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 Agreement and the Union's proposal to the Executive Board concurred in this recommendation. The factors considered included current trends in utility collective bargaining, as reported by Business Manager R. T. Weakley, the economic and political climate today, the desire for any further results obtained through the men's and women's activity 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 under the grievance procedure which illustrated need for clarification of language in certain sections. In order to eliminate conflict or ambiguity. Additional language was needed in other situations to provide coverage for conditions where the provisions in the agreements are now silent, as well as preparing supporting data on both wages and conditions.

The report to the executive group was made by Assistant Business Manager L. L. Stichell. Following this report an outline of the recommendations was made by Assistant Business Manager J. H. Cooking of the Union's proposals for this year.

1. General wage increase based on connection with the current productivity.
2. Adjustment of certain classifications.
3. Increased shift premium payments.
4. Improved vacations.
5. Capitalization and Benefit plan.

Legislative Roundup—ASSEMBLY PASSES FEP C BILL

Overwhelming Assembly passage of an FEP C bill and defeat of an attempt to scuttle the women's eight-hour law spotted labor's effects on the State Legislature this past week. The Fair Employment Practices Commission is the lower house by a 61-35 count. Blocked by both the state AFL and CIO movement, the FEP C measure would outlaw discrimination in hiring, because of race, color, creed or national origin.

Bill introduced by Henry Mclntosh, employers and labor unions alike. It would also be binding on the state government and any political subdivision.

Author of the legislation is Assemblyman Augustus Hawkins (D., Los Angeles). The bill, AB 2000, now goes to the Senate where similar language was killed by the upper house Labor Committee in the 1955 session. The Assembly vote on the measure was preceded by an FEP C workshop in conference in Sacramento under auspices of the California Committee on Fair Employment Practices.

Bill introduced by C. H. Hubbell, 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 Conciliation Committee recommended a vote to refer the matter to the Senate, insin-iterim committee for study.

Author of the Senate F bill was Sen. Robert E. Staab, author of the提案 during which time he has been the supporter of Local 2343, has served as Unit Executive Committee Member, Unit Safety Committee Member and Grievance Committee Represent-ative in San Joaquin Division prior.

DORWIN E. ROBINSON

Dorwin Robinson, Policy Committee member for the Sierra Pacific Power Company, is a Service Mechanic in the Gas Serv-ice Department, and has worked for the Company for over 11 years. He has a good knowledge of the spot, having been a member of the Local 1142. A charter member of the Local 1142, he has been active in the Union on the shop floor of the Sioux Falls Gas Company in South Dakota. He was also a member of the UWWA.

ADDITION O'CONNOR

Addie O'Connor, Electric Department, for the PG&E's San Jose Division Policy Committee member, and has worked for the Company for over 31 years. He has been one of the original members of the Unit 1142, representing the employees of both the United Gas Electric Company and the Sierra Pacific Power Company. He has served on the Gas and Electric Company's decision to set up a meeting of the firm.

These views portray some of the perplexing that went into the job of formulating the union's proposals for revision of the contract with PG&E. Let us now view the complete set of the negotiations, executive board, and negotiating committee deliberating issues.

Saturday, April 27th, Frank Quaas, John Scola, Wally Kaud-va, Russ Stone, Tom Williams, Ted Cordus (standing), Phil Caffin, Elmer Bubba, and L. L. Mitchell.

RIGHT-TO-SHARE LAW IS VOTED IN TÉHAMA COUNTY

The Tehama County Board of Supervisors, in a "work meeting" at 10 a.m. on that date passed a vicious union-busting county ordi-nance providing for compulsory open shop—Right-to-Work, Right-to-Wreck. The act, AB 1245, will become effective on July 1 of this year. Local 1245, aware of the pending action of the Tehama County Board, opposed every member resid-ing in that county by letter of protest and possible results of such an ordinance. A request has been made that these Board members attend the Board's meeting Monday night. The resolution meets the Senate and is intended to strangle labor in California.

When a majority of the em-ployees indicate a desire for rep-resentation through a labor or-ganization, procedures are established to conduct elections among the em-ployees by the State Conciliation Service to determine the appropri-ate union for collective bargaining purposes.

The Act further provides for ar-bitation conducted by an impor-tant board on the settlement of all disputes between the labor organi-zations representing the employees and the municipal utility district. It also provides for the protect-ion of employees' rights relating to pensions, vacations, wages, se-niory, and other benefits when any district acquires existing facilities from a public or pri-vately owned public utility.

This bill does not establish a new precedent, but follows the pattern estab-lished in the labor provisions of Chapter 4 Division 20, of the Public Utilities Code, and SB 850, present-

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

Local 1245, through Assemblmen Rumford, Bee, Crow, McBride, and Nielsen, has proposed legislation to amend the Public Utilities Code relating to collective bargaining by munici-pal utility districts.

ASSEMBLY BILL 1293

AB 1293 adds a chapter to the Public Utilities Code establishing procedures for collective bargain-ing in municipal utility districts, with the right to have signed writ-en labor contracts. Whenever a majority of the em-ployees indicate a desire for rep-resentation through a labor or-ganization, procedures are established to conduct elections among the em-ployees by the State Conciliation Service to determine the appropri-ate union for collective bargaining purposes.

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Sierra Pacific Power Co. Negotiations Progress

At press time Local 1245's negotiatiOns committee, comprising Orlive Glenn, Silvano Bosa-me, Lloyd Clark, Thomas Lewis, C. E. Prime Jr., Business Manager R. T. Weakley, and Business Manager L. L. Mitchell and Business Representative Al Kromski 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 1951 negotiations will be published in the next issue of the UTILITY REPORTER.
HOW TO KILL YOUR UNION

1. Don't attend meetings.
2. If you do, be late.
3. If the weather isn't pleasant, stay home.
4. Don't accept any offers: It's easier to criticize.
5. Never approve anything your officers or committee do.
6. Don't bother recalling 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 criticize.
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 announcing the wage cut shortly after certified election results.
12. Insist on the courtesy at a meeting. It's up to your officers to take it.
13. Don't cooperate with any officer or committee: make them do it themselves.
14. Remember, you know more about it than anyone else about everything. If they don't agree, they're wrong.

BEW Asks Congress for a Communications Labor Act

What the Railway Labor Act did for the railroad industry, a Communications Labor Act would do for, workers in the communications industries.

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

According to BEW President Gordon Freeman, "Long strikes which have crippled telephone service, have brought about the closing of plants, the violence and destruction following in their wake, are but the symptons of a sickness which plagues the retail trade of this country for many years—until the enforcement of the Railway Labor Act."

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

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

"DOWNE WAGE LADDER" "This is the first time this nation has fallen down the wage ladder," F. I. M. management said in an outbreak of violent anti-union propaganda for last week when the U.S. Labor Board, corresponding to its quantity and quality.

"Now the Medics Are After Us"

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

It is distributing to medical society secretaries and other copies of a bitterly anti-union pamphlet from the National Association of Manufacturers, an organization known as "Right-to-Work." Right-to-Work is a misnomer.

Dr. George F. Lull, AMA secretary and general manager, said the publication of the pamphlet in the first time the AMA has put out anything "on labor" and added that the AMA's relations policies were based on the principle of the board before depletion. In a letter accompanying the pamphlet Dr. Lull promised the publication of a statement with the AMA's stand on union security.

How can the AMA justify their insidious labor policy? The largest closed shop in this country is the closed shop of the doctors, imposed by the American Medical Association.

"RIGHT-TO-WORK IS IN THE 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; this is the right to receive guaranteed work with pay for labor, corresponding to its quantity and quality.

"RIGHT TO WORK is secured to the social organization of the national economy, by the irresistible growth of the productive forces of the Soviet society, 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) Is subject to transfer without notice to any place in the Soviet Union, including the living death in Siberian slave camps.

For the Soviet citizen, the "Right-to-Work" has become the DUTY-TO-WORK AND WORK HARDER.
**Fable of Wages Easing Big, Bad Inflation**

In most polite circles of the daily press and throughout the legislative halls of our land, it is currently vogue to blame the steady advance in wage costs on big business. Nobody of importance seems to see that profits of big corporation are squeezed quite as much by the same relationship between wages, profits, and competition as are those of small business. Nobody of importance seems to see that profits of big corporation are squeezed quite as much by the same.

Finally, the Bureau of Labor Statistics in the U.S. Labor Department has recently announced that a year ago the wage in the steel industry was less than the average wage a year ago. But it appears that even if wages are being cut more, they are being reduced in every industry. It seems that the price-wage study shows no steady pattern except that in the steel industry there is a marked decline in prices.

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**EMPLOYERS SAY $27.28 Enough to Live**

The sum of $27.28 a week—the average unemployment compensation in California—is insufficient to support a worker's family in Connecticut. The workers have been told that they are not entitled to unemployment compensation because they are not unemployed. They have been told that the unemployment compensation fund isn't big enough to support any common in benefits but that, on the other hand, were generally unlimited support of reducing the worker's unemployment compensation to $27.28 a week.

**Iron Fist in a Velvet Glove**

As a rule the anti-labor forces in U.S. pay lip service to the idea of labor organization. Very seldom do they actually support a labor movement in any way. In the case of the AFL-CIO, the situation is typical. It supports the labor movement in some areas but it does not support a labor movement in any way. In the case of the AFL-CIO, the situation is typical. It supports the labor movement in some areas but it does not support a labor movement in any way.

**Radioactive Fallout Will Cause Generation of Defective Births**

Radioactive fallout will cause generation of defective births. Groups in Wisconsin are pressuring for state legislation to determine how much radiation is harmful to the unborn. The worst radiation is that which is in the atmosphere. In New York and other states, roll-out, has been found to be radioactive.

**CANCER KEY CITY PACT**

Sixtieth notice of termination of the Agreement was served by the Key System Terminal Officers, April 29th, 1958. Termination was fully necessary by the Union, due to the low wage scale of $2.27 per hour. For an eight-hour day, the wage scale is $18.16. The Agreement was signed for the purpose of raising wages in all classifications to equal the rate paid comparable classifications in competitive industries. It was made up of men's, women's, and child's wage scales for the present maximum of ten days' wage per year to a cumulative total of thirty days, with sick leave available on the first day of illness, instead of an application on the fourth day of illness.

**MePvack Attends Conference On World Affairs**

Business Representative D. J. MePvack of the shop attended a Conference on International Affairs in San Francisco on April 3rd and 4th. The Conference was sponsored by the California State Federation of Labor in order to familiarize labor representatives with world affairs, and the need for information and understanding gained from the world.

**Legislators Study MUD Bargaining Bill**

(Continued from Page 3)
Price-Fixing in Hospitals Charged

Workers who have wondered why health and welfare plans pay wages rarely cover the costs of doctors and hospitals may get some answers. Charles J. Giorlandi, chairman of the hospital cost committee of the East Bay Labor Health and Welfare Council, has asked that Attorney General Edmund G. Brown to investigate alleged "price-fixing charges" by doctors and hospitals.

"Many workers," Giorlandi said, "are in the position of existing in a state of anxiety because of suggestions that they are being overcharged." Some of these, he said, "are being made by these and other groups to get legislation which will prevent this practice."

Dr. Weinerman discovered that in 1950, total medical care costs ran as high as $1,500 per family. In 1952, it was shown that 29 per cent of the average family's income went to pay for medical care. Many workers have been disillu- sioned with their hospital and health care methods. The greatest disillusionment probably occurs when the worker discovers that his is not merely "price-fixing," but in many cases, the only one that covers only a part of his family's health care needs.

The charge against the hospital is that it is "price-fixing" and "overcharging" the patient or his employer. The hospitals, on the other hand, say they are "overcharged" for the quality of care they give.

"The charge that hospitals are overcharging their patients is simply not true," according to Dr. Weinerman. "Overcharging is an illegal practice and the Federal government has been put in charge of enforcing the law against it." In the case of hospitals, the Federal government is the Federal Trade Commission (FTC).

The FTC has jurisdiction over the medical care industry, and Dr. Weinerman has called on the FTC to investigate the charges of overcharging that have been leveled at hospitals.

Dr. Weinerman also asked Brown to "consider covering hospital and doctor service plans," in any bill which might place union health programs "on an equal footing with the employer's program." Many workers have been disillu- sioned with their hospital and health care methods. The greatest disillusionment probably occurs when the worker discovers that his is not merely "price-fixing," but in many cases, the only one that covers only a part of his family's health care needs.

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 practice, according to Assistant Director of the AFL-CIO's Department of Social Security, M. A. DLL.

Strong regulation and administration of health and welfare programs, according to DLL, is something which management has "conspicuously failed to do." The code of ethics for guidance of employers and the pro- duction of "quality services at costs, which are not only "entirely in their charge," but also "entirely in the charge of the medical costs of their employees." In the case of hospitals, the Federal government is the Federal Trade Commission (FTC).

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