

# Utility Reporter



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OAKLAND, CALIFORNIA

APRIL, 1957

## PROGRAM IS SET FOR PG&E NEGOTIATIONS

### Wage Increase, Other Gains, Included in List of Union Proposals OK'd by Policymen and Board

Saturday and Sunday, April 27th and 28th were days of decision as the Policy Committee and Executive Board met in serious deliberation in determination of the Union's proposals to be submitted to the PG&E in connection with the forthcoming negotiations.

After full discussion in which all factors were given careful consideration, the Policy Committee members representing PG&E groups voted unanimously to recommend amendment of the 1956 PG&E Agreements and the Executive Board concurred in this recommendation. The factors given consideration included current trends in utility collective bargaining, as reported by Business Manager R. T. Weakley, the economic and political climates, history of past negotiations, and the results obtained under various conditions and membership feelings as reported by the individual members of the Policy Committee.

The Negotiating Committee spent nearly three weeks in going over Unit recommendations, making comparisons with other utility agreements, analyzing problems developed through the grievance procedure which illustrated need for clarification of language in certain instances in order to eliminate conflict or ambiguity. Additional language was needed in other situations to provide coverage for conditions where the Agreements are now silent, as well as preparing supporting data on both wages and conditions.

The report to the assembled group was made by Assistant Business Manager L. L. Mitchell. Following this report, an outline of proposals was developed and after

full discussion and decision on each point, it was moved, seconded, and unanimously carried by the Policy Committee members representing PG&E groups, to recommend adoption and full support of this program for the 1957 PG&E negotiations.

Union's proposals for this year include:

1. General wage increase based on cost of living and productivity.
2. Inequity adjustments of certain classifications.
3. Increased shift premium payments.
4. Improved vacations.
5. Hospitalization and Benefit plan.

6. Union shop for Physical employees.

7. Increased General Construction expenses.

8. Joint Apprenticeship.

9. Clarify and improve various sections to provide greater job security.

Detailed copies of Union's proposals and the Company's proposals will be furnished to all Local Units. For further information, attend your Unit meeting.



These views portray some of the perspiration that went into the job of formulating the union's proposals for revision of the contract with PG&E. Lower view shows the policy committee, executive board, and negotiating committee deliberating issues. Upper shows, left to right: Frank Quadros, Dick Sands, Walt Kaufmann, Russ Stone, Tom Williams, Ted Cordua (standing), Phil Coffin, Elmer Bushby, and L. L. Mitchell.

## Legislative Roundup—

### ASSEMBLY PASSES FEPC BILL

Overwhelming Assembly passage of an FEPC bill and defeat of attempts to scuttle the women's eight-hour law spotlighted labor's efforts before the State Legislature this past week.

The Fair Employment Practices Commission bill sped through the lower house by a 61-15 count.

Backed by both the state AFL and CIO movements, the FEPC measure would outlaw discrimination in hiring because of race, color, creed or national origin.

Bill provisions apply to employers and labor unions alike. It would also be binding on the state gov-

ernment and any political subdivision of the state.

Authored by Assemblyman Augustus Hawkins (D., Los Angeles), and 41 co-authors, the bill, AB 2000, now goes to the Senate where a similar measure was killed by the upper house Labor Committee in the 1955 general session.

The Assembly vote on the measure was preceded by an FEPC week-end education conference in Sacramento under auspices of the California Committee on Fair Employment Practices.

C. J. Haggerty, secretary of the state AFL, spoke at the session's closing rally.

### 8 HRS. FOR WOMEN STILL HOLDS

Efforts to amend the women's eight-hour law out of existence were defeated last Thursday night when the Assembly Industrial Relations Committee voted to refer the disputed Abshire bill to an interim committee for study.

Authored by State Senator F.

Presley Abshire (R., Sonoma), the bill, SB 127, would have permitted employers to work women beyond eight hours in a day or 40 hours in a week without guarantees of overtime pay.

The Abshire bill had received prior approval by the Senate.

## RIGHT-TO-STARVE LAW IS VOTED IN TEHAMA COUNTY

Monday, April 22, heralded the successful first step of an all-out drive by a group who intend to strangle labor in California. (See Your Business Manager's Column, page 4).

The Tehama County Board of Supervisors, in a "sneak meeting" at 10 a.m. on that date passed a vicious union-busting county ordinance providing for compulsory open shop—Right-to-Work, Right-to-Wreck, Right-to-Starve!

Local 1245, aware of the pending action of the Tehama County Board, advised every member residing in that county by letter of the intention and possible results of such an ordinance. A request was made that these Brothers and Sisters attend their Board's meeting Monday night (the usual meeting time of the Board) and indicate labor's opposition to any such legislation. Your Union also directed a letter to each member of the five-man Board, expressing our views in opposition to the ordinance and the obvious reasons why.

However, despite the apparent opposition to such fraudulent legislation and ignoring the Tehama County voters' right to appear before the body, the Board chose to meet at 10 a.m. in a so-called "star-

chamber" meeting. How many working men and women can avail themselves of the opportunity to attend meetings at 10 o'clock in the morning to observe their elected officials conduct business in their behalf? Not many, of course—particularly when such meeting

time is not advertised in advance. This, then, should illustrate the pressures which are being brought by these selfish interests who have only one goal in mind—the total destruction of labor unions in Tehama County—the state of California—and the United States.

## Legislators Study Our Bill For Bargaining in M.U.D.'s

Local 1245, through Assemblymen Rumford, Bee, Crown, McBride, and Nielsen, has proposed legislation to amend the Public Utilities Code relating to collective bargaining by municipal utility districts.

### ASSEMBLY BILL 2793

AB 2793 adds a chapter to the Public Utilities Code establishing procedures for collective bargaining in municipal utility districts, with the right to have signed written labor contracts.

Whenever a majority of the employees indicate a desire for representation through a labor organization, procedures are established to conduct elections among the employees by the State Conciliation Service to determine the appropriate units for collective bargaining procedures.

The Act further provides for arbitration conducted by an impartial board on the settlement of all disputes between the labor organization representing the employees and the municipal utility district. It also provides for the protection of employees' rights regarding pensions, vacations, wages, seniority, and other benefits whenever any district acquires existing facilities from a publicly or privately owned public utility.

This bill does not establish a new precedent due to the fact that it closely follows the pattern established in the labor provisions of Charter 4 Division 10, of the Public Utilities Code, and SB 850, present-

ly before the Legislature regarding collective bargaining in transit districts.

This bill was heard by the Assembly Committee on Industrial Relations, Thursday, April 18th, at which time the Committee voted five to three in favor of the bill, but unfortunately it required six votes to move the bill out of Committee to the floor of the Assembly.

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## Sierra Pacific Power Co. Negotiations Progress

At press time Local 1245's negotiating committee, composed of Orville Owen, Silvano Buononoma, Lloyd Clark, Thomas Lewis, C. E. Prime Jr., Business Manager R. T. Weakley, Asst. Business Manager L. L. Mitchell and Business Representative Al Kaznowski were in session with the Sierra Pacific Power Co. in Reno. This session was the third meeting of the parties and it is expected that agreement will be reached during this time.

Results of the 1957 negotiations will be published in the next issue of the UTILITY REPORTER.

## Know Your Policy Committee

### ROBERT E. STAAB

Robert E. Staab, Policy Committee member for the PG&E Coast Valleys Division, is a Lineman.

Bob has worked with the PG&E for 10 years, during which time he has been an active supporter of Local 1245 and has served as a Shop Steward, Unit Executive Committee Member, Unit Safety Committee Member and Grievance Committee Representative in San Joaquin Division prior

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### DORWIN E. ROBINSON

Dorwin Robinson, Policy Committee Member from the San Francisco Division of PG&E Co. is a Service Mechanic in the Gas Service Department, and has worked for the Company for over 11 years.

He has a good Union background, having been active as co-organizer and charter member of the Union on the properties of the Sioux Falls Gas Company in Sioux Falls, South Dakota. He was also a member of the UWUA

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### ADDIS O'CONNOR

Addis O'Connor, Electric Department, Sub-Foreman, is the PG&E Co.'s San Jose Division Policy Committee Member and has worked for the Company and the predecessor, Coast Counties Gas and Electric Co. for over 31 years.

He was one of the original group in Coast Counties Gas and Electric Company who secured an agreement with that Company for the employees and served as an Executive Board

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# 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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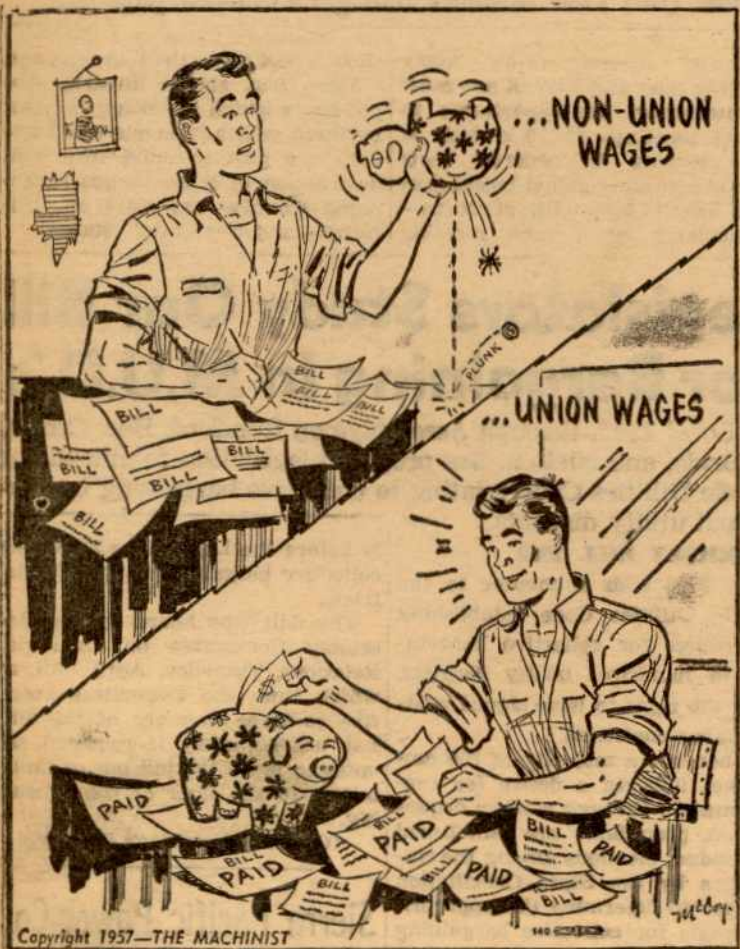
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## HOW TO KILL YOUR UNION

1. Don't attend meetings.
2. If you go, go late.
3. If the weather isn't pleasant, stay home.
4. Don't accept any office: It's easier to criticize.
5. Never approve anything your officers or committees do.
6. Don't bother recruiting new members.
7. Insist on official notices being sent you, but don't pay any attention to them when you get them.
8. Don't waste any courtesy at a meeting. It's up to your officers to take it.
9. When you don't like what's going on say so, but under no circumstances offer any constructive suggestions.
10. Devote most of your time to talking: Let someone else do the work.
11. Then you can come home and report that the organization is in the hands of a political gang and that there's no use trying to do anything about it.
12. Look for hidden motives; don't credit brother or sister members with any ideals.
13. Don't cooperate with any officer or committee; make them go along with you.
14. Remember, you know more than anyone else about everything. If they don't agree with you they're wrong.

### GO TO MEETINGS

You don't want your Union to be flabby and impotent. You want it to be vigorous and effective. You know that a vigorous and effective Union means important benefits for you and your fellow members—higher wages, better conditions, more security. A Union becomes vigorous and effective only when its members are sincerely interested in its affairs, not only at new-contract time but through the twelve months of the year. If you expect your Union to do a job for you, remember that you must do your part by being a real trade Unionist all the time. If you want to make economic progress, you must help constantly to strengthen your Union. One way to do your part is by attending your meetings regularly.



## THEY DIDN'T NEED A UNION? --NOT MUCH, THEY DIDN'T!

A fifteen per cent wage cut was the employer's way of "thanking" about forty employees who voted for no union in a recent NLRB election.

The Pat Veneer plywood mill in Northwest Trinity County announced the wage cut shortly after certified election results were received from the NLRB. The fifteen per cent drops the hourly minimum wage to \$1.70.

A Union representative commented wryly, "That fifteen per cent wage drop would have paid an awful lot of union dues."

## Letters to the Editor

Mr. Ronald T. Weakley, Bus. Mgr. Local Union 1245, IBEW 1918 Grove Street, Oakland, California.

Dear Sir and Brother:

San Diego Labor Leader, distributed to 33,000 families in San Diego County, will have under "Electronotes" your very fine Business Manager's Report in your January issue as our "Thought for the Week," by Weakley.

Congratulations!

Sincerely and fraternally,  
 s/ M. J. COLLINS  
 Business Manager  
 Local Union 569, IBEW

### CONGRATS ON STRIKE

Mr. R. T. Weakley, Bus. Mgr. Local Union 1245, IBEW 1918 Grove Street, Oakland 12, California

Dear Ron:  
 We were very pleased and proud, as members of a sister local, to learn of the successful outcome of the strike of Local 1245 against the Citizens Utilities Company. Knowing the great consideration that went into the decision to call the strike, it must be real satisfaction to see the solidarity that has been developed in the short time this group has been organized. The immediate gains made in the current negotiations were very important, but we are certain the long range value of the strike will be even greater.

This group has once again pointed out the fundamental lesson all of us in the labor movement should keep constantly before us. We must have just demands and be willing to exhaust all the means of negotiations, but there must be a point beyond which we will not be pushed. When this point is reached, all must stand together and our chances of success are bright.

As a member of a sister local, we send our congratulations to you, your staff, and to the members who made the strike a success. We know that what benefits one local today will have a good effect on the other locals in the future.

Fraternally,  
 s/ AL COUGHLIN,  
 Business Representative  
 Local Union No. 47, IBEW

## Labor Department Raps Child Labor Abuse on Cal. Farms

The state AFL's long fight to extend protection of state minimum wage and maximum hours laws to women and minors in California received new moral support last week when the U. S. Labor Department announces that more migrant children were found illegally employed on California farms during 1956 than in any of the 34 states where violations were discovered by the federal authorities.

The report covers only the children of migrant, itinerant workers; it does not represent the total number of agricultural child labor violations discovered.

The report noted that the children ranged in age from 5 to 15, and that most of them were educationally retarded. Some had never attended school and only a few had gone beyond the fourth grade.

Most of the under-age children found working in California fields had migrated from other counties within the state, but at least two were from as far away as Massachusetts. The majority of non-California migrant children found working on California farms came originally from Arizona.



## IBEW Asks Congress for a Communications Labor Act

What the Railway Labor Act did for rail workers and the industry, a Communications Labor Act would do for workers in the communications field.

That's the stand taken by the executive council of the International Brotherhood of Electrical Workers in an appeal to Congress to pass such an act.

According to IBEW President Gordon Freeman, "Long strikes which have crippled telephone service in many parts of the nation, the violence and destruction following in their wake, are all symptoms of a sickness which plagued the railroads of this country for many years until the enactment of the Railway Labor Act."

The economic facts in this industry, he said, make it desirable for labor, industry and the public "to establish procedures which will aid in resolving industrial disputes in a peaceful manner."

The legislative proposal sponsored by the IBEW will be modeled in principle on the procedures of the Railway Labor Act.

### DOWN WAGE LADDER

"The communications workers of this nation have fallen down the wage ladder," Freeman charged. They find themselves hogtied by state court injunctions when they try to go to arbitration. Union security is non-existent excepting where the IBEW has succeeded in getting it."

Here are some of the things a Communications Labor Act would



GORDON M. FREEMAN

accomplish, according to Freeman:

Reduce strikes as it has in the railway field; provide effective machinery for mediation and adjustment; make "straw bosses" and "leaders"—such as "service assistants" and "traffic supervisors" eligible to membership in unions and nullify the unfair provisions of the Taft-Hartley Act under which about 75,000 present union members may be deprived of union representation in a current proceeding before the National Labor Relations Board.

It would provide machinery for federal enforcement of arbitration in connection with the interpretation and application of contracts which is almost a complete failure under state law, and it would restore the dignity and wage status of the telephone workers through the force of public opinion as expressed by impartial emergency boards.

## Now the Medics Are After Us

The American Medical Association has prescribed a new dose of anti-union propaganda for its membership.

It is distributing to some 3000 local medical society secretaries and others copies of a bitterly anti-labor pamphlet from the National Association of Manufacturers supporting so-called "Right-to-Work" (Right-to-Wreck, Right-to-Starve) laws.

Dr. George F. Lull, AMA secretary and general manager, stated that distribution of the pamphlet marked the first time the AMA had put out anything "on labor" but added that the AMA's public relations experts passed on the booklet before distribution. In a letter accompanying the pamphlet Dr. Lull praised the publication and indicated agreement with the NAM's diatribe against union security.

How can the AMA justify their position when the tightest closed shop in this country is the closed shop of the doctors, imposed by the American Medical Association?

## NOT ANY 'FREE RIDERS' HERE

Although only eight years old, the labor movement in far-off Thailand doesn't have any trouble with "free riders" because that "something for nothing" breed just doesn't exist, says Prayoon Chunsawasdee, assistant general secretary of the Thai National Trade Union Congress.

While in this country on a study trip, Chunsawasdee explained, "After a union is organized in Thailand, with sixty per cent approval of the workers, then all benefits won in collective bargaining go only to union members."

"That's a powerful incentive to join up," he stressed.

Money may not be everything but it has a good lead on whatever is in second place.

## 'RIGHT-TO-WORK' IS IN SOVIET CONSTITUTION

Communist Russia is the only major world power with a "Right-to-Work" law written into its constitution.

Article 118 of the Soviet Constitution reads as follows: "Citizens of the USSR have the RIGHT TO WORK; that is, the right to receive guaranteed work with pay for labor, corresponding to its quantity and quality."

"The RIGHT TO WORK is secured by the socialist organization of the national economy, by the irresistible growth of the productive forces of the Soviet society, and by the liquidation of unemployment."

- Despite this "Right-to-Work," the Soviet citizen:
- 1) Can't choose the occupation for earning his livelihood.
  - 2) Works under strict discipline, including an elaborate system of penalties for absenteeism and tardiness.
  - 3) Can't quit his job.
  - 4) Is subject to transfer without notice to any place in the Soviet Union, including the living death in Siberian slave labor camps.

For the Soviet citizen, the "Right-to-Work" has become the DUTY-TO-WORK and WORK HARDER.

# The Fable of Wages Causing Big, Bad Inflation

In most polite circles of the daily press and throughout the legislative halls of our land is currently vogue to blame the steady advance in prices on wage increases won by organized workers.

Nobody of importance seems to care that profits of big corporations are skyrocketing, and no politician has cared enough to examine the relationship between wages, profits, competition and inflation.

Finally the Bureau of Labor Statistics in the U.S. Labor Department got around to this project. Here's what it found happened last year (pass the aspirin to the editors of our American press):

- In steel—wages up 5.7 per cent; prices up 10.6 per cent. In wood products—wages up 3.5 per cent, prices down 2.7 per cent. In rubber—wages up 4.2 per cent; prices down 1.4 per cent.
- In liquor—wages up 5.4 per cent; prices up 2.1 per cent.
- In wearing apparel—wages up 8.8 per cent; prices up 1 per cent.
- In auto—wages up 5.1 per cent; prices up 4.8 per cent.

About the only thing organized labor can be blamed for is constantly obtaining wage increases for its members.

The price-wage study shows no steady pattern except that in tightly controlled industries such as steel where there is little competition, the firms have used every wage increase as a reason to ask up prices far beyond any relation to labor costs.

In competitive industries like wearing apparel, wages have shot up eight times faster than prices, and in the wood industry prices have actually gone down while wages have increased.

## COURT SAYS: FOR COMPETENT WORK USE UNION LABOR

If you want good work, use union labor. That, in effect, was the gist of a ruling made recently by a Common Pleas Court Judge.

He sustained the City of Philadelphia in holding that non-union workers are less competent because they are willing, or have to work for rates below the union scale.

In dismissing the suit against the city for an injunction applied for by an open shop electrical contractor, Judge Louis E. Leventhal quoted the Biblical admonition that: "The laborer is worthy of his hire."

"If workmen are receiving less than the prevailing wage," he said, "it may be reasonable to infer that they are not as competent, as experienced and as skilled as those employes who can command the higher wage scale for their services."

## EMPLOYERS SAY

# \$27.28 Enough to Live

The sum of \$27.28 a week—the average unemployment compensation in 1956—is sufficient to support a worker's family in Connecticut, according to testimony of representatives of the Conn. Manufacturers Association and that state's Chamber of Commerce.

In a hearing before the labor committee of the 1957 session of Connecticut's State Legislature, representatives of organized labor and employers' associations were arguing the merits and demerits of various proposals for unemployment compensation legislation. Spokesmen for business and industry argued on the one hand that the unemployment compensation fund isn't big enough to support any increase in benefits but on the other hand were practically united in support of reducing the employer's unemployment compensation tax by \$7 million.

## Iron Fist in a Velvet Glove

As a rule the anti-labor forces in the U.S. pay lip service to the value of union organization. They generally present their arguments behind a facade of trying to make things "more democratic" or more responsive to the public interest.

Rarely do they come out flatly and openly against the principles of collective bargaining or organization itself. But once in a while the iron fist under the velvet glove appears.

Such a time is the current open drive of the National Association of Manufacturers against the AFL-CIO in the white collar field.

Taft-Hartley, even as voted by the powerful anti-labor forces who championed it, still contains the flat declaration that it is the policy of the United States "to eliminate labor-management strife by encouraging the practice and procedure of collective bargaining and by protecting the exercise by workers of full freedom of association, for the purpose of negotiating the terms and conditions of their employment or other mutual aid or protection."

This may be the "policy of the United States," but it is clearly not the "policy" of the NAM, for on February 22 of this year the NAM's NEWS flatly announced in a headline that NAM's 29th Institute to be held in Hollywood, Florida, "WILL STRESS WAYS TO COMBAT AFL-CIO DRIVE FOR ORGANIZING WHITE COLLAR AND PROFESSIONAL WORKERS."

S. H. L. Burk, Industrial Relations Director of the NAM, in addressing the group of 200 industrialists assembled at the institute

stated: "We have lost the battle of the production worker and we can't afford to lose the battle of the white collar worker."

Now the truth is out! The NAM is on record as being clearly opposed to the principles of collective bargaining or any union organization as such.

Throughout the years Labor has pointed out the fact that Taft-Hartley, so-called right-to-work, and all other legislation of this nature is supported by the NAM and other labor-hating organizations for the purpose of destroying unions.

The NAM has proven the point.

## Radioactive Fallout Will Cause Generations of Defective Births

Development and utilization of atomic energy resources could bring a life of abundance and happiness to every child in the world.

But 6000 babies of the present generation will be handicapped because of radioactive fallout, Dr. Warren Weaver, Chairman of the Committee on Genetic Effects of Atomic Radiation, told the U.S. Senate Disarmament Sub-Committee.

"This is a shocking underestimate," Weaver said, "because the number of defective births attributed to radioactivity will be more in the second generation, still more in the third, and go on for fifty generations."

He said there is a measurable amount of deadly Strontium-90 in



**Does railroad trespassing pay?**

Each year, 1,500 trespassers are killed and about 1,000 injured. A lot of these folks are taking short-cuts home.

Those short-cuts prove to be the longest trips the victims ever take. Tough, but true.

If there's a railroad track between your home and your job, you naturally are tempted to cut across it, particularly when you are tired or in a hurry. It's a gamble you shouldn't take—it's a gamble you have no right to take, especially while you're a producer of the stuff that's keeping America strong.

Railroad spikes and gravel can throw you and injure you painfully. So can wet and slippery tracks. Many a minor fall turns into injury because the person is caught by a train before he can get out of the way.

Using trestles and narrow railroad bridges for footpaths is risky business. Kids love to walk the ties, but an adult, though he knows better, often does it against his better judgment.

And there are still members of the "suicide squad" who will crawl under or between cars of a standing train. Some will duck under a lowering gate to join the long list of people who have lost races with trains.

Dead workers don't pull their weight in the scramble for top production.

"I've had my eye on you for sometime, miss," said the motorcycle cop.

"Fancy that," was the air reply. "I thought you were arresting me for speeding."



"Er... this union of yours - could they get me a raise?"

## CANCEL KEY CITY PACT

Sixty-day notice of termination of the Agreement was served on the Key System Transit Lines in Oakland on Tuesday, April 29th, 1957. Termination was felt necessary by the Union, due to the low wage scale of \$2.27 per hour for Journeyman Lineman and Electricians and because of the published statement of Key System officials that they will oppose any wage change at the present time.

In submitting a proposed new Agreement, the Union is asking for wage adjustments in all classifications to equal the rate paid comparable classifications in comparable industries, plus a number of fringe benefits, including improved welfare and pension plans, establishment of shift differentials of 10c for swing and 15c for graveyard shifts, an increase in vacations to two weeks after one year's service, three weeks after ten year's service, and four weeks after twenty years, double-time pay for working on holidays and an increase from six to eight paid holidays, an increase in the present maximum of ten days' sick leave per year to a cumulative total of thirty days, with sick leave applicable on the first day of illness, instead of application on the fourth day of illness.

Union's Negotiating Committee, composed of Mike Pagliassotti, Andy Silva and Dick Gates, assisted by Ass't. Business Manager M. A. Walters and Business Representative Al Hansen, are awaiting an early reply from management.

## McPeak Attends Conference On World Affairs

Business Representative D. J. McPeak of the staff attended a two day Conference on International Affairs in San Francisco on April 8th and 9th. The conference, sponsored by the California State Federation of Labor, was called in order to familiarize labor representatives with the role of labor in world affairs, and the need for interest in labor problems throughout the world.

Speakers at the conference included George T. Brown, Director, Department of International Affairs, AFL-CIO, Serafino Romualdi, Inter-American Representative, Department of International Affairs, AFL-CIO, Luis Alberto Monge, Secretary-General, Inter-American Regional Organization of Workers (ORIT), William Doherty Jr., Inter-American Representative, Postal, Telegraph and Telephone International Trade Secretariat and Ernesto Galarza, Research and Education Director, National Agricultural Workers Union.

Brown, in discussing international affairs, referred to a recent conference called by the President of the United States for the purpose of getting the foreign relations of the country on a person-to-person plane. President Meany of the AFL-CIO was asked to attend, and startled those in attendance when he stated that this was nothing new to the labor movement, as we had engaged in this type of relations for the last fifty years.

Romualdi stated in his discussion of South America, that after the overthrow of Dictator Juan Peron, the only American representatives respected in Argentina were from the AFL-CIO. He gave as the reason for this, the continued support of the people of that country by the American labor movement, while governmental bodies of this country were dealing with the dictator and his government.

Brothers Monge and Doherty spoke on the social, economic and cultural conditions south of the border, and their effect on the labor movement in neighbor countries, and the effect on American labor.

Brother Galarza spoke on the effect of foreign contract labor working in the United States. He stated that the Mexican labor contract is a good contract but is not being lived up to by the employers. Galarza pointed out that in 1956 there were 105,000 Mexican "braceros" working in California, and a total of 450,000 working in 26 states last year. These foreign workers workers have a definite effect on the economy of the agricultural areas in the state where they are employed in that formerly this work was done by people residing in the area who spent their wages in the community whereas now the money is saved by the laborers to take back to their own country.

## Know Your Committee

ROBERT E. STAAB  
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to the coastal area being absorbed in Coast Valleys Division. He is presently Shop Steward for the Line Department in Salinas and Chairman of Union's Coast Valleys Division Grievance Committee and of course, Policy Committee Member.

Bob served a three-year hitch in the Army Air Corp between 1942 and 1945 and was discharged with the rate of Sergeant.

Residing in Salinas with his wife Carol and two children, Ronnie, age 9 and Brenda, age 3, he devotes what spare time he has to hunting and reading—labor history being his choice or reading matter.

## DORWIN E. ROBINSON

(Continued from Page 1)

Local 133 in San Francisco and has served as a Shop Steward for shift workers in San Francisco.

Dorwin's hobbies include wood-working and that "brain teasing" game of chess—as time permits, he admits.

He served 29 months in the U.S. Navy and taught school in the Navy School for Torpedomen in San Diego and was stationed in Hawaii for a year. Returning to the Mainland in 1945, he went to work as a temporary relief shift worker and has been steadily at it ever since in San Francisco, where he resides with his wife Evelyn.

## ADDIS O'CONNOR

(Continued from Page 1)

Member and President of their Union. Subsequent to that Company's merger with PG&E Co., and the employees' Union's merger with Local 1245, Addis has been active in Local 1245 affairs.

He and his wife Laura are both devotees of pistol shooting and both belong to a Handloaders Pistol Club. Addis also enjoys wood-working and is presently making a loom and shuttles in his shop in Santa Cruz.

## Support

The AFL-CIO United Rubebr Workers, whose members have been on strike for nine months at the O'Sullivan Corp., Winchester, Va., have launched a nation-wide boycott, urging citizens to refrain from buying O'Sullivan heels until the company agrees to a fair contract settlement. A key issue is pensions, available to O'Sullivan salaried employees, but not to union members. The company's slogan is "America's No. 1 Heel."

## Legislators Study MUD Bargaining Bill

(Continued from Page 1)

Assemblyman Rumford is asking for a re-hearing on this badly-needed legislation.

We request that our members write to Lester MacMillan, Chairman of the Assembly Industrial Relations Committee, State Capital, Sacramento, asking for Committee support of this bill.

Approximately only one-third of California's roads are non-surfaced, reports the California State Automobile Association.

# YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

The first shot has been fired in the coming struggle over our compulsory open shop legislation in California. I refer specifically to the formation and activities of a group known as the "Committee for Voluntary Unionism." This outfit, sponsored in Southern California, recently received the support of the Associated Farmers of California. The A.F.C. will prove a potent force in the drive to, as they put it, "break the shackles of labor bosses who forced thousands to join a union to obtain and hold their jobs." It is reported that all 30 of the A.F.C. county units will join in seeking legislation designed to eliminate union security.



R. T. Weakley

One manifestation of this program is brought out in a statement addressed to Senator John McClellan of the Senate Investigating Sub-Committee and signed by the "Tehama County Citizens Committee For Voluntary Unionism."

### DESIGNED TO WRECK LABOR

The statement complains about some picketing and the "Un-American activities that organizers use and apparently our laws permit." There is an added post script which states that "over 2000 letters have been written—Add yours for Freedom." Other public officials are listed for letter writing.

Coincidental with the current Senate hearings on alleged racketeering in Labor, appeals are being made by these and other groups to get legislation which will practically wreck the American Labor Movement under the guise of protecting the individual's right to bargain for himself.

The interesting sidelight here is that the Associated Farmers of California enjoy the support of

many large industries in California. It has been jokingly referred to as "the group of farmers who ride their tractors up and down Montgomery Street" (S.F.).

### 'VOLUNTARY UNIONISM'

As we see it, the strategy will be to make a try for a Federal Compulsory Open Shop Law (misnamed a "Right To Work" law). You will note that the California group is cute enough to avoid the "Right to Work" name which has been exposed by Labor. Rather, they call it the "Committee For Voluntary Unionism" which implies that they don't advocate abolition or restriction of Labor Unions—they just want to protect the individual's right to join or not join a Union.

Should they fail to get a Federal law, then the next step will be toward a referendum vote in California to gain their ends. The California State Legislature and Governor Knight have not yet been convinced by their arguments so we can expect the people to get the "full charge" in 1958.

Advocates of such laws have almost unlimited funds plus an atmosphere of anti-labor sentiment as a result of the sensationalism emanating from Washington at this time over a minute percentage of union leaders whose actions are certainly not those of the great majority of Union leaders.

### BRAIN-WASH TEEN-AGERS

Even our teen-agers are being indoctrinated to favor the "right to work" without a glimmering of facts from Labor's side of the question. The Y.M.C.A. "Model Legislature" recently "passed" a compulsory open-shop law.

All of this adds up to a formidable array of power and propaganda dedicated to the enactment of this anti-labor legislation.

Realizing that only about half of the non-agricultural workers in California are Union members plus the probability that some Union members will be snowed under by the barrage for "Freedom," Labor

has a real battle on its hands this time.

Unfortunately, the handful of corrupt Union officials plus the Neanderthal policies of some craft unions will not help labor's cause in this fight. All the real or fancied grievances against "the Union" will be transformed into votes for weakened organization, coupled with the desire of some workers and their wives to save the few dollars expended for Union dues.

### PRIME GOAL—CUT WAGES!

The sad fact remains that where these laws have been put into effect, per capita income, wages, working conditions and job security have all suffered.

While ours is a voluntary organization with very little union security except the support of our members, we will be immeasurably harmed by a labor market loaded with "individual bargaining" and competition for jobs on the basis of who will work for the least.

There is no doubt that California Labor will put up a real battle over this issue. It will cost lots of money, divert our forces from other activities designed to better the lot of workers and their families, and create enemies within our great state whom we cannot reach or who are engulfed by TV, radio and most of the press.

Nevertheless, Labor must get off the dime and start a real public relations campaign. We have right, the clergy, and a record of generally good and peaceful labor-management relations on our side. We have the facts and figures to show conclusively that workers and the community have suffered where these laws have been passed.

### OUR MEMBERS MUST HELP

In our Local Union, we shall prepare materials designed to present the case against compulsory open-shop legislation. We shall arm our people with facts and documentation on the results of these laws so that they will be able to debate the issue convincingly with anyone.

Remember, we are in 52 counties in this State. We have families, friends and community associates who can be of tremendous help in the coming fight. We honestly believe that we represent the best argument of all in that our Union is clean, democratic, progressive and is respected by our employers and the general public.

carriers, brokerage commissions, etc.

Other bites at the premium dollar were made by wasteful expenditures resulting from abuses of the fee schedule, excessive claims rates for hospital and surgical service; excessive administrative expense, and excessive premium costs.

Dr. Weinerman discovered that "only about 40 per cent of the 'insurable health service needs of the average family' were being 'covered under the usual indemnity plan.'"

Proof that the East Bay labor group's charges of "price-fixing" and "exorbitant" charges are not unfounded may be found in a comparison of total consumer expenditure for medical care for 1950 to the 1935-39 average.

In 1950, total medical care costs were 330 per cent of the 1935-1939 average—and they've been rising since then.

Dr. Weinerman also noted, "Despite the widespread publicity given to various government, industrial and philanthropic programs, the great bulk of medical care expenditures come from individual payments."

A United States Senate study in 1951 showed that 70 per cent of all medical expenditures came from private sources, 20 per cent was paid by the government, 8 per cent from prepaid medical plans and 2 per cent from philanthropy.

Spokesmen for doctors and hospitals in the San Francisco Bay Area denied there was any collusion in fixing prices. They also denied that medical charges were exorbitant.

Overnight camping is no longer allowed at Stinson Beach State Park in Marin County, reports the California State Automobile Assn.

## ★ Departmental Negotiations ★

With PG&E negotiations on wages, hours and conditions looming ever nearer, the various departmental committees on Job Description and Lines of Progressions, have been striving to complete as much work as possible before the major negotiations begin. Recent conclusions and the status of current negotiations are as outlined:

### DEPARTMENT OF PIPELINE OPERATIONS

On Thursday, April 18th, the Union and Company Committees reached accord and a Supplementary Agreement is being prepared which will conclude negotiations for this Department. While this Agreement may not be the answer to all the problems which may arise, Union's Committee consisting of Wayne Weaver and Darrell Champlin from Kettleman Compressor Station; Walter Kruesh, Hinkley Compressor Station; James W. Grass, Milpitas; Jack Wilson, Topock Compressor Station (Bro. Wilson was recently appointed to the Business Manager's staff and will be assigned as a Representative to the Department of Pipeline Operations and Coast Valleys Division) feels that the establishment of normal lines of progression and the improvements made in some of the job definitions will improve and clarify working conditions and methods of advancement. Among some of the more noteworthy accomplishments were the establish-

ment of methods for proper compensation for painting, establishment of a new Sub-Foreman's classification and clarification of what a Sub-Foreman should be utilized with a resultant expansion of the use of such classifications, the upgrading of Brentwood to a top station, elimination of the Laborer classification for other than temporary summer work, with the understanding that if rehired such individuals would be rehired as helpers. In addition several definitions were clarified and minor improvements made.

While unable to obtain Company's agreement to establish an Apprentice classification in the Pipeline Maintenance Department, Union was successful in getting Company's assurance that adequate training methods would be established to enable employees to advance through the various classifications with particular emphasis on the Mechanic-Welder classification.

### GARAGE DEPARTMENT

Union's Committee consisting of C. C. Holly, San Jose; Rex Jones, Fresno and William Seagrove, San Francisco, were able to reach a conclusion with Company's committee on April 19th and the Supplementary Agreement for the Garage is being prepared for signature. In addition to the establishment of Lines of Progressions, major changes include the establishment of a Parts Clerk classification, which will result in monetary gain for several individuals; elimination of the Helper classification, thus making the Garageman the beginning classification; clarification of the Painter's definition with respect to type of work he may be

required to perform when there is no painting to be done.

Union's Committee attempted unsuccessfully to expand the Apprentice Mechanic classification and eliminate the Mechanic classification. While agreeing that there was some merit to Union's proposal, Company stated that there was also a need to develop better training methods and that they were currently developing formal programs for this purpose. Until such programs are put into effect, Company was unwilling to make any changes in line with Union's proposal, but did agree to reopen the matter for discussion at such time as their training program was fully developed.

### ELECTRIC MAINTENANCE DEPARTMENT

With agreement in principle being reached on April 23rd, all that remains to be done is to work out detail of application in a couple of instances. One is the proper placement of present Apprentice Electrical Machinists, which is necessitated by the parties agreement to eliminate this classification. The other matter involves wage rates and progressions in connection with splitting the present Electrical Technician classification into two separate classifications (Elec-

trical Technician and Communications Technician) and the establishment of apprenticeships in these two classifications. It was agreed, in connection with the apprenticeships, that Electrician and Apprentice Electricians would be able to bid into them. As soon as agreement can be reached in connection with the above, the parties will be in a position to conclude these negotiations. We will report further on the overall results as soon as final agreement is reached.

### ELECTRIC DEPARTMENT OFFICE

Union has received Company's bargaining unit. The proposal is currently being studied in preparation for future discussions with Foreman's offices to the physical management.

### CLERICAL LINES OF PROGRESSION

The Company has acknowledged receipt of Union's proposals on Clerical lines of progression for certain Promotion and Transfer Units which are being studied. Up-

on advice from the Company at a meeting date, the Clerical Committee will be called into the Oakland office for such meeting with the PG&E Company.

## Price-Fixing in Hospitals Charged

Workers who have wondered why health and welfare plan payments rarely cover the costs of doctors and hospitals may get the answer soon.

Charles J. Garoni, chairman of the hospital cost committee of the East Bay Labor Health and Welfare Council, has asked Attorney General Edmund Brown to investigate alleged "price-fixing" and "exorbitant charges" by doctors and hospitals.

Garoni asked Brown to "inquire into the possible violation of existing laws in the common practice of price-fixing among 'so-called non-profit hospitals.'"

He also asked Brown to "consider covering hospital and doctor service plans . . . in any bill which might place union health programs under the state insurance commission."

Many workers have been disillusioned with their health and welfare plans. The greatest disillusionment probably occurs when the

worker discovers that his is not a comprehensive plan, but rather one that covers only a part of his medical expenses.

### WRONG CHANNEL

A survey made for the San Francisco Central Labor Council by Dr. E. Richard Weinerman, in 1952 revealed many inadequacies in health insurance coverage.

Probably the most glaring fault was the discovery that "some 50 cents of each premium dollar was being diverted into channels other than actual 'health value' for members." Some of the premium dollar being diverted into profit margins and reserves of private insurance

## EMPLOYER HEALTH PLANS WOULD FAIL LABOR TESTS

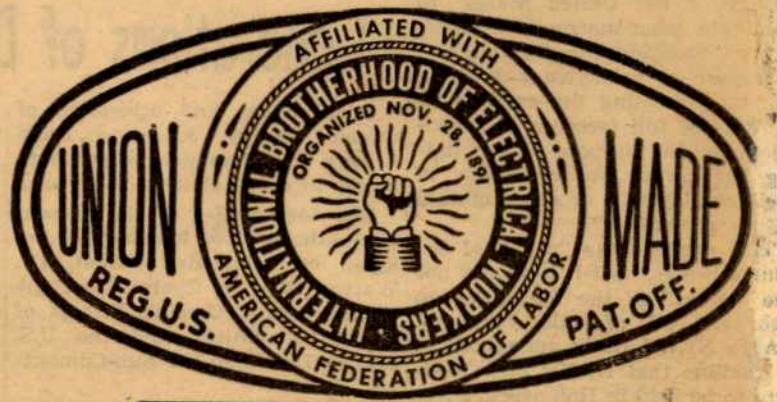
Few employer-administered Health and Welfare plans "could pass the test" of the AFL-CIO's rigid code of ethical practices, Lane Kirkland, Assistant Director of the AFL-CIO Department of Social Security, has asserted.

Addressing a conference on negotiation and administration of health and welfare programs, Kirkland declared that management has "conspicuously failed to adopt a comparable code for the guidance of employers and the protection of those covered by plans . . . entirely in their charge."

Kirkland pointed out that the AFL-CIO has urged congressional enactment of legislation introduced by Senator Paul H. Douglas (D-Ill.) to force full disclosure of all such funds—"not just the one-half of one per cent covered by union plans, or the seven-and-one-half percent covered by joint-funds, but the ninety-two per cent covered by

He listed the following malpractices existing in such unilateral programs:

- "Comprising ties, involving a conflict of interests, between employers and the insurance carriers and agents.
- "Investment of reserves of the plan in the business of the employer, thereby jeopardizing the independent survival of the plan.
- "Refusal to disclose vital facts concerning the administration of the plan or to render an accounting to those whose money and welfare are at stake.
- "Profiteering on dividends derived from employee contributions."



12345678

THIS IS THE UNION LABEL used by the Intl. Brotherhood of Electrical Workers upon switch and panel boards, circuit breakers, motor generator sets, and other electrical apparatus, electrical fixtures, switch boxes, electric wire and cables, radios and house wiring on which the work has been performed by IBEW members.