



## Productivity Trends

By ELMER B. BUSHBY, Bus. Rep.

The seven charts portraying the financial position of the Pacific Gas and Electric Co., and the increased productivity of the employees, were very well received by our members at all March Unit meetings. Several Units recommended reproduction of some of this material in the Utility Reporter.

We are presenting chart no. 3 in this issue, together with the latest available statistics which bear on the ratio of employees to sales and increased numbers of customers. We believe this chart graphically illustrates the increased productivity of the average PG&E employee during the period 1950 through 1955.

From December 31, 1950 to December 21, 1955 the number of electric customers has increased 26.9 percent. Gas customers increased by 36.1 per cent during the same period:

The sales of KWH of electricity have risen 48.5 per cent, while use of cubic feet of gas has soared to a 66.2 per cent increase over 1950.

This tremendous increase in numbers of customers, with greater use of gas and electricity per customer, points up the fact that the PG&E Co., of necessity, has expanded its facilities in order to keep pace with the rapid population growth in Northern and Central California.

However, the number of employees producing and distributing the ever increasing volume of electricity and gas has increased only 3.8 per cent since 1950. From 1953 through 1955 there has been an actual decrease in the number of employees! As a result, the number of customers per employee has risen from 141 in 1950 to 178 in 1955.

Here is the statistical breakdown for the 5-year period. All data, excepting percentage calculations, have been taken from the annual financial reports of the PG&E Company

EMPLOYEES:	1950—16,750	1955—17,387	an increase of 637, or 3.8 per cent.
ELECTRIC CUSTOMERS:	1950—1,331,717	1955—1,692,997	an increase of 361,280 or 26.9 per cent.
GAS CUSTOMERS:	1950—1,033,424	1955—1,406,722	an increase of 373,298 or 36.1 per cent.
KWH SALES:	1950—11,042,000,000	1955—16,400,000,000	an increase of 5,358,000,000, or 48.5 per cent.
CU. FT. GAS SALES:	1950—172,683,000,000	1955—287,000,000,000	an increase of 114,317,000,000 or 66.2 per cent.
CUSTOMERS PER EMPLOYEE:	1950—an average ratio of 141 customers per employee.		
	1955—an average ratio of 178 customers per employee.		

## Sixteen Votes

Some folks say a Senator's just an old fud,  
Wealthy member of the "Exclusive Club,"  
Exclusive Club for those windy and long,  
With minds that are weak and voices strong.

### CHORUS

You vote 16 times and what do you get?  
Fifty-three boodle boys with no regret.  
St. Lyndon don't you call me, cause I can't pass,  
I owe my election to natural gas.

I woke up one morning and went to the Hill,  
I closed my mind and voted for the bill,  
I voted 16 times on the call of the roll,  
And St. Lyndon said, "Well we've reached our goal."  
With apologies to Merle Travis and Tennessee Ernie.

## Union's PG&E Negotiating Committee Gives Report

In order to set forth our position in the clearest possible terms, we, the Union members of the System Negotiating Committee must remind you that, in preparing a report for our newspaper, we are reporting events which have already transpired. The monthly coverage in the UTILITY REPORTER will, therefore, cover Committee activities up to press time.

Our purpose is to endeavor to keep the membership informed of the progress of negotiations by issuance of periodic bulletins. These will be supplemented by more detailed reports in our newspaper. We cannot, of course, report every single detail but we shall endeavor to cover the major aspects of our activities.

Thus far, we have been amazed at the general similarity of the suggested proposals which have been received from Units all over the system and reviewed by our Committee. This is a great help to the Committee in determining the desires of the membership and in providing a workable guide for our submission to the PG&E Company.

Now that we have all the proposals which were submitted by the membership we must evaluate the needs which have been expressed. The justification for each suggestion, its desirability, and its effect on the entire membership, must be thoroughly analyzed.

Finally, we must select those specific recommendations which will become part of our submission to the Company. The submission must be drafted in a manner which will unify membership support behind our Union program.

Despite the limited physical participation in actual negotiations, the membership maintains considerable control and influence on the course of negotiations. As developments in negotiations are reported, whether they bear on our own proposals or on actual negotiating sessions, membership reaction is watched very closely by the Union and the Company.

Both parties know that the results of the bargaining will be submitted to our membership for ratification. Each proposal and counter-proposal is weighed in terms of this ratification, for, in the final analysis, the vote will indicate whether or not the results are satisfactory.

Over the years, it would seem that our contracts would have been tested through the grievance procedure, so that language revisions would not be needed to clarify what is already in the agreements. However, due to the increased volume of grievances relating to certain titles in the agreements, it is indicated that, good or bad, we must redraft language to explain what is already printed in the contract.

Wages—the main item of labor cost for the employer, and the principal source of income to the employee—remain the number one issue in collective bargaining. A great deal of time has been devoted to the whole wage picture by our Committee, with special emphasis on our studies of wage movements in the utility industry.

We are also studying company profits, productivity, and operational costs in order to arrive at wage figures which will constitute a justifiable proposal.

Other issues, including regulation of working hours, safety pro-

visions, training programs, promotion and demotion procedures, have been carefully analyzed. Contracts in effect with scores of other utilities have been reviewed to determine the manner in which specific problems are handled.

Additional problems have arisen because of the increased membership interest in job security. Many complex situations can—and do—occur in an area as large as ours, and equitable rules are most difficult to draft. It is imperative that we remember that we have some

(Continued on Page Four)

## Board Sets Special Meet for April 29th

The Executive Board of Local 1245 has scheduled a special session for Sunday, April 29th for a joint meeting with members of the System Negotiating Committee. The Union's 1956 contract proposals to the PG&E Company will be given a final review by the officers and committeemen prior to their submission to the Company.

The decision to call the special session was reached during the regular Board meeting held at Union headquarters on Sunday, April 8th.

During the day-long session, all Board members reported on activities in their respective areas. Union President Frank Gilleran reported fully on his attendance at the Marysville Unit meeting last month, when Disaster Aid Fund checks were delivered to many of our members who suffered losses during the December floods.

Business Manager Ron Weakley reported on the current status of negotiations, organization and educational programs.

Russell E. Stone Jr., Chairman of the Union's System Negotiating Committee for PG&E employees, advised the Board as to Committee activities to date. All members of the Executive Board heartily commended the Negotiating Committee members for their accomplishments thus far.

The Union Election Committee, previously appointed by President Gilleran, also convened at Union headquarters on April 8th to commence planning for our forthcoming local Union elections. This committee includes Clyde Weddle, Judge, S.F. Division; Don Lucot, East Bay; Don Jensen, San

Joaquin; Henry Lucas, Humboldt; Luther Hoover, General Construction; William Morrison, City of Alameda; John Osborne, Coast Valleys; Ted Cordua, Central Supply; and Marion Humphrey, De Sable.

The Board also reviewed the recent Unit voting on the proposed by-law amendments and certified that the majority of the Units had voted in the affirmative on all by-law amendments.

Brothers Dorwin E. Robinson, Addis O'Connor and Loren C. Middlekauf, members of the Policy Committee Function Improvement sub-committee, also met at Union headquarters. Their findings and recommendations on improving the functions of the Union Policy Committee will be submitted to the Executive Board at its next regular meeting.

The standing committees on By-laws, Disaster Aid Fund and Scholarship, authorized at the February joint session of the Executive Board and Policy Committee, will not be appointed until PG&E system negotiations have been concluded, the Board ruled.

Next regular meeting of the Executive Board, following the special session set for April 29th, will be held at Union Headquarters on Sunday, May 6, 1956.

## ORGANIZING DRIVE GETS INTO HIGH GEAR

Reports from every part of the jurisdiction of Local 1245 continue to point up the increased momentum of the Union's organizing campaign. Shop Stewards and active Union members, working cooperatively with the Business Staff, are "hitting their stride" in the signing up of new members for the Union.

Business Representative Fred Lucas advises that a membership drive is in full swing in North Bay Division of the PG&E Company. Loyal members, working singly or in teams, are calling on non-members at their homes during the evening hours and meeting with lots of success.

More than 100 new members have been enlisted in San Francisco during the first few days of the drive in that Division, according to Rep-

resentative John Lappin. Assisting Lappin and the hard working volunteer organizers are Representatives Scott Wadsworth, Roy D. Murray and Gerry Moran. The committee reports that every Journeyman Lineman in S.F. Division is now a Union member, while Apprentice and other Electric Department workmen are approaching the 100 per cent mark. Real gains are also being reflected in the Gas and Steam Department organizing activity.

Representative Ed James is presently working with Representative Al Kaznowski in the Sacramento area. Organizing teams in the Clerical and Gas departments have made substantial gains during recent weeks in that area.

Organizing committees in both (Continued on Page Two)

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# The UTILITY REPORTER



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## Bargaining for Your Family

Families of PG&E employees have a greater stake than ever in the activities of Local 1245 at the present time. And the Union, through its System Negotiating Committee, shoulders heavy responsibilities in its concern for the needs of member and their families.

Higher wages, of course, are a most important objective of your bargaining committee this year. There are numerous other benefits, obtainable through collective bargaining, which your committee is considering because of their importance to the entire family of a Union member.

Every family hopes to enjoy a constantly rising standard of living which can be achieved by increased income. In addition, the wage earner ever seeks to advance himself through wider experience, improved skills and diligence on the job. He seeks opportunities for added income through promotion to better paid jobs, and he expects, rightfully we say, that a fair and orderly procedure be provided for equitable treatment when advancement is possible. This, of course, is a proper matter for collective bargaining.

Bargaining also produces more time for leisure, safe and healthful working conditions, and additional compensation for those who undergo disruption of normal family life in the process of serving the public at all hours and under every conceivable climatic condition.

The union-management contracts which result from bargaining also include provisions for a host of "on the job" benefits, as well as retirement benefits as a reward for length of service.

The family and the wage earner are concerned with maintenance of good wages and decent working conditions. But this is only part of the total picture. There is great concern for protection from the loss of income which may result through no fault of the worker. This aspect of bargaining is generally termed "job security." It is increasingly important these days as application of the technological refinements of American industrial genius upsets the customary activities of the work force. The principle of length of service—seniority—must govern here to protect the worker, whenever possible, from demotion or lay-off.

Some families build up a cushion against reduced or lost income by practicing thrift or frugality in their spending habits. This, alone, is not enough. We Americans are traditionally an optimistic people. We seek to acquire the products of our industrial output so we may enjoy the better things in life. Ownership of homes, modern appliances and cars, together with planning for growing families, requires a steadily increasing income. Through collective bargaining, every possible means must be explored to protect that income for the security of the family.

The activities of your fellow members who serve on the System Negotiating Committee have a vital affect on the pocketbook, the health, the welfare and the security of your family.

Your Union is the champion of your rights from the date of your first employment to the days of your retirement with a decent pension. It is the first and foremost instrument in advancing and protecting the welfare and security of your family. And, in the final analysis, the support you give—or fail to give—to your Union will determine the nature and extent of the gains which result from collective bargaining.

## TRESPASSING JUDGE

Justice Glenn Terrill of the Florida Supreme Court has concurred in a majority opinion of that tribunal which says Negro students cannot be admitted to the University of Florida in spite of the anti-segregation ruling of the United States Supreme Court. Said this modern Solomon in his opinion:

When God created man He allotted his own continent according to color, Europe for the white man, Asia for the yellow man, Africa for the black man and America for the red man.

Therefore, the learned justice reasoned, the United States Supreme Court reversed the "decree of Almighty God" by directing the end of racial segregation in the public schools.

This is good logic just as truly as the moon is made of green cheese.

Moreover, if God made America for the red man, why is Judge Terrill trespassing on the Indian's domain?

(Contributed by Bus. Rep. Al Kaznowski of Sacramento).

## Steward of Month



NEWTON COATES

One of the interesting "old timers" of our Union serves as shop steward for employees of the City of Berkeley Electrical Division. He is Brother NEWTON COATES, an Electrician Foreman with the city.

Bro. Coates joined the IBEW in 1908, affiliating with Local 595 in Oakland. Except for a brief lapse of Union membership in 1914, during the disastrous Reid-Murphy split which shook the International Union, Bro. Coates has maintained continuous good standing—he has not missed for the past 41 years, in fact!

After working for electrical contractors during his first few years in the Brotherhood, Coates started as an Apprentice Lineman with the PG&E Company in 1910. His employment was abruptly terminated in 1913, when the IBEW struck the utility firm. However, by 1919, when the bitterness had subsided, Coates returned to PG&E where he remained until 1925. Following a year of service with the electric department of the Key System Transit Lines, he joined the staff at the City of Berkeley in 1926. He has been there ever since, depression years notwithstanding.

Brother Coates Union service included more than 13 years as Recording Secretary of IBEW Local 50 (merged with Local 1245 in December, 1951), and Local 50 President for 1 term of office. He has served as shop steward "for more years than I care to remember," as Newt himself puts it! Actually, he has been a Union Shop Steward for more than 25 years!

In addition, he is currently a member of the wage committee which is seeking a substantial increase for Berkeley's Electrical Division employees.

Newt and his wife, the former Hallie Cox, make their home at 910 Modoc Street in Berkeley. He has one step-son still at home, Bob Cox, who is a member of IBEW Local 595. Four other step-children of Newt's have "grown up and departed."

As an interesting sidelight, Union records indicate that Brother Coates and Union Treasurer George Wagner are our only two remaining members who weathered the 1913 PG&E strike, the Reid-Murphy split in the International Union, the great depression, the hazards of their trade—and yet, are still very active trade unionists! Brother Newt Coates seldom, if ever, misses a meeting of Municipalities Unit No. 2211—an example which some of our younger members might well profit by!

The UTILITY REPORTER is proud to honor BROTHER NEWTON COATES as our Shop Steward of the Month for April, 1956. We extend congratulations to Newt for his 48 years of active, loyal trade-union service.

## A Tool of Democracy —THE BALLOT

By L. L. MITCHELL  
Asst. Bus. Mgr.

A long time ago, when our country consisted of thirteen colonies digging out from under the ravages of a war for independence, a concept of government was born which shocked the great powers of the world.

This idea is embodied in the theme and spirit of the Constitution and the Bill of Rights. It is this:

The sovereign power of this United States rests with the people; as free individuals working together to create, control and conduct the life of this country.

You may ask what does this have to do with us; we all know our history.

Just this: Out of this new concept of peoples' rights came a structure of government operated by the people through their representatives which are selected with the basic tool of democracy, the ballot. Through this process we have become the greatest nation in the world.

Most of us, when we mention the government, speak of it as "they." "They raise our taxes." "They let our highways go to pot." "They sit around Washington and run our lives."

Actually, "we" raise our own taxes. "We" let our highways go to pot. "We" let them sit around Washington and if there is control over our way of life it is our own fault. No one is to blame but "we" the people, who do not vote, "we" who do not take the time to study the issues in order to vote in a manner which will insure the legislation which we want or need to carry out the desires we have.

Now we also, through the Bill of Rights, have insured rights to establish voluntary organization to further our aims. These too are a vast parallel structure of government where the basic tool of democracy is used to see that our wishes are carried out.

The same statements made about government can also be said about them. Our own Local 1245 is one of such organizations.

How many times have you heard individuals make the statement "the Union" has done this or that? Yet again it is "we" who have done whatever it is, because Unions are created, controlled and conducted by the people exercising their franchise to vote just as in government.

The strength of these organizations lies in two basic elements. First, that people band together because they want to. Where a dictatorship can only be as strong as the man at the top, democratic organizations draw strength and vitality from all of the members.

Secondly, that they banded together for a common purpose. The power of the group is far greater than the sum of its members. Organized, they exceed the strength of the same number unorganized. Collectively they are listened to, while one person becomes the voice in the wilderness.

When a group becomes well established it is looked to as entitled to speak for the trade or profession. It has in effect gained the right to represent all the people in that field. Examples are the American Bar Association in the field of law, the American Medical Association in the field of medicine, or the American Bowling Congress in the field of bowling.

Each group has the responsibility of representing its members to set standards, develop ethics, educate the public and advise on legislation in its field.

Wise politicians have always recognized the importance of these types or organizations. When the AFL-CIO, the AMA or the American Farm Bureau Federation speak, people and legislators listen.

Dictatorships have been quick to realize that such organizations, particularly Labor Unions, wield this sort of power and are dangerous to totalitarianism. In Czechoslovakia, not long after the Communists seized control, they found that within such groups the individual could find a rallying ground for resistance to iron fisted dicta-

torships. Accordingly, they summarily banned all such organizations and abolished the right of voluntary assembly.

Now with this power and this authority being what it is it is important that organizations should honestly and conscientiously represent the members' wishes. This can only be done if the members, in turn, let the leaders know what they want.

Within the government of our own Local Union, the philosophy is to enact a program based on a desire to unite the people, cooperate with them and help them gain and keep the greatest share of their labors that is possible. Thus, we endeavor to use the democratic tools of free choice, open debate, and voluntary decision.

The members of the group have the right to disagree, to protest, to approve and even to replace their leaders through orderly process when they fail to carry out their functions.

These rights are shared equally by all but they also carry corollary obligations and duties. Most important of these are attendance at Union meetings and the exercise of the franchise to vote. This way they indicate what they want or believe, and it then can be carried out.

These priceless rights will continue to flourish only so long as we use them. They are the only means by which democracy can survive. There are many in our own country who are waiting to deny us this right if they can gain control. These people always vote. If we are lax, and by their vote they become the majority, we must be to blame for our own disinterest.

Therefore, to insure that our views are considered and that your officers truly represent the desires of the majority, be sure to see that you cast your vote in all elections and that your fellow worker does likewise. Only if this is done can your leaders go ahead with confidence and conviction. If not, they then must pursue a course which will be guided by the few who do participate and vote. You have a voice through your ballot. Use it.

## Organizing Drive In High Gear

(Continued from Page One)  
Physical and Clerical forces of East Bay Division continue to reflect steady gains. Business Representative Paul "Cy" Yochem, in cooperation with shop stewards is recruiting additional help to undertake a concerted drive in contacting non-members at their homes.

Encouraging reports are coming in from the San Jose Division, according to Representative Frank Goss, who recently was assigned to the area. Goss is also the representative for members in the Department of Pipe Line Operations.

Monday, April 23rd, is "kick-off" day for a major organizational effort in the East Bay Steam Department, according to the committee members. Growing interest in the Union's program is reported by active members in the various steam plants, and they expect to achieve substantial gains in membership.

The growing realization that "in unity there is strength" is evident in every area served by Local 1245. The added activity of literally hundreds of stewards and hard-working members in pointing out the values of union membership to non-member employees is building additional strength for our Union.

While there is lots of organizational activity taking place, volunteer committeemen point out that there is plenty of work for every good Union member to do. They urge each and every member of Local 1245 to seek out that non-member and encourage him or her to join the Union—NOW!

The national debt, which was such a fearsome threat when it was nearing fifty billion dollars, doesn't worry many people today, at 270 billion.

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# Facts Won't Support 'Monopoly' Charges Against Labor Unions

The "myth" of labor monopoly charged by foes to the merged AFL-CIO is resoundingly punctured as "completely false and without foundation" in the latest edition of Labor's Economic Review, monthly publication of the AFL-CIO Dept. of Research.

The review analyzes the economic factors which have made collective bargaining essential to the welfare of both the worker and the country, and which account for the growth of multi-

employer and companywide bargaining "in response" to the changing scope and the competitive practices of business.

It then demonstrates why neither unionism, diverse forms of bargaining nor the merger itself can be considered "dangerous" or "monopolistic."

"Those who declaim against the 'dangerous monopoly power of unions' rely on emotion more than logic," it charges.

A sifting of the inflammatory

charges makes possible identification of "three major variations of the same theme," it continues.

First, there is the argument that the basic concept of collective bargaining is essentially monopolistic and that unions hence are a menace to competitive free enterprise—the old "conspiracy" theory.

Second, the claim that while a local union which bargains with one employer at a time is all right, multi-employer or companywide bargaining is monopolistic.

Third, the allegation that the merged AFL-CIO will wield economic power of such proportion as to make it a nation-wide monopoly.

The Review then examines each variation and effectively demolishes it.

The conspiracy theory has been knocked out by the courts, it points out, "because it had become clear to all fair-minded people that America could not tolerate the economic doctrine that the lowest possible wage established by supply and demand in a so-called 'free' labor market was good" for either workers or the nation.

After examining multi-employer bargaining, the Review comes to the conclusion that it reflects "the inevitable desire and necessity to secure fair and equalized wage rates among competitors... a necessity that neither the fair-minded employer nor his workers can ignore."

Finally, the Economic Review deflates the charge of monopoly growing out of the merger.

"Realistically speaking, the AFL-CIO has comparatively little means of 'monopolizing' public opinion or even of assuring that its own views are broadly heard," it notes.

"We publish no daily newspapers. Our total resources, to educate, to conduct economic research, and to convey our views to the public and to Congress, come exclusively from an income of 4 cents per member per month to the national AFL-CIO. Annually it amounts to no more than is now spent in one year by a single cosmetic firm to advertise its product on television."

It concludes by quoting AFL-CIO Pres. George Meany:

"The inference of the word monopoly is the gathering together of a few to profit at the expense of the many... The record over the years shows that in every activity in which we have been engaged, whatever benefits have come from success have spread to all the people of the country... Whatever power comes to this merged organization, in my way of thinking, is a power to do good."

(Courtesy of S.F. Labor)

# Electrical Brain Teasers

By LOUIS BONINO, Chairman, Municipalities Unit Educational Committee  
CIRCLE CORRECT ANSWER—TRUE OR FALSE.

1. For two or more like resistances in parallel, total resistance equals resistance of one resistor divided by the number of resistors? True False.
2. For two or more unlike resistors in parallel, total resistance equals R1 plus R2 plus R3? True. False.
3. In series circuits the larger the resistance of the resistor, the smaller the voltage drop across the resistor? True. False.
4. With four 120 volt lamps connected in series across a 480 volt circuit, if one lamp burns out, the voltage across the burned out lamp terminals will be 120 volts? True. False.
5. The total resistance in a parallel circuit is always smaller than the smallest individual resistance? True. False.
6. Results of Effort equals Magnitude of Effort divided by Magnitude of Resistance? True. False.
7. In compound circuits containing a combination of series and parallel resistors, the total resistance can be found by reducing the parallel branches to equivalent series circuits and combining these with the series branches? True. False.
8. The greatest amount of current will flow through the smallest resistance in parallel circuits? True. False.
9. Six ohms resistance is connected in series with 8 ohms inductive reactance across a 100 volt alternating current source. The total current that will flow is 10 amps? The voltage drop across the resistor will be 60 volts; the voltage drop across the inductance will be 80 volts? True. False.

(ANSWERS WILL BE FOUND ON PAGE 4)

## How to Integrate the Expediter

Are you sometimes confused by the strange words and phrases used by government bureaus and business corporations? If you aren't you're not normal. But now we clear away your confusion.

Into the solemn pages of the Congressional Record, Congressman Carl Hinshaw of California has inserted the following "glossary of terms used to keep the wheels turning in government and industry:":

- Program:** Any assignment that cannot be completed with one phone call.
  - Channels:** The trail left by interoffice memos.
  - Coordinator:** The guy who has a desk between two expeditors.
  - Consultant or expert:** Any ordinary guy more than 50 miles away.
  - Under consideration:** Never heard of it.
  - Under active consideration:** We are looking in the files for it.
  - Conference:** Where conversation is substituted for the dreariness of labor and the loneliness of thought.
  - Committee:** A means for evading responsibility.
  - Reliable source:** The guy you just met.
  - Informed source:** The guy who just told the guy you just met.
  - Unimpeachable source:** The guy who started the rumor originally.
  - Make a survey:** Need more time to think of an answer.
  - Note and initial:** Spread the responsibility.
  - Clarification:** Fill in the background with so many details that the foreground goes underground.
  - Check the files:** Ask the janitor to look through yesterday's sweepings.
  - Finalize:** Scratch gravel to cover errors.
- (Courtesy of Oregon Labor Press)

## Auto Inspection Team Is Urged

Minutes of March 24, 1955 of the San Jose Automotive Accident Review Committee made reference to an Automotive Inspection Team.

To my mind accident prevention is simply good management. It cannot be set apart from the rest of the quality and quantity of the job. You cannot have a good safety record without good employee relations and high morale.

The driver training program was one of the many important forward steps taken by the Pacific Gas & Electric Company to help decrease our accident rate.

Now another important step to be taken might possibly be that of an automotive inspection team. One which will make a periodic inspection of all motor vehicles operated by our company drivers.

I have in mind a two man team which would have the authority to test drive any vehicle, whether it is located at any Service Group or out on the job. This team would make a road test on the vehicle to determine its condition as to Safe Driving. The steering system, exhaust system, brakes, lights, etc.; all would be tested.

Periodic inspection of motor vehicles is required in only 14 states, although in 8 other states it is

provided for under city ordinances.

Periodic inspection of company vehicles will pay big dividends in terms of dollars and cents plus an increase in the safety factor.

I might add a word of caution. An effective inspection program cannot be developed overnight. A new automotive inspection team should be set up with relatively modest standards. These standards of inspection can gradually be raised every year until the desired level of automotive inspection has been reached.

Many drivers tend to adjust themselves unknowingly to the unsafe conditions of their vehicles. This is a practice among almost all drivers, but one which can lead to a possible accident. That is the reason why I believe that an Automotive Inspection Team will prove satisfactorily to our company.

WALT MORRIS,  
Member, System  
Safety Committee.

## FDR's Economic Bill of Rights Gave Us Job Act

When the late Pres. Franklin D. Roosevelt asked Congress, in his State-of-the-Union Message of Jan. 11, 1944, for what later became the Employment Act of 1946, he noted that the political rights assured Americans in the Constitution had proved, as our industrial economy expanded, "inadequate to assure equality in the pursuit of happiness."

"We have come to a clear realization of the fact that true individual freedom cannot exist without economic security and independence," he said. "Necessitous men are not free men. People who are hungry and out of a job are the stuff of which dictatorships are made."

Then he spelled out in a campaign speech in Chicago on Oct. 28, 1944 what he called an "Economic Bill of Rights:":

- "The right of a useful and remunerative job in the industries or shops or farms or mines of the nation;
- "The right to earn enough to provide adequate food and clothing and recreation;
- "The right of every farmer to raise and sell his products at a return which will give him and his family a decent living;
- "The right of every businessman, large and small, to trade in an atmosphere of freedom from unfair competition and domination by monopolies at home and abroad;
- "The right of every family to a decent home;
- "The right to adequate medical care and the opportunity to achieve and enjoy good health;
- "The right to adequate protection from the economic fears of old age, sickness, accident and unemployment;
- "The right to a good education."

## JOB OPENING IN BERKELEY

The City of Berkeley Personnel Department has announced an open, competitive examination for the position of SUPERINTENDENT OF ELECTRICAL EQUIPMENT.

The position, which has a salary range of \$540 to \$676 per month, will soon be vacated due to the retirement of the incumbent.

Applications may be obtained by writing to or calling the city's Personnel Department, City Hall, Berkeley, (THornwall 1-0200). They must be filed in person or postmarked no later than 1 p.m., Friday, April 27, 1956.

The written examination will be given on Saturday, May 5 in Berkeley. The oral interview is tentatively set for Monday, May 14th.

The written test is designed to measure the candidates' knowledge of the fundamental principles and practices of electrical works as applied to the functions of the Electrical Division; and ability to plan and direct the work of the staff, and to maintain effective working relations with others.

Requirements include graduation from high school; 8 years of employment in work related to the design, installation and repair of electrical facilities, 6 years of which should have been in a responsible supervisory position in direct charge of the installation and repair of a wide variety of electrical equipment.

College graduation with a degree in engineering or related fields, and 4 years of the above experience, may be substituted, OR, any equivalent combination of education and experience, substituting the college education for the designated experience year for year, provided the applicant has at least 3 years of the supervisory experience.

Members of Local 1245 in northern California who feel they have the necessary qualifications are urged to file for the examination.

The employees of the Berkeley Electrical Division are members of this local union.

### OUT OF RESPECT

A group of leading citizens met for a conference one Saturday night. The conference was well under way when Dr. Smith, one of the oldest physicians, drew aces back to back in one hand of stud. Everybody stayed. The Doc drew another ace.

At this moment one of the ranchers stood up, bent double, and went down with a heart attack. The Doc was with him in a flash. It was too late.

The other players stood around dumfounded, while Doc laid him out on a bench and covered him with a coat.

"It's awful," one of them muttered. "What'll we do now?"

"Well, out of respect for old George," Doc suggested, "maybe we'd better finish this hand standing up."

There are only 18 calories in a spoonful of sugar.

## Building Trades Wages Rising

Wage scales of union workers in the building trades continued their upward trend across the nation in the final quarter of 1955, according to figures released by the U. S. Bureau of Labor Statistics.

The all-trades average hit a new national high of \$2.94 per hour in the year's final quarter. The advance for the year amounted to about 10 cents per hour, with individual trades winning increases of from 8.4 cents to 10.7 cents per hour.

Of the seven trades studied by BLS, all but the painters, with an average of \$2.92 and the laborers, averaging \$2.10, were averaging more than \$3 an hour at the beginning of 1956.

Rates for Electricians were as follows in major U. S. Cities:

- Newark, N. J.—\$3.65.
- New York, N.Y.—\$3.50
- Chicago, Ill.—\$3.45.
- Los Angeles, Calif.—\$3.45.
- Detroit, Mich.—\$3.35.
- San Francisco, Calif.—\$3.225.
- Boston, Mass.—\$3.10.
- Seattle, Wash.—\$3.10.
- New Orleans, La.—\$3.025.
- Dallas, Texas—\$3.00.
- Savannah, Ga.—\$3.00.
- Salt Lake City, Utah—\$2.875.

Bricklayers ranged from a high of \$3.85 per hour in Newark, N. J. to \$2.95 hourly in Savannah, Ga. Carpenters were earning \$3.65 in Newark, \$2.90 in San Francisco and \$2.50 in Savannah. Plasterers ranged downward from \$3.85 at Newark to \$2.50 at Savannah.

With the current study, BLS has expanded its coverage to 100 major U. S. cities. Rates reported represent minimum scales agreed upon in union contracts.

## The H— With It

Getting out a magazine is no picnic. If we print jokes, folks say we are silly.

If we don't, they say we are too serious.

If we write our own stuff, we lack variety.

If we use syndicated items, they say we should write about our own people.

If we stay in the office, we should be rustling up news.

If we go out to rustle up news, we should quit bothering people.

If we don't print contributions, we are unappreciative.

If we print them, all the paper is filled with a lot of junk.

If we are late, they accuse us of being lazy.

If we are early, we have no sense of timing.

Like as not, some fellow will even say we swiped this from another paper.

We did.

The only time Ez Tike quits looking for work is when he finds a job.

One way to get a perfect hatch for your troubles is to brood over them.

## 'Creeping Socialism'

According to LABOR'S DAILY, one national daily publication which doesn't depend on advertisers' pressures and big business ownership, this "creeping socialism" is one sided.

LABOR'S DAILY shows a stark example, which we herewith quote: "North American Company is 99.66 percent government subsidized. Taxpayers thus pay dividends to the company's stockholders and get absolutely no profit in return.

"The company pays no rent for the use of \$95 million in buildings, land and equipment, which were financed by taxpayers.

"The company spends some \$75,000 on "advertising" per year, despite the fact that it is, in effect, spending taxpayers' money and has a business and profit guarantee from the Eisenhower Administration."

We guess that use of the terms "socialism" and/or "free enterprise" depend a lot on whose foot the shoe fits!

# YOUR Business Manager's REPORT

By RONALD T. WEAKLEY

This month finds us involved in preparation for major negotiations on all fronts. Coincidental with this is an intensive effort to raise maximum organizational strength. Also, the involved machinery of our Local Union election procedure is under way. All efforts of this office will be directed to the work involved in these three major items.

On negotiations, our proposals have been submitted to the Sierra Pacific Power Company where we shall negotiate on wage and classification adjustments under the re-opening clause of the Agreement.

The System Negotiating Committee has been burning the midnight oil for weeks in preparation for the negotiations with Pacific Gas and Electric Company. This is one of the most complex jobs imaginable wherein hundreds of suggested improvements must be care-

fully screened. The records regarding trouble spots in the existing agreements, major grievance items and past arbitrations must be studied.

When working conditions changes are put into shape and specific language is developed, then comes the consideration for fringe improvements. Finally, the wage picture is carefully analyzed and a position is developed from checking the existing wage structure for inequities. Next, a wage proposal is developed which gives consideration to inequities, other negotiated settlements, economic trends, productivity factors, the financial position of the employer and the desires of the employees on the job.

Now, substantive arguments must be developed from research which will enable the Committee to present sound and logical supporting data. Once this is com-

pleted, then a tentative "package" is developed as a maximum position.

Now comes the big item—costs. Here is where the paring must take place in order that the proposals might not be so unreasonable as to defeat the purpose of collective bargaining which is to reach an accord between two initial positions in a sensible manner.

In a multi-classified group such as ours, it is next to impossible to always please everyone. However, the over-all good for the great majority of the membership must be the basic guide in the Committee's decisions.

Wages on the Pacific Gas and Electric Company system are a big item when we look at the size of the properties and the number of affected employees. Here, the Committee checks "cost items" with whatever information is available. Some of these are inequities, some working conditions improvements, some fringe benefits and of course, the wage increase bill.

The relative values of each are carefully weighed and finally, the program is developed to the one which meets the needs of our people as best as can be determined by their fellow-members on the Committee and the Officers of the Union.

Upon notice, the parties commence to exchange proposals and counter-proposals and a settlement is bargained out over the conference table. When an accord is reached by the respective Committees, it is then submitted to the membership at Unit meetings for consideration and decision.

During the time that the Committee completes its work and the time for voting on ratification, the membership goes over the detailed proposals in order that enlightened support may be given to the Committee. Also, progress reports on the negotiations are supplied the membership to keep them advised as to "what's doing in negotiations."

Here is the time for real interest, unity of purpose, and full support of the Negotiating Committee. Here is the time to guard against unfounded rumors, unfair criticism, and any internal disruption from any quarter.

The attitudes and interest of the members are carefully observed by both the Union and the Company Committees.

Full organization, loyal support of the Union's program and complete participation at Unit meetings forms the tools with which the Committee attempts to do a most difficult job.

It so happens that our Local Union elections occur during the period in which the Union is engaged in negotiations. A heavy vote in the Union elections reflects membership interest in their Union no matter who the successful candidates may be. It is extremely important that the elections be carried on in a manner which will provide an expression of democratic decision while in no way affecting the prime business at hand which is the bread and butter of our people.

We have come a long way in the past few years and it is my conviction that the Officers, Negotiating Committee and the membership will solidly unite to do the best possible job for the employees and their families on the Pacific Gas and Electric Company.

A dignified dowager watched with growing horror as a TV comic bounced his way through a slapstick routine of questionable taste. Finally she snapped off the set. "I'm afraid," she said with feeling, "that channel needs dredging."

The UTILITY REPORTER claims the distinction of being the only newspaper to enter your home which is NOT reporting extensively on the marriage of Miss Grace Kelly to Prince Rainier of Monaco. We're satisfied to simply extend our best wishes to the Prince and his lovely bride.



Pictured at U.C. Alumni Hall, l. to r., are DR. CHARLES GULICK, University Professor, RICHARD GROULX, Asst. Secy. of the Alameda County Central Labor Council, DESMOND DONNELLY, British Labor Member of Parliament, and JOHN HUTCHINSON, of the University's Institute of Industrial Relations.

## British Laborite Visits Bay Area

DESMOND DONNELLY, Labor Party Member of Parliament in England, declared last month in Berkeley that his party must provide a "new dynamic" for the future if Great Britain is to continue its vital role in international affairs.

Dr. Donnelly spoke to a group consisting of Labor leaders from the bay area and outstanding social sciences professors from the University of California at a luncheon held at Alumni Hall, on the U.C. Campus. John Hutchinson, Labor Programs Coordinator for the Institute of Industrial Relations, arranged the affair. A Member of Parliament from Pembroke, England, and a former journalist for the SUNDAY TIMES and the London DAILY MAIL, Mr. Donnelly addressed himself to the topic "The Future of the British Labor Party."

"The British Labor Movement," said Mr. Donnelly, "came into being nearly 80 years ago as a revolt against the industrial revolution—and against political autocracy."

The Labor party, during world war II, he declared, fostered the idea of centralized governmental controls. This, he said, was done out of necessity, even though the leaders of the party recognized that a war economy is similar to a fascist economy.

Growth of the influence of the Labor party was helped by the Honorable Hugh Dalton, who established seminars to train labor economists who became active in Labor party affairs. These trained people aided in removing the Labor party from the influence of the Bank of England, according to Mr. Donnelly.

During the period from 1945 to 1948 the Labor party began to "run out of ideas," admitted Donnelly. He blamed this on the mountains of "desk work" which followed the introduction of health services, the nationalization of the coal industry, the granting of political and economic freedom to Burma and India, and a host of other actions initiated by the Labor party majority in the Parliament.

"Dynamics for the future," said Donnelly, will be based largely on a determination as to Britain's role in international affairs. "No county can hope to influence international affairs—unless its own internal economy is virile," he declared.

In this connection, Mr. Donnelly reported that more capital must be provided for workers, and Britain must clarify its position with respect to public ownership. In the latter connection, he advised, public ownership must be so regulated that "each individual feels free to give of his best."

The philosophy of the Labor party, said Mr. Donnelly, has always been based on a fight for social justice. While he believes this has been largely won during the past 50 years, he stressed the role of the Labor party in protecting and enhancing the gains thus far made.

Mr. Donnelly admitted there was a considerable amount of "anti-American" feeling in Britain during the Korean War period, but this, he firmly states, is now largely gone.

He stressed his belief that an Anglo-American Alliance is a "must"—"We need each other too

much to ever consider going our own way."

In the fall of 1954, Donnelly broke dramatically with his long-time personal and political associate, Aneurin Bevan, over the question of rearmament of Germany. "I wasn't particularly keen over rearmament either," he said, "but we had no choice."

Among those in attendance at the luncheon were Richard Groulx, Asst. Secretary of the Alameda County Central Labor Council, Manuel Dias, President, California CIO Council, George L. Rice, Educational Director, Local 1245, and Jeffery Cohelan, Secretary, Milk Wagon Drivers Union Local 302.

## Missing Members

When a member fails to report a change of address—he is MISSING so far as the records of Local 1245 are concerned. This means he does not get his newspaper, his Journal, or his Union dues receipts.

Please look over this list of MISSING MEMBERS. Should you know any of them—please ask them to send in their correct address to the Union headquarters. Or, better still, just jot down the name and address on a post card and send it in to us. We'll certainly appreciate your help.

(SAN JOSE DIVISION)

1501, San Jose Div.—No addresses.

Name	Card No.
Stanley Alameda	493234
James F. Darger	725069
Louis W. Furtado	231679
Bernard J. Gaffney	231659
Eugene Helms	328312
Ray C. Hiatt	73358
William M. Jackson	175832
William E. Jacobs	725624
Victor E. Kunkel	575915
Edward L. Lyons	328264
James C. Madden	493681
Charles W. Mangin	726265
Harry L. Manus	493238
Omar K. Margason	328266
James O'Halloran	328971
Frank W. Page	102017
Arthur D. Rasmussen	765069
Harvey L. Riley	C-917
Wm. H. Stowe	72194
L. E. Tannar	72172
Oscar Taylor	856473
William L. Tucker	725631
Leonard Vierra	329500

### AUTOMATION

Cleveland (PAI)—The salesman was explaining the advantages of his company's revolutionary machines. "Their electronic brains," he said, "can do everything. They can work the machines. They can add up the pay checks. They can correct their own mistakes. They can even think."

The dismayed manufacturer exclaimed: "That's no good for me. Why, they'd soon be joining the union."

### ANSWERS TO ELECTRICAL BRAIN TEASERS

1—True. 2—False. 3—False. 4—F (On this one you can burn your fingers. There is no current flowing, therefore the voltage across the lamp socket is 480 volts). 5—True. 6—True (This also applies to everyday life problems). 7—True. 8—True. 9—True.

(If you have ideas for Brain Teasers, or take issue with these problems and answers, write Louis Bonino, Utility Reporter.

## Departmental Negotiations

Agreement between the PG&E Company and Local 1245 was reached this month on Job Definitions and Lines of Progression for Steam Department maintenance and clerical employees.

The Union's negotiating committee reports that gains include establishment of a single wage rate as opposed to the former step progression for the classifications of H.P. Boiler Repairman, Insulation Mechanic and Rigger. Apprenticeships have also been established for these classifications. The classification of Electrical Technician is now included in the line of progression, with improved job definitions for this and the Helper classification.

The agreement has been duplicated and is now being distributed to all shop stewards in the department, and will be posted on appropriate bulletin boards. All members who are affected by the new agreement are urged to check with the shop stewards for complete details.

Meantime, the Union received on April 11th additional proposals from the PG&E on lines of progression for employees in the Steam Operations Department. Members of the negotiating committee met at Union headquarters on April 17 to analyze the latest proposals. A joint meeting of Union and Company negotiators will be held on April 24 in an effort to conclude an agreement.

The committee assigned to negotiate with respect to the re-rating of Pressure Operators is holding its initial meeting in the Union office on April 20th. Included on the Union committee are R. K. Cowen, East Bay; T. F. Crowley, San Francisco; Joseph A. McCauley, San Joaquin; Elmer June, Stockton; and Harold Keeler, North Bay. Following an analysis of pertinent material, joint discussions will be held with Company personnel.

The Union committee working on re-rating of Substations has completed its latest survey and is now awaiting the establishment of a date for another meeting with Company negotiators. At the most recent joint session, held on February 16th, both parties had agreed to conduct separate surveys prior to further talks.

Three Union committees are at work on negotiations for various segments of the Company's Electric Department. A number of unresolved issues confronts the committees, although some progress has been reported.

The Union committee on job definitions and lines of progression for the Electric Underground Department met on April 11 to go over the most recent series of Company proposals. A joint session with the Company's representatives was held on April 18. A tentative agreement was reached on all items except electrician and apprentice cable splicer.

The Electric Overhead committee has received additional proposals from the Company which were carefully evaluated in a meeting held on April 9th. Additional joint sessions will be sched-

uled in an effort to reach agreement on the unresolved issues.

Amended job definitions for the classifications of Meterman and Apprentice Meterman were received from the PG&E on April 5th. The members of the Union committee are presently studying the latest proposals.

## PG&E Negotiating Committee Report

(Continued from Page One)

400 different classifications of workers for which we bargain. Any time that job security is changed, either through promotion or demotion, we must study the effects on the seniority clauses and other provisions of our agreements. The same procedure holds true, of course, with respect to other types of proposed changes.

Our Committee has been in continuous session since April 4 to draft proposals and develop substantiating arguments on behalf of our submission. We will continue this work through April 29th. We urge each and every member to participate with us in these negotiations by attending your Unit meetings, listening to our progress reports, and developing an understanding of our efforts in your behalf.

In our modern industrial society nearly every type of relationship is governed by rules of some kind. We have an opportunity to develop some of these rules through the process of collective bargaining. Should we not exercise our rights at the bargaining table, the rules would be established on an arbitrary basis by the employer alone.

The end result of our negotiations will be determined, in large measure, by the attitudes of our membership. We must have your support to make them as productive as is humanly possible. Once the agreements have been negotiated with the Company, they will, of course, be submitted to you for your discussion and approval.

We shall continue to keep you informed as to our activities and the progress of our negotiations by all possible means. These include special bulletins, reports at Unit meetings and our Union newspaper.

Join with us wholeheartedly in order that we may have the necessary support and encouragement to do a good job for all members and their families.

Fraternally yours,  
RUSSELL E. STONE, JR., Chairman; M. SCOTTY SHAW, ARTHUR M. JUSTIS, JOHN W. MICHAEL, FRANK QUADROS and DANIEL McPEAK; R. T. WEAKLEY, Business Manager; L. L. MITCHELL, Assistant Business Manager; and E. B. BUSHBY, Business Representative, Union System PG&E Negotiating Committee.

"I like mathematics when it isn't over my head," said the studious fellow.

"That's the way I feel about pigeons," replied his absent-minded friend.