

Utility Reporter



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From 300 Members to 700,000

IBEW CELEBRATES ITS 65TH BIRTHDAY

Electricity was still pretty much of a novelty when the last century was drawing to its close and the pioneering of Edison and Steinmetz was as much a puzzle then as nuclear fission is to us today. But electrical work was exciting—it lured

men with imagination who were eager to accept the challenge of the only partly known—men, in other words, of spirit.

And being men of spirit, they were not inclined to accept without question the pitiful wages

and harsh working conditions imposed by the mighty power, telephone and telegraph corporations which were springing up across the nation. The employers were callous to the ever-present dangers of work with a force as powerful as elec-



In this dance hall in St. Louis, on an upper floor, 10 men met and on Nov. 28, 1891, founded the "National Brotherhood of Electrical Workers."



The IBEW has had many "homes" in the last 65 years and International Headquarters is now housed in this fine, modern building in Washington, where a staff of 190 men and women keep the union wheels grinding. This is a far cry from the St. Louis dance hall in which the Brotherhood was born 65 years ago.

trical energy. The individual worker was at their mercy.

So, when wiremen and linemen from all parts of the country went to St. Louis in 1890 to prepare a "glorious display of electrical wonders" in connection with the World's Fair, it was perhaps natural that they got together and talked about something better than 20 cents an hour for a 12-hour day and a seven-day week—especially when the electricity they sought to harness might burn them to a crisp at any minute.

They called in Charles Cassel, an organizer for the former American Federation of Labor, and were chartered as Federal Labor Union No. 5221 on Sept. 20, 1890.

L. Henry Miller of St. Louis was elected president of the Local. He and the others who attended the meeting realized that it was but a starting point. What they really needed, they knew, was a national organization of electrical workers that could meet powerful employers on equal terms.

By the end of the year, locals were established in Chicago, Milwaukee, Evansville, Ind.; Louisville, Indianapolis, New Orleans, Pittsburgh, Cincinnati, and Duluth, Minn.

Before long there was a call to convention. It opened on Nov. 21, 1891, in an upper floor of Stolley's Dance Hall in St. Louis. There were only 10 delegates representing slightly less than 300 workers.

On Nov. 28 they formally organized the National Brotherhood of Electrical Workers. The organization started life flat broke, and had to borrow \$100 from the St. Louis Local to get under way. Henry Miller was elected president of the Brotherhood.

TOUGH SLEDDING IN THESE EARLY YEARS

Miller spent most of the first year organizing, reputedly visiting every city between New Orleans and Boston and supporting himself by working at the trade. When the second convention was held in Chicago in 1892, the 43 locals had more than 2,000 members, and there was \$646.10 in the treasury.

Things got worse instead of better, but men who earned their bread by daily flirting with death were not to be kept down either by hostility of their employers or the depression of the mid-1890's.

In 1894 Sec.-Treas. J. T. Kelly had to mortgage his household furniture to keep the organization going. The 1895 convention, held in

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IBEW FOUNDING FATHERS.—The men who organized the Brotherhood—Delegates to the First Convention of the National Brotherhood of Electrical Workers. Back row: J. T. Kelly, E. C. Hartung, Wm. Hedden and J. C. Sutter; middle row, Jos. Berlovitz, H. Miller, F. J. Heizleman and T. J. Finnel, and front row, Harry Fisher and Jas. Dorsey.



AT THE IBEW HELM.—With 65 years of great achievement in the past and with many new gains in the years ahead, the course of IBEW now is charted by Pres. Gordon Freeman (above, left) and Secy. Joe Keenan.

KNOW YOUR OFFICERS

WALTER H. MARTIN, Treasurer

Walter Martin, born on January 27, 1905, spent his boyhood on his father's large cattle ranch in Elko County, Nevada. His family, in 1917, moved to Oakland where Walt attended grammar and high schools.



Walter Martin

After graduating from high school, he went to work for Studebaker Corporation in 1923, leaving in 1930 to work for P.G.&E. in the Oakland Electric Department where he has advanced to Senior Meterman in the Electric Meter Shop.

A "dye-in-the-wool" trade unionist, Walt has been a very active member in each of the several

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M. "SCOTTY" SHAW, Recording Secretary

Born in the historic city of Montreal, Canada, in 1919, Brother M. SCOTTY SHAW crossed the border to New England in 1937 and took up residence in the United States.



M. Scotty Shaw

An outstanding skier, he put his talents to work and taught skiing in the snowy New England country until March of 1951, when he joined the U.S. Army.

Scotty was commissioned a Chief Warrant Officer in the Tank Corps, after more than 3 years of enlisted service. He fought his way across the Pacific with an amphibian tank outfit, attached at

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PG&E PROPOSES CHANGES IN HOSPITALIZATION PLAN

PG&E, through the PSEA, is proposing a change in the Hospitalization Plan, effective Jan. 1, 1957, which would provide a supplemental major medical coverage for members of the Plan and their dependents. The Plan, now in effect for PSEA members and their dependents only, would be made available to all employees whether or not they are or remain members of the PSEA.

Local Union 1245 was informally advised on Dec. 7 of the proposed changes and was requested to advise the Company as to the Union's attitude toward the proposed change.

The Company does not propose to bargain collectively with the Union covering employees in the bargaining units or execute an agreement in connection with this change. The PSEA will handle the explanations, discussion, and mem-

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Merry Christmas

The staff, officers, and office girls of Local 1245 wish to extend our very best to each of you and your families during the holiday season. May you enjoy Christmas and the coming year to the fullest.



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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AFL-CIO'S 1ST BIRTHDAY

December 5th marked the first anniversary of the merger of the American Federation of Labor and the Congress of Industrial Organizations, an occasion to be long remembered by organized labor.

There were great expressions of misgivings and even opposition to the amalgamation of the two great labor federations at the ancient Armory in New York City that frigid December morning.

A year of living together has dissipated the fears and those who preferred division are silent, because the AFL-CIO is fulfilling its destiny and is being solidly welded according to the blueprints of its architects.

In the first year, in 19 states the old AFL and CIO groups have been merged at the state level. Within the next few months several others will follow suit, and there are optimistic indications that complete unity will be effected by the end of 1957, the deadline for voluntary amalgamation.

The AFL-CIO, in its first year has disappointed many of its critics. Looking glumly, through dark glasses, these viewers - with - alarm could see only a "monopoly," a "monolithic power bloc," a "self-centered vested interest." There is nothing in the record to satisfy these hostile pessimists.

Speaking before the convention of the International Labor Press Association in Washington, President George Meany termed the merger "only a first step," with many problems still to be solved. "Given patience and good will, the rest of the job can be completed ahead of our most optimistic hopes," he added.

Both President Meany and Sec.-Treas. Wm. Schnitzler are in agreement that the internal problems and disputes of the separate federations inherited by the new organization are no more severe now than then. In fact, the solution of some of them is nearer.

One of these is what Meany once called the "one per cent"—or the unethical or racketeering element within labor. After an expected slow start, the AFL-CIO Ethical Practices Committee is now moving along in high gear in its investigation of racketeering in affiliated unions.

It is fitting that on the anniversary of the merger, announcement is made that one of several international unions accused of shady practices has suspended one of its top officers who is accused of wrongdoing. No doubt there will be more housecleaning after the committee reports the results of its investigations to the next meeting of the AFL-CIO Executive Council. In fact, some of the unions may elect to do some vacuum-cleaning of their premises before the AFL-CIO moves in to do the job.

The labor press convention itself was more evidence that labor unity is a fact no longer theory. This is the first time the press representatives of the old divided labor movement had met as one organization.

They liked it, and they said so. The united labor press is charged with a major share of the responsibility of making the merger a success. The Washington convention demonstrated that it has accepted that responsibility and that it is delivering.

So, as the AFL-CIO lights its first birthday candle, it radiates a spirit of "confidence and determination"—better prepared now than a year ago for the great tasks and opportunities which lie ahead.

We congratulate George Meany, Bill Schnitzler, the 27 vice-presidents and everyone else who has helped the unified AFL-CIO to grow stronger during this past year.



ANOTHER OLD TIMER



On May 31, 1906, in the hills somewhere around Placerville, Oscar E. McGregor came into being and as the story goes he was literally born on snow shoes, thus "Snowshoe" McGregor.

At the age of 23 he went to work for the PG&E as a ditch tender. Some of the tales he tells of pulling monstrous deer out of the ditches single-handedly while patrolling the ditches may be perhaps just a wee bit exaggerated. But old Mac is known for his yarn spinning!

Along about 1944 the hills got too much for him so he transferred to the Transportation Dept. in Sacramento where he became a Mechanic.

Now, Mac is a motor builder and all around Mechanic for the Transit Authority of the City of Sacramento.

TOOTIN' OUR OWN HORN

Who pays the bills when you're hurt on the job? Anybody who has been disabled can tell you that those car, TV, automatic washer & dryer, and house payments just don't stop!

Well, since Oct. 1st this year it's been a whole lot easier to meet those monthly payments because since that date **PG&E employees are guaranteed 85 per cent of their basic weekly wage.** This, for practical purposes, equals their take-home pay. In other words, their pay goes right on and those bills do get paid.

May we remind you, however, that this benefit was negotiated by your Union's Negotiating Committee during the last session with PG&E and 'twas not always thus!

Sometimes we are inclined to look at a benefit that is received only under a particular circumstance as being OK but not too important as it doesn't put anything in our pocket right now.

Typical of the letters which have been received in the Business Office from disabled members are the following two. Please read them and ask yourself, "If it were not for **Supplementary Benefits for Industrial Injury, who would pay my bills if I were hurt on the job and unable to work for a prolonged period of time?**"

Dear Sir:
I would like to express my appreciation to Local 1245, IBEW Negotiating Committee and Business Staff for their efforts in ne-

gotiating the Industrial Pay clause in the last contract. I have been off work as a result of an industrial accident since Sept. 15, 1956. The benefits obtained under the new contract have been of tremendous help to me since Oct. 1st.

I, for one, know what beneficial help this negotiated item has been to me.

Charles A. Lacey
(Groundman-Tractor Driver, Placerville)

Dear Friend:
Regarding the increased compensation under the new agreement, I can't tell you how much it has helped my wife and myself. I believe it is one of the best things that the Union has accomplished in years. It is the difference between living and existing, especially if an individual has been off from his job like I have.

The old disability payment of \$5 per day, in my case, plus VWBP, benefits came to \$48 per week. My basic pay, on the job, was \$75.75 per week. You can readily see that the radical cut in income made it very hard to meet obligations incurred when I was in good health.

From the end of May to Sept. 30th the old disability payment I was receiving meant that my wife and I had to really scratch bottom! Had she not been working, it would have meant increasing the mortgage on our home or losing other things we have both worked for.

I can readily see why, under the old set up, a man would become so desperate that if he could crawl he would go back to work, half sick and beat up.

Under the increased wage and Industrial Injury Benefits which the Union got for me I now receive \$69.83 per week. This is like the difference between day and night!

Once again, my wife and myself want to say that it is one of the best agreements that has been put into effect.

Yours sincerely,
Paul Marceau
(Groundman, Weaverville)

KNOW YOUR OFFICERS

Walter Martin

(Continued from Page 1)

Unions which, over the years, have been the bargaining agent for the East Bay Division employees. He was a charter member of both the U.G.&E. Union and the U.E.R.-W.A., predecessor of the U.W.U.A.-CIO, and served as steward, organizer and Executive Board member of both organizations.

When the I.B.E.W. gained certification of the system-wide Physical Unit in 1950, Walter immediately joined the I.B.E.W. and has been as active as ever before as steward, organizer, Trustee and was elected to the Treasurer's office in 1956.

Walter is married, has a daughter and two fine grandchildren.

His outside activities include leadership participation in the Cubs, Boy Scouts and Explorer Scouts and he has received many honorary awards from the Boy Scouts of America.

Walter was also a Lieutenant and Relief Captain in the Oakland Auxiliary Police and member of the Police Reserve.

Guns and their proper use has been a hobby of Walt's and he has instructed many classes in firearms and safe practices, both in the Boy Scouts and the Police Department.

M. "Scotty" Shaw

(Continued from Page 1)

times to Naval and Marine Corps units. Brother Shaw returned to the States in February, 1946, and was discharged from active duty with the Army. He remains an active member of the Army Reserve Corps, and now has more than 13 years service to his credit.

Prior to shipping overseas, Bro. Shaw trained at Fort Ord, Calif., where he met his wife-to-be. Upon his discharge from the Army—you guessed it—he raced right back to Salinas, married the gal—Betty—and took a job with the Pacific Gas and Electric Company in January, 1948. He started in the Accounting Department of the Coast Valleys Division and is now with the Payroll Department.

Bro. Shaw has served as Chairman of his Salinas unit for two and one-half terms, as Chief Shop Steward, member of the 1956 System Negotiating Committee and as Union Chairman of the Division Grievance Committee. His newest union position is recording secretary of Local 1245 to which he was elected in the last union election.

Scotty's family, a happy group, includes a daughter, Kathy, and son, Milton Shaw, Jr., in addition to his wife, Betty. The family resides in a lovely home on the outskirts of Salinas.

Still an active and enthusiastic skier, Scotty also includes hockey, tennis and gardening among his hobbies.

Who Got How Much?

Analysis of the pattern of income distribution in the United States during the past four years shows that corporate and investment income has done considerably better than wages and salaries, which are the bulwark of consumption.

Corporate income after taxes in 1956 is \$37.8 billion as compared with \$26.5 billion in 1952. Personal income after taxes has increased from \$237.4 to \$287 billion during the same period. Thus while personal income went up about 21 percent, corporate income went up almost 43 percent — more than double the rate of expansion in personal spendable income.

Analyzing the distribution of personal income still further, we find that wage and salary earners—the country's great consuming class—did not fare as well as investors, much less corporations.

Thus, investment income, including personal interest and dividend receipts, increased from \$21.3 billion in 1952 to \$30.1 billion in 1956. That is a rise of 41 percent. Wages and salaries paid out by private in-

What's Labor Cost Of a \$619 Freezer?

There's an old, old story that "prohibitive" labor costs are the sole reason for forcing the producer to hike his selling price upward and upward, and this story is still making the rounds today.

However, Mrs. Kilburn Beal, who lives on a farm near Gainesville, Ontario, won herself a 20-ft. freezer with a retail price tag of \$619.50 because she was able to sort fact from propaganda on the cost of the direct labor that went to produce it.

The freezer was exhibited by the Canadian Labor Congress at 17 farm fairs in Ontario this year. Visitors to the CLC tent were invited to estimate the labor cost in a "guess the wage item" contest.

Some of the estimates were more than \$500. Fifty-one per cent put the cost at \$200 or more, and 74 per cent guessed at least \$100.

The actual labor costs including direct wages, unemployment insurance, workman's compensation, vacations, paid holidays, and group life and hospitalization insurance was \$91.84—two cents more than Mrs. Beal's estimate of \$91.82.

Palm Springs Thinks It's a State!

The resort city of Palm Springs has recently earned themselves the dubious distinction of being the only city in the U.S. to enact a "right-to-work" law.

The ordinance, which goes into effect December 15, provides that no person shall be denied the right to obtain or retain employment because of non-membership in a labor organization. Under the law, the city, any corporation or individual is barred from making an agreement excluding from employment any person not affiliated to a labor organization. Agreements already in effect contrary to the new law are declared "illegal and void."

When the ordinance first came before the council in October, it was tabled for further study. The tabling action followed lengthy testimony of union officials against the measure.

The measure was proposed by the Palm Springs Employers Association, who have been spearheading opposition to attempts by the Culinary Workers to organize the desert city's hotels and restaurants.

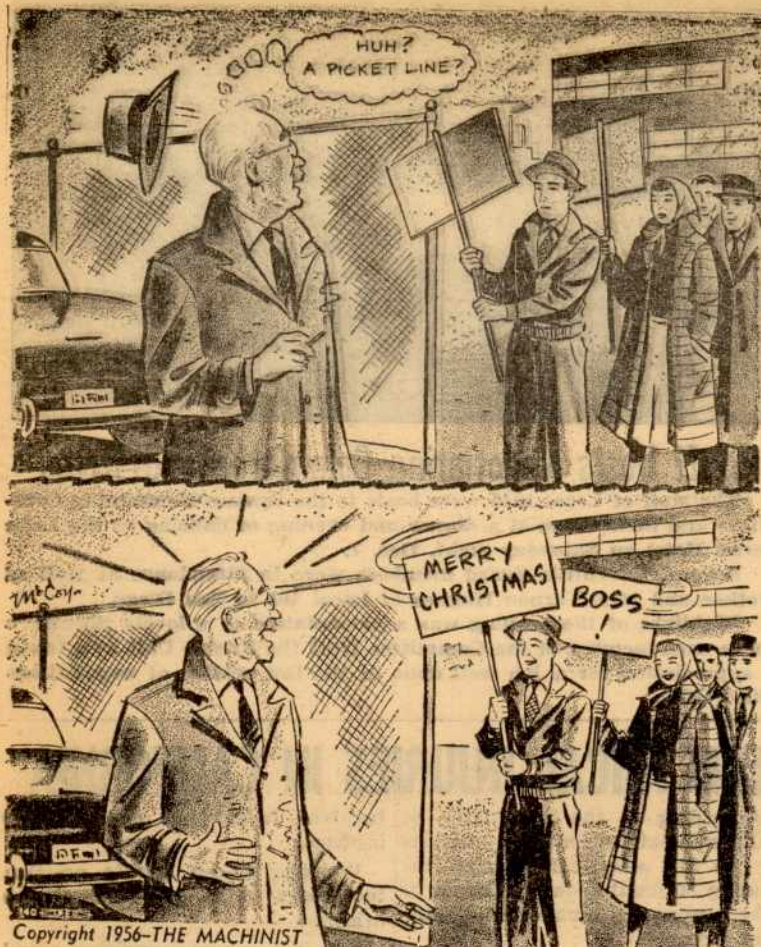
The peculiar part of this fiasco is that "right-to-work" legislation may be passed only by states under the vicious Section 14 (b) of the Taft-Hartley Act.

The city council failed to heed the requested advice from the League of California Cities who told the Council that the ordinance would be an unconstitutional invasion of the state's legislative domain.

Attorney Lionel Richman, representing the San Bernardino culinary workers union, told the council that the ordinance would be immediately challenged in the courts.

dustry, on the other hand, increased \$152 billion to \$187 billion, or only 23 percent over the same period.

REPORT immediately all safety HAZARDS!



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TO ALL GOOD BOSSES

With all the Goodwill of this holiday season, we offer our hands across the bargaining table to wish all employers operating under Local 1245 union agreements a Merry Christmas and a Prosperous New Year.

All through the year, we argue with the boss and he with us in negotiations and other grievances. If management representatives sometimes think the union is unreasonable, union members often think management is arbitrary. So we argue and we talk and usually it ends with both sides the wiser. In this year just closing, wages have gone up and conditions have improved as a result of this bargaining.

Secret Dope on How To Keep Unions Out

The hard facts of life were presented to members of the non-union Printing Industry Association by John Doesburg, Master Printers general counsel.

In a recent talk before the group in Los Angeles, the employers' legal eagle earned his annual retainer by saying:

"You can avoid unionization of your companies by giving your workers wages and working conditions better than those won by unions through collective bargaining."

Doesburg described unions as "watchdogs of wages and working conditions" in plants.

He admitted that by calling unions watchdogs he might be praising unions indirectly, but Doesburg was quick to remind his audience that the "non-union employers section" of the UIA code is designed to improve human relations and eliminate the need for unions.

The way to keep shops non-union, he advised them, was "never to cut wages or work your employees excessively. If you do, the workers will turn to the unions for leadership."

Labor Gets Break In School Books

High school and college text books are gradually doing a more fair job in presenting the story of labor's contribution to America, according to a report by John D. Connors, director of the AFL-CIO Department of Education.

Connors said that the most objective presentation was being made in the college text books.

"The high school book situation is spotty," he said. "New York is doing a good job. The legislature in that state employed two professional educators to write a text book that told the story without prejudice."

"Publishers are showing an increasing interest. One of the recent books is 'Labor in America' published by Harpers, and written by Mark Starr, education director of ILGWU, and Harold Faulkner, professor of history at Smith College," Connors pointed out.

He said, "The AFL-CIO is not interested in propaganda for labor in the classrooms. We want to see, however, that the presentation is fair and objective."

All of us are making a better living than we did a year ago. And, as a result we have boosted the country's ability to buy the constantly growing stream of goods that come out of our factories.

Proud we are that in most arguments this past year, management and the union have been able to hammer out acceptable solutions to some pretty tough problems. In all cases, the argument has been settled without the loss of an hour's wages.

Everyone knows that it takes two to make a fight. Sometimes we forget that it also takes two to make an agreement.

A successful agreement takes skill and understanding and patience on both sides of the bargaining table. Not all union representatives and not all management representatives have yet developed the necessary skill and understanding and patience. Nevertheless, we can be proud that relations between labor and management have improved in this year past in jurisdictions where Local 1245 members work.

There's still plenty of room for improvement in both wages and conditions, of course. Unless our system collapses, there always will be. Only a few years ago, a dollar an hour was considered a good wage. Today, no IBEW member would work for such a low wage.

And, despite all the fears of the editorial writers in our daily newspapers, businessmen are making more profit today than they did when our wages were \$1 an hour.

Higher wages and higher profits are partly the result of greater productivity—an increase made possible by improving skills, and by better tools, better materials and better design.

Higher wages and higher profits are also the result of the arguments between management and labor, arguments that bring us higher wages without which the increased productivity couldn't be sold.

We in Local 1245, IBEW, wish all fair employers continued prosperity so that our progress will not be hampered in the year ahead.

Sign in a restaurant: "The silverware is not medicine. Don't take it after meals."

Recent IBEW-Utility Settlements Told

Local 160, IBEW of Minneapolis, Minn. has recently concluded negotiations with the Northern States Power Co., which operates in Illinois, Wisc., Minn., S. Dakota, and N. Dakota.

Gains made in the new 1 year agreement are:

1. General wage increase of 5 per cent—10c to 17c per hour.
2. Liberalization of time off for funerals.
3. Xmas Eve and New Year's Eve to be half-holidays.
4. Improved Pension and Insurance Plan by an increase of \$40 to \$50 per month in pensions and inclusion of widow's pension at one-half that received by the retired employee plus \$2000 free insurance.

Local 543, IBEW of San Bernardino wrapped up their agreement with the California Electric Power Co., and the new agreement to be effective Dec. 1st.

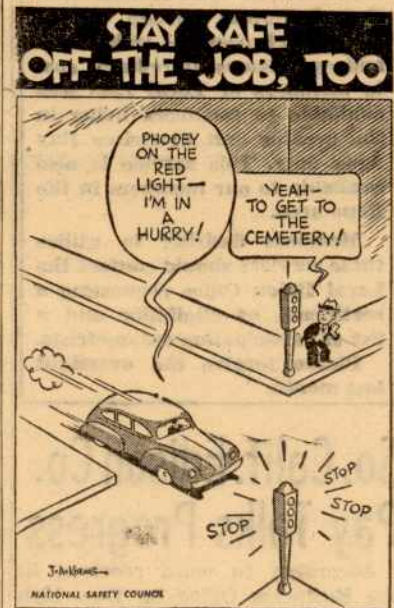
Gains in their new 1 year agreement are:

1. Inequity adjustments plus general wage increase of 5½ per cent.
2. Improved meal sections.
3. Replacement by Co. at ½ cost certain tools and gloves.
4. Improved inclement weather clause.
5. Availability of payroll records to employees.

Senator (boarding train): "Porter, is my berth ready?"

Porter: "Naw, sah. I thought you politicians made up your own bunk."

If you're past 50, more than likely your "get-up-and go" has got up and gone.



There should be no shortage of workers in heaven. So many have been killed and gone there.

Trouble is, we need them right here—to build the things that keep America strong and free.

But we're losing them fast. According to the National Safety Council, about half of the 100,000 persons killed accidentally each year are workers. About half of the 10,000,000 injured each year are workers, too.

Motor vehicle accidents cause a great many of these injuries and deaths. The man-days lost from these accidents alone represent a shameful human and economic waste.

It is a waste brought about by little things—"jumping" a red-light, for example. Nobody has to run through a stop-light in order to punch the clock on time. He could leave the house a couple of minutes earlier.

A stop light is for your protection and for the protection of others. It gives you and the pedestrians and other drivers a chance to pass through an intersection safely.

Remember that cars often pile up at intersections simply because the drivers thought yellow meant "go".

At intersections where there are no traffic lights, observe the signs. If both lights and signs are absent, be sure the way is clear before you attempt to drive across.

In addition, be willing to give up your driving "rights" if doing so will keep you or someone else safe and on the job.

'Right-to-Work' Again

THESE GUYS JUST NEVER GIVE UP!

Anyone who thought that the decisive defeat of Initiative 198 (right-to-work, right-to-scab, right-to-starve law) at the polls meant the end of agitation for these union-busting measures in Washington got a rude awakening when David Pollock, head of "Job Research, Inc." chief promoters

detrimental effects on the economy. Not only did the writer ignore the Washington State election and the Louisiana repeal action, but he chose also to quote the National Right to Work Committee in an effort to show that there has been an increase in trade union membership in 14 of the 17 states that have such laws. The same argument was cited by the proponents of the measure in Washington before the last election. And as it was pointed out then, the figures prove nothing! If a man has \$1, it wouldn't take much work to double it. But it is harder to double 1 million, whether it be dollars or members. So if South Carolina had 100 union members before the "right-to-scab" bill was passed, and now it has 253, the percentage gain looks impressive. And that is about the way the figures go in the Southern states and the Midwest states cited by the National Committee as evidence of terrific union gains brought about by the "right-to-wreck" laws.

Anyone who thinks that these labor hating groups are at rest elsewhere in the country have another think coming also!

The U.S. Chamber of Commerce has announced plans for a February drive "to spur business men into more intensive action on issues before the new Congress." It will launch an "aircade" of Chamber representatives this coming February to "touch at major cities from New England to California for all-day meetings with business leaders on such national issues as taxation and finance, farm price supports, federal aid to education, and labor-management relations." The Chamber's position on these four topics is:

Tax relief for upper brackets, no farm price supports, no federal aid to education, and more state right-to-work laws.

President John S. Coleman who will head the arcade in a chartered plane declared:

"We intend to take national issues which affect business and which must be dealt with by the 85th Congress to the doorsteps of businessmen all over the nation."

Another example of the forces at work who would destroy the labor movement in the U. S. is portrayed in a recent speech made by Cola P. Parker, head of the labor-hating, labor-fearing National Association of Manufacturers, in Kansas City. Parker said: "Monopolistic power in the hands of leaders of organized labor is now reaching the point where giant corporations are unable to stand against it. The union leaders dictate—they do not bargain for, they dictate—wages, hours, and working conditions in most of our major industries. And in the election campaign just concluded, they reached out boldly for political domination of America as well."

He called attention to an English organization, The People's League for the Defense of Freedom, stating that it was designed to protect people who were being pushed around by the unions. A stronger, similar organization is needed in this country, Parker declared.

He said that the only way to fight unions was to fight organization with organization.

Anyone who thinks these same birds are not at work in California also have another great big think coming!

Evidence that the "right-to-work" movement is entering the advanced stage in our own state is illustrated in the editorial that appeared in the Los Angeles Times a few days after the general election across the country.

Now the Los Angeles Times is not famed as a liberal newspaper. In fact, it has managed through persistent effort, to achieve quite the opposite reputation. Name an issue on which labor expressed a viewpoint, and the chances are good that you will find the Los Angeles Times has taken the other side.

Commenting on the "right-to-work" issue, The Times found it expedient to refer only to the election in Nevada in order to explain its conclusions. Since the election in Washington State, where the measure was defeated by a margin of more than 2 to 1, would have refuted the editorial viewpoint of the Times, there was no mention of the outcome on the issue in this corner of the country.

The Times editorial omitted mention, too, that the Louisiana legislature voted to repeal the "right-to-starve" law in that state because experience revealed it was causing

detrimental effects on the economy.

Restraint is not one of the characteristics of the Times editorial. It refers to union officers as "rapacious or Communist," and charges that a second proposal voted on by Nevada citizens "would have legalized boycotting, all manner of picketing and anything else which a union official might think of." Thus, the editorial writer has chosen not only to ignore the vote in Washington and the repeal in Louisiana, to use meaningless figures in argument, but also the writer has resorted to the technique of gross exaggeration to provoke fear.

It all adds up as a calculated attempt to prepare the way for the introduction of a "right-to-suffer" statute in California. The closing paragraph is a clear indication that the Times will be coming up with more psychological warfare on this front in the future, for it states:

"Incidentally, California is one of the states which does not have this beneficent statute. We need it..."

Just who is this "we" they're talking about?

No Sloppy Work In Santa Rosa

IBEW Local 551 in Santa Rosa has set high standards of craftsmanship for its members. The union has its own inspection committee to see that these standards are maintained.

When nine members failed recently to meet those standards, their own union fined the ship-shod workers.

Members of Local 551 are instructed to do no work improperly, even if requested to do so by contractors and foremen. The union has pledged that its members work will conform to state codes and local laws. As a public service its own committee inspects all commercial electrical work done in housing projects to assure that its pledge will be kept.

The union's guarantee of skilled craftsmen protects the public against unscrupulous contractors.

For every man who lives to be 85, there are seven women—but by now it's too late.

YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

As we go to press, I am winding up a six weeks tour of our jurisdiction. Covering some 25 meetings has been a real pleasure in that I found a growing interest in the activities and goals of our Union.

Although many Units have not yet been covered, a good cross-section of active Union members attended the meetings. In general the meetings were well conducted and interest in the subject matter was good.

I find among the members in attendance a more mature and understanding attitude toward the complex problems faced by our Union. Very few critical remarks were made on the steady progress made in the last few years and what criticism was expressed was generally very constructive.

During the tour, I pointed out that while we have made steady progress toward improvement, we still have some major benefits to gain. These are not only in the area of wages and working conditions but are found as well in fringe benefit structures and in joint Union-management programs on training and safety, which are inseparable.

Joint programs are not built on strife in bargaining nor in an atmosphere of hysterical hostility.

Rather, they develop from joint need, joint understanding, and joint cooperation.

First things come first and we must maintain and improve our wage levels and general working conditions. However, we have some big challenges facing us as a result of new operating, maintenance and construction techniques to which we must adapt ourselves. We cannot merely sit back and complain about automation, mechanization and other advances in the industry. We must prepare ourselves to apply the skills of our workers to the changing scene. We must find a means to develop those skills and therein lies the basis for joint understanding and cooperation in training. The need is already here.

This must be a major goal for our Union and although progress has been slow, there are encouraging signs on the horizon.

In order to handle our share of this responsibility, we must be a solid, secure and mature organization. This means that our objectives and methods of approach must be carefully developed and carefully carried out.

In winding up the year 1956, I can say that the work load has been high but satisfaction is gained through the knowledge that all of our members and their families have benefited from their support of our Union. Every single member has received wage increases and many other benefits which make for security.

While we are constantly looking

for improvement, I believe that we should consider the situation of others before we get too impatient.

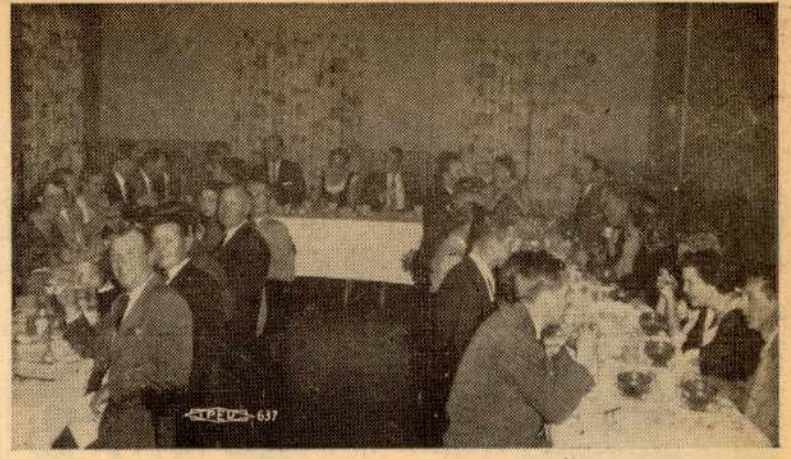
Many peoples still suffer from lack of free organization in this world. Colonialism is dying but is supplanted by so-called "workers' paradises." There is no paradise in the shackled areas where workers are battling tanks.

We have with us those who would turn back the clock and destroy free American labor. We shall fight back and continue to grow in order to preserve a free society. Nevertheless, we prefer to work out the never-ending problems faced by workers in our country rather than to be in the position of those who have no economic and political opposition because opposition is supplanted by iron-fisted dictatorship.

A little sober reflection on our situation at the end of 1956 will bring a sense of comparative well-being. We are relatively free, our children do not quake at the sound of rumbling tanks and we can celebrate Christmas in whatever manner we choose.

As the year 1956 comes to a close and the holidays approach, I wish to extend the greetings of the Business Staff, our Office Staff, and the Officers of our Union to each and every member and their families. May you all have a very Merry Christmas and a Happy New Year.

The same message is extended to all other readers of the UTILITY REPORTER.



Staff Hosts Negotiating Committee and Wives

The staff of Local 1245 were hosts to the System Negotiating Committee and their wives at a dinner and evening of dancing at the Lake Merritt Hotel on Saturday night, Dec. 1.

Several Executive Board members were in attendance as well as Brother and Mrs. Vernon Hughes of Local 465 in San Diego.

Highlight of the evening was a presentation of a lovely Sheaffer's pen to each member of the Committee from the Fresno Unit as a token of appreciation for a job well done in the last session of negotiations with PG&E.

ELECTRICAL INJURIES IN CALIFORNIA

According to the Sept. issue of California Safety News, an analysis of the 918 electrical injuries—including 30 deaths—in California in 1954 confirms a number of significant facts.

One is that electrical injuries are much more likely to be fatal than other injuries. Roughly one out of every 30 electrical injuries (that require medical attention) is fatal, compared with one death for about every 740 injuries, disabling or not, in other fields.

This means that the ratio of electrical deaths is about 25 times as high as in other fields.

In 3 out of 4 injuries there was an unsafe condition.

In 4 out of 5 injuries the worker committed an unsafe act.

Unsafe or defective equipment was used in 22 per cent of the injuries.

Tools were used in an unsafe manner in 15 per cent of the injuries.

Failure to de-energize equipment before maintenance or repairs was

involved in 12 per cent of the injuries.

Working in an unsafe position took part in 11 per cent of the injuries.

The main unsafe condition noted was insulation that was damaged, defective, or insufficient.

Another major cause was parts, other than insulation, that were broken, burned, wet or damaged.

Energized parts that were not properly guarded or shielded were another major cause.

The analysis makes it very plain that if unsafe conditions are all corrected, 75 per cent of all electrical injuries will be prevented, regardless of whether there are unsafe work practices.

The study also makes it clear that if workers avoid all unsafe practices, four-fifths of all electrical injuries can be prevented.

It demonstrates that management and labor, working as a team, can virtually wipe out electrical injuries and deaths.

IBEW PROGRESSES FROM TINY LOCAL TO BIG UNION

(Continued from Page 1)

Washington, found only 11 delegates representing eight locals, and the treasury with a deficit of \$1,016.

That period proved to be the low point but the organization soon picked up. The treasury deficit was wiped out and became a balance. Electrical workers in Canada became interested in organizing, so in 1899 the jurisdiction was extended to that country and the "National" in the name was changed to "International."

In 1903 the union acquired its first paid officer, Pres. Frank J. McNulty of Philadelphia.

BENEFITS ESTABLISHED

In 1922 the Electrical Workers Benefit Association was created to provide low-cost death benefits—from \$300 to \$1,000 according to length of membership. The minimum of \$300 has subsequently been raised to \$475.

In 1924 a Research Dept. was set up. Three years later, the death benefit plan was complemented by a pioneering trade union program of pensions for retired members. This in turn developed into the Employees' Benefit Agreement negotiated by the union and the employers in 1946, under which the costs are shared. Each retired member receives \$50 per month in addition to social security.

Recently the Federal Housing Administration certified the IBEW as one of the largest unions eligible to buy mortgages insured by the agency. The IBEW will draw on the two above mentioned funds for the mortgage investments. It is hoped that about \$10 million will be invested each year.

F.H.A. Commissioner Mason termed the action "one of great significance" in the current mortgage market and added that the impact of IBEW's mortgage investments would probably be felt in the secondary, or resale, market.

When the 65th anniversary loomed at the beginning of this year, Pres. Gordon M. Freeman and Sec. Joseph D. Keenan called for a tribute to the memory of the pioneers by addition of 65,000 new members to the rolls this year—a birthday goal of 1,000 for each year of IBEW's existence.

That goal has been more than met. Already just under 100,000 new names have been added. Local 1245 has been responsible for the addition of more than 2,000 of this total. Deaths, retirements and normal turnover will cut this figure, but Pres. Freeman and Sec. Keenan are confident that by the year's end the IBEW's membership will be close to a whopping 700,000 mark.

MEANY CALLS FOR FINANCIAL AID FOR HUNGARIAN WORKERS

AFL-CIO unions wishing to give financial assistance to the embattled workers of Hungary may send contributions directly to Pres. George Meany at headquarters in Washington, D. C.

Meany recently announced that he had been authorized by the national executive council to make an immediate presentation of \$25,000 to the relief of Hungarian workers fighting Soviet despotism.

Hungarian resistance to Russian troops and tanks continue to startle the world, with workers this week making new demands of freedom on the Russian puppet government.

Meany has issued a direct appeal to AFL-CIO national and international unions emphasizing the solidarity linking the free trade unionists of America and Hungary. His statement also said:

"But this solidarity must be translated into life. I, therefore, appeal to your organization to send a generous contribution to me as Chairman, AFL-CIO International Free Labor Fund, so that we can send much needed assistance to workers overseas now engaged in the decisive fight for free labor and human freedom."

Merry Christmas?

Any unionist who would like to help brighten up Christmas for the Hungarian refugees who have been driven out of their country by Russian tanks can send their contributions to:

CARE, San Francisco 11, Calif.

Donations of any size are welcome and urgently needed.

Apologies to Reno

Last month it was reported in the UTILITY REPORTER that the California Group Vision Plan which provides vision care and eye glasses at reduced cost to members of Local 1245 was available to members living in the greater San Francisco Bay Area only. This service is also available to our members in the Reno area.

Members desiring to utilize these services should contact the Local Union Office requesting a certificate of eligibility and a list of participating optometrists. Please forgive the oversight last month.

So. Calif. Edison Co. Pay Talks Progress

According to word received in the Business Office on Dec. 13th from Brother Dick Rapattoni, Bus. Mgr. Local 47, IBEW, negotiations are in progress with Southern Calif. Edison Co.

The second meeting was held on the 13th for the purpose of Company's explanation of their proposals. The first meeting was devoted to Union's proposals.

The next session is scheduled for Wed. and Thurs., Dec. 19th and 20th. It is expected that the issues will be resolved and agreement reached on the 20th, Rapattoni reported.

Local 47 has proposed a 9 1/2 per cent general wage increase. To date no offer has been made by the Company.

Prosperity? We Americans are the few people in the world who have to ask, "How can I reduce?" and "Where can I park?"

DEPARTMENTAL NEGOTIATIONS

Electrical Department

The Committee working on Job Definitions and Lines of Progressions for the Overhead Dept. met with PG&E management on Thursday, Dec. 6th and reached tentative agreement on 2 of the 3 definitions which were still unresolved—Apprentice Lineman and Patrolman—and Company agreed to take under further consideration Union's objections to Company's proposed definition for Hole Digger Operator. Company asked to reopen the

definition for Troubleman, without making any specific proposal, in view of what they felt was a problem which had arisen in connection with service to the public. Union again raised the question of apparent inequities in the Street Light Maintenance and Clerk Driver classifications and asked that Company reconsider the factors which were brought out. The parties are in tentative agreement on all other job definitions in this department as well as on the lines of progression.

Steam Department

Following a meeting of Union's Committee on Nov. 26 in the Local Union Office, the Company was informed of Union's position on the few remaining points at issue and steps are now in progress which should conclude these negotiations in the immediate future. As soon as agreement is reached, copies will be made available for use of members in the Steam Department.