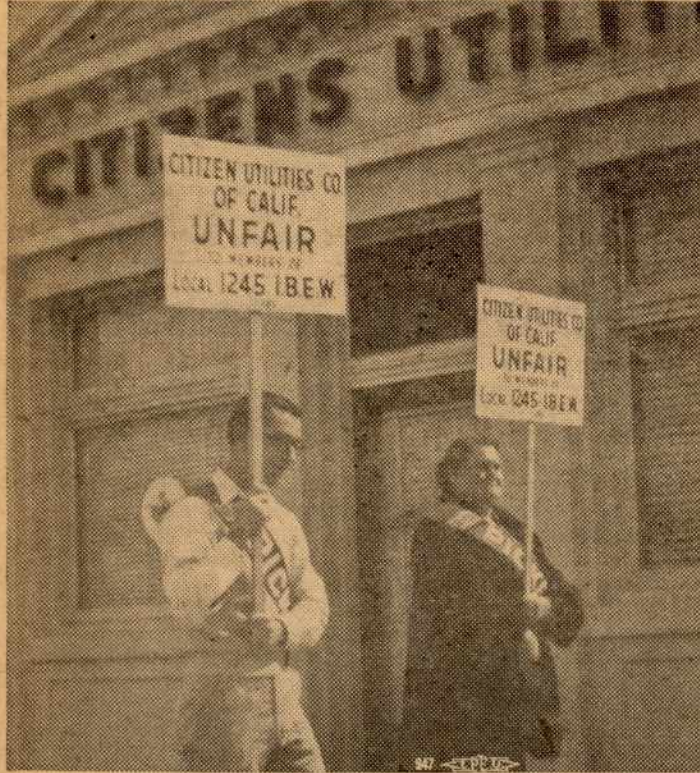




## CITIZENS UTILITIES STRIKE IS SETTLED



Alan Hill, Lineman, and Anna Robinson, Operator, are shown here picketing Citizens Utilities Co. office in Elk Grove during the brief, successful strike.

### Victory for Union in 14-day Walkout at Phone Company

At 8 a.m. on Friday, March 22, members of Local Union 1245, employed by the Citizens Utilities Company of California returned to work, thus ending a two-week strike against the Company, which started at 5 p.m. on March 7. The primary issue leading up to strike action was one of wages, with the secondary issue being over wage stratification, job descriptions and lines of progression for clerical workers.

The terms of the settlement which were arrived at in negotiating sessions between the parties on March 21 and ratified by the affected membership in special meetings that evening, by a vote of 83 to 6, included a general increase of 3.4 per cent, effective March 1, together with additional adjustment for certain clerical classifications. Effective September 1, 1957, further increases ranging from 2 to 4.5 per cent and averaging approximately 3.5 per cent will be applied.

This will bring overall increases of 9 cents an hour for Telephone Operators, 18 cents for Linemen and Installer Repairmen and 19 cents for Central Office Equipmentmen, who are at the top of their wage schedules. Clerical increases will total from 6 cents to 31 cents in the various classifications. In addition to wage increases, the Union was able to establish the principles of wage stratification together with job descriptions and lines of progressions for clerical workers, thus overcoming an age-old tradition of the telephone industry.

Replacing the old wage schedule, wherein all of the clerical jobs started at low wage rates, thus fostering a system wherein individuals performing jobs requiring greater skills and responsibility received wages which were less than other individuals who were on routine jobs, "wage stratification" recognizes the skills and responsibilities for the duties performed and provides advancement wage-wise when these are required. Job descriptions and lines of progressions provide means for determining the class of work being performed and methods for properly filling the various jobs.

Union security was improved, in that Company has agreed to notify Union of all new hires within 7 days of hiring. Vacation and holiday provisions were strengthened whereby employees who terminate will now receive their earned vacation and scheduled work on a holiday must be for a minimum of four hours in addition to holiday pay.

Looking back into the developments which led up to Strike Action, Union served notice of termination on 12/28/56, after obtaining approval from International

President Freeman. This determination to terminate the Agreement was based primarily on two factors — first, that wage-wise, C.U.C.C. was considerably behind the telephone industry on the West Coast and second—the anti-labor statements which were published

(Continued on Page 2)



Gloria Fregoso, Operator, and Rogelio Godinez, Installer-Repairman and Local 1245 policy committee member, on the picket line in front of Citizens Utilities Co. office in Susanville.

### Ex. Board, Policymen Eye '57 PG&E Negotiations

Local 1245's P.G. & E. system negotiating committee spent a solid week in the local union headquarters, beginning on March 13th. They were busy studying and classifying a mass of unit recommendations for the 1957 P.G. & E. negotiations.

The Executive Board met for five days, beginning on March 13th to consult with the committee, review the state of the union, and to participate in the shaping of our negotiating program for 1957.

On March 16th and 17th, sixteen Policy Committeemen, representing Local 1245 Units of P.G. & E. employees, sat in with the Committee and the Board and went over the material and tentative program. After lengthy discussion, a motion was unanimously carried stating "that all officers and committeemen give a vote of confidence to the Local Union's P.G.&E. Negotiating Committee."

The Committee's report follows: "Your Negotiating Committee met on March 13th, 14th and 15th in order to classify the Unit proposals which had been submitted and to prepare a suggested negotiating program for review by a joint meeting of the Executive Board, the Negotiating Committee

and Local 1245 Policy Committee members employed by P.G.&E.

The Negotiating Committee prepared the program by analyzing the individual Unit recommendations for inclusion under a ten point program which had previously been outlined by the Policy Committee. This subject matter was then reviewed for inclusion in the tentative program.

The tentative program was then presented to the joint meeting for full discussions on March 16th and 17th. Each part of the program was discussed by those present for possible changes or additions and when all the subject matter had been thoroughly reviewed, the entire program was unanimously adopted by those present as a basis for the Negotiating Committee to prepare proposals for submission to the P.G.&E. Company.

The following general outline (Continued on Page 4)

### Legislative Front--

### Two Bills are of Major Concern to Local 1245

Two items of major interest to members of Local 1245 are presently being considered by lawmakers. These legislators are generally responsive to voters, particularly when the voters reside in their own districts.

One issue is the Trinity River Project (see editorial in this issue). Our policy is clear and our interests are at stake. Therefore, it is suggested that our membership take effective steps to protect our interests by letting the California Senators and Congressmen know our position by urging them to vote for the "Partnership Plan" to be included in the Trinity River Project.

The other issue is a bill (Senate Bill 127) introduced by Senator Abshire, Republican of Sonoma County in the California State Legislature, which is now in session.

This bill "adds Section 1351.5 to Labor Code to exempt women 18 years of age or over employed in office occupations which are 'professional,' 'technical' or 'clerical,' which terms are defined therein, from the women's 8-hour law

where such occupations are covered by order of the Industrial Welfare Commission."

Labor certainly opposes breaking down the women's 8-hour law. The measure was approved by the Senate and goes to the Assembly for their consideration. Therefore, it is suggested that our members write to their Senators and Assemblymen voicing opposition to Senate Bill 127.

A list of California's United States Senators and Representatives and a list of California's State Senators and Assemblymen appears on Page 3. (Note: Both the U.S. Congress and the State Legislature are presently in session, so letters should go to Washington and Sacramento respectively as noted in large bold-face type in the listing on Page 3.)



Clerical Policy Committee Member Morris G. Carpenter is here caught by camera while discussing clerical proposals with the assembled group on March 17.

## Know Your Policy Committee

### EDWARD W. MILLS (Sacramento Division)

Edward Mills, Policy Committee Member from P.G.&E. Sacramento Division is a Gas Fitter.

Starting with the Company over nine years ago in Hayward, he bid to Oakland and finally ended up in Sacramento in 1950.

Ed has been one of Local 1245's key members in the Sacramento area and has acted as Sacramento Division Grievance Committee, Chairman since July, 1952. He also is Vice (Continued on Page Four)



### GERALD F. WATSON (Shasta Division)

Gerald F. Watson, Policy Committee member for P.G.&E. Shasta Division is an Apprentice Lineman in Corning.

Jerry has worked for the P.G.&E.

for over five years and has been very active in Union affairs since joining the organization. He has served as Red Bluff Unit Chairman for two years, Shasta Division Grievance Committee Representative for three years and as Shasta (Continued on Page 4)



### JACK E. WILSON

Pipe Line Operations Dept. Jack E. Wilson, Policy Committee member for the Pipe Line Operations Dept., is an Auxiliary Engineer at the Topock Compressor Station.

He has worked for P.G.&E. for over five years, during which time he has worked hard in behalf of Local 1245. Having been a former member of the Sailors' Union of the Pacific Master Mates & Pilots (he still holds a master's license), he realized the need of a (Continued on Page Four)





# The UTILITY REPORTER



**RONALD T. WEAKLEY** . . . . . Editor  
**L. L. MITCHELL** . . . . . Assistant Editor  
**M. A. WALTERS** . . . . . Assistant Editor  
**ELMER B. BUSHBY** . . . . . Assistant Editor

Executive Board: Frank D. Gilleran, President; Marvin C. Brooks, Milton Shaw, Thomas F. Kerin, Walter R. Glasgow, Joseph S. Kreins, Marvin P. Wagner, Everett T. Basinger.

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## Trinity River Project

One of the biggest political battles of recent years is shaping up over the power which will be developed in connection with the giant Trinity River Project.

Public Power advocates seek federal construction, operation, and distribution of the power facilities generated on the Project. Private Power offers to construct the hydro electric plants and to distribute the power, paying the government for the falling water used in power generation. The latter is referred to as the "Partnership Plan."

The main difference between this and other public-private battles lies in the joint venture proposal as contained in the Partnership Plan offered by private industry. The underlying principles here are still at odds in that the right of the private power industry to remain in regulated private business is at stake.

Now we are just as concerned as any citizen regarding proper and beneficial utilization of our natural resources. We want adequate flood control, wild life protection, irrigation water, reasonable power rates and reasonable taxation. It is up to the Congress to work out these things for the general good without ignoring the fact that a regulated private power industry exists which employs thousands of utility workers engaged in public service.

While our Brotherhood supported federal development of power facilities during the early days of the federal power programs, we have had a bitter lesson with respect to the results of public power expansion over the country.

Many areas where governmental agencies have gone into the power business are now disgraceful examples when it comes to the working conditions and wages of utility workers. The right to self-organization, grievance procedure, contracts and the right to strike have been stripped from thousands of American workers.

Yes, we are a minority voice in this great controversy, but we are the voice of thousands whose rights have been disregarded and whose families suffer as a result.

Fortunately, many municipal and other governmental power producing and distributing groups are organized under the International Brotherhood of Electrical Workers. Some have good wages and working conditions; yet a great many groups are still at the mercy of amateur "utility executives" who sit on governing boards and who know little about the management and operation of the power business. These operations are covered by laws which effectively strangle the right to organize and to be represented by a legitimate union for the purpose of collective bargaining.

We represent both private and public agency employees in our Local Union jurisdiction. Fortunately, we have good management and good conditions and wages in our public groups at present. We do not have legal contracts in any of these public power agencies. We find it nearly impossible to organize many workers in other public agency groups in our jurisdiction. These groups are examples of what we mean when we talk about disgraceful conditions and wages.

We do have contracts, and fairly good ones, in all of our private companies plus limited Union security. Here self-organization and free collective bargaining are guaranteed by law as contrasted with laws against us in public agencies.

Our Local Union has a direct stake in the method by which the Trinity River Project is developed. First, we are losing people and jobs to the ever-increasing mechanization and automation of the power industry. We need more, not less, work opportunity for the working people we represent. Should the Partnership Plan be adopted, it will mean some more jobs for our people in the construction, operation and maintenance of the power houses, transmission and distribution facilities. If the government takes over these facilities, we lose not only those jobs, but more jobs if the invasion spreads to federal power marketing in communities and industries now served by Pacific Gas and Electric who employ the members of our Union.

Our Brothers in some other Unions might pause and take note of a few other facts surrounding this issue. We note that many support public power, highway construction and other public works projects financed by the taxpayers through the U.S. Treasury.

Why? Mainly because they want jobs for their members. On the Trinity River Project there will be thousands of

## Another Old Timer



E. Lloyd Chapin, a native San Joaquin Valley-ite, born in Goshen Junction on March 16, 1892, first worked for the Union Oil Co. and the Southern Pacific R.R. Co. prior to going to work for PG&E as a Gas Maker in San Francisco in October 1919, and will retire this month from the Company.

E. L. was always a hard worker but when Gas Makers were told that they would have to fire their own boilers and perhaps clean the tar pots too, he decided to move to Fresno and has worked as a Serviceman for 10' these many moons! The fellows in Fresno Gas Dept. all agree that it won't ever be quite the same without E. L. around.

Brother Chapin has a lovely wife, Louise, to whom he's been married since 1917, and three stalwart sons, E. L. Jr., Stanley, and Alvin, all married and father of E. L.'s grandchildren.

He is a Past Master of the Center Masonic Lodge in Fresno, past President of the Danish Lodge and has been a good and active Union member since 1942 when Local 1245 was first certified to represent San Joaquin Div. employees. He says he has no hobbies outside of Lodge and Union but we happen to know about his "Fresh Air Taxi Service" with a vintage model Maxwell—the African Queen—as flagship of his fleet.

What's in the future for E. L.? Perhaps another trip to Denmark such as he and Louise enjoyed a short time ago. Or perhaps he'll just enjoy a well earned period of just plain loafing. Whatever he elects, his many friends in the various departments of the Company wish him well.

**Don't Buy  
O'SULLIVAN'S  
Strikebreaker-Made  
Heels & Soles  
URCLPWA \* AFL-CIO**

jobs for construction workers no matter who builds and operates the power facilities.

The record shows that the tremendous postwar expansion program of Pacific Gas and Electric involved hundreds of millions of dollars in construction work performed by many thousands of Union building trades workers. Fair Union contractors built dams, tunnels, hydro plants and steam plants for P. G. & E., employing members of organized labor.

The record also shows that the federal government constructed a big transmission line in connection with the recently completed Folsom Project.

**Who built it?**  
 The contract for this line was let to a non-Union electrical contractor from out of State who brought his non-Union workers and equipment into California. He made his low bid pay off by use of sub-standard wages and conditions.

We believe that the joint venture proposal embodied in the Partnership Plan can be worked out so that the public good is protected by the Congress, the rights of our members in private industry will be protected, and organized labor will be afforded job opportunities in the construction trades under Union contracts.

We stand with our Brotherhood in support of properly regulated private power and the right of free organization and collective bargaining in the power industry.

Therefore, the policy of Local Union 1245 of the International Brotherhood of Electrical Workers supports the joint venture principle of the Partnership Plan in the development of the Trinity River Project.

## DON'T FORM HASTY JUDGMENT OVER THE SENATE HEARINGS

The newspaper reader faces a real challenge in trying to follow the day-by-day developments coming out of the Senate committee investigation of corruption in labor-management relations.

Legislative investigations follow no rules of evidence; the witnesses not only face no cross-examination but are given a pretty wide, libel-free range. Nor is there necessarily any order or reason in the way the committee counsel develops its case.

The result is that the day-to-day headlines tend to point up the most sensational charges, much of the time regardless of whether they have any foundation in fact. Denials or even disproof, lacking that sensational quality, seldom get the headlines or the attention

that went to the original charges.

**THE NEW YORK TIMES** uttered a word of caution: "The day-by-day display of questionable conduct, without comparable evidence of commendable behavior, is bound to give an impression of union operations that is far removed from actuality."

That caution is urgently needed in forming opinions about the Committee's hearings and witnesses. The newspaper reader must exercise constant care to avoid forming an opinion that is based on only one side of the story or on a witness who may, in the days ahead, prove to be unreliable.

It is important to read the fact; it is no less important to withhold judgment until all the facts are in.

## Citizens Utility Strike Is Settled

(Continued from Page 1)

in the Company's annual report.

Negotiations started on February 19, 1957, with the Company refusing to make any wage offer—in fact, they attempted to change conditions in a manner which would have reduced employees' annual earnings by taking away the first day of sick leave and by reducing premium payments for Telephone Operators on Sundays and when in charge of an exchange. In addition they demanded changes in the seniority provisions affecting Operators to their disadvantage. When continued negotiations proved fruitless the Company's offer was taken to the membership with the Union's Negotiating Committee recommending rejection and requesting authority to take Strike Action. By a vote of 84 to 2, the Company's offer was rejected and by the same vote authority to call the strike was granted to the Committee.

With Company's failure to make an acceptable offer following the membership's rejection, negotiations were broken off on February 25, 1957. The Federal and State Conciliation Services were notified that a dispute existed and the California State Conciliation Service intervened and negotiations resumed on February 26 with conciliator Thomas J. Nicolopoulos sitting in. Further talks brought forth an improved offer from the Company, which the Union's Committee felt should go to the membership, although they couldn't recommend its acceptance. An agreement to extend the Agreement was executed while the membership voted on this latest offer, which they rejected 71 to 27.

When the Company refused to improve its offer any further, the agreement to extend the Agreement was cancelled. With the International President's approval, the strike deadline was set for 5 p.m. on Thursday, March 7, 1957. At the appointed hour all members

walked off their jobs after turning the operation of the properties and facilities over to the Company, and picket lines were established at all Company offices except Fernalde, where a vicious anti-picketing ordinance exists.

Throughout the strike, membership support and participation was extremely high. However, management was able to maintain limited service through utilization of its non-bargaining unit personnel and while some outages did develop which they were unable to take care of, major interruptions were repaired after short delays. While Company made some attempts to employ strike breakers, all but a couple of the few which were hired failed to stay on the job more than a day or two.

Even with the high degree of membership support throughout the strike, problems in communications did develop and the Union was at times pressed to keep the membership fully informed and to combat the rumors which started to develop. Another problem which was present and one which is always present during a strike, was the financial hardship which was placed on many of the members due to their commitments on credit payments and need to provide food and the other necessities for their children.

To offset these financial hardships of distressed members, your Executive Board on March 15 established an Emergency Fund by transferring \$1000.00 from the Emergency Fund and called for voluntary contributions from Local 1245 membership to augment such Fund.

It is intended that this Emergency Fund be maintained on a permanent basis and disbursements are to be made by two Trustees, Howard Sevey and Thomas F. Kerin.

Although this was the first strike in the history of Local 1245, such action was necessary and through the militant support of the members involved and the determined efforts of the Negotiating Committee, the result was a victory for the Union.

Congratulations for a job well done are certainly in order to the entire membership of Citizens Utilities Company of California and for the efforts of the Negotiating Committee, composed of Gayle Dierdorff, Operator from Alturas, Viola Morrill, Billing Clerk from Redding; Rogelio Godinez, Installer-Repairman from Susanville and Policy Committee member for the Citizens Utilities group; Roy D. Murray, Local 1245 Business Representative and M. A. Walters, Local 1245 Assistant Business Manager, who acted as Chairman of Union's Negotiating Committee.

**OPEN YOUR EYES!**



Attend Your Union Meetings



# YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

Ever since the present Local Union administration assumed office, it has made a constant effort to improve the opportunities for employees to learn and to train for advancement.



R. T. Weakley

This policy is a cornerstone for future union-employer relationships and for collective bargaining on the wage structures. While we do not subscribe to the cold principle that Labor is a commodity to be bought and sold on the open market, skilled workers do make a case for recognition of productivity. This has been recognized in our recent contracts where skill differentials were applied to the wage settlement.

### JOINT RESPONSIBILITY

It is a basic responsibility of our Union to provide the opportunity for our members to become highly skilled employees. It is also the responsibility of the employer to do likewise. Therefore, there is joint responsibility and joint recognition of this responsibility.

We have spent time and money studying this problem and have found that it is a very difficult one to approach on a giant property such as that of the Pacific Gas and Electric Company. The Company has also spent time and money evaluating this problem and recognizes the magnitude involved.

### UNION SOUGHT TRAINING

At every bargaining session, the desires of our people have been transformed into a proposal to establish an adequate apprenticeship training program. Coupled with this proposal was the suggestion of joint cooperation in the administration of such a program.

Our opinion has been and still is that a really successful program must have joint participation.

Each bargaining session ended without agreement on an apprenticeship program, including the proposition of joint cooperation.

### NEW DEVELOPMENT

In 1956, a significant development occurred. PG&E gave consideration to our arguments and their own study of the training problem to the extent of assuring us that a problem did exist and that they were going to do something about it. No agreement was reached and the company continued to resist the proposition of joint cooperation in administration, but they did move in on the problem. We are not set up to initiate or to financially underwrite a program on these properties at the present time. The company is equipped to do so and is doing so.

Let us look at some of the things we have proposed. First, we suggested that hiring standards should be improved so that the training timber would be improved and that weeding-out process would occur at the entrance level of the work force. This is now being done.

Second, we requested formal training programs, in progressions to skilled classifications. This is being done in the classifications of Apprentice Gas Servicemen and Apprentice Linemen through formal programs. While these are in their initial stages and are going through trial and error, they do mark the first formal and universal programs on these properties.

### How Come?

Canada, as every "right-thinking" person knows, is dangerously socialist; it does all the things the Eisenhower Administration is dedicated to stopping in the U.S. It believes in such "creeping socialist" cultural amenities as providing health insurance and giving baby bonuses, and has advanced social legislation which curls the few remaining hairs on Treasury Secretary Humphrey's head. Naughty! Naughty! Every "right-thinking" individual knows where that kind of fiscal irresponsibility leads. And yet the final outrage is that the Canadian dollar is still worth better than 4 1/2% more than the U.S. dollar!

It must be recognized that these programs are in the pilot stages and that the groundwork for their operation must first be established through supervisor training, refresher training for those in positions higher than apprentices, and most important, understanding and acceptance by the employees of this company.

The pilot programs in certain areas will be expanded eventually to the system. It is probable that apprentices in other progressions will become involved in formal programs as this procedure is expanded.

### UNION'S ROLE

Now as to the Union's role in all of this. We want adequate hiring standards, adequate training, and reasonable standards of performance in order to meet adequate and reasonable qualifications for advancement. We want recognition of journeyman status and adequate compensation for that status. We want training opportunities for all employees and we want recognition of our Union as a partner in these total and worthwhile objectives.

We have gained a portion of our objectives. These are hiring standards and pilot formal programs although the company has established these on a unilateral basis and without any formal agreement with the Union.

Before the institution of the pilot programs in the Gas Service and Line groups, the company invited the Union to an informal meeting to outline the programs. Assistant Business Manager Mitchell and I met with the Personnel and Industrial Relations representatives of the company who discussed the matter with us. These meetings were informative only and not for the purpose of negotiations. The company supplied us with details of the programs and offered to answer any questions which might arise.

Subsequent to the meetings with the company, we called in a committee consisting of an Electrical Maintenance Subforeman, a Gas Light Crew Foreman, a Gas Service Mechanic, and an Apprentice Lineman. These men were selected with care, recognizing skill, educational background, knowledge of training procedures and location.

We spent a day in analyzing the programs and found that the details of the programs were well prepared and provided a good outline of training for apprentices. We did not go into the administrative phase of the program inasmuch as joint cooperation in administration was not included in the subject matter before us.

Next, we brought the entire subject matter before the Executive Board and held a full discussion on all phases of the situation.

As a result of the Board meeting, a request was made that a meeting be arranged with the company for the purpose of informally discussing the company's programs. Such a meeting was agreed to by the company and will be held shortly. This is encouraging in that while joint operation is not to be afforded at present, joint cooperation is being afforded through at least meeting and discussing the situation.

### NO CHANGE IN CONTRACT

Now as to the contract and the possibility of conflict over the operation of these programs. The Union does not oppose training, and in fact, has asked for it. The company has the legal right to institute such programs. The Union and the company are bound by the provisions of the current Agreement and these must be respected until any changes are mutually agreed to.

There has been no agreement made by anyone on behalf of this Union to change or modify the provisions of the Agreement between the parties in this matter. Rumors to that effect are false and will only serve to disrupt the Union and hamper the opportunity to work out a means of providing formal training while safeguarding the basic rights of our people.

Wherever or whenever any application of these programs create misunderstandings, serious questions or possibly violations of the Agreement, the Union should be notified in order that we may

straighten out such problems as may occur.

This is one of those situations where a brand-new big program is being instituted from the top of the company. In the process of spreading it out among all the people on this giant property, mistakes will occur and problems will develop. In the absence of the opportunity to co-sponsor an agreed joint program, your Union will endeavor to meet each problem and to serve you by protecting your interests to the utmost of our abilities. While we are not and will not be a barrier to training on these properties, we shall continue to press for recognition of the value of our cooperation as a stable and responsible partner in a most worthy endeavor.

### How're You Fixed? For Money, That Is!

In a forthcoming book by Economist Victor Perlo, this picture of the growth of family fortunes since 1937—a mere two decades—is given:

In 1937 the Duponts were worth \$574 million; by 1956 they were worth \$4,660 million. In 1937 the Mellons showed \$574 million as their worth; by 1956 the figure was \$3,769 million. The oil-heavy Rockefellers couldn't do better than \$379 million in 1937; by 1956 they increased their family fortune to \$3,518 million.

Perlo writes: "These 3 families alone own more productive wealth than all the workers in the U.S.; more than all the Negro people in the country, and much more than the entire population of a number of foreign countries in which these families have enormous investments".



The average human being learns to walk shortly after he passes his first birthday. But you'd be surprised at the number of people who never finish their education. That's a main reason why falls injure hundreds of thousands of persons at home each year.

The National Safety Council says that many home accidents, falls included, can be accounted for by one of three reasons: unwarly walking, improper equipment, and disorder. Usually, of course, there's something of all three involved in every home accident.

The gentleman in this drawing is passing up his job for the time being because he didn't watch his step and failed to provide a railing for his porch. Missing railings on porches and steps are a common cause of falls and serious injury.

Children have to be taught that leaving toys and tools on stairways, in halls, and in the middle of the floor is unkindness—a disregard of the safety of the rest of the family. There are few lessons more important for them to learn. The best teaching is, of course, a good example set by older brothers and sisters, and parents.

And every householder owes it to his family, friends, and the postman and others who come to his house to protect them against the menace of low-hanging clothes lines, broken walks, and the like. Careful behavior is good at any time, and a patriotic duty for America's strength and well-being.

## NOTICE, ALL MEMBERS

If you are one of those members who were sent a universal payroll deduction card and have not returned it to the union office, please do so at once.

### IBEW Concerned Over Atomic Radiation

On Feb. 27 and 28, an AFL-CIO Conference for Affiliated Unions, on Atomic Radiation Hazards was held in Washington, D.C.

The largest number of delegates representing an International Union, came from the IBEW which had 35 local union officers from 15 different states in attendance.

The IBEW has a vital stake in this question of radiation hazards and already extensive training is underway in a number of IBEW locals to educate members in radiation monitoring, courses designed to ascertain radiation hazards, eliminate or minimize them.

### Report Skills Improvement Program

Brother Louis Bonino reports as develop a thorough technical training program. follows on the technical training program in which he is directly involved:

"Continued technological developments in industry have emphasized the need for technically trained personnel. In an effort to alleviate this manpower shortage and to permit ambitious adults to realize their occupational potentialities, representatives of local industry have volunteered their assistance to permit the San Leandro Unified School District, under the direction of Mr. R. E. Bowden, to

"Of specific interest to the members of Local 1245, the following courses will be presented: Basic Electricity, I and II; Mathematics I and II; Shop Skills; Blue Print Reading; Electro-Mechanical Devices; Electronic Controls; Vacuum Tubes and Power Supplies, and Instrumentation.

Among the faculty members who will teach these courses is Mr. Vincent Bradford, a Meterman for the City of Alameda, and a member of Local 1245, who will teach "Electronic Controls."

For further information on these and related courses, please call at the Adult School Office, 2200 Bancroft Ave., San Leandro.

### Board Eyes '57 PGE Negotiations

(Continued from Page 1) will be used by the Negotiating Committee to develop substantiation and prepare the specific details which will be submitted to the P.G.&E. on May 1st:

**WAGES:** (a) Certain inequities adjustments for specific classifications shall be made before application of any general increase; (b) Shift differentials shall be increased; (c) A general wage adjustment for all employees of the P.G.&E., based on productivity, comparisons with other wage negotiations and the cost of living.

**FRINGES:** Improve vacation and hospitalization benefits. Provide protection against wage loss which occurs under conditions beyond the control of the individual.

**JOB SECURITY:** Provide greater protection from lay off by equalizing seniority accruals, broaden the scope of demotion rights and protect current earnings.

**WORKING CONDITIONS:** Review the Hours Title of the Agreement for clarification and improvement. Correct the computation of seniority for vacation earnings. Improve the Overtime provisions.

**CONTRACT PROCEDURE:** Provide the right of Union representation at disciplinary hearings.

**GENERAL CONSTRUCTION EXPENSES:** Improve basic expense allowance and review the basis for qualifying.

### IMPROVE UNION SECURITY PROVISIONS.

The Negotiating Committee, using this guide, worked March 18th and 19th preparing cost estimates and supporting data for this package. Further meetings of the Committee will be held in order to complete the program before submission to the Company."

Your 1957 P.G.&E. Negotiating Committee is composed of the following:

- Frank Quadros, Gas Serviceman, San Francisco.
- Russell E. Stone, Asst. Control Operator, Moss Landing Power Plant.
- Richard Sands, Cable Splicer, Oakland.
- Phillip Coffin, 1st Operator, Electra Hydro Plant.
- Thomas Williams, Field Clerk 1st, Line Div.-Gen. Const. Dept.
- Ted Cordua, Clerk B, Machine Operations, Emeryville.
- Walt Kaufmann, Collector, Fresno.
- Ronald T. Weakley, Business Manager, L.U. 1245.
- L. L. Mitchell, Asst. Business Manager, L.U. 1245.
- Elmer B. Bushby, Business Representative, L.U. 1245.

### OROVILLE 100%

The Business Office a few days ago received four applications for Union membership from Clide Vines, Shop Steward in Oroville. According to Clide—and verified by our records—these four make the Oroville District 100% Unionized.

Congratulations, Oroville, for a job well done!

How about you other Districts? If Oroville can do it, you can too!

### Policy Committee

(Continued from Page 1)

#### EDWARD W. MILLS

Chairman of the Sacramento Unit and has served a term as Unit Chairman in the past. Ed was appointed to the Policy Committee in 1952 to fill the unexpired term of Bob Glasgow who was then appointed to the Executive Board, and Ed has been elected each time since to represent Sacramento Division on the Policy Committee.

Ed lives in Sacramento with his wife Virginia and two children, Judy, age 9 and David, age 14.

Like so many other Union members, Ed is active in the Boy Scouts and is committeeman for a Boy Scout Troop and also for an Explorer Scout Troop. His other hobbies include fishing, hunting and boating.

#### GERALD F. WATSON

(Continued from Page 1)

Division Policy Committee member for three years.

Living in Corning with his wife Kathryn and two sons Jerry, age 13 and Michael, age 2, he participates in such worthwhile activities as Scouting. He has been Chairman of the Cubs Committee and for the past three years has acted as Scoutmaster of the Corning Troop.

#### JACK E. WILSON

(Continued from Page 1)

strong union and has been active as a Steward, Chief Steward, Grievance Committee Representative and presently serves as Chairman of that Committee. He is a member of Pipe Line Operations Job Definitions and Lines of Progression Committee, was a member of Union's 1954 Election Committee and was elected to the Policy Committee in 1956.

He lives in Needles (hottest place in the U.S.).

His hobbies include fishing, hunting and camping, to which a couple of Business Representatives can attest, having spent an enjoyable trip into the wilderness with Jack last summer.