



Above picture taken about an hour after the explosion, shows the terrific heat and force generated and its effect on the building. The blast occurred downstairs in corner of building nearest the camera, forcing gas upstairs where it ignited and gutted both floors and the roof.

OAKLAND PG&E BLAST KILLS 2, INJURES 5

An explosion and resultant fire in the P.G.&E. Electric Warehouse in Oakland, Wednesday, January 23, killed two employees, Francis Trombley, Meterman, and Cedric Helmuth, Senior Meterman, and injured at least five others—T. W. Erickson, Meter Shop Foreman, Aubrey Duesbury, Senior Meterman, two employees of a sheet metal contracting firm, and one Oakland fireman.

The explosion, which turned the interior of the two-story building into an inferno within minutes, occurred while employees of a sheet metal contracting firm were installing gas heaters in the ground floor Warehouse Office.

According to investigating officers, one of the contractor's men uncapped a two-inch high pressure gas main which ran into the building and up and along the first floor ceiling. The released fumes were apparently exploded by an electric heater in a corner of the warehouse office. The gas, under pressure, kept escaping and quickly gutted the entire Warehouse and Electric Meter Shop and Offices located on the second floor.

It has been reported that Helmuth, Duesbury and Erickson were endeavoring to get Trombley, a polio victim who worked in a wheel chair out of the Electric Meter Shop but the flames, spreading so rapidly after the explosion, cut off their escape route down a flight of wooden stairs.

An Oakland Substore will be set up at the Central Warehouse in Emeryville where the Oakland Warehouse employees and the Electric Overhead Department will be temporarily headquartered.

No details are available as to new location of the Electric Meter Shop operations.

AUTOMATED FUTURE IS HELD NO BUGABOO

Experts Preview Labor's New Role At UC Labor-Mgt. Conference in S.F.

A one-day conference on "Automation—Changing Technology and Related Problems" was presented at the Fairmont Hotel in San Francisco on January 9 by the University of California in cooperation with several professional, employer, and labor organizations.

Automation is only one part of a changing technology which will come gradually and will not mean a world of the "pushbutton monstrosity," Dr. Frank Shallenberger, associate professor at the Stanford Graduate School of Business stated in his keynote address to the one hundred or more labor, management and educational institution representatives in attendance.

"The cost of machinery, the need to train personnel and attendant labor relations problems will be a deterrent to major industrial conversion into automated factories during the next decade," he added.

He cited some of the advantages of automatic factories as work on a 24-hour basis, a predictable schedule, a savings of materials, more leisure hours and higher living standards for labor, and the freeing of workers from hazardous and monotonous jobs.

"Automation is the key to survival of the Free World and will enable American industry to match the manpower of the Soviet bloc nations," Dr. Shallenberger added. He hastened to add, however, that it will require a "sophisticated" management, and automation will hasten the "death knell" of those companies that cannot or will not keep pace.

Another speaker, Nathaniel Goldfinger, economist for the AFL-CIO Department of Research in Washington, D.C., stated that labor does not oppose automation but to the contrary feels that it will be an improvement to the national economy—only, however, if labor shares in the inevitable increased productivity.

A major problem confronting la-

bor in the field of automation, Goldfinger added, is the increasing number of industries pulling out of their old areas, completely abandoning their old investments and setting up new plants else-

where. These depressed areas tend to create "pockets of economic unrest" he warned and a solution to the problem must be found.

A panel discussion on "The Fu- (Continued on Page 2)

LOCAL 1245 TREASURER DIES OF SUFFOCATION

Brother Walter H. Martin, Local 1245 Treasurer since May, 1956, was discovered dead in bed and his wife unconscious on the kitchen floor of their home in Oakland, Saturday morning, January 12.

Investigating police officers said that a gas heater found burning in the living room apparently had consumed most of the oxygen in the house, causing the couple's collapse.

Walter's brother-in-law, Harold Choate broke into the Martin home after several days of being unable to contact them.

Police believe that Walter may have been dead for as long as three days before discovery.

Walter, aged 51, with in excess of 25 years of service with PG&E, had played a vital role in the several Unions that have been on PG&E property in East Bay Division, acting as Steward, Organizer and Executive Board Member.

His outside activities included leadership participation in the Cubs, Boy Scouts and Explorer Scouts and he has received many honorary awards from the Boy Scouts. He also was an instructor for the Police Dept. in the use of firearms.

Local 1245 lost a true friend with Walter's passing but the memory of his spirit of Brotherhood will remain forever with those of us who knew him.

His devoted wife, Madelene, at press time, was reportedly recover-



WALTER H. MARTIN

ing satisfactorily in Highland Hospital in Oakland.

Besides his wife, he is survived by a daughter, Mrs. Shirley Darms; two grandchildren, Gail and Barbara Darms; and six sisters.

The Officers and Staff of Local 1245 offer their deepest sympathies to his family.

KNOW YOUR POLICY COMMITTEE

GERALD BAYLESS

Gerald Bayless, Policy Committee member for San Joaquin Division, is an Apprentice Cable Splicer and Lineman.

He has been with P.G.&E. for over ten years and has been an active Union member, serving as Steward and Division Grievance Representative.

Gerald states that his hobbies are all types of sports but admits to participating only as a spectator.

He resides in Fresno with his wife Dorothy and to date—no "little Baylesses."



LOUIS BONINO

Louis Bonino, Policy Committee member for Key System and East Bay Municipalities, is an Electric Shop Foreman for the City of Alameda's Bureau of Electricity and has worked for the City of Alameda for over eighteen years.

Louie has had a varied Union background, having been active in the United Mine Workers and the Retail Clerks

prior to becoming a member of Local 50, IBEW, which was subsequently amalgamated with Local 1245.

As Chairman of the Unit Education Committee, he is an ardent advocate of any program which will provide more and better education for the Union member.

He resides in Alameda with his wife Ruth and has one married daughter and grand-daughter.

His hobbies include reading, gardening, fishing and traveling.



WILLIAM BOWSER

William H. Bowser, Policy Committee member for the Transit Authority, City of Sacramento, is a Mechanic and has worked for them and predecessor companies for over nineteen years.

Bill's past Union activities include Unit Vice-Chairman, Unit Recorder, Unit Treasurer and Grievance Representative and has served as Policy Committee member since 1952.

He is retired from the U.S. Navy and during his period of service saw many of the countries throughout the world.

Bill lives in Sacramento with his wife Pauline and includes among his hobbies watching football and baseball.

In the United States today more children between the ages of three and fifteen years die of cancer than from any other disease. Cancer kills eight times as many children as polio.



THOMAS F. KERIN NAMED 1245 TREAS. SUCCEEDING MARTIN

Local 1245's Executive Board, meeting in special session on Tuesday, January 15, appointed Thomas F. "Bud" Kerin to fill the vacancy of Local 1245 Treasurer caused by the death of Treasurer Walter H. Martin.

Bud joined I.B.E.W. Local 50 as a Groundman in 1938 and became a journeyman Lineman in 1941. He worked for electrical contractors in the Bay Area during this period.



Bud Kerin

After serving in the U.S. Navy during World War II, he returned to work as a Lineman for Key System Transit Lines, which at that time had extensive rail and streetcar lines in the Oakland area. He remained with Key System for 3 years during which time the Company greatly reduced their operations.

Leaving the Key System, he again returned to work for the electrical contractors until 1949 when he became employed by the City of Oakland Electrical Department.

During the past 8 years his journeyman Lineman duties have been in the field of installation and maintenance of Oakland's fire alarm and traffic signal systems and all other electrical facilities owned by the City.

Bud has served the Union as Steward while working for the line construction contractors and was one of Local 1245's Trustees prior to his appointment to the office of Treasurer.

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Observe Safety Rules.



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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We can't disregard rotten apples in our barrel

(This editorial from the New Jersey Labor Herald was a prize winner in this year's "Award of Merit" competition sponsored by the International Labor Press Association. It is a fine example of the editorial writer's craft. But, more important, it has something to say. The Utility Reporter is especially pleased to reprint it here because we agree wholeheartedly with what it says.)

When a banker takes off with a blonde and a brief case loaded with his bank's assets, the incident seldom reflects discredit upon our financial institutions in general.

But when a union official uses his office to shake down employers and prey upon the rank-and-file, he not only betrays his own organization but helps smear every other union and labor representative in the country.

It does not matter that there are probably more honest union representatives, in ratio, than there are bankers. The misdeed of an individual results in a collective condemnation of unionism as an institution and the integrity of labor leadership as a class.

One strike makes more headlines than a thousand peaceful settlements. One corrupt labor boss causes more adverse publicity than the good will that can be created by hundreds of loyal, honest, capable guys, doing a difficult job.

It would be unrealistic for labor to refuse to utilize economic pressures to gain bargaining demands because of fear of adverse publicity. To allow masters of mass media such indirect control over internal union affairs would mean institutional suicide. It would, however, be equally unrealistic to disregard the over-all impact upon the public consciousness of such an incident as the trial and conviction of a union official.

As far as ethics and morality go, it would seem that those who offer a bribe and those who accept it, are birds of a feather. There are employers who are willing to "buy labor out." The same labor-baiting columnists who laud every union-busting measure as "the vindication of a principle," have little to say about the employer who offers a bribe.

Apart from the question as to which is the more dishonorable . . . the offer or the acceptance of a bribe . . . the vast majority of men can and must take a stand upon a very definite bread-and-butter question.

What should be the course of action taken by labor's leaders regarding the dishonest practices of the corrupt few?

Up to date, the policy in the older craft unions has been stupid. The philosophy of the average unionist has been to do his best to serve his union . . . and to ignore the antics of the predatory few, unless it involved him personally or the organization he serves. Unfortunately, this is not enough.

Labor leadership must be willing to take the responsibility to keep its own house clean. Either that or abdicate such authority to the politicians. From bitter experience labor has learned what political intervention means to collective bargaining.

Labor has also learned what a powerful force public opinion, inflamed by unscrupulous editors and columnists, can be in thwarting the legitimate ambitions of labor. The success or failure of many union organizational drives depends upon public opinion. How many elections have been lost because of anti-union sentiment based upon the familiar stereotype of the corrupt union boss?

If labor was able to purge itself from Communist infiltration it should be able to protect its good name by internal sanitation.

Whether we like it or not, we are going to have to become our brother's keeper.

Keenan Named to Civil Rights Group

The appointment of IBEW International Secretary Joseph D. Keenan as a member of the AFL-CIO Civil Rights Committee was announced recently by President Geo. Meany.

Keenan, former Secretary of the Chicago Federation of Labor, first director of the former AFL Labor's

League for Political Education and then Secretary-Treasurer of the Building and Construction Trades Dept. of the AFL before taking his present post with the IBEW, is also an AFL-CIO Vice-President.

One out of every seven deaths in the United States is from cancer.

PG&E Departmental Negotiations

Steam Department

Following months of negotiations involving many meetings with Company's committee, Union's committee on job definitions and lines of progression for the Steam Department announced that agreement affecting operating classifications has been reached. This agreement was incorporated with the agreement reached last April covering maintenance and plant clerical classifications into a Supplementary Agreement and has been signed by the parties effective as of January 1, 1957. The Supplementary Agreement has been duplicated for distribution to Shop Stewards and members in the Steam Department.

Reviewing the agreement relative to maintenance and plant clerical classifications, the major accomplishments were the establishment of single wage rates for three classifications which were formerly based on step progressions and the establishment of apprentices to these classifications (H.P. Boiler Repairman, Insulation Mechanic and Rigger); clarification of the definitions for various classifications, particularly that of Helper, and the placing of the Electrical Technician classification in the line of progression.

With respect to operating classifications the question of promotions and demotions was the one which required the greatest consideration by the parties. Starting from a point where the parties were at extreme odds and recognizing the problems raised by the differences in the various types of plants and the rights of individuals, an agreement on lines of progressions was reached but "only after a careful and exhaustive study of all the factors present. The agreement, while not containing everything felt desirable, does give the membership contractual rights over and above those which they have had through practice in the past. The agreement reached on demotions is one in which every feasible consideration is given to the individual in order to protect his current wage rate in the event of lay-offs or demotions due to lack of work, including provisions for training on new jobs and relaxing of Division barriers in some instances. The job definitions were not changed to any major degree, however, uniform definitions now apply to like plants and several clarifications were made. Of note were the reclassification of the Utilitymen in Humboldt Division to Oiler with a resulting increase of \$2.25 per week at the start of the rate and \$1.65 at the top. The rearrangement of the A.C.O. and Turbine Tender at Oleum Power Plant resulted in an increase of \$4.25 per week for the starting rate.

Assistant Business Manager M. A. Walters stated that the committee composed of Donald Hardie, Russell Stone, John Wilder, Carl Peterson, Ray Swensen and A. R. Burns deserve the highest tribute for a job well done under very trying circumstances over a period of many months. Brother Walters has been assigned by Business Manager Ronald T. Weakley to work with the various departmental committees on job definitions and lines of progression.

Steam Heat Maintenance

On Thursday, January 17, Union's committee composed of Charles Orra, East Bay Division, and Matthew Goolden, San Francisco Division, assisted by Assistant Manager Mert Walters met with P.G.&E.'s committee and reached agreement on lines of progression and job definitions for all existing classifications in the department. However, the parties agreed to hold up conclusion of these negotiations for a short while until a survey could be conducted in order to determine if a welding classification was justified at this time. Agreements reached included the establishment of a Subforeman's classification, clarification of the Helper and Steam Mainman definitions and the reclassification of the Apprentice Mechanic to Steam Mainman, thus proving a line of progression for future advancement.

Department of Pipe Line Operations

After the negotiating sessions on November 1, 1956 various unresolved issues remained. Company submitted its comments and proposals on these issues to the Union on January 10. These latest counter-proposals are now in the hands of Union's committee for study and consideration and the next joint meeting of the parties has been scheduled for Tuesday, January 22.

Steward of The Month



Ed Elmore, Senior Mechanic for General Construction Department at Davis, has been one of Local 1245's ablest Stewards not only "on the job" but also insists that his main hobby is Union activity. (You don't hardly get them kind no more!)

Ed is married and has three children, two daughters, aged 8 and 10 and a son presently serving in the U.S. Navy.

In addition to his day-by-day Steward activities, he is presently serving on the Committee on Job Definition and Classification for the General Construction Davis Yard.

Electric Department

With negotiations for the Overhead and Underground Departments held pending while the parties reconsider their positions on the few remaining unresolved issues, steps have been taken to start on the Maintenance Department. A meeting of the parties has been scheduled for Thursday, January 24, at which time job definitions and lines of progression will be discussed for Substation and Hydro Plant Maintenance as well as Building Maintenance and certain other classifications such as Blacksmiths, Tractor Driver, Choreman, all of which were formerly placed in Electric Department Miscellaneous.

Fred Fulkerson, Stockton Division; Francis Tidwell, East Bay Division; Bobby Robinson, San Joaquin Division; Morey Ferguson, De Sabla Division and Raymond Osborne, Shasta Division, make up Union's committee.

Davis Yard and Warehouse

One of the agreements reached during the last system negotiations was that the parties would negotiate with respect to the establishment of job definitions for Davis Yard and Warehouse of the General Construction Department. Subsequently, Union's committee, composed of E. C. Elmore, Robert Morlan and Earl Mescher, assisted by Assistant Business Manager M. A. Walters and Representative E. F. Hastings, proceeded to develop Union's proposals. Following a complete survey of the Department and after several meetings and many hours of consideration, Union's proposals were completed and submitted to management on Friday, January 18. The committee is now awaiting Company's reply and is hopeful that negotiations may commence in the near future.

About one out of every four people alive in the United States will have cancer at some time in his life unless new preventive measures are found.

AUTOMATED FUTURE IS HELD NO BUGABOO

(Continued from Page One)
"Future of Hours of Work" was led by Dr. Arthur Ross, director of University of California Institute of Industrial Relations. Other panel members were Richard Liebes, research director for the Bay Area District Council of Building Service Employees and Warren R. Philbrook, industrial relations director for the Food Machinery and Chemical Corporation, San Jose.

Although opinions varied sharply, it was concluded that work hours will eventually be reduced but may come about in different forms. Reduction of work hours per day, fewer work days per week, four-day weekends when in conjunction with holidays, occasional three-day weekends, additional holidays and increased vacations, were all advanced as means of reducing work hours.

Workshop sessions were devoted to spirited discussions on "Changing Technology and Worker Adjustment" and "Labor Needs, Training and Labor Utilization."

Although no real conclusions or answers resulted from the discussions, new ideas were advanced and it was fairly well agreed that training and re-training must be a joint labor-management venture. It was also agreed that increased effort must be made to provide more and better education for the nation's children if the necessary skills in an automated economy

are to be obtained. John Diebold, youthful author of "Automation, The Advent of the Automatic Factory" and president of John Diebold & Associates, Inc., delivered an address on "Industrial and the Automated Future." Diebold is a widely-known spokesman for modern management methods and is generally credited with coining the words "Automation."

He stated that too much emphasis was being placed on the actual machinery of automation and not enough on the systems required to make an automated plant efficient.

He pointed out that if all technological advances including "automation" were to come to an immediate halt in offices, i.e., clerical operations, it would take many years before today's known techniques could be efficiently utilized.

The one basic question that threaded its way through the entire day's discussions was "How will labor share in automation's resultant increased productivity?" And, as could be expected in a group composed of labor representatives and management executives, both with slightly biased, pre-determined positions, and professional educators with an academic approach to the problem, an answer acceptable to all never found its way into the scene.

Business Manager R. T. Weakley, Assistant Business Manager L. L. Mitchell and Business Representative Elmer Bushby, were in attendance as representatives of Local 1245. We noted that the P.G. & E. Company Personnel Department was also represented by R. J. Tilson, Director of Industrial Relations, V. J. Thompson, Personnel Assistant and Richard Stephens, in charge of Supervisor Training.

In 1944 less than a million dollars from all sources was being spent on cancer research. This year the American Cancer Society will spend over seven million dollars on cancer research and the total from all sources will be over 30 million.

"JERRY" MORAN LEAVES 1245 STAFF; "SPIKE" ENSLEY IS REPLACING HIM

Business Representative Jerry Moran, whose latest Staff assignment was servicing the membership in Coast Valleys Division and Department of Pipe Line Operations, left the staff on January 11 to enter into the electrical contracting business with his brother Bud in Eureka.

At an informal get-together on the previous weekend, the Staff presented Jerry with a rod and reel which he promised to put to good use in the "Izaak Walton" tradition of enticing those famous Humboldt area Steelheads to stupidly swallow a hook.

The Staff and Officers wish Jerry and his lovely wife Joyce the best of success in their new venture and are confident that Eureka homeowners will be assured of qualified journeyman workmanship from the Moran brothers.

Replacing Jerry on the Staff is Raymond "Spike" Ensley, Lineman from San Mateo. Due to rearrangement of Staff assignments, Spike will be servicing the San Jose Division and assisting in the San Francisco Division.

Spike, a Navy veteran, has been one of Local 1245's staunch supporters in the Peninsula area and



JERRY

SPIKE

has served as Steward, Belmont Unit Chairman and San Jose Division Grievance Committee Representative. His wide and varied Union

background will provide Spike with the tools to do a good job for the San Jose and San Francisco members.

NEWS OF OTHER UTILITIES AND OTHER IBEW LOCALS

LOCAL UNION 47

Local 47 has concluded voting on results of negotiations with Southern California Edison Company, with an overwhelming rejection of the Company's offer.

The package offer, which was recommended by the negotiating committee, included these major items:

- (1) 5 1/2 per cent general wage increase.
- (2) Two year agreement with wage re-opener June 1, 1958.
- (3) Removal of age limit as bar to Apprentice Electrician.
- (4) Three-weeks vacation after fifteen years.
- (5) Two-hour upgrade paid for four hours, excess of four hours paid for actual time.
- (6) 9c an hour differential for Painters, Carpenters and Communication Repairmen when assigned responsibility of work of two or more men.
- (7) Inequity adjustment of \$7.45 per month for Records Clerk.

Opposition to the package seemed to hinge on several factors which were to be gone into by the parties when negotiations resumed on Thursday, January 17. No report has been received on the progress made.

LOCAL UNION 77

Tentative agreement was reached by Local 77 with one of the largest public utility districts in the Northwest, however, it was rejected by the membership. The agreement covered wages based on a three-year contract—15c an hour now, 10c an hour in 1958 and 10c an hour on January 1, 1959. No definite information has been received as to progress by the parties.

Local 357 whose 1955 Physical Agreement with Southern Nevada Power Company in Las Vegas runs until November 1957, opened for wages only on November 1, 1956. The parties have been in negotiations since that date. The first offer of 5c an hour was rejected. The Company's offer on a new Pension Plan was rejected due to a previous commitment by the Company that the Plan would be placed in effect during the contract term, rather than being considered part of a wage package on November 1, 1956.

LOCAL UNION 357

The latest offer was a two-year agreement from November 1, 1956, with 7c an hour now plus 8c an hour next year. This offer too, has been rejected.

According to word received in the Business Office, services of the Federal Mediation and Conciliation Service have been requested in order to arrive at a settlement. The parties were to meet during the week of January 21. No word on the progress had been received at press time.

An experiment recently completed in Pennsylvania indicated that if proper testing procedures (cell examination for uterine cancer) are set up in a community, deaths from cancer of the cervix (the second highest cancer killer of women) can be almost completely eliminated.

Attend Union Meetings!

GET THAT ANNUAL MEDICAL CHECKUP!



Cancer can't strike me, I'm hiding.



Cancer?

The American Cancer Society says that too many people die of it, NEEDLESSLY! That's why I have an annual medical checkup however well I feel. I know the seven danger signals. And when I want sound information, I get it from my Unit of the

AMERICAN CANCER SOCIETY

December 19, 1956
Ronald T. Weakley, Editor
UTILITY REPORTER

Dear Brother Weakley:

On behalf of the members of Auburn Clerical Unit 3501, we would appreciate your publishing in the UTILITY REPORTER the following resolution:

"The Auburn Clerical Unit wishes to express its appreciation to all members of the various Physical Units who attended the special Area Meeting in Auburn on December 14th and who contributed to the Cancer Fund in memory of Marilyn Kehl.

"Many of you did not know Marilyn personally, but in giving so generously you have shown that the word 'Brotherhood' means more than simply part of the name of our great Union."

Fraternally yours,
Officers and Members
Auburn Clerical Unit 3501



Thirty years ago it was considered "sissy" to disinfect a scratch. Even today arms, legs and lives are lost because some men cling to the false notion that small wounds are not dangerous.

If you get a cut or a scratch, get first aid immediately. Better than that, avoid cuts and scratches in the first place. That's the BEST way to protect yourself from infection. The following suggestions from the National Safety Council will help to do this.

Don't throw sharp-edged knives loosely into kitchen drawers. Racks for kitchen cutting tools are cheap and safe.

Open cans with openers, not butcher knives. Openers with disc cutters, which fold out edges under, are safer than the "pry type," but if you must use the latter keep your hands out of the way, use short lifting strokes, and be wary of jagged edges.

Keep ice picks sheathed when not in use.

Razor blades are designed for shaving, not for paring corns or toenails or sharpening pencils. Dispose of used blades promptly and properly. Don't throw them into wastebaskets or leave them on wash basins or on medicine cabinet shelves where hands, little OR big, can get cut by them.

When using a knife, chisel, ax, hatchet or any other sharp tool, cut away from yourself. Make sure you won't suffer even if the tool unexpectedly slips.

Clericals— Here's a Clue

In New York, clerical workers of all kinds will be nearly impossible to find by 1971 unless business firms speed up mechanization of their offices, it was predicted by Leon C. Guest, controller of the Sylvania Electric Co. The number of clerks for every 100 manufacturing workers has increased from 11 in 1941 to 16 or more today, said Guest, by 1971 industry will need 25 clerks for every 100 production workers. Offices have got to be mechanized as speedily as factories, Guest warned, or employers will be out on a limb.

AROUND TAHOE

The driving distance around Lake Tahoe is 71.7 miles.

FEDERAL AID TO EDUCATION— Good for Vets, Bad for Children?

Although the debate regarding a new program of federal aid for school construction was quite a political issue in 1956, forgotten in the debate seems to be the fact that the U.S. has already had over 10 years of experience with a multi-billion dollar program of federal aid to education.

This of course was the program instituted under the GI Bill of Rights for veterans returning from World War II.

When this program was under discussion in 1944, many educators gloomily forecast that our colleges would become hobo camps. Others predicted that academic standards would be lowered or that the federal government would interfere with local education. Some said that this was the beginning of an educational welfare state, and one very prominent educator saw the GI Bill a "threat to American education."

Needless to say, these dire predictions did not come to pass. Today the opinion is almost unanimous among American educators that the GI Bill was a tremendous success. It was, they will agree, not only a boon to the GI students and colleges, but also to the country as a whole.

Under the GI Bill, education and training was paid for by the U.S. Government. Payments included tuition, books, fees and other training costs, as well as a subsistence allowance ranging from \$65 to \$120 a month.

When the GI Bill program was at its peak, educators estimated that two-thirds of all male students on the college campuses were GI Bill veterans, and some colleges reported that 90 per cent of their male enrollment was made up of veterans.

About one-third of the veterans who took advantage of the GI Bill, enrolled in craft, trade and industrial courses. The program turned out more than 113,000 scientists.

The education and training program was of benefit, not only to the millions of young men and women who participated in it, but to the nation as a whole.

This measure has helped to raise the educational level of the nation by three full years—from the second year of high school to the freshman year of college.

The GI Bill helped raise the income level of the veterans. A Census Bureau survey discloses that the veterans have generally forged ahead of non-veterans in earnings.

In 1947, according to the survey, the median income of male veterans between 25 and 34 years of age was \$2401. That same year, the median of non-veterans in the same age group was higher—\$2585.

Six years later, the median income of veterans shot up 51 per cent to \$3631. The non-veterans group had increased only 19 per cent to \$3065.

The Census Bureau said, "The higher incomes may reflect the combined influence of the increase in work experience and the higher level of education which veterans

have as compared with non-veterans."

All this has been accomplished without federal interference with the traditional principle of local administration of the school system.

This successful experience certainly demonstrates that a program of federal aid to education can be a profitable investment for every dollar spent. Let us hope that the eighty-fifth Congress will build on this experience to enact a positive program of federal aid to education, beginning with much-needed assistance for school construction.

Reno Blacked Out As Power Fails

One of the largest total blackouts in the history of the Reno area occurred Jan. 6th when power facilities serving 15,000 square miles in Nevada and California were hit by a short circuit.

The P.G.&E. plant at Drum, which supplies the Sierra Pacific Power Company with about five-sixths of its electricity, was out of service for nearly three hours.

The area affected by the blackout extended from Battle Mountain on the east to Portola, Calif., on the west, and from Gerlach on the north to Yerington and Schurz on the south.

At the Reno airport, 69 air passengers in three planes received an unexpected thrill when runway lights were suddenly extinguished by the power failure.

The planes circled the area for 20 minutes while automobiles were driven on the field to illuminate the runway with their headlights so that a Bonanza Air Lines DC-3, a United Convair, and a five-passenger private plane could make landings.

WAR: 73 PEACE: 2000

Strikes averaged approximately 73 a week during 1956, the U.S. Dept. of Labor has recently reported. These work stoppages almost invariably got "scare" headline treatment in the daily press.

However, agreements peacefully negotiated over the bargaining table, according to labor spokesmen, have averaged about 2,000 a week in 1956—if two and three-year agreements are considered, the total would be far greater.

The Labor Dept.'s year-end review shows the aggregate number of work stoppages as 12 per cent below 1955 and the number of workers involved as 28 per cent below those who "hit-the-bridges" in 1955.

Man-days lost from the 1956 strikes represented only three-tenths of one per cent of the total estimated working time put in by the nation's workers during 1956, the Dept. added.

FALSE ALARM NO CAUSE FOR ALARM!

A fire alarm in the plant, which interrupted an employer's last-minute talk to his workers prior to a representation election, is not sufficient grounds for setting aside a vote won by a union, the NLRB has unanimously ruled.

The fire alarm, a false one, was rung at American Wholesalers, Washington, D.C., mattress manufacturers. Two days later the union won the election by one vote. It was not learned who had set the alarm.

The employer argued that the results should be set aside because his interrupted talk came at the end of the workday, and he could not continue his discussion the next day because of the NLRB's ban on company-time speeches within 24 hours of a representation election.

The Board said that neither the Taft-Hartley Act nor its own policies required that parties to employee elections be guaranteed sufficient time to complete last-minute talks to workers.

The employer said that the fire alarm prevented his discussion and

that he had been advised that at least three employees would have voted against, not for, the union if they could have heard him. Board investigators found only one such employee.

Said the Board, "We regard the evidence in this regard as immaterial, however, for the Board has long held that it will not attempt to enter the speculative realm of evaluation of individual employee reactions and attitudes."

Man! What an Increase!

About 1000 members of Local 213 IBEW in Vancouver, B.C. area received wage increases of 57 cents an hour under a recent contract settlement.

The first installment, 21 cents, was retroactive to Oct. 1. An additional 18 cents will fall due in April 1957, and a still further 18 cents on Oct. 1st of next year.

SOME UNPLEASANT FACTS

113,000 man-years are lost each year in industry due to cancer disabilities.

YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

In an organization such as Local 1245, we are faced with constant conflict between the necessity for leadership to make responsible decisions and the desire to broaden participation in the making of decisions as widely as possible.

Everyone knows that for a leader to have responsibility he must also have commensurate authority or his situation is untenable.

The International Constitution and the Local Union By-Laws cover certain specific authorities and generalize on others. Beyond that, thousands of decisions of various magnitude must be made by Stewards, Grievance Committeemen, Executive Board Members, the Business Manager and his staff,



R. T. Weakley

and even the International Office on matters directly involving the membership of Local 1245.

On any set of laws, there is potential conflict in that they must be interpreted to fit each case. The making of these decisions is the responsibility of each chosen leader at each level of responsibility.

The question of authority is where the potential conflict usually arises when decisions are made which may be unpopular to one, a few or many members.

In the making of a decision, a leader must evaluate certain factors. He must look at the instant case, refer to contract, Constitution, By-Law or a similar decision in a similar case not covered by the guidance of formal documented law. Some of these decisions are delegated to others similar to government or business practice. Conflicts are reviewed by higher authorities.

To attempt to make everyone happy is the intent of all, but as a practical matter, impossible. Therefore, the guide rule is to base a decision on law (i.e., Constitu-

tion, Contract, etc.) or logical reason based upon factual information and the effect upon an individual, a group or the whole, depending upon the magnitude of the problem.

A Union is and should be a democratic institution. It is a collective effort sharing the good and the bad. It is a forum of expression, opinion and debate. It is the instrument through which the individual voluntarily subordinates some of his individual opinions and natural rights of isolation in order to contribute in a collective fashion to the advancement of the whole. Through this advancement, he makes individual gains which would be impossible through individual pressure.

The individual also assumes duties to the rest of the whole when he obligates himself as a member of his Union. One of these duties is to respect and abide by the laws of the Union. Another is to respect and support his elected leaders in order that they may carry out their duties to the best of their abilities.

When a problem exists in our Union and a leader is faced with making a decision or is in the process of negotiating one, there must be an assumption that the leader is honest, competent and is making a sincere effort to resolve the matter speedily and satisfactorily. This is very important.

When a problem arises and misinformation, pre-determined conclusions, rumor mongering, inferences of dishonesty and incompetence are indulged in, this is bad. It reduces the effect of united support which is so important to leadership. It limits the leader's effectiveness in dealing with the opposition and it eats away the leader's self-confidence.

Constructive criticism of the procedure, method or result is good. The question of how and when it is offered is the issue. This takes individual responsibility, understanding and recognition of how it affects the common good as well as the instant strategy.

All too often baseless criticisms are levelled even before the problem arises or corrective steps are put in motion. Snide inferences are sometimes made which impugn the honesty, motive or even the intelligence of the one or more who must handle a problem.

A good leader must also take calculated risks after exercising the soundest possible judgement. This is particularly true in a Union which is democratic in concept as distinguished from a business enterprise which is primarily a dictatorial machine.

We strive for the maximum democracy consistent with the necessity for efficiency. The balance between the two is the responsibility of the top officers of your Local Union.

Flagrant abuse of authority, violation of Union law and overt neglect of duty cannot be condoned and legal procedures are present for legal action toward correction.

Another means of handling inept, unsatisfactory or unpopular leadership rests in the secret referendum ballot wherein your officers must stand the test of the records should they seek re-election.

As we continue to grow in numbers, stature and maturity, I think it well to review some of the preceding remarks. Review them objectively and let us see if we can't improve our understanding and unity as we face the problems of defending and improving the rights and benefits of our members and their families.

SMUD GETS REA LOAN

An \$8,883,000 REA loan for 35 years at 2 per cent has been approved for the Sacramento Municipal Utility District to build 260 miles of distribution lines, one mile of 230 KV and 25 miles of 69 KV lines and 15 new substations.

The expansion program will serve an expected 14,900 new consumers, 100 irrigation pumps and 900 small businesses.



These pictures show the Dec. 13 Sacramento area meeting. Upper view shows Bus. Mgr. R. T. Weakley speaking to the group. To the right are Unit Recorder Joe Curtis, Bus. Rep. Al Kaznowski, and Unit Vice-Chm. and Policy Committee Member Ed Mills. Picture below is a general view of the assembly.



Sacramento Area Meet Is Tops in Nov.-Dec. Series

Those Unit meetings during November and December, most of which were area meetings and scheduled for the purpose of Business Manager R. T. Weakley's tour throughout the System, were fairly well attended.

However, the Sacramento Unit meeting on December 13, in conjunction with Davis, Woodland and Elk Grove Citizens Utilities, drew the largest attendance. (See pictures above.)

We choose to believe that the interest displayed, along with the large attendance, can be attributed to the high degree of organization existing in that area. As has been reported in past issues of the UTILITY REPORTER, an exemplary job is being done by the Stewards and members on-the-job in the Sacramento area.

"Confession" Good for Soul—and Employer!

A sort of brainwashing technique to make employees accept the complete blame for any industrial accidents is being used by the giant lumber firm of MacMillan and Bloedel Ltd, in Vancouver, the International Woodworkers has charged. Company methods in extorting "confessions" from workers mean that all possibilities for labor-management cooperation in accident prevention have been "arrogantly set aside," says the IWA.

The Woodworkers note that when an accident occurs, the victim is interviewed by his foreman who goes over the details of the accident. Following this session, the victim is then induced to pledge that in future he will be more careful. Reports of the interview are then submitted to the company under three headings: injury sustained, description of accident and action proposed by employee.

The IWA Lumber Worker says: "Lacking any reasonable explanation from the company, the only interpretation of management's action open to the union is that it intends to bypass the union and use 'the big stick' to terrorize all injured employees into 'confessions' that the company is never to blame for accidents. Evidently it is a new gimmick to relieve the company of the expense of correcting accident hazards, created by supervisory negligence or unsafe equipment."

Electrician-Lineman Wanted in Berkeley

The City of Berkeley will give an open competitive examination for Electrician on Saturday, February 16, 1957.

An Electrician performs skilled journeyman work involved in installing and maintaining City electrical system and equipment. Work requires climbing and performance of lineman duties as well.

How to qualify: File an application by 5:00 p.m., February 6, 1957, with the Per-

Safety Is Joint Venture in Sierra Pacific

Following last year's negotiations, the safety program on the Sierra Pacific Power Company properties was stepped up with gratifying results. Twice each year, inspections are made to ascertain unsafe working conditions and recommendations made for corrective measures to be taken. The various Committees, which are composed of bargaining unit personnel in the District in which each committee operates, have reported to the Local Union office that management has been very cooperative and that many unsafe conditions and practices have been corrected under this program. The Officers and Staff of the Local Union feel that this joint effort deserves the highest commendation.

Chest Drive in Reno Sets Record

This year's community chest drive in Reno hit an all time high of \$147,000, according to Jordan Crouch, campaign chairman.

This figure represents about 95 per cent of the drive's original goal of \$155,000, and is an increase of \$33,000 over the amount raised in 1955.

According to reports from other cities in the United States, Reno is one of the few which reached the 95 per cent figure. In many instances several cities had difficulty in reaching more than 50 per cent of their needs for their affiliated agencies.

Our congratulations to Reno for their accomplishment

sonnel Department, City Hall, City of Berkeley. Applicants must be under 40 years of age, have a high school education and three years' experience as a journeyman Lineman or Electrician.

The wage rate is \$426 to \$494 per month.

It's what you learn after you know it all that counts

BEGIN 1957 ROUND OF NEGOTIATIONS

Citizens Utilities Leads Off

The opening move in Local Union 1245's negotiations for 1957, with respect to wages, hours and working conditions covering members employed by various companies, occurred on Friday, December 28, 1956, when sixty-day notice of termination of the Agreement was served on the Citizens Util-

ities Company of California. The current Agreement, which runs until February 28, 1957, compares favorably with other agreements in the telephone industry with respect to working conditions. However, the wage rates are considerably behind those of other Local Unions, in spite of the fact that gains of 40c an hour have been made over those in existence prior to the June 1, 1955 Agreement.

In submitting a proposed new Agreement, Union suggested, among other things, that improvements be made as to holidays and Sunday work for traffic employees and in vacation allowance on termination of employment and that the Company's Water Department employees be included under the Agreement and that job definitions and lines of progressions be established for commercial employees. Wage-wise, Union's demand ranges from 25c an hour for starting traffic rates to 40c an hour for most plant and some commercial classifications.

Union's Negotiating Committee, composed of Gayle Dierdorff, Traffic; Viola Morrill, Commercial; Rogelio Godinez, Plant; Assistant Business Manager M. A. Walters and Business Representative Roy D. Murray, is currently awaiting a reply from management in order that actual negotiations may start.

PINOLE LIGHT AND POWER CO. NEXT

Inclusion of the clerks in the bargaining unit, improvements in the vacation sections to provide for three weeks vacation after ten years service and an approximate 6 per cent wage increase, which would bring the Lineman's rate to

\$2.835 an hour, were the proposals submitted to the Company. Union served its ninety-day notice of amendment on Pinole Light and Power on December 31, 1956. While Company has acknowledged receipt of Union's proposals, no date has yet been set for negotiations.

SIERRA PACIFIC IN PREPARATION

The development of proposals is currently under way in preparation for forthcoming negotiations with the Sierra Pacific Power Company. The term of the current Agreement runs until May 1, 1957, and Union must serve notice of its intention on or before March 1. To date no demands have been formulated, although a survey as to industry trends and needs of the membership is being conducted.

Brother Elvin Perry Dies

Elvin E. Perry, life-long resident of Chico, died at his home during the night of January 13, from a heart ailment.

Elvin had been a member of Local 1245 since the advent of IBEW in De Sabla Division in 1942 and served as Steward on the sub-station maintenance crew at Chico headquarters for the past two years.

His many friends in the Chico area will long remember Brother Perry as an avid sportsman, having spent every free moment either hunting or fishing.

He is survived by his wife, Billie and a son, John, living in Sacramento.

Progress in Public Agencies Reported

Berkeley Members Gain Wage Adjustments

At a special meeting of the Personnel Board of the City of Berkeley on October 24, 1956, Union's Negotiating Committee presented substantiation of its proposals for an interim increase in salaries. Following studies of these proposals the Personnel Board recommended increases which were subsequently approved by the City Council. The adjusted rates, effective December 16, 1956, are as follows: Foreman, \$3.09 per hour; Lineman, \$2.85 per hour; Helper, \$2.175 per hour; and Radio Technician, \$2.92 per hour.

S.M.U.D. Talks on Group Hospitalization

Although the District, at the conclusion of regular negotiations in September of last year, agreed to an improved Group Health Insurance Plan, with fifty per cent of the premium cost to be paid by the employer, a series of meetings with the District has failed to produce any conclusions. Meetings will continue with management with hopes of arriving at a satisfactory settlement soon.