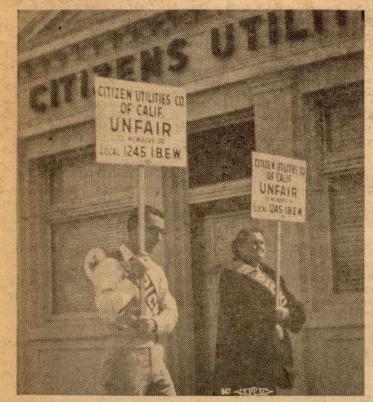
Official Publication of I. B. E. W. Local Union 1245, AFL-CIO, 1918 Grove Street, Oakland 12, Calif.

OAKLAND, CALIFORNIA

# CITIZENS UTILITIES STRIKE IS SETTL



Vol. IV-No. 11

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

# 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 and Local 1245 Policy Committee to consult with the committee, review the state of the union, and to participate in the shaping of our negotiating program for 1957.

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, motion was unanimously cargied 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:

tiating program for review by a to the P.G.&E. Company. foint meeting of the Executive Board, the Negotiating Committee

members employed by P.G.&E.

The Negotiating Committee prepared the program by analyzing the individual Unit recommenda-On March 16th and 17th, sixteen tions 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 "Your Negotiating Committee been thoroughly reviewed, the enmet on March 13th, 14th and 15th tire program was unanimously In order to classify the Unit pro- adopted by those present as a baposals which had been submitted sis for the Negotiating Committee and to prepare a suggested nego- to prepare proposals for submission

The following general outline (Continued on Page 4)

Clerical Policy Committee Member Morris G. Carpenter is here Grievance caught by camera while discussing clerical proposals with the since July, 1952. He also is Vice tive for three years and as Shasta cense), he realized the need of a assembled group on March 17.

# 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 al President Freeman. This deter-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

Looking back into the developments which led up to Strike Ac- office occupations which are 'promination on 12/28/56, after ob- which terms are defined therein,

mination to terminate the Agree ment 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)



MARCH, 1957

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.

### 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

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

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 ses-

This bill "adds Section 1351.5 to Labor Code to exempt women 18 years of age or over employed in 'technical' or taining approval from Internation-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 Sen-

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.)

## Know Your Policy Committee

EDWARD W. MILLS

(Sacramento Division)

Edward Mills, Policy Committee Gerald F. Watson, Policy Com-Member from P.G.&E. Sacramento mittee member for P.G.&E. Shasta

Division is a Gas Fitter. Starting with the Company over in Corning. 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

(Continued on Page Four)

GERALD F. WATSON (Shasta Division)

Division is an Apprentice Lineman

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 Chair man for two years, Shasta Division

Committee Chairman Grievance Committee Representa- Pilots (he still holds a master's li-(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 &

(Continued on Page Four)



### The UTILITY REPORTER



RONALD T. WEAKLEY . Editor Assistant Editor L. L. MITCHELL 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 jobs for construction workers no matter who builds and oporganize many workers in other public agency groups in our erates the power facilities. jurisdiction. These groups are examples of what we mean when we talk about disgraceful conditions and wages.

private companies plus limited Union security. Here selforganization and free collective bargaining are guaranteed ion contractors built dams, tunnels, hydro plants and steam 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.

On the Trinity River Project there will be thousands of of the Trinity River Project.



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 lo' 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 Maxwellthe African Queen-as flagship of

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

# Another Old Timer DON'T FORM HASTY JUDGMENT OVER THE SENATE HEARINGS

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, libelfree range. Nor is there necessarily any order or reason in the way the in forming opinions about the

they have any foundation in fact. ahead, prove to be unreliable. Denials or even disproof, lacking

THE NEW YORK TIMES uttered a word of caution: "The dayby-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 committee counsel develops its Committee's hearings and witnesses. The newspaper reader must The result is that the day-to-day exercise constant care to avoid headlines tend to point up the forming an opinion that is based most sensational charges, much of on only one side of the story or on the time regardless of whether a witness who may, in the days

It is important to read the fact that sensational quality, seldom it is no less important to withold get the headlines or the attention 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 offerin fact, they attempted to change conditions in a manner which would have reduced employees' annual earnings by taking away the first ship support and participation was day of sick leave and by reducing premium payments for Telephone ment was able to maintain limited Operators on Sundays and when in charge of an exchange. In addi- non-bargaining unit personnel and tion 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. Nicolopulos 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 Ferndale, where a vicious anti-picketing ordinance exists.

Throughout the strike, memberextremely high. However, manageservice through utilization of its 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.

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

The record shows that the tremendous postwar expansion program of Pacific Gas and Electric involved hundreds We do have contracts, and fairly good ones, in all of our of millions of dollars in construction work performed by many thousands of Union building trades workers. Fair Unplants 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 Why? Mainly because they want jobs for their members. venture principle of the Partnership Plan in the development

# Keenan Warns Calif.: Anti-Unionism Spreading

# SF Legisl. Rally Hears Stirring Plea by IBEW Sec.

Warnings of a new surge of anti-unionism, seeded in children's minds and in the public mind through headline hysteria, were heard by 300 California AFL and CIO leaders gathered in San Francisco March 9 for the State Federation of Labor legislative con-

# Letters to the Editor

Mr. Ronald T. Weakley, Editor Utility Reporter 1918 Grove Street Oakland 12, California Dear Sir and Brother:

I wish to congratulate you for your excellent column, headed "Your Business Manager's Column, in the January issue.

While the statements made therein were directed primarily at the membership of your own Local, they apply with equal pertinency to the whole IBEW.

Too often I have seen examples of excessive democracy degenerating into chaos because the membership did not understand that the true exercise of democracy involves a certain discipline, and a delegation of individual powers to elected or appointed representatives. You stated the case very well indeed.

Also, you touched upon something that is seldom or never brought to an individual member's attention: That even as the elected officer of a local union has certain obligations to the membership, the membership in turn has obligations to that official. In all my experience in various positions in an IBEW Local, I have found very few members who understood that they owed anything to their offi-cers. That "anything" being support of sound policies, assistance in analyzing problems, and the withholding of sniping criticism until San Diego the true facts were known,

I am offering your column as recommended reading for the Executive Board and Stewards of Local 465

With best wishes, I remain . . Fraternally yours, Vernon W. Hughes Business Manager, L.U. 465, IBEW San Diego, Calif.

The following excerpt is-from "Phone Workers' Bulletin" - February, 1957, published by IBEW L.U. 399, who has the jurisdiction on Illinois Bell Telephone Co., in

"I've been jotting down notes for the last two months in preparation for writing an article on the subject that Ron Weakley has covered in the Guest Column of this Part of Alameda paper. He covered it so well that Part of Alameda I have reproduced his article in its entirety. I hope that all members will read it.

Fraternally, John H. Balt Pres. & Bus. Mgr. L.U. 399, IBEW"

(This article is the same one on which comments by Bus. Mgr. Hughes of L.U. 465 IBEW appear

Latest Government figures show that (1) the cost of living has hit another all-time peak, (2) wage Monterey earners' take-home pay has been reduced, (3) farmers are receiving lower prices for their products, and (4) cash dividends for 1956 up

One of the most thorough and successful of such meetings in refeeting labor and the public that are now before the legislature in Sacramento.

Federation Pres. Tom Pitts and Secty. Neil Haggerty alerted the labor movement of the state to be ready for a possible letter-writing legislators, to make up for those campaign, pointing to the 26,000 letters which were so effective in elections, the vicious Hobbs Act the last California right-to-wreck law attempt, "Letters from home must be repealed, and "We have get read," was the sincere advice of officers conducting the Federa- the story of the tremendous good

Warning of the new "wreck law" in Indiana, another prospect in Delaware, and still others being cent years, the assembled leaders sought, Joseph Keenan, first nawent over hundreds of key bills af- tional LLPE head and now IBEW secretary, told the conference that unless we support our legislative efforts we will be watching the "tearing apart of labor." "We cannot coast,, he declared.

He said we must elect friendly we've allowed to slip in at recent (covering so-called "make-work") got to tell America and the world tion's most effective Sacramento that is being done every day by laws-they just didn't know any. lie.

there will be no need to worry about the spread of Communism."

He said union members are confused over today's headlines, and we must find ways of getting the truth to them and to the public. "If we don't, we will find one day that our unions have been destroyed by these laws they are dropping in to one state at a time."

The conference was told of the passage of "wreck laws" by two recent "junior legislatures" held in Sacramento, sponsored by YMCA and the Chamber of Commerce. Delegates reported that none of the children gave any sub-

66,000 local unions-if we do that These young folk will be voters in about 4 years—they are now being indoctrinated against labor. Even their actions affect present legislators, and a flood of letters has come in as a result of their "legislation."

Teachers delegates told the conference that most teachers have been brainwashed, most are incapable of teaching about labor, whereas Teachers Unions help their members learn the truth.

Delegates agreed that labor is in need of much more contact with young people, that we must find ways of getting the full and truthful story about labor across both stantial arguments against such to youngsters and the general pub-

# Keep This List for Future Use

### California Legislature — 1957-58 Roster

District State Senator Party County Lassen, Modoc, Plum. 1-Stanley Arnold 2-Randolph Collier Del Norte, Siskiyou 3-C. L. Christensen, Jr. Humboldt Mendocino, Lake 4-James E. Busch 5-Edwin J. Regan Shasta, Trinity 6-Paul L. Byrne Butte Placer, Nev., Sierra 7-Harold T. Johnson Tehama, Glenn, Colsa 8-Louis G. Sutton El D., Alpine, Amad. 9-Swift Berry Yuba, Sutter 10-Ed C. Johnson 11-Nathan F. Coombs Napa, Yolo 12—F. Presley Abshire Sonoma 13-John F. McCarthy Marin 14—Robert I. McCarthy San Francisco Solano 15-Luther E. Gibson 16-Arthur H. Breed, Jr. Alameda George Miller, Jr. Contra Costa Santa Clara 18-John F. Thompson 19-Earl D. Desmond Sacramento San Joaquin 20-Alan Short 21-Richard J. Dolwig San Mateo 22-Hugh P. Donnelly Stanislaus 23-Donald L. Grunsky Santa Cruz 24-James A.Cobey Merced, Madera -Fred S. Farr Mont., San Benito 26-Stephen P. Teale Tuol., Marpsa., Calv. 27-Robt. I. Montgomery Kings 28-Charles Brown Mono, Inyo 29—A. A. Erhart 30—Hugh M. Burns San Luis Obispo Fresno 31-J. J. Hollister Santa Barbara 32-J. Howard Williams Tulare 33-James J. McBride Ventura 34-Jess R. Dorsey 35-John A. Murdy, Jr. Orange San Bernardino 36-J. E. Cunningham

37—Nelson S. Dilworth

39-John William Beard

District Assemblyman Party

-Gordon Winton Jr.

-William Hansen

34-Alan Pattee

39-H. W. Kelly

-Myron Frew

37-Rex Cunningham

38\_Dorothy Donahoe

36-James Holmes

38-Richard Richards

40-Fred H. Kraft

Riverside

Imperial

Los Angeles

Siskiyou, Modoc, Las-

Merced Madera

Part of Fresno

Part of Fresno

S. Luis Obis. S. Barb.

Tulare Kings

Part of Kern

Part of Kern

Ventura

sen, Plumas, Shasta,

D-Box 150, Susanville R-206 Fourth St., Yreka D-1905 I St., Eureka R-700 S. Spring, Ukiah D-Box 265, Weaverville R-P.O. Box 937, Chico D-423 Grove, Roseville R-P.O. Bx 547, Maxwell R-115 Canal, Placerville R—1111 F, Marysville R—720 Seminary, Napa R-627 Bobelaine, S.Rosa R-819 A St., S. Rafael D-1050 Kirkham, S.F. D-516 Marin, Vallejo R—220 St. James, Piedmt D-1016 Nevin, Richmd. R-Rt.3, Box 408, S. Jose D-616 I St., Sacramento D-1220 N.V. Buren, Stk. R-23 Winchester, Athtn D-953 Sierra Dr., Turlk R-130 Rogers, Watsonv. D-P.O. Box 1223, Mercd D-PO. Bx. 3305, Carmel D-PO. Bx E, W. Point D-R. 4, Bx 280, Hanford D-Shoshone R-PO. Bx 506, P. Beach

D-3307 Huntgn, Fresno D-Goleta R-920 N. E. Porterville D-PO. Box 708, Ventura R-1028 Q St., Bakersfld R-1104 W. 8th St., S. Ana R-3180 Genev., S.Brdno. Part of San Diego R-Rt. 1, Box 18 Hemet D-1865 Webst., L. Ang. D-111N. 6th, El Centro R-727 Armada, S. Diego

Address

R-P.O. Box 1025, Eurka

D-Portola

D-P.O. Box 23, Rumsey R-1359 Myers, Oroville D-1621 East Ave., Napa R-P.O. Box 463, Loomis R-77 Highland, S. Raf. Yuba Part of S. Francisco Part of S. Francisco Contra Costa, Solano Part of Alameda

Part of Alameda

San Benito, Santa

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Fresno, Madra, Mecd

Mont., S. Luis Obispo,

S. Barb., Ventura

Kern, Kings, Tulare

Part of Los Angeles

Orange, S.Dgo(part)

Imperial, Riverside

28-James Utt

29-D. S. Saund

30-Bob Wilson

San Bernardino

San Mateo

-P.O. Box 308, Felton R-1616 Hedding, S. Jose R-160 N. Cyp., San Jose D-P.O. Box 1292, Mod. D-143 W. 20th, Merced 32-Wallace Henderson D-3643 Kerckhoff, Fres R-3435 S. Walnut, Fres R-155 Coral de T., Salns D-359 N. L.St., Dinuba R-P.O. Box 321, S. Barb D-1558 E. Main. Ventur D-2403 LaSiesta, Bakfld

R-P.O. Bx 1166, Shafter | Part of San Diego

State Legislators State Capitol Building Sacramento, California

U.S. Congressmen House (or Senate) Office Building Washington 25, D.C.

Part of Los Angeles 40—Edward Elliott Part of Los Angeles 41-Allen Miller 42-William Marsh Part of Los Angeles Riverside Pt. of S. Bernardino Pt. of S. Bernardino Part of Orange Part of Orange Imperial Part of San Diego Part of San Diego 79—George Crawford 80—Jack Schrade Part of San Diego

43-Howard Thelin 44-Herbert Klocksiem 45-Thomas J. Doyle 46-Charles E. Chapel 47-Albert Stewart 48—Frank Lanterman 49—Ernest Geddes 50-Thomas Erwin 51—William Munnell 52—Frank Bonelli 53—Montivel Burke 54—John Collier 55-Vernon Kilpatrick 56—Seth Johnson 57—Charles Conrad 58—Joseph Shell 59—Thomas Rees 60-Harold Levering 61—Lester McMillan -Augustus Hawkins 63-Don Allen Sr. 64-Patrick McGee 65—Jesse Unruh 66-Charles H. Wilson 67—Clayton Dills 68-Vincent Thomas 69-Carley V. Porter 70-W. S. Grant 71-L. M. Backstrand 72-Eugene Nisbet 73-Jack Beaver 74-Bruce Sumner 75-Richard Hanna 76-Leverette House 77-Sheridan Hegland 78-Frank Luckel

D-1171 N. Miller, L.A. D-15011 Mission S. Fern D-7743 Irvine, N. Hollw R-225 N. Everett, Glend R-2971 Caspian, L. Bch D-4333 Griffin, L. A. R-P.O. Box 777, Inglwd R-856 S. ElMolino, Pasa R-4420 Encinas, LaCan R-560 Harrison, Clarmt R-1016 N. Willow, Puen D-3500 Via Cor., Month D-2621 E.Gage, H. Park R-16 N. Olive, Alhamra R-5332 Hillmont, L.A. D-3715 Abbott, Lynwd R-3346 Sunnynook, L.A. R-13444 Moorpark, S.O. R-611 S. Muirfield, L.A. D-424 S. Holt Ave., L.A. R-900 Moraga Dr., L.A. D-2771 Forrester, L.A. D-220 E. 46th St., L.A. D-4222 Don Diablo, L.A. R-Encino D-4915 S. 9th Av., L.A. D-2106 W. 78th Pl., L.A. D-15615 S. Ainsw., Gard D-526 N. Hanford, S.Po D-401 W. Palmer, Comt R-1381 Bryant, L. Bch. R-3620 Market, Riversd D-200 E. 13th, Upland R-635 Orchard, RedInds R-2324 Alona, Snta Ana D-14691 Adams, Mdw C D-171 El Cerrito, Brawl D-9045 Madison, LaMes R-1036 Savoy, San Dieg R-6491 Montez., S. Diego R-119 N.Magl., ElCajon

### California Congressmen — 1957-58 SENATORS

THOMAS H. KUCHEL (R) WILLIAM F. KNOWLAND (R) 315 S. Claudina, Anaheim

Tribune Tower, Oakland District Representative Party Address Del Norte, Humboldt, Lake, Marin, Sonoma, Napa, Mendocino R-St. Helena, Sebastopol 1-Hubert Scudder Alpine, Amador, Butte, Calaveras, ElDorado, Inyo, Lassen, Mariposa, Modoc, Mono, Nev., Placer, Plumas Shasta, Sierra, Siskiyou, Tehama, Trin-2-Clair Engle D-1010 Jackson, R.Bluff ity, Tuolumne Colusa, Glenn, Sutter, Sacramento, Yolo,

D-1213-10th Av., Sacto. 3-John Moss, Jr. 4-William Mailliard R-3375 Jackson St., S.F. D-68 St. Mary's Av., S.F. R-1010 Ulfin. Wy., Mrtnz 5—John Shelley 6-John Baldwin R-662 Longridge, Oakld 7-John J. Allen, Jr. D-1424 Benton, Alamed 8-George Miller R-146 W. Bellevue, S.M. 9-J. Arthur Younger

R-280 N. Princev. Gilry 10-Charles Gubser .... D-215 N. Sherm., Mntca 11—John McFall D-3860 Balch Av., Fresn

12-B. F. Sisk 13-Charles M. Teague R-Butman Rd., Ojai 14—Harlan Hagen D-1206 N. Kaweah, Hanf 15-Gordon McDonough R-4121 S. Bronson, L.A. 16-Donald Jackson R-15460 Albrght, PcPal D-8704-10th Av., Inglwd 17-Cecil King R-1066 E. 46th, L. Bch. 18-Craig Hosmer D-2001 Lincoln, Monteb 19—Chet Holifield 20-H. Allen Smith R-1620 LasFlor. Glendl R-1574 E. Foothill, Alta 21-Edgar Hiestand R-4901 Haskell, Encino 22-Joe Holt D-8948-A State, S. Gate 23-Clyde Doyle R-3725 Glen Feliz, L.A. 24-Glenard Lipscomb 25-Patrick Hillings 26-James Roosevelt 27-Harry Sheppard

R-1137 Panorama, Arca D-3279 Provon Ln., L.A. D-Yucaipa R-732 E. 17th, Snta Ana D-392 S.Center, Wesmo R-338 Del Mar, ChulVst

### Ups and Downs

8 per cent over 1955. Period.

Sierra, Trinity 2—Pauline Davis Tehama, Glenn, Lake, 3-Lloyd Lowrey Colusa, Yolo Butte, Yuba, Sutter 4-Harold Sedgwick 5-Samuel Geddes Napa, Solano Alpine, Amador, Calaveras, El Dorado, Inyo, Marip., Mono, Nev., Placer, Tuol. 6-Francis Lindsay 7-Richard McCollister Sonoma, Marin 8-Thomas J. MacBride Part of Sacramento 9-Roy J. Nielsen Part of Sacramento Part of Contra Costa 10-Donald Doyle Part of Contra Costa 11-S. C. Masterson 12-William Biddick Jr. San Joaquin 13-Carlos Bee Part of Alameda 14-Robert Crown Part of Alameda 15-Luther Lincoln 16-Walter Dahl Part of Alameda Part of Alameda 18—Thomas Caldecott 19—Charles W. Meyers Part of S. Francisco Part of S. Francisco 20—Phillip Burton Part of S. Francisco 21—Caspar Weinberger Part of S. Francisco 22-John Busterud Part of S. Francisco -John O'Connell Part of S. Francisco 24-Edward Gaffney 25-Louis Francis Part of San Mateo Part of San Mateo 26-Carl Britschgt 27-Glenn Coolidge S. Benito Santa Cruz Part of Santa Clara 28-Clark Bradley Part of Santa Clara 29-Bruce Allen Stanislaus 30-Ralph Brown

Del N., Humb., Mend. 1-Frank Belotti

D-Forum Bldg. Sacto. R-1555-13th Av., Sacto. R-3585 Powell, Lafayet. D-3605 Macdon., Richm D-104 W. Marip., Stoctn D-1784 Fairvw., Haywd. D-1108 Park, Alameda R-4000 Redw. Rd., Oakl. R-418 Blair Av., Piedm. 17-Wm. Byron Rumford D-1500 Stuart, Berkeley R-2965 Magnolia, Berk, D-579 Wildw. Wy., S.F. D-845 Pine St., S.F. R-3477 Pacific Av., S.F. R-201 Edgw. Way., S.F. D-1223 Fitzgerald, S.F. D-295 Sanchez St., S.F. R-129 Castilian, S. Mat. R-1004 Edgw., Redw Cy

# OUR Business Manager's CO

Ever since the present Local Unimprove the opportunities for emadvancement.



R. T. Weakley

ion-employer re- this company. to the cold prin- panded. ciple that Labor is a commodity to be bought and sold on the open market, skilled workers do make

a case for recnignition 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 likewise. Therefore, there is joint responsibility and joint recoghition 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 develop-

ment 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 univergai programs on these properties.

### How Come?

Canada, as every "right-thinking" person knows, is dangerously socialistic; it does all the things the Eisenhower Administration is dedicated to stopping in the U.S. It believes in such "creeping socialistic" 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 41/2c more than the U.S. dollar!

ion administration assumed office, programs are in the pilot stages may occur. it has made a constant effort to and that the groundwork for their ployees to learn and to train for through supervisor training, refresher training for those in posi-This policy is tions higher than apprentices, and spreading it out among all the cornerstone most important, understanding and for future un- acceptance by the employees of

> lationships and The pilot programs in certain collective areas will be expanded eventually bargaining on to the system. It is probable that the wage struc- apprentices in other progressions tures. While we will become involved in formal do not subscribe programs as this procedure is ex-

#### UNION'S ROLE

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 objec-

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 dis-cussed 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 Serv-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 administra-tive 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 ing the company's programs. Such a meeting was agreed to by the 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 situa-

### 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 jury. 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 safeguard-

ing the basic rights of our people. Wherever or whenever any application of these programs create misunderstandings, serious ques-tions or possibly violations of the Agreement, the Union should be time, and a patriotic duty for

It must be recognized that these straighten out such problems as

This is one of those situations operation must first be established where a brand-new big program is being instituted from the top of the company. In the process of 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 Now as to the Union's role in all 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 trained personnel. In an effort to vices; Electronic Controls; Vacu-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 invest-



The average human being learns to walk shortly after he passes his first birthday. But you'd be surthe purpose of informally discuss- prised at the number of people who never finish their education.

That's a main reason why falls company and will be held shortly, 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: unwary walking, improper equipment, and disorder. Usually, of course, there's and 19th preparing cost estimates 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 in-

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 1st, Line Div.-Gen. Const. Dept. and sisters, and parents,

And every householder owes it to his family, friends, and the postman and others who come to his no. house to protect them against the menace of low-hanging clothes lines, broken walks, and the like.

Careful behavior is good at any notified in order that we may America's strength and well-being resentative, L.U. 1245,

## 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 trainfollows on the technical training ing program.

program in which he is directly involved:

opments in industry have empha- I and II; Shop Skills; Blue Print sized the need for technically 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

# 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 great-

er protection from lay off by equalizing seniority accruals, broaden the scope of demotion rights and protect current earn-WORKING CONDITIONS: Re-

view the Hours Title of the Agreement for clarification and improvement, Correct the computation of seniority for vacation earnings. Improve the Overtime

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 supporting data for this package, Further meetings of the Committee will be held in order to complete the program before submission to the Company."

Committee is composed of the following:

Frank Quadros, Gas Serviceman, San Francisco.

Operator, Moss Landing Power Plant. Richard Sands, Cable Splicer,

Oakland. Phillip Coffin, 1st Operator, Electra Hydro Plant,

Thomas Williams, Field Clerk

Ted Cordua, Clerk B, Machine Operations, Emeryville. Walt Kaufmann, Collector, Fres-

Ronald T. Weakley, Business

Manager, L.U. 1245. L. L. Mitchell, Asst. Business Manager, L.U. 1245.

Elmer B. Bushby, Business Rep-

"Of specific interest to the members of Local 1245, the following courses will be presented: Basic "Continued technological devel- Electricity, I and II; Mathematics Reading; Electro-Mechanical Deum 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.

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 ob 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 Chair-man of the Cubs Committee and for the past three years has acted Your 1957 P.G.&E, Negotiating as Scoutmaster of the Corning Troop.

### JACK E. WILSON

(Continued from Page 1) Russell E. Stone, Asst. Control strong union and has been active operator, Moss Landing Power 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.