them. Along with the improved job bidding rights, of course, came problems of demotion and lay-off. Nearly all of these have been successfully worked out.

I want to take this opportunity to wish all our members and their families a very Merry Christmas and a Happy and Prosperous New Year.

But it is also fitting at this time to pay tribute to our fine shop stewards, who have helped solve all our problems in the smoothest manner possible.

Among the many who have made outstanding contributions to the welfare of our Union and its members are Ray "Spike" Ensley of San Mateo, Walt Morris of Redwood City, Jean Hiam and Jess Urrea of Cupertino, Lee Thomas of San Jose, James Harper and Al Hansen of Santa Cruz, Ray Kludt of Gilroy, Chet Bridges of Watsonville and Vera La Belle of San Mateo.

In the Coast Valleys Division, tribute is due Jack Waters of Hollister, Royce Harries and Barry Dolan of Salinas, Bill Pitter and Hank Manzo of Monterey, Austin Harvie of Soledad, Jack Osborne of Paso Robles, Phil Howard of Morro Bay, Bill Wyatt of San Luis Obispo, Bob Staab of Santa Maria, Milton Shaw of Salinas and Cliff Ferris of Monterey.

Union-management relationships in both Divisions have been good, with the exception of a couple of departments. We can all work toward improving these during the coming year.

Most important to all of us—let's all strive to make all of 1956 a SAFE WORKING YEAR so that we can all be together at the end of another year. AND—PLEASE REMEMBER TO SIGN UP THAT NON-MEMBER TODAY!

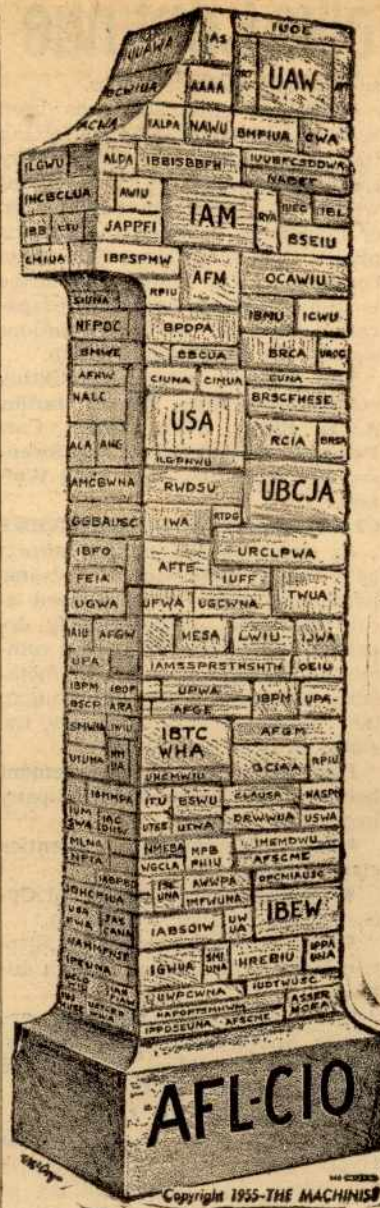
Average Income Levelled Off in '54

Average income for about 78 million Americans leveled off in 1954 ending a steady eight-year climb, the Census Bureau reported.

Average income for 50 million men was \$3,200. The average figure for 38 million women was about \$1,200.

The 1954 averages were at about the same level as in 1953 but showed a sharp increase over 1945. The average income for men rose about 75 per cent, or \$1,400 since 1945, the bureau reported. The rise for women was about \$250, or 30 per cent.

The greatest gains since 1945 among men were made by salaried managerial workers and skilled craftsmen. The largest gains among women also were in one of the highest paid groups, professional workers.



Drum, Sacto., S.P.P. Review Past Year

(By AL KAZNOWSKI, Bus. Rep., Drum & Sacramento Division & Sierra Pacific Power Co.)

As your business representative for Local 1245, IBEW, in the Drum and Sacramento Divisions of the PG&E Company, and Sierra Pacific Power Company in Nevada, I wish to extend my appreciation to each and every member for the assistance given me during the past year.

At year's end, it is a customary practice to review the many problems that have arisen in the field of our operation during the past 12 months. Your cooperation in meeting these problems has been a great help to all the men and women in Local 1245 who are pledged to serve you. We should never forget that our Union holds to the principle that "You are the Union." The success or failure of our organization is dependent on the support of all of us. You can meet this responsibility when asked to serve as a unit officer, committeeman or shop steward.

On behalf of the officers and members of Local 1245 I want to extend my sincere appreciation to all stewards, committeemen and unit officers for their constant understanding and untiring efforts to do their best for their fellow workers.

To all members and their families, I extend my earnest wish for the best of everything in 1956, and a very Merry Christmas to all of you.



"Pay raises come from union wage clauses — not Santa Clauses."

STOCKTON IS NEAR 100 PCT.

(By ED JAMES, Business Rep., Stockton Division)

On the eve of an historic event, the merger of AFL and the CIO, and at the end of a highly productive and financially successful year, from an employer standpoint, I



E. A. James

think it is fitting that the employees of Stockton Division take stock of themselves and point with pride to the contributions they have made to the success of the Local Union and the support they have given to the leadership of the Local Union.

First we can look at organization in the Stockton Division. The Gas Department employees can boast of being 100% organized. This, indeed, is a contributing factor to the high degree of organization in this Division, which stands close to the 90% mark. The significant fact is that this has been accomplished by the efforts of the membership themselves, in an effort to reach the 100% mark in all departments. This same determination to take part in the affairs of the Local Union has been reflected in all the various committees and the administrative functions within the Division.

Next, Stockton Division can point with pride to the contributions it has made to the Local Union itself. Not only has the membership of Stockton Division produced a President of the Local Union, Frank Gilleran; Executive Board member, Ray Renolds; negotiating committee members Adrian Light and C. W. Carroll, but also capable Division representatives in the name of Don Bingham, Policy Committeeman; Adrian Light, Albert Bolter, Fred Lamson, and Tom McMurtree, Division Grievance Committeemen; and close to fifty Shop Stewards covering all departments. We must, of course, include the six Local Units with their respective officers and committeemen.

It should be pointed out that those people mentioned by name are incumbents. It would be impossible in this limited space to name all the predecessors to these offices and positions. A realization of the conditions we enjoy are an acknowledgement of their contributions.

The success or failure of any organization can be measured by that "something" in the character of its membership that compels some of the members to give unselfishly of their own time and energy so that others might benefit; that "something" that compels some to accept, with pride an elective or appointed position that carries a measure of responsibility; that "something" that compels an individual to look for some way to give something to an organization whose only reason for being is to benefit him.

I can think of no more fitting tribute to the contributions of the membership in Stockton Division than to continue to work, with renewed energy and sincerity, toward the attainment of those aims and goals we have set for ourselves.

I am happy to have this opportunity to extend Season's Greetings to every one of you.

Nuclear Energy Unit Protested in Mexico

Mexico City—The Farm Labor Party, through its head, Alberto Lumberras, has publicly announced that it is against the federal decision to establish a National Nuclear Energy Commission here. Their criticism is that "it will free foreign hands for the exploitation of uranium in our country."

The matter of permitting or not permitting foreign interests the rights to uranium and other fissionable materials exploitation has been the latest controversy in the republic.

The commission project, Lumberras said, would be contrary to promises made by President Adolfo Ruiz Cortines that uranium and other atomic prime materials is being undermined to permit foreign interests to take over.

Women Can Control '56 Votes--LLPE

New York City.—Election of a "clear prolabor majority in Congress" in 1956 is possible, Labor's League for Political Education reported to the AFL conventions here.

"The 1954 elections were a successful trial run, which indicates far greater victories in 1956. Indeed, scattered elections held in various states and cities in 1955 reinforces such an indication," LLPE said.

GAINED FRIENDS

In the 1954 elections, "we registered a net gain of four Senators and 23 Representatives," the statement said. This was a much better result than in the off-year elections of 1950. This was due in great extent, it was declared, to "informing members of the voting records and pledges made by the candidates," and helping get out the vote.

Need for carrying the story to the women was emphasized, since "women could, if they wish, control the 1956 elections inasmuch as they outnumber men of voting age by some 4 million."

"The battle for a liberal Congress never ends," said LLPE. "It is a year 'round task."

"Every trade union member and every unit of Labor's League for Political Education must battle hard, effectively and intelligently in the months to come if they are to get legislation that will do the greatest good for the greatest number of our citizens."

FOES IN NEW ATTACK

"The foes of trade unionists have opened a new line of attack through politics and legislation."

"Trade unionists can attain progressive legislative goals once they have marshaled their political power that by nature lies in the vast membership of the labor movement."

"Every cent contributed voluntarily to Labor's League is spent only after long and careful consideration at times and places where it will do the most good—and for candidates who, in the judgment of state and local leagues, will do the most good for the most people."

Superintendent: "For this job we want a responsible man."

Applicant: "That's me. Wherever I have worked, if anything went wrong, they told me I was responsible."

Departmental Talks Continue

By M. A. WALTERS
Assistant Business Manager

The joint union-management session on Steam department negotiations, held in San Francisco on November 29th, resulted in a goodly amount of progress, according to members of the Union committee.

Points of tentative agreement, subject to language clarification, include:

- Revised job definitions for all classifications, save two.
- Lines of progression for Maintenance personnel, including:
 - 1) inclusion of "Electrical Technician" in the Steam department,
 - 2) elimination of the classification of "Leading Machinist,"
 - 3) establishment of three new Apprentice classifications — Appr. H.P. Boiler Repairman, Appr. Rigger and Appr. Insulation Mechanic,
 - 4) establishment of the classifications of Electrical Helpers and Instrument Repair Helpers, with the Company agreeing to survey the existing Helper pool in filling these jobs.
- Tentative agreement on all is-

sues affecting Plant Clerks.

While no agreement has been reached, as yet, on issues affecting the Operating personnel, Company spokesmen advanced a proposal which will permit greater freedom of movement between the various plants than had heretofore been considered. The Union committee is studying this proposal, in preparation for the next negotiations session, set for December 14th.

The Union's Steam negotiating committee includes Donald Hardie, A. R. Burns, John Wilder, Carl Peterson, Russell Stone, Ray Swenson and Asst. Bus. Mgr. Mert Walters.

CENTRAL SUPPLY MEET NEXT

As reported last month, efforts have been underway to resume joint negotiations on unresolved issues affecting Central Supply department workers. The Union committee, augmented by several members employed in the department, met December 8th to review the status of their negotiations.

Principal points of disagreement between the Union and Company negotiators include:

- Job definitions for Apprentice classifications,
- Bidding rights for Tar Pot Operator and Electric Truckman,
- Clarification of the Hydro Electric Maintenance Sub Foreman duties.

Union committee members are Edgar Anderson, Patrick McEvoy, Asst. Bus. Mgr. Mert Walters and Bus. Rep. Elmer B. Bushby.

HYDRO TALKS ON DEC. 20

The question of re-rating various Hydro plants, due to changes in the duties and responsibilities of the Operators, will receive attention from a joint Union-PG&E committee on December 20th.

Recent changes in the equipment of Hydro plants, the introduction of 2-way radio communication and increases in generating capacities are among issues due for discussion.

The Union committee is composed of Brothers Arthur M. Justis, Jr., of Spaulding P.H.; C. W. Harvey, Stanislaus P.H.; Edwood F. Ford, Caribou P.H.; and Glenn W. Harvey, Wishbon P.H. Asst. Bus. Mgr. Mert Walters will serve with the committee.

P.L.O. COMMITTEE NAMED

A representative committee of members employed in the PG&E's Department of Pipe Line Operations has been named to draft Union proposals and enter into negotiations with a Company committee. Union members include Brothers Jack Wilson, Topock; Walter Kruess, Hinckley, Darrell Champlin and Wayne Weaver, both of Kettleman; and James Grass of Milpitas.

The Union committee will meet at Union headquarters in Oakland on Friday, January 6, 1956 to begin the task of analyzing the available material relating to the Department of Pipe Line Operations problems.

Meantime, plans are being made to enter into joint negotiations on the issues affecting the Electric Meter Department. Brothers Walter Martin, Oakland, and Robert Wolfe, Fresno, have been named to represent the members in their department. No date has been set for an initial meeting, as yet.

Women's BLS Booklets from S.F.

(State Fed. Release)

Both free and sales publications of the U. S. Department of Labor's Women's Bureau are now available at the San Francisco office of the Bureau of Labor Statistics, it was announced this week.

The new distribution system has been established to provide a more convenient service to users of the information published by the Women's Bureau, which has no Western regional office.

Further information regarding the materials presently on hand, which include a list of "Publications of the Women's Bureau," the "1954 Handbook on Women Workers," as well as a number of publications dealing with state minimum wage orders and laws, may be obtained by writing the Bureau of Labor Statistics, U. S. Department of Labor, 630 Sansome Street, Room 802, San Francisco 11.

S.F. IN MAJOR PROGRESS

By JOHN LAPPIN,
Business Representative

In looking back at the year just now ending, I am happy to report on many happenings which are worthy of mention.

Union organization has been progressing steadily, particularly in the Steam, Gas Service, Electric Overhead and Underground departments. We have also made substantial gains in the general office of PG&E at 447 Sutter St.



Lappin

Early this year a grievance committee was established for the employees of Central Supply, Central Accounting and Central Customers' Accounts departments. Mrs. Mary Lanahan, Key Punch section of the Domestic and Commercial Accounts Bureau is chairman of our Union committee. Other members are Floyd A. Rodrigues from Santa Cruz and Richard Peterson of Central Supply department at Emeryville.

The Division grievance committee, which also has jurisdiction over grievances of employees in the Building department of the general office, is composed of Frank Quadros, Union chairman, Bradford French of the Electric Underground department and Frank Comolli of the Steam department. Bro. Quadros, a Gas Serviceman, is also chairman of the System Negotiating Committee. This committee is especially deserving of our thanks for their capable and efficient handling of all grievances submitted by the divisional employees.

Brother Dorwin E. Robinson was recently appointed by President Gilleran to serve as Policy Committeeman for the balance of the term of Bro. Clyde Weddel. Bro. Robinson gives freely of his time and energy to fulfill the requirements of his committee position.

The old end of Station "P," which was shut down early this year, was returned to operation on a 2 shift, 5-day week basis recently, thus giving new opportunities to many employees previously demoted as a result of the initial shut-down.

Mr. W. B. Bedgood, Electric Department Superintendent, retired this year and was replaced by his former assistant, Mr. Nelson. Also retiring was Mr. W. A. Bahr, Gas Department Superintendent, who was replaced by Mr. Strand, formerly of the Stockton Division.

Other supervisory personnel who retired during the year included Mr. Al Swanson and Rudy Muller of the Substation department. Mr. Stan Anderson of the Electric Underground department, was transferred recently. He was replaced by Mr. George Brand, a former figure in the S. F. Division.

The efficient handling of the day-to-day problems which arise has been good evidence of the cordial relations which have been established between the Union and the new Department heads and other supervisory replacements.

Brother C. E. "Doc" Ames of Station "A" retired on November 1 and was given a dinner by the membership of the Steam department, honoring himself and Mrs. Ames. S. F. members, shop stewards and members of the business staff, with many of their wives, attended the affair. Bro. Ames was presented with a 35-year IBEW membership pin by Bus. Mgr. Weakley, as a symbol of the Union's appreciation for his many years of activity. The 35-year pin, incidentally, was provided by Bus. Mgr. Charles Foehn of San Francisco's Local 6. Bro. Foehn is also a member of the International Executive Council of our IBEW. All his friends in the Union wish Bro. Ames many happy years of leisure at his retreat in Paradise, California.

Much time has been spent by your representative on matters of Union education, and seminars have been conducted in Salinas and Eureka in addition to San Francisco. Bus. Reprs. Gerry Moran, Fred Lucas and Gene Hastings cooperated in these programs, with the capable assist-

Colgate and Northern C. C.

By GENE HASTINGS
Bus. Rep., Colgate Division
& Gen. Const. Dept.

Greetings to all of you!

It is apparent that overall labor conditions in the Colgate Division and General Construction Department are of growing concern to all our members. Many innovations in the Colgate Division have affected the jobs and the future prospects of our members—and have been observed with keen interest by supervisory personnel from other PG&E divisions. Company practices which affect our members in General Construction have also been a matter of concern to all of us—and have been discussed at our unit meetings.

There has been a continuation or renewal of membership interest and participation in each of the areas in which I serve.

IN MARYSVILLE, our capable Policy Committeeman Frank Moran has recently resigned as chairman of the physical unit so as to devote more time to his Policy Committee responsibilities. Bro. Moran wants to devote all his spare time to the needs of our members in the entire division. Meantime, Bro. Bill Poole has moved up to the unit chairmanship, and he's doing a journeyman-like job.

This unit has been strong in the belief that social functions add to the interest in our Union. The latest undertaking, in November, was the "Deer Stew Feed" for unit members. According to Bro. Moran, plans are now in the making for a Christmas dance.

The clerical unit, under the chairmanship of Bro. Don Bolyard, is making progress each month, as the stewards and officers continue to sign up new members. The unit views with interest the forthcoming clerical general organizational meeting scheduled for Union headquarters in Oakland during December. It is expected that Bro. Bob Cartwright will attend this meeting in the hopes of getting some new ideas to help with organizational problems in our area.

THE OROVILLE UNIT was, for some months, completely inactive. Following the Unit Chairman's Conference at U.C., attended by Bro. Clarence Collier, the unit has been reactivated, with more than half the members in the area now attending their unit meetings. It is good to note here that the Oroville area is 100 percent organized!

COLUSA UNIT ACTIVITY has always been good and, although there aren't a great many employees in the area, the Union interest and attendance at unit meetings is excellent. Chairman Ed Lykins reports that the Colusa group plans to invite surrounding units to an Area meeting in the near future.

THE DAVIS UNIT is essentially composed of General Construction members but it is good to note that divisional employees also attend this meeting and are well received. There are, of course, many G. C. members serving as officers in other units throughout the northern area.

THE MARYSVILLE CENTRAL LABOR COUNCIL has long been known for their solidarity—and the record proves they have always won Union victories when the battle lines are drawn with any employer group. Bro. Herb Howell, Council secretary, reports that appeals to members of the council for assistance to the strikers in Sebastopol have been warmly received. Our delegates to this council are Bros. Ray Pembroke, a clerical member and Larry Barbou, Gas department. With the cooperation of the council secretary and other delegates,

ance of Brothers Ron Weakley, L. L. Mitchell and George L. Rice.

A well attended and highly successful series of classes was held at the University of San Francisco early in the year. Many aspects of Union history, structure, aims and purposes were covered. Certificates were awarded to all who completed the course, which was moderated by Fr. Andrew Boss, S. J., head of the U. S. F. Labor-Management school.

At this, the year's end, I wish to extend my best wishes for a very merry Christmas and a healthy and prosperous New Year to all of you and your families.

these men succeeded in electing our Business Manager, Ron T. Weakley, as the council delegate to the AFL-CIO merger convention in New York city. All our members in the area are urged to visit the council when Bro. Weakley returns and makes his report to the delegates. Check with your shop steward for time and date on this.

I would like to take this opportunity to express my thanks to Business Manager Weakley and his Assistant Bus. Managers for the unselfish cooperation they have always given me. And—I would be remiss if I failed to give similar recognition to my colleagues on the business staff, the officers, shop stewards and members of our Colgate and G. C. units.

In closing, I wish to extend warm greetings to all and express my wish for a happy holiday season to each and every member and their families.

Redwood Empire Units Show Gains

By FRED M. K. LUCAS, Business Representative, Humboldt and North Bay Divisions

Considerable progress has been made by Local 1245 for our Brothers and Sisters of North Bay and Humboldt Divisions of the PG&E, and the Ferndale district of the Citizens Utilities Company.

First, during the early winter months, the Citizens Utilities workers voted overwhelmingly for Local 1245 as their bargaining representative.

All the telephone utility employees in the Ferndale area joined the Union immediately and have been staunch supporters ever since.

Members throughout the area I travel have shown more and more interest in their Union and Unit executive committees are now functioning in all parts of the Redwood Empire. This has resulted in greater attendance at Unit meetings and a lifting of the overall spirit of Unionism.

In Humboldt Division, the good work of Unit officers and members bore fruit when we realized the goal of 100 per cent Union membership in the physical forces! Each and every member in the division makes it his or her personal business to see that every newly hired worker or transferred employee becomes a Union member. They're going to maintain that 100 per cent mark!

A fine spirit of cooperation has begun to grow between the members in North Bay and their stewards, grievance committeemen and the business representative. More and more members are becoming interested in doing their part to help push forward our programs and renewed interest in all Union activities is prevalent. All of our Unit officers are undertaking their responsibilities in a serious manner and are spearheading the campaign for complete organization.

The dance sponsored by the North Bay Grievance Committee was a great success and promises to be an annual event. Area meetings conducted in San Rafael, Napa, Ukiah and Eureka received excellent support and participation from our members and the leadership of our Union as well.

All in all, I am proud to say that the membership of Local 1245 is growing in stature in every respect—much like the tall, sturdy trees that give this area the name of Redwood Empire. Our members will continue to grow in the true spirit of Unionism so that every member and his or her family may achieve a full measure of happiness and security through our collective action.

On behalf of our Redwood Empire members, it is my pleasure to extend sincere greetings for a happy holiday season to all of you.

The Chinese have an inflexible rule that all debts must be settled New Year's day. But the Chinese have a big advantage, they don't have a Christmas the week before.

East Bay Division Faces Big Challenge

By PAUL W. "CY" YOCHEM,
Business Representative

My activities as your East Bay business representative only cover the last half of 1955 as I was previously assigned to Colgate Division and the northern part of General



Construction. The concentrations of hundreds of members in the East Bay is far different than the remoteness of many of our members in the isolated mountain country!

Highlights of the East Bay Union activity for the year include the Divisional meeting held in Oakland, the area meetings at Concord and Martinez and the Division shop steward seminar. All these events were held in the early months of the year and were topped off by the big Union picnic held in September. It now appears that the picnic will become an annual affair, since the members, their wives and kids had so much fun at our first one.

Plans are now being formulated to hold an "open meeting" in Oakland on January 19, 1956. East Bay Division members, non-members and all wives are cordially invited to attend this gathering, scheduled for Union headquarters at 8 p.m.

East Bay Division can be proud of a number of accomplishments during the past year. There are active, interested members in attendance at all unit meetings, and our shop stewards meet regularly each month in Oakland and Concord. Incidentally, these meetings are open to any member who is interested in attending. Purpose of our shop steward meetings is to explore the various sections of the agreement and discuss problems which confront our stewards.

As might be expected, our biggest problem in the Division is inducing all employees in the bargaining unit to become members of our Union. This seems to be a never ending battle which we must engage in, but our officers and stewards are ably assisted by the hundreds of active members now in the Union. These members have a growing realization of the necessity for 100 per cent Union organization and the participation of all employees to achieve the goals we have set for ourselves.

The organizing of new members is proceeding in all locations in the Division but, so far, the Gas Meter Shop is the only 100 per cent Union group in the East Bay at present. We are looking forward to 1956 with the hope that our percentage of membership will increase considerably from its present level. It is becoming increasingly apparent to many employees that only through 100 per cent organization will we be able to get our fair share of the things our wages buy.

It is my hope that every member and his family will enjoy a happy holiday season and a most successful New Year.

The Mail Bag

The Editor, Dear Sir:

We, the undersigned officers and Executive Board members of Local 465, IBEW, wish to take this method of publicizing our appreciation of your excellent paper. We believe that this newspaper and the men behind it set a very high standard of Labor Journalism.

At the same time, we wish to acknowledge the debt we owe to Local 1245, not only for the "Utility Reporter," but because we believe your Local is blazing the trail toward a better deal for Utility Local members. We have been successful in various educational programs based on those set up by Local 1245. Our Stewards' Seminars have used material adapted from that pioneered by your Local. And, our members have learned to look to your Business Manager for leadership in activating the Utility Locals' Conference.

It has been our privilege to meet with various members of your Local Executive Board and Staff, and we have always come away from such encounters highly impressed by the caliber and vision of your representatives. For too many years Local 465 (sometimes known as the Tia Juana Local) was provincial in outlook, and that provincialism hampered our development. The day of isolation among the Utility Locals is long past, but the recognition of this fact was delayed until the programs initiated by Ron Weakley were brought to our attention.

With sincere thanks, we remain
Fraternally yours,
/s/ Vernon W. Hughes, Bus. Mgr.,
and W. A. Hayward, P. T.
Bucknell, Wm. G. Brown, Clarence W. Dukes, H. C. McMillin, Bernard A. Roth, Geo. Lawrence, Lawrence E. Townsend, R. L. Peterson, Jean Weaver and S. E. Wilson.

S.F. Jumps Gun On New Year in Organiz. Campaign

Most Divisional reports, printed in this issue, include comments to the effect that organizing of non-members should constitute our most important "New Year's Resolution." In San Francisco Division's Electric Overhead department it would seem that the stewards and active members have jumped the gun on this worthy resolution.

At press time Bus. Rep. John Lappin credits the cooperation of the departmental show stewards and the hard work of Bro. Jack Weaver, formerly of the Line department, who is now in the S. F. Gas Service department. Bro. Weaver, giving generously of his time and energy, has worked with Lappin in contacting non-members in many areas of the division.

Shop stewards who have been working hard on organizing include David Evans, "Jimmy" Steward, William "Bill" James, H. F. "Harry" Dederman and A. J. "Art" Shandonay.

We are happy to extend our hearty congratulations to the men of S. F. Division and Bus. Rep. Lappin for this fine start on organizing. With this auspicious beginning, the division organizational gains should continue to reflect the increased interest in Union activities as the New Year progresses.

Do You Just Belong?

These verses tell their own story. They were sent along by Sister Blanche Helwig, Secretary-Treasurer, Local 117, Belleville, Ill., at the suggestion of members who heard it read at a recent meeting.

Are you an active member—The kind that would be missed?
Or are you just contented—Your name is on the list?

Do you attend the meetings and mingle with the flock,
Or do you stay at home and gripe, And criticize, and knock?

Do you pitch in and do your part—To help the work along,
Or are you simply satisfied to only "just belong"?

Do you take time to visit with a member who is sick?
Or leave it to the others, Then talk about "the clique"?

Think these verses over, friend, You know what's right from wrong.

Are you an active member, Or do you just belong?

The Editor, Dear Sir:

I would like to take this opportunity to thank you and the other members of your staff for the privilege of being among the many fortunate members who attended the recent Unit Chairmen's Conference at the University of California. This type of educational program is doing much to increase interest and strengthen our Brotherhood here on the Pacific Gas and Electric properties.

I would much rather have thanked you in person, but unfortunately I was sent out of town on a burn-out at Stanislaus Power House. I'd like also to thank Elmer Bushby for checking up on some matters of interest to me. It's good to know you have friends if you ever need them.

This job sure limits my activities in our Union, but not my interest. I'll be glad to get back to Oakland again, where I can carry on my duties as Policy Board Member.

Thanks again for the fine Conference.

Fraternally yours,
PAT F. McEVOY.

President Meany Urges Tolerance

By WILLIAM BECKER

George Meany, popular president of the American Federation of Labor, has explained repeatedly that the merged AFL and CIO will strive with greater intensity than ever to wipe out prejudice and discrimination.

He has made no stronger statement on the subject than in his address before the National Trade Union Conference on Civil Rights called by the Jewish Labor Committee. "The merger agreement," he said then, "contains this clause: that we will constitutionally recognize the right of all workers, without regard to race, creed or national origin, to share in the full benefits of trade union organizations, and we will set up internal machinery in the constitution of the new organization to implement this principle of anti-discrimination."

Meany has recognized throughout his long leadership of the AFL that the forces fomenting bigotry and discrimination are the forces which try to destroy the trade union movement. He knows that organized labor can thrive only in a free society and that bigotry is one of the greatest threats to democracy.

Europe within our own memory furnished the ghastly example. First, trade unions and the Jews were the targets of the dictators. Then came Protestants and Catholics.

That is why it is so important for all of us to remain ever alert against Jew-baiters, the bigots who draw a color line, or those who rant against the foreign born.

It is encouraging to note from President Meany's own words that the new merged labor body will concentrate much of its efforts against bigotry. In that fight it must have the whole-hearted support of every man and woman in the movement.

Jack: "The brunettes have sweeter dispositions than blondes."

Jim: "Well my wife's been both and I can't see any difference."

It's the Law

By JOHN LAPPIN
Bus. Rep., San Francisco Division

This is the third in a series of articles designed to bring to the attention of our members the safeguards which have been established by the State of California, Division of Industrial Safety.

These safeguards have been established to conform with the expressed social public policy of the State of California, which is to make full provision for securing safety in places of employment.

This month we are concerned with safety orders which apply to the operation of high pressure steam boilers.

The Division of Industrial Safety describes a boiler as being: "A fired or unfired pressure vessel used to generate steam pressure by the application of heat." (This definition is intended to include "steam generators" and forced circulation boilers but excludes unfired evaporators).

Here are some of the safeguards established by the Division which govern the operation of any boiler coming under the Code.

1. The maximum allowable working pressure of any Code boiler shall be determined by the provisions of the Code, after an internal inspection.

2. Fired pressure vessels shall be fitted with safety relieving devices of sufficient capacity to relieve all vapor that can be generated in the vessel during normal operation and shall be fitted with proper controls to insure their safe operation.

3. Each boiler shall be installed in such a manner that all external surfaces and all appurtenances can be made accessible for inspection, cleaning, and maintenance.

4. All boilers coming within the Code are subject to annual inspection both internally and externally, except where (in some electric generating plants), each boiler furnishes steam to a single turbine inspections need be held every 18 months.

5. Any qualified safety engineer employed by the Division may require any boiler to be prepared for inspection when, in his opinion, such inspection is necessary to determine the safety of the boiler.

6. While in operation, no fired boiler shall be left unattended for a period of time longer than it will take the water level to drop from the normal operating level to the lowest permissible water level in the gauge glass—an indicating device—the water is shut off and the boiler is forced to its maximum capacity, unless it is equipped with an alarm which is audible at the most remote point at which the attendant is required to work, or the boiler is equipped with an automatic fuel shut off mechanism, or the attendant shall check the boiler at such intervals as is necessary or all float chambers shall have been dismantled for inspection at the last annual boiler inspection.

Strict adherence to the Safety Provisions by the employer and an awareness by the employee of what the safety provisions are, should go a long way toward reducing the hazards which are ever-present in the operations of today's modern high pressure, high temperature steam generators.

New AFL-CIO Seal



This is the new seal selected for the combined AFL-CIO. It was designed by John Baer, cartoonist for "Labor" and artist for the Union Label and Service Trades Department. The new seal became the official insignia for the AFL-CIO on Dec. 5, when the merger convention was held.

GOP Governor Asks

What Has Republican Party Done for Labor?

NEW YORK—A flash of "Kansas lightning" hit the staid National Republican Club here this week, as the Prairie State's 39-year-old Republican Governor Fred Hall blasted the "almost incredible" actions of his party's conservative leaders in fighting the desires of workers and farmers. As a result, he said, the national GOP is now in a "dismal situation."

"At a time when we can ill afford the loss of a single vote, we are alienating the support of millions of Americans," declared the Kansas governor, whose father, an engineer, is a veteran member of the Locomotive Firemen and Enginemen. "We are fighting with the farmers; we are fighting with labor," the governor added.

"Instead of giving them aid and comfort and helping them solve their problems, we are going around the country telling them what is good for them and that they never had it so good," Hall protested. Warning against "huckster's tactics," he noted that "I've never known anybody to be elected who told the people what was good for them instead of giving them an answer to their problems."

"The farmers and labor are the vast majority of the people," he pointed out. "No political party can afford the luxury of alienating the votes of the majority of the people. Extreme conservative views must give way to more progressive views. In many places it will be necessary to move the Republican party from the country club back to Main Street."

"The Republican party has been at odds with organized labor for 25 years," Hall then declared. "Our relations have now reached a deplorable state." He cited the recent charges of Senator Barry M. Goldwater (Rep., Ariz.), backed by Senate GOP leader William Knowland, that there's a "national conspiracy" of union chiefs against the GOP.

"The report is perfectly ridiculous," Hall avowed. "There is no national conspiracy of labor leadership against the Republican party. Labor can and will vote Republican whenever the Republicans are for labor. Republicans ask the question, What has labor done for us? The question should be put the other way. What have the Republicans done for labor?"

Hall then reviewed labor's great efforts to organize over the past generation, which have brought so many gains.

"Most Republican leadership opposed this achievement of organized labor," he pointed out. Moreover, he recalled, "the Taft-Hartley Act has not been amended and many Republican leaders in and out of Congress are dead-set against amending it. We had our chance to take credit for these amendments from 1952 to 1954. In fact, it is one of the reasons we do not now have a Republican Congress."

The Kansas governor then turned to the so-called "right to work" laws to outlaw the union shop. He noted the "tremendous effort" to get these laws passed in various states, and his own slashing veto of the Kansas law last winter.

"In Kansas, this bill was passed by a Republican legislature," Hall recalled. "It has been supported throughout the country primarily by Republicans. Is it any wonder that organized labor is suspicious of our party, when we would destroy the most basic right they have?"

Labelling himself as a "progressive moderate" and a strong supporter of President Eisenhower, Hall insisted his party must reverse itself on all these issues if it hopes to win in '56.

(Courtesy of Oregon Labor Press)

Oroville RASMUSSEN RETIRES



Neil Rasmussen

Following 31 years service with the PG&E, including 25 years as a Gas Serviceman at Oroville, Bro. NEIL RASMUSSEN retired on December 1, 1954.

He commenced his employment with the company in 1927 in the Water department, during the days when the company still had water rights in Oroville. Later promoted to foreman of a crew laying gas mains in Gridley, Bro. Rasmussen returned to Oroville as a Gas Serviceman when that job was completed.

Bro. Neil has two grown children, son, Bob, who also works for the PG&E as a Lineman in Oroville, and daughter, Jean, who is a Laboratory Technician.

Mrs. Rasmussen spends a good deal of time accompanying Neil on trips to various parts of the country—when they're not busy with their hobbies of woodworking and gardening.

While Bro. Rasmussen has been retired for more than a year, he never misses attending the Oroville unit meeting of Local 1245. He al-

Sacramento Reach Agreement With Transit Line

Local 1245 members employed by the Sacramento Transit Authority ratified their new contract at a special meeting held on Friday, December 9. The contract extends to September 15, 1956.

Principal gains included a 7 per cent general wage increase resulting in 14½ cents hourly increase for a top rated mechanic, who's wage is now \$2.19½, and 11½ cents hourly gain for the Car Cleaner. All provisions in the former agreement between the Union and the Sacramento City Lines, which sold its line to the City, will remain in the contract. These include a Union Shop provision, payroll deduction of dues and 10 day sick leave per year, accumulative for 5 years.

Local 1245 was represented in negotiations by Brother Lee Holmes and Bus. Rep. Al Hansen, while the Authority committee included Mr. George R. Troutwine, General Manager and Mr. Gene Mangin, Supt. of Maintenance.

The contract is now being printed and readied for the signatures of the parties and the approval of our International Union President.

ways advises new or younger employees that they would certainly insist on 100 percent Union membership if they only knew the bad conditions which existed prior to Union organization on the properties.

Sounds to us as though Bro. Rasmussen is still a very active citizen and trade unionist, even though he has retired from his work. Wish we had many more just like you, Neil!

YOUR Business Manager's REPORT

By RONALD T. WEAKLEY

Since the daily press has given wide coverage to the AFL-CIO merger this column will not be devoted to straight news coverage of the historic event. Rather, I will make some observations which may be of interest to the working members, who sometimes feel a bit remote from the deliberations of such a convention.

President Gilleran and I were sent to the Convention by action of the Executive Board of our Local Union. We each had delegate's credentials, representing the Marysville Central Labor Council and the Five Counties (Redding) Central Labor Council, respectively, with which our Union is affiliated. We also held credentials to the International Labor Press of America

as representatives of the UTILITY REPORTER.

The interests of our Union were advanced in the best possible manner by your delegates. It goes without saying that mere attendance and absorption of information is of value, even though the direct participation in the making of historic decisions is limited to large and powerful groups through their individual leaders.

We couldn't help but feel a sense of satisfaction in seeing the healing of a 20-year breach between the two great federations which represent the great majority of organized American workers and their families. When you remember that President Gilleran and myself were charter members in competing or-

ganizations of AFL and CIO over 15 years ago, and have both participated in a merger of the AFL and CIO in our own Local Union some 5 years ago, you can understand our interest in this great convention.

I believe that the Press Convention was of real value in that rightful criticism of past lethargies was levelled at those Union leaders who have relegated the Labor press to a sort of tolerated function, which is an item of expense rather than a most important medium of communication between Union leaders and the membership. We believe that one of the most heartening developments will be a revitalized Labor press which will utilize the resources of the combined AFL-CIO.

Ten days of speech making, convention sessions, trade department meetings and good will gatherings are rather trying to one who is used to the administrative work of serving the membership of one's own Local Union. However, it broadens our viewpoints and knowledge so that we may better serve our membership.

I am not, and never have been, one who is carried away by eloquent speech makers, who sometimes appear to be professional orators rather than the servants of our working people. Nevertheless, the leaders of the respective organizations who brought this merger into being are deserving of the respect of those who pay their salaries and expect them to advance the material interests of Union members.

George Meany and Walter Reuther have made a real contribution to the Nation by working successfully toward the merger of our trade union movement. Both of these men speak with confidence and determination while handling the complex problems attendant to the future of a new force in the development of our country.

The few selfish leaders who made their bids for power and influence in Union politics were shunted aside by the force of honest leadership and the spirit of the convention. This bodes well for the future of labor, inasmuch as the theme was advanced that "what is good for America is good for Labor." This is certainly not a selfish statement in behalf of labor as a pressure group for just a segment of our population.

We find the IBEW is the sixth largest affiliate of the new AFL-CIO. We find the Industrial Union department is a real organizing potential in our field. We see an Ethical Practices Committee formed to handle the few people and situations which disgrace labor. All of these, and more, are encouraging items to local Union leaders who are beset with anti-labor propaganda and organizing problems every single day.

Most leading dailies, the radio and television, have recognized the impact of our merger by giving wide coverage to the convention. Also, the top political figures of our time found it important enough to address the convention.

Even the National Association of Manufacturers took off its cloak of superiority long enough to invite a plumber, George Meany, to be present and speak to its convention.

Just having the convention and completing the merger of structures and objectives is not, by itself, enough. The working men and women of our country have been given a great instrument for good. It is up to them to give support to those things which are developed for their welfare by studying the issues and guiding the programs of their own unions.

When you read of the "menace of big labor" and the "right to work" and other such anti-labor slogans, remember that organization is the result of oppression. The bigger the threat against the economic and political freedom of the working people, the bigger the organization of the workers will become. To do else would invite the slavery of Fascist or Communist dictatorship, depending on how the pendulum of reaction might swing.

We are involved in a new and determined movement, dedicated to our own welfare. Let's guard it, police it and support it.

LIVING WITH AUTOMATION

Carl Huhndorff, I.A.M. research director, has injected a note of calm into the nation's somewhat frenzied discussion of automation. Speaking recently at the Conference on Domestic Affairs at Milwaukee, sponsored by the Milwaukee Federated Trades Council and the University of Wisconsin School for Workers, Huhndorff declared:

"I do not share the alarm over automation that some have expressed because we, of organized labor, have secured wage increases commensurate with the increases in national productivity in the past. Furthermore, we have witnessed an expanding economy and the introduction of new products and variations of old products.

"I am confident that we can fulfill our role in helping to keep our economy on an even keel."

The I.A.M. research director said that studies which have been made of the effect of automation so far lead him to these three conclusions:

- Larger plants are more apt to

install automation devices than smaller plants.

• There is no marked decline in total employment attributable to automation at the present time, although the future is uncertain.

• There will be an increased demand for skilled employees having greater skills than those commonly employed today.

Huhndorff urged these steps in preparation for wider application of automation to industry:

- Establishment of more apprenticeship programs under joint labor-management sponsorship.
- Greatly broadening the teaching of basic sciences in the schools.
- Writing provisions into labor-management agreements to prevent mass down-grading of employees.
- Obtaining agreements covering pension plans in which the employee can take his pension rights with him should he leave the company.
- Including severance pay clauses in all agreements.
- Increasing state unemployment compensation benefits.
- Raising Social Security benefits and lowering retirement age.

Planning Meet

(Continued from Page 1)

- Fundamentals of Electric Distribution
- Review of Mathematics for Electrical Workers
- Distribution Transformers and Connections
- Electron Tubes and Basic Circuits
- Industrial Electronics
- Power Relay Applications
- Metering of Alternating Currents
- Electrical Blueprint Reading
- Instrumentation and Control
- Advanced Mathematics for Electrical Workers
- Fundamentals of Steam Generation
- Principles of Line Construction
- Foremanship Training

Proposals for the skill training courses were advanced by the Education Committee of the Municipalities Unit, under the chairmanship of Bro. Louis Bonino, who is employed by the Alameda Bureau of Water and Power.

Following approval of the resolution by the Executive Board, arrangements were made through Dr. George Mann, Chief, Bureau of Adult Education, California Department of Education, to call a meeting of key adult school administrators and Union representatives to explore the possibility of joint participation in this type of program.

Dr. Mann, in preliminary discussions with members of the Union educational department, expressed great interest in the project and offered full co-operation. At his suggestion a number of key adult education administrators in Alameda County were invited to meet with a Union committee to discuss a "pilot program" for our members in and adjacent to Alameda County.

Invitations were extended to the following educators in the county: Miss Virginia Smith, Public Programs Coordinator, University of California; Mr. Joseph Santos, Director, Hayward Adult Education; Mr. Lawrence Koehler, Director, Alameda Adult Education; Mr. Richard Bawden, Director, San Leandro Adult Education; Mr. Earl Parkhurst, Principal, Berkeley Vocational Evening School; Mr. Henning Edlund, Principal, Oakland Technical Evening School; and Mr. Robert Dennis, Director, Albany Adult Education.

All the educators have accepted the Union's invitation to participate in an exploratory meeting, which will be held on Tuesday, December 13, at Union headquarters. Accompanying Dr. Mann from Sacramento will be Mr. Stanley Sworder, an official of the State Department of Education.

The Union committee will include Business Manager Ron Weakley, Asst. Bus. Mgr. L. I. Mitchell, Educational Director Geo. L. Rice and Municipalities Unit Educational Chairman Louis Bonino.

It is the Union committee's hope that this meeting will result in agreement as to details of jointly administered training programs. Judging by the enthusiasm and interest expressed by the school administrators, we have already taken a long step forward toward this goal.

Office Memos

By HOWARD M. SEVEY
Office Manager

Through this column, from time to time, we hope to answer some of the questions you may have regarding your membership, and also furnish information which you may be interested in.

Your 1956 Membership Card is now being mailed with your November, 1955 Official Receipt if you are on payroll deduction. Your 1956 Membership Button will be

H. M. Sevey forwarded with your December, 1955 Official Receipt. This will mean that the mailing will be completed the early part of January, 1956.

If you are paying your dues direct to this office, or to a Shop Steward, your 1956 membership card and button will be mailed with your Official Receipt which credits your January, 1956 dues.

This is all for now, and on behalf of myself and the Office Staff, we wish you and your families a Happy Holiday Season.

Open Meet Set For Oakland

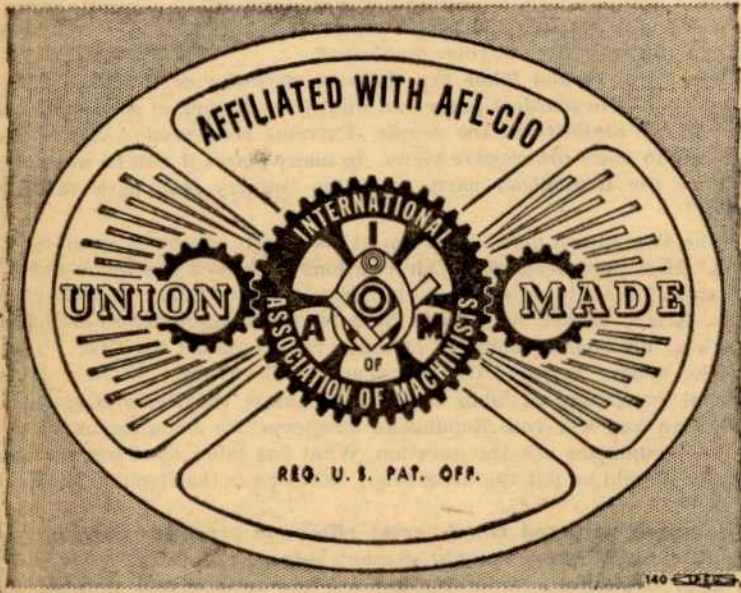
Loren C. Middelkauff, Chairman of the Oakland unit of Local 1245, has announced an "open" meeting for Thursday, January 19, 1956, at 8 p.m. at Union headquarters.

All members, non-members AND WIVES in the East Bay Division are cordially invited to attend.

Additional information concerning the meeting will be posted on bulletin boards, or may be obtained from your shop steward.

The Oakland unit regularly meets on the first Tuesday of each month. The regular meeting set for January 3rd, will be convened at the new time of 7:45 p.m. All members are urged to be ON TIME for the meeting!

If U. S. technical aid to underdeveloped countries is to succeed, we must at the same time encourage progressive social and economic changes. This is the conclusion of Dr. Jahangir Amauzegar who recently completed his doctoral dissertation on the subject at the Los Angeles campus of the University of California. His findings are a result of studies made of this country's technical aid to Iran under the Point Four program. He believes that, while this assistance has been praiseworthy and fruitful, there has not been provided "The needed motive force for a self generating development process."



This is a label we hope will be seen on more and more products manufactured by our friends and brothers in the great International Association of Machinists, AFL-CIO. With nearly three-quarters of a million men and women in their ranks, who produce everything from the tiniest precision parts to giant aircraft, the IAM was the first to produce a new union label to distinguish union-made products.

VISION & INTELLIGENCE G.C. Members Honor 'Cowboy' Thomason

Would you believe that your vision has anything to do with how smart you are? Some authorities think that the development of a child's intelligence is related to how well he sees.

This interesting idea is supported by the way in which the eye is built. The eye is a part of the brain. Its light sensitive surface, the retina, is made up of a special type of brain tissue. The 140,000,000 cells in each eye are richly connected to one of the largest areas in the brain, thus the eye can profoundly influence its activity.

It has long been thought that intelligence was inherited and unchangeable. But, now it is believed by some that intelligence can grow and develop to a certain extent. The eyes funnel into the mind a great percentage of the information which will contribute to its development.

The nature of the visual contact in the early experience of the child may influence his learning, his personality, and his general well-being. The important role vision plays in human behavior is as yet scarcely comprehended. The child may be in part a product of his visual sense—he can learn rapidly if he sees well.

It is popularly thought that the eye works like a camera. To some extent this is true, but no camera ever had a billion-celled brain hooked to it. Making sense of what the eyes see is the job of the storehouse of experience and learning—the brain.

Intelligence may not be fixed in the adult, at least learning rates can vary widely. Amazing intellectual feats have been performed by "ordinary individuals" who were given a special kind of visual training. The opposite may happen—alertness, enthusiasm, and judgment can be the toll of eyes that function badly. In such a case, the adult is not as smart as he could be. Understanding, accomplishment, efficiency, and even intelligence are dependent upon vision in intimate and incomprehensible ways. Poor eyesight may mean a lot more than the blur, or headache, or eye-strain it so obviously produces for the adult as well as the child—failure in school, mistakes at work

Our General Construction department members at Davis Yard and Warehouse announce plans to honor Brother Boris "Cowboy" Thomason, a retired Warehouseman.

The group is staging a dinner at the Siamese Room restaurant, 24th and Fruitridge Road, in Sacramento, at 8:00 p.m. on Friday, January 6th. Tickets, priced at \$2.50, are available from Bus. Rep. Gene Hastings, Steward Harold Begbie at Box 37, Davis, or from any of the G. C. stewards in an around the Davis-Sacramento area.

All General Construction members are urged to attend the gala event. Bro. Thomason, it is reported, is widely known by PG&E employees, and has a host of friends in many parts of northern California.

A 33-year employee of the Company, Brother Thomason has worked continuously for PG&E since December, 1927. He had previously been an employee, but had broken service.

Formerly a "Boomer" Lineman, "Cowboy" finally settled down in Davis and raised four fine sons. The sons, all grown up and "on their own" now, are John, Ivan, Gerry and Gene. Ivan remains close to the family home, as he is an associate professor at U.C.'s Agricultural College at Davis.

Bus. Rep. Hastings, who is coordinating plans for the affair, promises that all who attend will have a VERY good time!

poor comprehension, can all come from eyesight which does not provide the mind with the finest possible information.

Teacher: "What is the significance of November 11?"

Student: "That's the day the Armistice of World War I was signed, and there have been three minutes of peace each year since."

She: "See this necklace? It once belonged to a millionaire."

He: "Who was the millionaire?"
She: "Woolworth."