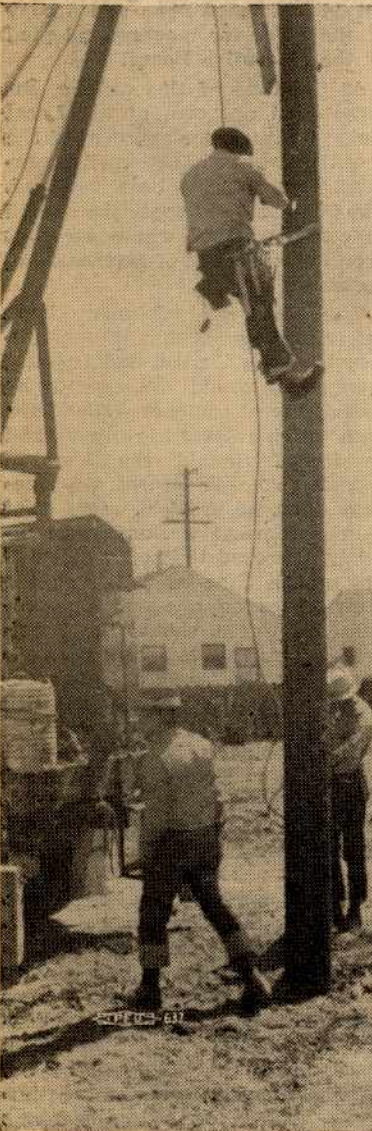
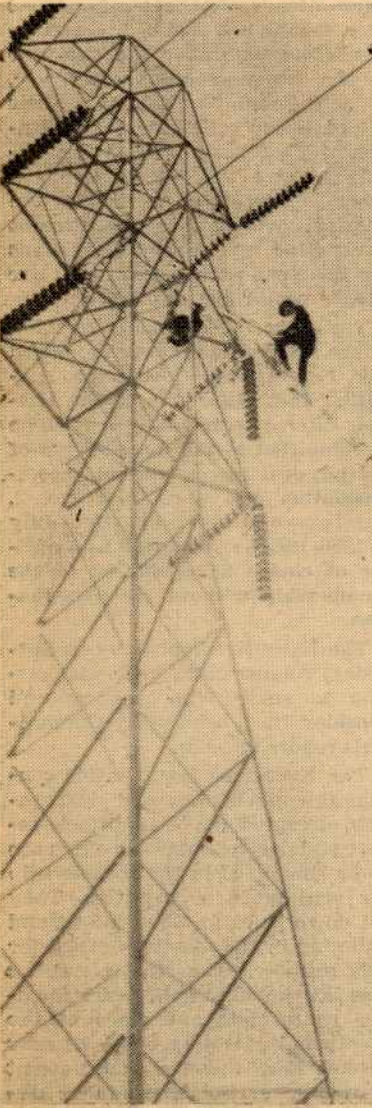




Aerial Artists on Job



No parachutes are used by these brothers, although such might prove useful. Above scenes show Joe Rose's general construction line crew stringing wire into Station "J", Oakland. This tower line follows Eastshore freeway for several miles. Two "birds" in upper view are Bill Brady and Walt Brown, linemen dead-ending the aluminum conductor. Pride of the crew is their new line truck with hydraulic boom, shown below, with Shop Steward Bill Clark, Clyde Van Meter, and Paul Troglia at work on guard poles.

Solution Is Presented To Break P G & E Deadlock

Special meetings held between July 31st and August 3rd for the purpose of voting on an improved wage and conditions offer by the PG&E Co. resulted in the Physical membership, for the second time, rejecting the offer by a vote of 1973 for acceptance and 2299 against acceptance. The Clerical members, during these same meetings, voted 284 for acceptance of the amendments to their agreement and 134 against acceptance.

The improvements contained in the last offer submitted to the membership were:

Change the general increase of straight 7½ per cent to provide a minimum of 16c per hour.

Four weeks vacation in the 25th year of Company service.

All other conditions to remain as offered in the first package.

Following acceptance of the last one-year offer by the members under the Clerical agreement, the Negotiating Committee was instructed to seek a settlement on the Physical agreement after rejection of an identical offer by that group.

On Monday, August 20th, the parties resumed talks on the Physical contract and the Union sought improvement over the last one-year contract offer. The talks produced nothing on that score but management expressed interest in improvement on the basis of a longer term agreement. No conclusions were reached at the Monday session but the parties recessed with the understanding that the Company would review its position and reconvene on Friday.

On Friday, August 24th, the parties entered into the 22nd session of these marathon negotiations. After reviewing the one-year offer, the Company still would not change their position. On the longer term consideration, they finally made the following offer:

Effective July 1, 1956, the Company will place in effect all of the provisions of their last one-year offer except the provisions relating to "Term of Agreement." The one-year offer is as follows:

•1. Various inequity adjustments to be applied before the application of any other wage increase.

•2. A general wage increase of 7.5 per cent, with a minimum of 16c per hour, to all employees in the bargaining unit.

•3. An additional 4c per hour to physical employees, including Davis Yard and Warehouse employees of the General Construction Dept., receiving between \$88.35 and \$96.79 per week, and General Construction employees receiving between \$96.15 and \$100.69 per week, including First Field Clerks.

•4. An additional 5c per hour to physical employees, including Davis Yard and Warehouse employees of the General Construction Dept., receiving \$96.80 per week and above, and General Construction employees receiving \$100.70 per week and above, including Senior Field Clerks.

(Note: a. The inequity adjustments will be made first, then the general increase will be applied and then the 4c or 5c adjustments will be applied, based upon the rates of June 30, 1956 as adjusted by inequity correction only.

(b. Utilitymen and Combinationmen will have each of their component rates adjusted according to all wage increase factors and then their total rate will be adjusted accordingly.)

•5. Company will round off all weekly rates to the next higher 5c.

•6. The effective date of the increase is as of July 1, 1956.

•7. Amendments to the Physical Agreement were negotiated as well as agreement to refer certain mat-

ters to a sub-committee of Union and Company. The following is a resume:

Title 102—Grievance Procedure
Amend to provide an additional Grievance and Investigating Committee for Stores Division.

Title 108—(New)—Supplemental Benefits for Industrial Injury

Provide a plan whereby the Company will pay the difference between the amount payable under Workmen's Compensation and Vol-

untary Wage Benefits and 85 per cent of an employee's base rate for the duration of temporary industrial disability.

Title 201—Expenses
Change to provide additional travel expense to and from jobs where temporary headquarters are established.

Add a new section to provide a mileage allowance for use of personal cars on Company business.

Title 205—Bidding Procedure
Expand rights for out-of-Division bidders.

Title 206—Demotion & Lay-off Procedure

Revise procedure for demotion of non-unit employees into the bargaining unit.

Title 211—Vacations
Effective Jan. 1, 1957 an em-

ployee will be entitled to 4 weeks vacation with pay in the calendar year in which it is anticipated he will complete 25 years of service.

Title 301 (G.C.)—Expenses
Remove the 28 day waiting period on transfers.

Title 302 (G.C.)—Hours
Provide overtime payment after 40 hours for boarding house employees.

Title 309 (G.C.)—Sick Leave
Provide sick leave credits for absence due to industrial disability when it is less than 90 consecutive days.

Title 311 (G.C.)—Vacations
Provide vacation credits for absence due to industrial disability when it is less than 90 consecutive days.

(Continued on Page Two)

1245 Takes a Very Active Role In Many August Conventions

- California State Federation of Labor
- Nevada State Federation of Labor
- California Public Employees Conference
- California Utility Workers
- State Association of Electrical Workers

August is a month of Conventions. On a national level we of course have the conventions of the two principal parties within our political structure. While these two groups are struggling with the issues of domestic and foreign affairs labor groups of California and Nevada too, have been convening to discuss their problems and to draft programs and policy for the coming year.

Local 1245 has been a partici-

pant in these conventions and, through our delegates, has endeavored to advance the welfare of working people generally and utility employees in particular.

Our participation in these activities is becoming increasingly important as we approach this new era of fusion, fission, and atomic power. The new technologies which are changing the course of our industrial structure will directly affect the welfare of the working

man. Only through organized effort will the gains of the past be protected and new social concepts be advanced. The articles which follow set forth some of the highlights of the activities of organizations with which Local 1245 is associated.

California State Federation of Labor

Delegates from Labor Unions all over California met August 13-17 in the beautiful city of Long Beach for the 54th Annual Convention of the California State Federation of Labor.

California's Governor Goodwin Knight started the opening session with a detailed review of state administration policies with respect to labor problems and praised organized labor for its contribution to the growth and welfare of the State.

Key business of Monday's afternoon session was the adoption of a new State Federation Constitution.

With a full business agenda the delegates buckled down to four days work on (1) Section by Section review of the Executive Council policy statements covering vital phases of State and Federal labor action; (2) judgment of 232 local and council resolutions; (3) election of officers for the coming year.

The State Federation's 49 page policy statement comprised a massive document covering decisive areas of civil rights, foreign policy, labor legislation, farm policy and welfare legislation.

Welfare issues such as workmen's compensation, unemployment disability insurance, Social Security and welfare and unemployment insurance were included. Minimums of \$55 per week were advocated for unemployment and disability compensation. Social Security (Continued on Page Three)

A NEW FEATURE

Know Your Officers

As space permits, we shall carry a brief sketch of the background and activity records of the elected officers who will serve the membership of Local 1245 for the next two years. We shall also carry the same coverage of the new members of the Policy Committee as we receive the necessary information.

FRANK D. GILLERAN President

Frank was born Sept. 13, 1898 and went to work for P.G.&E. over 30 years ago. He is at present a

Troubleman in the Stockton Division. He was one of the original members of Local 1245 and has been very active. He has served as Shop Steward, Grievance Committeeman and Negotiating Committeeman. He served for six years as Executive Board Member before becoming Local Union President.

Frank has just been elected to his third term as President and has faithfully attended all meetings with the exception of when he was attending the International and the AFL-CIO Merger Conventions.

He resides in Stockton with his wife and has one son, Francis D. Gilleran, Jr., who is also employed by P.G.&E. in Stockton and is a member of Local 1245.



RONALD T. WEAKLEY Business Manager-Financial Secty.

Ron Weakley is a native of Nevada City, California, and was born Jan. 24, 1915.

He grew up in Oakland and was graduated from Castle-mont High in 1931.

His work background includes electrical fixture manufacturing, Diesel engine manufacturing, building construction, steam-fitting, and steam-electric operation, both marine and power-house, including a 4-year hitch in the U.S. Navy.

He went to work for PG&E at Station "A" in San Francisco as a Laborer in 1940 and resigned in 1951, leaving his job at Avon Power Plant as a Watch Engineer, to join the staff of our union.

Ron has served as Shop Steward, Grievance Committeeman, Negotiator, Business Representative and then as Business Mana- (Continued on Page Two)



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The UTILITY REPORTER



RONALD T. WEAKLEY Editor

Executive Board: Frank D. Gilleran, President; Marvin C. Brooks, Milton Shaw, Walter H. Martin, Walter R. Glasgow, Edwin B. White, Marvin P. Wagner, Everett T. Basinger.

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Labor Sunday Message

At the request of the American Federation of Labor, The Federal Council of Churches in the year 1910 recommended to the churches of America that the Sunday before Labor Day, or another as near thereto as possible, be observed as Labor Sunday with appropriate sermons and exercises. In 1917 the Federal Council issued the first Labor Sunday Message and this has continued annually throughout the Council's existence to 1951. Since that date, the Message has been issued by the successor National Council of Churches.

The following is the message for 1956 and has been approved by the Executive Board of the Division of Christian Life and Work, the National Council of the Churches of Christ in the United States of America, and issued through the Department of the Church and Economic Life. We believe the message is just as appropriate for Labor Day as for Labor Sunday.

THE WORKERS' QUEST FOR SECURITY

On this forty-seventh observance of Labor Sunday, no less than on the first such occasion in 1910, the National Council of Churches again affirms the continuing concern of the Church with all who work. We believe that all useful work has a divine sanction, and serves the eternal purpose of God. Thus the Christian Church—whose membership consists of people from every field of work—is fulfilling its true function when it relates faith in Jesus Christ to daily work and concerns itself with the welfare of all workers and their aspirations for freedom, justice, and security.

Among the year's outstanding events has been the union of the American Federation of Labor and the Congress of Industrial Organizations. We congratulate these groups on having reached this historic milestone. We have confidence that this newly merged organization will insure continued advance on the road to greater industrial peace and progress and solution of problems through understanding. We wish it well.

ABUNDANCE HAS ITS PROBLEMS

In a dynamic, ever-changing economy new problems are confronted. Even an economy of abundance is not released from problems. While there is more total income and though it is distributed more equitably, there remains serious problems of inequality with serious consequences for persons. Even though jobs have become more plentiful, there are many communities where unemployment is still a threat.

Despite the high level of employment and of general prosperity, there still hangs over many of us the haunting memory of depression, bread lines, and poverty. Even now there are many depressed areas. And, as our advancing technology shifts and for a time may displace workers, we may expect other pockets of unemployment. We hope that such workers will be only temporarily dislocated, and we recognize that in the long run technological change has created more and better jobs; but this is small comfort to the worker out of a job.

ENCOURAGE DRIVE FOR STEADY INCOME

The issue of income security is paramount to many workers. This concern, tied as it is to realities of family support and responsibility, is not only understandable but laudable. We commend all efforts made by industry to stabilize production schedules, to make the worker more secure in his job and his income. We commend also the training programs prevalent in many industries, as well as the support given by employers and organized labor to the widening of educational opportunities. As Christians we affirm the responsibility of all citizens to encourage private and public effort looking toward fair wages, removal of unfair discrimination in employment, greater income security, and equalization of economic opportunity. We are gratified to see the steps already taken toward the achievement of these goals. But there is much yet to be done.

We note that all our states and territories now provide unemployment compensation. Last year many states increased their benefits to the unemployed worker, and others will doubtless follow. The drive for a steady income for wage-earners is shown further in various plans to supplement unemployment insurance by private agreements between labor and management. Another proposal to give workers greater income security is to make employees' accumulated pension benefits transferable, as are social security benefits, in the event of change of employment. The ad-



Here are Paul Troglia and Clyde Van Meter silhouetted against the afternoon sky on the Eastshore Freeway towerline heading into Station "J", Oakland. They are working on guard poles. Note protective nets. Crew headquarters are at Station "O" in Hayward.

Know Your Officers

(Continued from Page One)

ger-Financial Secretary since December, 1951, when he was appointed to office. He has been elected to office for 3 successive terms by the membership.

He has been a delegate to a number of State and National Conventions of both CIO and AFL organizations as well as the AFL-CIO Merger Convention. He is past President of the Northern California IBEW Joint Executive Conference and a member of the Executive Board of the California State Electrical Workers Association.

His father, Bill Weakley is a long-time member of the I.B.E.W. and was initiated in Kansas City Local 124 and retired out of Oakland Local 595.

Ron resides in Oakland with his wife Ethel and his son Kenny. His "hobby" is Local 1245 which leaves the rest of his time devoted to limited relaxations squeezed in between grievances, negotiations, conferences, administrations of the largest Utility Local in the Brotherhood and any other problem which can be "referred to the Business Manager."

vantages and disadvantages and the effect on our economy of such proposals involve both economic and moral issues. Christians cannot ignore them.

THROUGH CHRISTIAN FELLOWSHIP, MORE MEANINGFUL LIVING

At the same time we point out to workers, as to all people, the danger of too great reliance on material values and also God's call to meaningful living through fellowship in the Christian community. In penitence the churches seek to serve the Master and obey His will by proclaiming the dignity and worth of persons and by working for human brotherhood.

The spirit of exploration and experimentation has been a notable characteristic of our American tradition. We believe this same spirit should continue to prevail as we examine the merits and shortcomings of plans to provide security of income to wage and salary earners on a year-round basis. The best answers will probably come forth only after extensive trial and error, where men of good will, mindful of moral principles, work together for the good of all.

MAN'S DEEPEST SECURITY IS GOD

God's power in men can lead them from selfishness to a broad concern for the welfare of all. At the same time men will find their deepest security in God Himself, and in having His power, justice, and love work through them. Then they will be helping to clear the way for the coming of God's Kingdom on earth as it is in heaven.

SOLUTION IS PRESENTED TO BREAK PG&E DEADLOCK

(Continued from Page One)

Effective Jan. 1, 1957 an employee will be entitled to 4 weeks vacation with pay in the calendar year in which it is anticipated he will complete 25 years of service.

Title 2—Recognition

System Dispatchers and Assistant System Dispatchers will be removed from the Physical bargaining unit.

Clerks now in the Electric Department Foremen's offices will be transferred to the Physical bargaining unit.

Matters Referred to Sub-Committees:

a. Transfers from Physical unit into Clerical unit and vice versa.
b. Job definitions for Davis Yard and Warehouse employees.

•8. The term of the Agreement is for 1 year, effective July 1, 1956 and running to June 30, 1957.

HERE IS THE TWO-YEAR OFFER

In addition to the foregoing, which constitutes the one-year offer, the following provisions will be placed into effect and shall constitute the two-year offer:

•A. General Wage Increase—1957

On July 1, 1957, the Company will grant a general 4 per cent wage increase to physical employees. Such general wage increase will be applied to classification wage rates as outlined in the effective wage schedules on such date, rounding out weekly wage rates to the next higher multiple of five cents.

•B. Amendments to Physical Contract

The language of Titles 211 and 311 "Vacations" shall be amended to provide that effective January 1, 1958, an employee shall be entitled to a vacation of 15 work days with pay in the calendar year in which it is anticipated he will complete 10 years of service and in each calendar year thereafter until the calendar year in which it is anticipated he will complete 25 years of service.

•C. Term of Agreement

The Agreement of 1952, as amended, shall continue in full force and effect during the period from July 1, 1956 to June 30, 1958, and shall not be reopened for any purpose during said period. Notwithstanding the fact that such Agreement will be firm for such period, the Company agrees to negotiate a supplemental agreement with the Union on the subjects of hospitalization, surgical and medical care insurance, and group life insurance during the term of the Agreement of September 1, 1952, and the Company will endeavor, in good faith, to reach agreement on such subjects. Such negotiations shall commence not later than July 1, 1957, unless the parties otherwise arrange a mutually satisfactory date.

The Union's Committee sought further improvement of this latest offer but the Company stated that was their offer for a 2 year term.

Recognizing the conflicting feelings of the membership as expressed by the results of the last ballot, the Committee declined to recommend acceptance of the Company's latest offer. Rather, in view of the close physical vote on the one-year offer and recognizing that the offer on a two-year basis had not been before the people, the Committee took the position that they would not make any recommendation on either the one-year or the two-year offers. However, Union's Committee felt that their responsibility called for the utilization of whatever means were available to give the membership another opportunity to settle the physical contract, as the present alternative was to end discussions for this year which meant that our people would get nothing.

Therefore, at a special meeting of the Local Union Executive Board the Negotiating Committee suggested that Offer No. 1, the one-year offer, effective July 1, 1956, be re-submitted to the membership of the physical forces without recommendation and that Offer No. 2, the two-year offer, effective July 1, 1956, also be submitted as a matter of choice being offered to the membership without recommendation.

The Executive Board met on Saturday, August 25th, in special session to review the problem and consider the Negotiating Committee's report to them.

The Executive Board, after considerable discussions and deliberation, accepted the Committee's report and decided that both offers are to be submitted to the membership for acceptance or rejection. They set down rules for the conduct and balloting in the meetings called for this purpose. The Business Office was instructed to notify each member as to time and place of the meetings in his area which he may attend. Each member shall be sent a resume of the issues to be discussed and voted upon and a copy of the rules for meetings adopted by the Executive Board.

At the time of this writing, International approval of the Local Union's request for approval of the recently ratified Clerical Agreement had not yet been received. The Company will apply the agreed to conditions and wages for that group upon receipt of International approval.

The Union and Company have informally agreed that the best interests of the Clerical and Physical employees would be served by uniformity of contract settlements, both which respect to contents and to terms. Should the Physical workers vote to accept the one-year offer, no problem would exist as the Clerical workers have already approved that offer and will not at this time be voting on the alternatives to one-year or two-years. However, should the Physical workers vote to accept the two-year offer, the terms of the agreements would be out of line with each other.

The Company has stated that should the latter occur, they would be agreeable to supplement the Clerical Agreement in order to effect equality of settlements and terms.

Your Committee has had 22 sessions with the Company's Committee and have gone 2 months beyond the anniversary date of July 1. Two system-wide votes have been taken without an over-all conclusive settlement being achieved. Recognizing that the will of the membership has created an impasse, Union's Committee has done its best to afford a conclusive decision through a vote of choice by the membership. The choice is up to the membership and the Committee and Officers seriously urge every single member to attend the voting meetings in an effort to conclude a satisfactory settlement of the 1956 negotiations.

When a through highway is open it is probably because they are repairing the detour.

Lots of people get credit for being cheerful when they are just proud of their teeth.

HAVE YOU REGISTERED TO VOTE?

Convention Round-Up

(Continued from Page One)
 curity and welfare issues were covered by statements in favor of lowering requirement ages for OASI and "enactment of a comprehensive prepaid medical care program" in order "to provide qualitative medical care for all regardless of income."

HOLD PURCHASING POWER

In the field of education it was stated "Organized labor reaffirms its support for Federal education, places the blame for the defeat this year of the Kelley Aid Bill on a 'do nothing' President, whose refusal to declare that he would uphold the laws of the land led to the introduction of the Powell anti-segregation amendment."

Maintaining employment with the introduction of automation brought forth reiteration of the time honored position of labor that "purchasing power must keep pace with productivity" and "social changes and dislocation requires forethought and planning and guidance must be used with the introduction of automated processes."

Federal action on restoring progressive character of the tax structure, elimination of loopholes and leakages favoring the wealthy were urged. A position of opposition to any form of regressive taxation on the state level, particularly "sales taxes" was taken. "The Federation will continue to press for a tax structure in accordance with the principle of ability to pay" is the pledge made to all working men and was stressed as an immediate goal.

Election of officers was concluded Thursday with all but three incumbents being re-elected. New vice presidents were Harry Metz, Joe Christian and James L. Smith.

Nevada State Federation of Labor

The annual Nevada State Federation of Labor Convention convened on Friday, August 10th in Ely, Nevada, with 120 delegates in attendance including Local 1245's W. R. "Bob" Glasgow, Northern Area Executive Board Member, Business Representative Al Kaznowski and Sylvester B. Kelly, Sierra Pacific Power Co. Lineman.

The major issues before the body were the future merger of the AFL and CIO at the State level and the repeal of Nevada's "Right to Work" Law. Among the speakers who are advocates of repeal of the vicious anti-labor law were U.S. Senator Alan Bible and Reno's City Judge Harry Anderson.

Speakers before the Convention included Governor Russell, Dan Flanagan, Regional Director AFL-CIO, Nevada State Labor Commissioner Don Everett, George Roberts, Regional Director of COPE, U.S. Senator Malone, and James G. Ryan, President of Nevada State Federation of Labor.

Our delegates were hosts at a dinner for the delegates and wives from the sister IBEW Locals in Nevada. It is reported that relationship between Local 1245 and the Nevada Locals was cemented through friendly discussions of our mutual problems.

In return, Local 571 entertained all IBEW Delegates at a barbecue one afternoon after the Convention had recessed.

Kaz, Bob and Sylvester had an opportunity, after the Convention, to take a tour of the great Ruth and Kimberly open pit copper mines from which, it is reported, many millions of dollars have been made, and much sweat and blood given in the process.

Brothers Kaznowski and Kelly were appointed to serve on the Rules of Order Committee and Union Label Committee, respectively.

1245 in Convention With Public Employees

Another first for Local 1245 was the participation in the sixth annual convention of the Public Employees Conference by delegates Al Hansen and Marvin Wagner. The Convention was held on August 11 and 12 immediately prior to the

California State Federation of Labor Convention at Long Beach.

This year the Public Employees were primarily concerned with the extension of Social Security, Unemployment Insurance, Health & Welfare Plans and improvement in wages and working conditions.

Resolutions were submitted to the State Federation Convention requesting the Legislative Committee to prepare and support legislation giving public employees the right, by law, to bargain collectively and enter into signed agreements, inclusion under Social Security, Unemployment Insurance, and prepaid Health & Welfare Plans.

The State Federation Convention adopted all of these resolutions and promised support in the 1957 session of legislature to gain these ends.

In the election of officers for the coming year, Bus. Rep. Al Hansen of Local 1245 was elected as Vice President of District No. 3 comprising the coastal area from Salinas to the Oregon border.

Al sincerely hopes for increased organizational activity and participation in Union activities so that full use can be made of our affiliation with the Public Employees Conference.

Gas Workers Needs Stressed

California utility workers met in Long Beach prior to the California State Federation of Labor Convention to discuss problems peculiar to their industry. Among the subjects discussed were organization, jurisdiction, political activities, negotiations, education and safety.

Recognizing the need for adoption of safety rules in the utility industry of California, all participating local unions pledged themselves to advance a program to accomplish this aim. Special emphasis was given to the needs existing in servicing, maintaining and constructing gas transmission and distribution facilities.

The discussion brought forth the facts that increased pressure, technological changes in the industry and the increasing number of accidents, some of which have resulted in fatalities, make it most imperative that adequate standards and working rules be established.

While other items on the agenda were discussed at length the safety question developed the greater interest and a future meeting was scheduled for representatives to discuss the issue at greater length.

Under consideration in the program will be methods and procedures to assure gas workers that they are fully aware of conditions under which they are working, particularly in regard to pressures involved, stand-by workmen, proper clearances for workers while working in ditches, bell holes, etc., development of testing procedures and inspection of high pressure lines in order to assure the safety of the workers and the general public.

A resolution was drafted for presentation to the State Association of Electrical Workers which requested greater budgetary allowances for the Division of Industrial Safety. The State Association, recognizing the need for legislation to cover conditions for Gas Workers, endorsed the measure and it was referred to the California State Federation of Labor Convention where it was passed by the Convention.

George H. Peterson Retired Gen. Const. Man, Succumbs

Brother George H. Peterson, retired General Construction Dept. Blacksmith at G.C.'s Davis Yard, passed away on June 27, 1956. George had worked in Davis since April, 1942, and retired in June, 1950. Prior to going to Davis, he had worked for years out in the field on construction jobs.

At the time of George's death he was living in Livermore. He is survived by a daughter, Mrs. Mimi Andrews also of Livermore.

All of George's friends, of which there are many, will be saddened to learn of his sudden passing and the Officers and Staff of Local 1245 extend sympathy to the surviving family and friends.

Local Union 1245 delegates to the conference were Bus. Mgr. R. T. Weakley, Asst. Bus. Mgr. L. L. Mitchell, Bus. Reps. Al Hansen and Scott Wadsworth and Ex. Board members Marvin Wagner and Marvin Brooks.

All utility delegates were quite enthusiastic over the progress and they look forward to further meetings.

Local Union 1245 delegates to the conference were Bus. Mgr. R. T. Weakley, Asst. Bus. Mgr. L. L. Mitchell, Bus. Reps. Al Hansen and Scott Wadsworth and Ex. Board members Marvin Wagner and Marvin Brooks.

New By-Laws for State Association of Electrical Workers

All IBEW local unions met in Long Beach for their annual State Electrical Workers Association meeting on August 11 in order to prepare resolutions to the California State Federation of Labor Convention as well as draft a program for the coming year.

A highlight of the meeting was the adoption of new by-laws for the Association setting forth semi-annual meetings, one in February and the other prior to the State Federation of Labor Convention. It is hoped that more frequent meetings will allow greater participation by all locals in the Association and also aid in promoting the program adopted by the group.

The usual election of officers was delayed by the adoption of the new by-laws as the term of Executive Board members was changed from 1 year to 2 years and the President, Vice-President, and Secretary-Treasurer to 1 year starting with the February meeting. This will leave the later meeting, which would be held in conjunction with the State Federation Convention, free to be utilized for development of policies and program of the IBEW and greater opportunity to promote its adoption by the Federation Convention.

The theory of trade divisions was advanced with various caucuses of the several groups prior to the general session. In this way each trade group was able to discuss those problems peculiar to its own industry without taking up the time of the other delegates. From the caucuses then came recommendations for endorsement by the general body.

The conference submitted various resolutions to the State Federation Convention which covered many vital fields among these being a resolution requesting greater budgetary allowances to allow increases in field personnel for purposes of inspection and enforcement of safety provisions of the Labor Code. (See story on Gas Workers Needs Stressed.)

Other resolutions involved improving ambulance and first aid facilities on construction jobs and better sanitary facilities in construction camps.

Conference delegates expressed renewed interest with the adoption of the new by-laws and are anxiously awaiting the February meeting at which time they will implement the present program and also elect new officers for the new term.

Business Manager R. T. Weakley, who is presently an Executive Board member of the State Electrical Workers Association, and who helped draft the new by-laws, was a delegate from Local 1245, as were Asst. Business Manager L. L. Mitchell, Executive Board Member Marvin Brooks, and Bus. Rep. Scott Wadsworth.

Last Day Is Sept. 13!

What we think about the candidates in the coming election, what we may think about how they operate, or what we think about legislative proposals, mean absolutely nothing if you are not registered to vote. No one can cast a ballot without fulfilling this requirement.

The working man today loses out in determining who will speak for him in the legislative halls, first, because he does not register and second, because even after registering, he does not take the time to exercise the precious right of voting.

Here are some figures which should shock us out of our complacency. COPE made a survey of ten precincts in the higher salaried areas of Dallas, Texas and compared it with ten districts in the working man's area for registration and voter participation.

On the "executive side" of town there were 18,400 people eligible to vote and 17,400 had qualified by registering and paying their poll tax of \$1.75 apiece. Let's see how many of these potential votes were actually cast. Of the 17,400 who were qualified to vote 15,965 actually went to the polls on Election Day. 95% of the eligible voters registered and 92% of those registered chose to vote.

Let's contrast this with the working man's ten precincts. In this district there were 43,000 eligible voters of which 11,101 qualified themselves by registering and on Election Day only 8,500 bothered to cast a vote. 26% of the eligible voters were sufficiently interested to register and only 71% of those registered bothered to vote. This is a terrible comparison!

This could well be any city in any state of the Union. To show that this is not distorted by using a southern state, where poll taxes prevail, here is an example of lack of registration in Pittsburgh, Penn. Here the people were urged to write their Congressman on a particularly important piece of legislation. One of the Congressmen friendly to Labor received 20,000 letters, post cards and telegrams. He got a crew together and put them to work checking the names against the register of voters records and discovered that 17,000 of the 20,000 people were not even registered.

These figures are shocking indeed and should vividly point out to us why many times the prob-

lems of the working man are often overlooked. No man in public office can ignore the voters but in order to become voters we must register and go to the polls on Election Day.

Do your part. Register and vote. Registration of voters for the November Presidential Election began August 21 in California and will begin on Sept. 5 in Nevada.

As usual, deputy registrars will be on duty throughout both States in order to facilitate the registration of citizens who have become disqualified or not yet registered.

The registration period will continue through Sept. 13 in California and through October 6 in Nevada. This gives citizens ample time to qualify as a voter and to cast their ballots for President, Vice President, U. S. Senator, members of the State Assembly and many State and City legislative proposals.

Here are the classifications of voters who must either register or re-register. It includes those who:

1. Have changed their addresses since they last registered.
2. Have changed their names since they last registered.
3. Want to change political affiliation.
4. Had their registrations cancelled because they failed to vote at either the Primary or General Election in 1954, and who have not since re-registered.
5. Have become of age and have never registered.

New residents, in order to vote, must meet these qualifications:

1. One year's residence in the State.
2. 90-day's residence in the County.
3. Be 21 years of age.
4. A naturalized citizen must have been a citizen for at least 90 days prior to election date, and must show naturalization papers to Deputy Registrars when registering for the first time.
5. All voters must be able to read English, be able to sign their names, and must not be disqualified by reason of a felony conviction.

REGISTER AND VOTE!

COMPUTERS, NOT ATOM, BIGGEST THREAT TO WHITE COLLAR WORKERS

Hyman Kalson, a senior research and development engineer for the Blaw-Knox Co.'s piping division here is an excellent one-man illustration of what automation is doing to the white collar worker.

One year ago, when Kalson wanted to find out what would happen to a pipe network when it started to carry super-heated steam between boilers and turbines, he would take his blueprints to a team of stress analysts in his company. They would have gone to work with slide rule and calculator and it would have taken them at least several weeks and hundreds of engineering manhours to make the calculations.

All that has changed now, Kalson carries back to his office, in his brief case, raw data which is fed into a Remington Rand Univac machine. In one-half hour he has all the data he needs.

The case history of Hyman provides a startling illustration of the conviction of John W. Carr III, assistant professor of mathematics at the University of Michigan, that electronic computers may someday eliminate most of the small industries and change today's whole system of white collar workers.

"I have no doubt that electronic computers are going to have a greater impact upon our society than atomic energy," Carr declared. "The industry is doubling in size every year and in 15 or 20 years, perhaps less, it will be equal to the entire automotive industry. By

1965, every company with more than 500 employees will have to have its own computer."

Electronic machines already have shown themselves to be superior to humans in handling mountains of business data, Carr pointed out.

This means that foremen, middle management personnel and others whose routine decisions stem from established lines may be replaced or have their responsibilities drastically changed. "The whole structure of the white collar system is going to be changed, as is the relationship of the human to the organization for which he works."

First use of machines should come within the next two years, with management "depending upon computers for a large variety of operating decisions by 1960." Even such business fixtures as bookkeepers and accountants may be on the way out, for machines can—and probably will—replace them, too.

This trend certainly points up the need for those white collar workers who are not now in the Union to join now. The only way that procedures can be established to take care of a displaced worker is through collective bargaining prior to such event occurring.

It is strongly suggested that you contact that non-member on the job and explain what the future may hold for him—in fact your future may be dependent on his participation as well as your own.



YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

Although your Union has been involved in prolonged and most difficult contract negotiations with P.G.&E., the world rolls on around us.

We have seen the gigantic and spectacular demonstrations of partisan politics displayed at the Republican and Democratic National Conventions. These conventions have a great deal to do with some of the same problems faced by your Negotiating Committee.

The national economy expressed in taxes, cost of living, corporate profits, inflation and credit controls, have a direct bearing on wage negotiations between your Union and management.

Labor laws also form a measure of restriction in regard to freedom of action surrounding labor relations and negotiations.

The platforms of these two great parties are shot full of planks which should be of great concern to the working man and his family. They should be carefully studied along with the voting records of Senators and Congressmen who were elected to office on previous party platforms.

Many of the hopes, needs and frustrations of working people are wrapped up in the decisions made by those who were expounding on the virtues of their own party and the failures of their opponents over the television networks.

These conventions cost a lot of

money and have been somewhat of a show rather than a serious attempt to bring the vital issues before the American people. Personalities obscure issues and money control of the media of communication is the order of the day.

Labor does not have much money and cannot afford great home audience communication to clarify the issues and present the point of view of the "little guy."

Therefore it is the responsibility of the officers of Labor Unions to assist in the program of the AFL-CIO Committee on Political Education (COPE).

The officers of your Union from the International on down are behind the program of organized labor to bring the issues before our people. These issues are vital to all Americans and must be given consideration if our citizenry is to exercise its franchise in a practical manner at the polls.

The first step of the program is to drive for complete registration of all eligible voters.

The next step is to provide information on the voting records of candidates for federal office in order that voters may make a critical analysis of action on vital issues.

The final step is to drive for a full turnout at the polls on election day.

In order to make these drives possible, money is needed. Federal restrictions on union funds require that monies raised for federal elec-

tion expenditures must be voluntary rather than voted from union treasuries. Therefore the AFL-CIO COPE program includes a voluntary fund raising campaign which seeks one dollar per union member to be sent to COPE headquarters in Washington, D.C.

The money is divided, in that one-half is retained in Washington to support the National COPE drive and one-half is returned to the State of origin for use in State-wide campaigns in connection with programs in support of labor's election drives.

The books are now in the field and a receipt is issued for each voluntary dollar collected. The money is forwarded to the local union office where a complete record is maintained and thence to National COPE headquarters where another complete accounting is made and a receipt issued to the local union office.

Books of \$1 tickets are available at your unit meetings and in the possession of your Business Representatives should you desire to make a voluntary contribution.

Remember that millions of dollars will be spent to buy votes and elect anti-labor candidates. If you desire to assist the liberal legislators who must stand on the record of honest principle with very little money, contribute to COPE—the legislative arm of the free American labor movement.

SMUD Negotiations Are Concluded

At a special ratification meeting on Wednesday, August 8, 1956 Local Union 1245, I.B.E.W. members working for the Sacramento Municipal Utility District accepted the results of negotiations between the Union and the District by a large majority. The agreement reached provides for wage increases ranging from 7.5c per hour to 17.2c per hour plus improvements in working conditions and fringe benefits.

The wage increases are to be applied in the following manner: 4 per cent to all classifications currently receiving less than \$91.10 per week, 5 per cent to those classifications between \$91.10 and \$103.99 per week, and 6 per cent to classifications receiving \$104.00 per week and above. On top of the general wage increase an inequity and adjustment amounting to \$2.35 per week was granted to 1st Operators in Substation. Some of the new wage rates are as follows: Groundman \$84.10 per week; Warehouseman \$90.20 per week; Line Clerk and Transformer Repairman \$93.30 per week; Tree Trimmer and Warehouseman Senior \$97.50 per week; Auto Mechanic Senior and Building Maintenance Man \$100.85 per week; Lineman and Electrician \$110.25 per week and Line Foreman Light \$121.50 per week.

Improvements in working conditions include: double time for overtime between 12:00 midnight and 8:00 a.m. A six hour rest period after working long hours, with a proviso that straight time be paid for overlap of regular work hours. Change in the minimum time off between work period from eight hours to twelve hours without the payment of overtime. Automatic progression from apprentice to journeyman after completing full apprenticeship and qualifying by examination (applicable at present to apprentice linemen and one other apprentice who is currently within one year of completing his full apprenticeship). Protection of journeyman status in the event of reductions in forces, coupled with greater consideration to tenure of employment.

Gains in fringe benefits were obtained in two fields, Group Health Insurance and Group Life Insurance. While the details are still to be worked out, it was agreed that the District would match employees' contributions on an improved health insurance plan. Group life insurance coverage of approximately one year's salary with the District paying 50 per cent of the premium cost was agreed to, this plan to be in addition to the District's present program of providing six month's salary as a death benefit.

The results of negotiations were approved by the District's Board of Directors, at the Board's meeting on the 16th, and will be made effective August 26.

Union's committee consisting of Chairman Charles Massie, Glenn Larson and Louie De Bernardi plus Business Representative Al Hansen and Assistant Business Manager M. A. Walters from the Local Union office were impressed by the District committee's honest desires to reach a mutually agreeable and fair settlement and wish to thank Mr. Paul Schaad and his committee for their considerate and understanding reception of Union's proposals.

SMUD Grievance Settlement

The first hearing since the formation of the Sacramento Municipal Utility District in the matter of the dismissal of an employee was held Thursday, August 2, 1956 to consider the causes for dismissal on July 17 of Mr. Arthur E. Kattenhorn from his position of groundman on the charges of incompetence and dishonesty.

The special Personnel Review Committee appointed by the General Manager was composed of James K. Carr, Chairman, Wm. J. Nolan and Herbert C. Purcell. Art Kattenhorn was represented at the

hearing by Bus. Rep. Al Hansen. The supervisor was represented by Wm. Werner, SMUD Personnel Director and Ray Eggers, Line Supt.

The Committee called upon both sides to state their case fully so that the Committee could render a fair sound decision in the matter.

The Summary and Decision in the case is as follows:

The Committee finds the evidence introduced at the hearing does not support the Supervisor's allegation of incompetence or dishonesty.

On the basis of the evidence, it is the decision of the Committee that the employee should be reinstated to his position as groundman and that his pay should be made retroactive to the official date of dismissal and the case dismissed in accordance with the provisions set forth in Section 12166 of the Municipal Utility District Act.

Oakland Wages Set

July 31 saw the Oakland City Council approve a salary ordinance which gives members of Local Union 1245, working for the Department of Electricity, a substantial increase in wages. The new rates will become effective September 1. The monthly rates for Linemen, Cablesplitters and Fire Alarm Operators were increased from \$460 to \$509, which brings the hourly rate to \$2.937 per hour for these classifications. \$562 per month will be the new Foreman's rate, this is an increase of \$57 per month. Laborers, who are assigned to work as Linemen's Helpers, were granted an increase of \$5 per month plus 5 per cent which brings their rate to \$357 per month.

The ordinance submitted to the City Council was developed during a series of meetings between Department of Electricity Superintendent Larry Soare, City Manager Wayne Thompson and the Union's Negotiating Committee composed of Brothers William Yochem, Frank Schoop, Ed Brown and Lyle Smith assisted by Business Representative Al Hansen.

Alameda Talks Continue

At a special meeting of the Public Utilities Board on July 30, Union's Negotiating Committee presented substantiation of its proposals for improvements on wages and conditions for members employed by the Bureau of Electricity in the City of Alameda. Union is requesting a fifteen cents per hour general wage increase plus 5c and 10c per hour to be applied as skill differentials. In addition, Union is requesting double time for overtime, automatic progression of apprentices to journeyman status upon completion of apprenticeship and successful completion of examination, improvements in vacations and the establishment of a health and welfare plan covering group hospitalization and group life insurance with the Bureau bearing portions of the cost.

Union's Committee consisting of Brothers William Morrison, Jack Chapman and Vince Bradford are awaiting word as to a future meeting according to Business Representative Hansen, who has been working with the Committee.

According to Rep. Hansen, the committee is studying the board's action before proceeding further.

Transit Authority Negotiations Begin

On Wednesday, August 22, Union's committee composed of George Higgins, Felix Ross, assisted by Al Hansen from the local union office, started negotiations with the Transit Authority of the city of Sacramento.

Gen. Mgr. George Troutwine and Maintenance Superintendent James Mangis are representing the Authority.

The Union is requesting 20 cents an hour general wage increase, with the correction of certain inequities, plus improvements in working conditions and fringe benefits. Some of the subjects under discussion are vacations, holidays, over-time, sick leave, seniority, pensions, and group hospitalization and life insurance.



Citizens Utilities Enjoy Picnic

Celebrating the first anniversary as an organized unit of Local 1245, members of the Susanville Unit and their families gathered at the Susanville Memorial Park on July 19th for a Social and Picnic meeting.

Highlight of the occasion was the performance of Unit Chairman JACK HOLMES as Master Chef and Barbecue Expert. (Shown in above picture, at left with Unit Recorder WILMA HOFFMAN.) The picnic was a potluck affair, with a wide variety of home-made salads and cakes supplied by members

and their wives, and a hamburger barbecue.

Committee members who planned and carried out festivities were WILMA HOFFMAN, MARIAN JESKEY, ANNA GAVRISH, CHAS. MILLER and JACK HOLMES.

Members and their families in attendance numbered over 50, together with invited guests from local supervisory and engineering personnel.

A good time was enjoyed by all, and it was unanimously agreed to plan to make this an annual affair.

Drawback Of Unions

It is perfectly proper that we, in this column, attack with all our might the thing which stands out most prominently in the way of progress of our organization, and in order to do so most emphatically, we find it necessary to employ the plainest kind of language.

The chief weakness of our organization today is the chronic union fault finder.

He abounds in nearly all local unions, and examples of discontent with the union, wrought by the seeds of disruption sown by these chronic fault finders, are apparent in nearly, if not quite all, localities. It is an important part of the dastardly work of this species of so-called union man to poison the minds of the local members against the officers.

The officers are not materially injured by the constant pounding which they may get and, personally, may or may not care, for usually the imaginary charges which the trouble monger prates about can be cleared up in about two minutes by the officer assailed if he happens to stumble upon an opportunity; but the unfortunate part of it is that the officers not being omnipresent, like the great Father of the Universe, can not be everywhere at the same time, and therefore must be the silent recipient of these many cowardly as-

saults without a shadow of a chance at defense.

But as a matter of fact, the organization which they represent is seriously injured and its usefulness impaired by the creation of suspicion, doubt and lack of confidence in the men who are put at its head. Here is where the harm is done, and it is this phase of the subject that we propose to devote our attention.

No man who is honest will continue membership in an organization which he believes is officered by crooks, thieves or ignoramuses, and of those who believe that it is only the dishonest ones who stay in the organization to ply the dirty work.

Be the officers of an organization ever so faithful, each individual member can not have the opportunity of a personal acquaintance with them, and without an intimate knowledge of their personality, men, who under ordinary circumstances are fair minded, fall ready victims to the lying propensity of the poisonous reptiles whom we have herein characterized as the chronic union fault finder, and thus the officers are convicted of almost every crime in the trade union calendar without a trial or without even a knowledge that they have been charged.

The fault finder declares "head-

quarters is no good. They are all rotten up there; all they want is your money," and thus the seed of distrust is sown in the mind of the otherwise would-be good union man and gradually pounded in there to remain unquestioned, unless by chance he is brought face to face with unquestionable evidence of the honesty and fidelity of the official assailed.

When these vile charges are made behind the backs of the officers there are often men present who know they are untrue, but imbued, as many are, with an inherent weakness, they haven't the moral courage to get up and defend the absent officer, who is tried, convicted and executed, oftentimes without even knowing of the circumstances.

The success of a union must inevitably depend upon the intelligent standard of its members. If they are weak, it will be weak; if they are strong, it will be strong. Why can we not put aside these inherent weaknesses and for the sake of the union, if for no other cause, be men among men?

(Editor's Note: This article appeared in the July, 1908, issue of the Electrical Worker's Journal and it was thought that it bears reprinting at this time.)