



**WESTERNERS AT IBEW SCHOOL**—Shown here are representatives of half a dozen western locals who attended the recent summer school at University of Illinois (see lead story at right). Standing, left to right: Joe Kreins and Ron Weakley of Northern California Local 1245, Vernon Hughes of San Diego 465, Richard Rapattoni of Alhambra 47, Henry Connover of Seattle 77. Kneeling, left to right: J. Randolph Aemmer of Colorado 111, Ralph Hedqvist of Utah 57, Marvin Wagner and L. L. Mitchell of 1245.

## IBEW's Summer School Is Outstanding Success

On the beautiful campus of the University of Illinois at Urbana-Champaign, the first IBEW Summer School of its kind got under way on June 23, 1957. The week-long program was ably developed by representatives of the International, Area Councils, and the University's Institute of Labor and Industrial Relations.

One hundred and ten students representing locals from all over the nation in utilities, telephone and manufacturing, had a full schedule of classes and workshops plus some good old-fashioned bull sessions during off hours.

Classes in Labor and Government, Collective Bargaining, and History, Structure and Policies of the Labor Movement were required. Elective classes included Grievance Handling, Public Speaking and Parliamentary Procedure, Problems of White Collar Workers, and Job Evaluation.

Representing Local 1245 were Bus. Mgr. Ron Weakley, Asst. Bus. Mgr. L. L. Mitchell and Executive Board members Marvin Wagner and Joe Kreins.

Also from the West Coast were the business managers of Locals 47, Alhambra; 77, Seattle; and 465, San Diego.

The classes were very well conducted by competent instructors, and it was universally agreed that such schools should be held annually.

The power and gas locals represented employees on just about all of the larger utilities in the country. Contracts were compared and grievances aired in the dormitory at all hours.

Research Director James Noe spoke on his department and automation and raised many questions on how we must adapt our operations to meet modern technology.

Management, represented by A. T. Carpenter, assistant vice president of New Jersey Bell Telephone, contributed to the program through Mr. Carpenter's talk entitled "A Management View of Unions."

Other speakers provided interesting evening classes and much credit should be given to the excellent university staff for handling a tight schedule with an overflow of unexpected students.

Local 1245's students were grateful for the opportunity to attend the school and will put to good use the knowledge derived from their attendance.

### Election Set At Cal-Pac

Following submission of union's petition to the National Labor Relations Board for a representation election among their employees within the Needles Division, California Pacific Utilities Company agreed to a consent election. On Tuesday, July 16, ballots were mailed to all construction, maintenance and operation employees and are to be returned to the NLRB's office not later than July 31, 1957.

The company supplies electric, gas and telephone service in Needles and to two neighboring communities in Nevada.

### PG&E Agreements Are Ratified

The membership, employed by the PG&E Co., voted to accept the settlement reached in this year's negotiations by a 3 to 1 majority in the Physical Group and by a 9 to 1 majority in the Clerical group.

The new agreements, to run until June 30, 1959, provide for a 5½% general wage increase on July 1, 1957, and an additional 5% effective July 1, 1958.

Among other fringe benefits obtained were three weeks' vacation after 10 years, effective January 1, 1958, and all Holiday work to be at overtime rate plus Holiday pay.

### 'Right-to-Work' Status

#### PALM SPRINGS—

A Superior court order now prevents the city government from enforcing the "Right-to-Work" ordinance.

#### TEHAMA COUNTY—

Superior court judge has ruled that the county "Right-to-Work" ordinance is not operative in the City of Red Bluff.

#### YUBA CITY—

No "Right-to-Work" ordinance presented to Yuba County Board of Supervisors. It is expected that the petitioners will submit their proposed ordinance some time this month.

#### SUTTER COUNTY—

Proposed "Right-to-Work" ordinance submitted to Sutter County Board of Supervisors on July 1st. The Board took no action at that time. The matter was taken under advisement by the Board who will study both the arguments in its favor as well as those against it. Among the speakers in opposition was Bus. Rep. Elmer B. Bushby.

#### SAN BENITO COUNTY—

A Superior court judge has ruled that the County "Right-to-Work" ordinance is unconstitutional.

#### LAKE COUNTY

The "Lake County Citizens Committee for Voluntary Unionism" submitted the proposed "Right-to-Work" ordinance to that county's Board of Supervisors on July 8th. The Board took the matter under advisement and will study the issue further.

#### OTHER AREAS—

We hear rumblings of "Committees for Voluntary Unionism" being formed in many other counties throughout the state, including Kern, Butte, and Marin.

There is also a movement afoot in San Francisco and Los Angeles to obtain sufficient signatures on "Right-to-Work" petitions to force a referendum vote in California in 1958.

**DON'T BE MISLED BY PROFESSIONAL PETITION CIRCULATORS.**

**RIGHT-TO-WORK LAWS ARE FRAUDULENT—TELL YOUR FRIENDS SO.**

### C.U.C. WATER TALKS PROCEED

Following negotiating sessions on July 8th and 9th, Union's Committee was pleased to announce that tentative agreement had been reached with respect to hours and conditions with the item of wages still to be resolved.

A major item of concern to the employees, that of job descriptions, was gone into quite thoroughly and agreement was reached for most classifications. Still to be considered are the Engineering Assistant and the employees at the Guerneville headquarters.

While no definite date was set to resume discussions, due to the need for further study, by both parties, it is contemplated that a conclusion will be reached the week of July 22nd.

Representing the Union are C. W. Garrett, Glen Lowe, Bus. Rep. Al Kaznowski and Asst. Bus. Mgr. M. A. Walters, while Gen. Mgr. Ted Chenault and Dist. Mgr. Morgan comprise the Company's Committee.

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## WALTERS & BUSHBY ATTEND SEMINAR ON ATOMIC HAZARDS

"California and her sister states stand at the threshold of the development of a great new industry. Yet, the nature of atomic industry is but dimly understood by most of us. The precise areas of public protection that call for state action are not clear. In California, there has been no really effective step taken to investigate and at least broadly define the problems that are in need of solution . . . the state has done little to anticipate the hazards of atomic energy. It has done less to encourage its growth."

This statement was taken from a study recently published by Henry Dietz, Asst. Attorney General of California, and Albert Harris, Deputy Attorney General of California.

The University of California Institute of Industrial Relations, in cooperation with the American Labor Education Service, presented a two-day seminar on

June 20th and 21st, to examine existing and prospective problems of atomic hazards and to consider means whereby they may be attacked.

Among the twenty labor representatives from various unions in attendance were Local 1245 Asst. Bus. Mgr. M. A. Walters and Bus. Rep. Elmer B. Bushby.

Dr. Hardin Jones, Asst. Director of Donner Laboratory, U.C., stated that due to depletion of fossil fuels plus their toxic effects in air pollution, atomic energy must become our prime source of energy. He pointed out

(Continued on Page 2)

### Union Takes Part In State Health Plan Conference

C. J. Haggerty, Secretary of the California State Federation of Labor, is leading a week-long conference on Health and Welfare plans, starting July 21 at Santa Barbara. Co-sponsor is the University of California.

The conference, devoted exclusively to Health and Welfare problems has, as speakers and panel members, many outstanding insurance, educational, management and labor leaders as well as public officials.

Representing Local 1245, IBEW, members of Union's Hospitalization Committee, Don Chave, Oakland, Frank Mercer, Santa Rosa, and Mark Cook, San Jose.

Bus. Mgr. Ron Weakley is participating as panel member on the subject of "Negotiated vs. Non-Negotiated Health and Welfare Plans," along with Professor Irving Pfeffer, U.C.L.A., and J. T. Hughes, manager, Employee Benefits, Crown Zellerbach Corporation.

Local 1245's committee intends to gather all possible information of value for the forthcoming talks with P.G.&E. on hospital and medical insurance coverage for employees.

### Stan-Pac Employees Vote for L.U. 1245

With the counting of ballots on June 24th, Local Union 1245's attempts to obtain collective bargaining rights on behalf of the employees of Standard Pacific Gas Lines, Inc., were brought to a successful conclusion. Results of balloting were 18 in favor of Union representation, 14 against, with one vote being challenged.

Following meetings at Antioch, Tracy and Newman, with the employees within the bargaining unit, Union entered into discussion with the Company with respect to negotiating an Agreement covering wages, hours and conditions of employment. It is contemplated that an early conclusion will be reached covering wages, grievance procedure, Union security and several other items, with the rest of the Agreement to be bargained on as soon as possible thereafter.

# We Heartily Dissent

Once in a while a provocative issue finds one group of Union people on one side while others take the opposite view. Currently we have an issue—the Trinity Partnership Plan—which is pertinent to the major issue—public versus private power.

Generally, the AFL-CIO, both nationally and on a state-wide basis, support government development as each power issue arises and this could lead to all power production and distribution becoming government-owned and operated.

Bitterly opposed to this view are the utility workers represented by the International Brotherhood of Electrical Workers, AFL-CIO, and the Utility Workers Union of America, AFL-CIO. These groups represent some 90 per cent of the utility workers in the electric light and power industry.

As a minority in labor on this issue, we are seldom given the opportunity to express our views. Some, unfortunately and unkindly, brush off our dissent with charges of "employers' stooges," "apologists for monopoly," etc.

We would like to offer a few points on why we dissent from the view that the power industry should be nationalized:

1. The N.L.R.B. is specifically prohibited from servicing employees of the United States, the States and their political subdivisions.

2. The State of California prohibits contracts between unions and public agencies covering our conditions and wages.

3. The labor policy of the United States Government does not provide that contracts paid for by our tax money be allocated to union firms but rather contracts must be awarded to the lowest responsible bidder and preference may not be shown a contractor because he will perform work with union labor.

4. The State of Nebraska is totally public power leaving only 700 organized utility workers, whereas prior to public power's spread, we enjoyed high organizational strength.

5. Bonds for public power financing are offered on a tax-free basis and the benefits of such investments are reaped by large investors rather than small taxpayers. Such bonds are issued in large denominations which preclude small investors from enjoying the purchase of tax-free securities.

6. Representatives of public power agencies were the only recorded opposition against legislation designed to allow contracts with unions in municipal utility districts which was defeated in committee in the recent legislative session in California.

7. While labor, including our Union, has been successful in representing utility workers in some areas and has done a good job, most public agency employees, particularly in the rural and smaller communities, suffer disgraceful treatment with no relief through the right of contract and self-organization.

8. Safety regulations and construction standards applicable in private industry are not applicable in public agencies except where the agencies may voluntarily apply them.

9. Private power employees through collective bargaining and contracts enjoy wages and conditions far superior to public power employees on a national basis. They also enjoy full political rights as citizens while government employees are restricted through the Hatch Act and other punitive laws.

10. Organized utility workers belong to and work with organized labor, support labor's programs and are deserving of understanding with respect to the maintenance of our unions, our wages, conditions and right of contract.

Let us say here and now that we believe in the protection of our national resources and we stand with labor in support of proper regulation of utility companies, including safeguards against Insull empires and any other unregulated or unlimited monopoly in any industry. We also feel the government is responsible to protect and to utilize our national resources efficiently and properly, but disagree that the water resources by-product, electric power, should be used to nationalize the power industry.

It is true that our wages become a cost to the consumer. Similarly union construction workers cost the taxpayer money in the form of union wages when schools and highways are built. When any union seeks and maintains higher wages and conditions, the cost is passed on to the consumer or taxpayer. When building construction costs are increased it means increased costs to our members. However, we do not call for a program to lower our costs by asking for public construction and operation in a form which legally restricts labor's rights to organize and make collective gains such as the public power program.

Private power is under regulation and it is the job of regulatory political bodies to assure fair rates, and our job to gain fair wages.

As a fundamental policy, we doubt that American workers desire the nationalization of our industry any more than they desire the nationalization of their own.

We do not desire to and will not enter into any deep conflict with our fellow unionists which will divide us from a united labor front on any and all programs designed to help labor and the community; however, on the specific issue of the gradual extension of the public power to eventual nationalization which means the destruction of our rights as a Union, we heartily dissent.



"Be reasonable. . . . do it my way!"

## Local 1245 Men Attend Seminar On Atomic Hazards

(Continued from Page 1)

that in the past 40 years the American population has been over exposed to radiation by a factor of 100 due to natural radiation and the careless use of X-rays. If we continue to be as careless with atomic energy as in the use of X-rays, there is no hope for mankind.

Albert Harris, Deputy Attorney General of California, told the group that there are approximately 85 state agencies who will be concerned over atomic radiation. He added that there are no experts in this field in the State Government and the California legislature last session did nothing to insure that there will be. He stated that the California Manufacturers' Association's attitude on the problem was that the A.E.C. and the scientists understand the problem, so the State should take a "hands-off" policy.


A. W. Blackman, Chief of Division of Industrial Safety, stated that California is second only to New York in users of radioactive isotopes and exposures. He admitted that the only protection for the workers was the amended definition of "Safety" in the Labor Code to include "ionizing radiation" protection.

Dr. Earl F. Cheit, visiting Professor of Economics, spoke on the inadequacy of Workmen's Compensation laws, in that many do not consider the results of "ionizing radiation" as an occupational disease. He further stated that where it is considered to be such, in many instances the compensation is less for occupational diseases than for an industrial injury.


Dr. Seymour Block, Health Physicist, U.C. Radiation Laboratory at Livermore, presented interesting statistics showing the amount of radiation being absorbed by the population today from natural sources. These dosages are cumulative throughout our lifetime and never dissipate. Dosages from natural sources added to those from chest and dental X-rays, plus "fall-out" and exposure during working hours are causing the absorption to reach a dangerous level.

Dr. Glenn Seaborg, Dept. of Chemistry, U.C. and Nobel Prize winner, told the group that the problems of radiation from fission could be solved but was a matter of cost. Already there is an acute problem of disposal of atomic waste. He predicted that eventually fusion rather than fission will be the process for releasing atomic energy. This produces no radioactive waste. The only alternative, Dr. Seaborg stated, will have to be the shooting into outer space of huge rockets laden with radioactive waste, if the world population intends to propagate.

Of Argentine's total area, only about one-third is suitable for farming.



# 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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## Prices Rise Faster Than Labor Costs

The Bureau of Labor Statistics has issued a report that explodes the propaganda of the "wage inflation" advocates—the business spokesmen and politicians who claim that wage and salary increases are the primary cause of price increases.

The BLS report deals with productivity, wages and salaries, costs and prices in the private non-farm part of the national economy in 1947-1956. Although the government agency's figures are rough estimates at best, the report does show the trend of post World War II wage costs and prices.

### LABOR COSTS LOWER THAN PRICE RISES

The report states: "The index for unit labor costs was lower than the price index for every year prior to 1956, although the difference was very slight and probably insignificant in 1953 and 1954." In other words, non-farm prices were rising faster than unit labor costs, between 1947 and 1956, except in the one year, 1956. During the post World War II years, price increases have been pulling up unit labor costs, not vice versa.

The BLS study also states: "... the index of non-labor costs (profits, depreciation and other non-labor payments) was higher than the price index for every year prior to 1956, with only slight differences in 1953 and 1954." It was profits, depreciation and other non-labor payments that received the benefits of the price increases since 1947.

The June 1 issue of Business Week reports its examination of the BLS study. The business magazine states: "One obvious way of trying to determine which caused which would be to measure whether labor costs or prices moved up first. Subjected to this test, unit labor costs seem to have followed prices uphill through most of the post-war years—and particularly in those years when the inflationary heat was most intense."

The record of the past six months or so indicates that we are back to the 1947-1955 trend. Commenting on record corporate profits in the past half year, the New York Journal of Commerce, May 21, declares: "Since the volume of production has held remarkably stable, the chief key to the better profit showing has been improvement in the average margin per dollar of sales."

This increase in profit margins points to the likelihood that price increases in the past six months have exceeded increases in costs, including unit labor costs—as has occurred all during the post World War II period, except for several months of 1956.

## CLOSED SHOP FOR LAWYERS

Did you or your friends know that California State Law requires paid up membership in the State Bar as a condition of employment for all lawyers? Well, we quote from the Business and Professional Code as follows:

Section 6125: "Practice Without Active Membership—No person shall practice law in this State unless he is an active member of the State Bar."

Section 6126: "Unlawful Practice or Advertising as Misdemeanor—Any person advertising himself as practicing or entitled to practice law or otherwise practicing law, after he has been disbarred, or while suspended from membership in the State Bar, or who is not an active member of the State Bar is guilty of a misdemeanor."

Case citation: No one may recover compensation for services as an attorney-at-law unless he was at the time of service a member of the State Bar. *Hardy v San Fernando Valley Chamber of Commerce 99CA2d527 (1950).*

Pretty clear, isn't it? Fact is, an Oakland attorney went to jail for practicing while delinquent in his dues to the State Bar.

All we ask is freedom of contract and the continued right to bargain on union security. This would be nullified by the so-called "Committee for Voluntary Unionism" who single out unions for attack.

Do you think they will agree to amending their punitive legislation to include a clause which would, in effect, say that no one would have to belong to any organization of any kind in order to pursue a living? We think not. Therefore the fraud is exposed—wreck unions under the guise of protecting individual freedom—that's the real program.



Pay day? Who have you been talking to?

# Cal. Electrical Workers Map Campaign Against Open Shop

The California State Association of Electrical Workers has announced plans to carry an educational program to its more than 60,000 members on the issue of so-called "Right-to-Work" laws.

## Keenan Cites 'Right to Work' As 'America's Greatest Swindle'

Organized labor must fight back harder against the "war of innuendo, implication, half-truths and lies" being waged against unionism by the National Association of Manufacturers and other anti-labor groups, Secretary Joseph D. Keenan of the International Brotherhood of

during the past 50 years are staggering.

"When organized labor insists on the importance of the union shop, it asks very little," Keenan continued. "We do not ask all members of a bargaining unit to share the sacrifice which has been made for their benefit.

"We are not asking them to rot in jail on trumped-up charges in denial of their constitutional rights. We do not ask them to expose their wives and children to atrocities like the Ludlow massacre in 1914, when 11 children and two wives of workers were smothered to death when their pitiful ten homes were set on fire by strikebreaking troops.

"All we ask," said Keenan, "is that the people who benefit from collective bargaining share the responsibilities and the costs of union membership. This is the democratic way. It is not democratic for part of a group to enjoy benefits paid for by others."

### 'BETTER WAY OF LIFE'

The labor movement, Keenan emphasized, has "helped materially to obtain a better way of life not just for its members but for most Americans." Yet many of the very people who have benefited from these union-won gains "hold unions in contempt because they just don't know the facts, or because they are influenced by attacks made on us by organizations like the NAM."

Reviewing labor's history of fighting spies, scabs, police attacks, "yellow dog" contracts and other employer devices, Keenan noted that today "much smoother means are used by management but the end is the same—destruction of the labor movement."

Success of the employer groups' "high-pressure propaganda campaign," he concluded, means that labor's "biggest job can be summed up in one word: education."

"So long, old boy. I'm just off to the wilds of Africa."

"Drop us a lion now and then."

Those who feel it is all right to tell white lies soon go color blind.

At a special Executive Board meeting held in Fresno on July 13 the State organization comprised of members of the International Brotherhood of Electrical Workers, AFL-CIO, set up a working committee to develop educational materials to be distributed on a state-wide basis.

Jack Carney of San Bernardino, President of the group, called for "a mobilization of electrical workers to fight the fraud of so-called 'Right-to-Work' laws whether through county ordinances or referendum petitions."

The committee, chaired by Executive Board member Ron Weakley of Local 1245, Oakland, includes President Jack Carney, San Bernardino; Sec. Jack Bell, Los Angeles; Board Members Bob Bruce, Fresno, W. Ferguson, Santa Ana, and H. Gunderson, San Jose.

Int. Rep. Geo. Mulkey has been assigned to assist the committee by Int. Vice President O. G. Harbak. First meeting of the committee will be held on July 31 at the offices of Local 1245 in Oakland.

## PG&E Announces Plans to Import Gas from Canada

Plans to construct a \$330-million pipeline system to transport natural gas from Canada direct to California were announced today by Norman R. Sutherland, president and general manager of Pacific Gas and Electric Company.

The international project would connect the continually expanding California market to important new resources of natural gas in the Province of Alberta, thus adding substantially to supplies from other sources required to meet the mounting fuel and energy needs of the state.

A substantial quantity of gas has been purchased for the project by a recently-organized Canadian subsidiary of the Company, Sutherland said, and negotiations for the purchase of additional gas are in progress.

The project will require authorizations of government agencies of Alberta and of Canada, of the Federal Power Commission and of the California Public Utilities Commission.

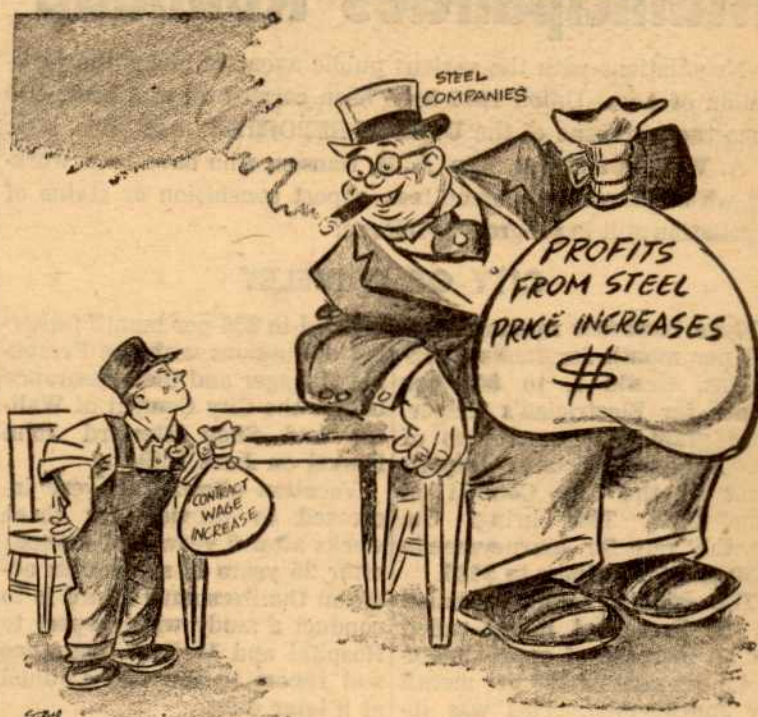
Initial deliveries of 400-million cubic feet a day are planned for 1960.

The Canadian gas would augment PG&E's present supply from California fields and from fields in Texas and New Mexico. The latter fields now provide about two-thirds of the Company's daily gas resources, and additional quantities from these fields will be purchased in the future as available, Sutherland said.

The proposed pipeline will span a distance of approximately 1300 miles from the gas reserves in Alberta to the San Francisco Bay area. Approximately 550,000 tons of large-diameter steel pipe will be required for the project.

The line will cross several mountain ranges, including the Canadian Rockies. It will traverse portions of British Columbia, Idaho, Washington, Oregon and Northern California, and

## 'It's All Your Fault'



## WELFARE FUND ABUSES BY MEDICS & INSURANCE CO'S

Waste and abuses of health and welfare funds by doctors and insurance companies are the major enemies of successful operations of such programs.

Martin E. Segal, nationally known consultant on health, welfare and pension funds, told this to the University of California's annual Conference on Industrial Relations here.

He attacked overcharges by doctors and surgeons who "adjust their fees upward when they learn that the patient has health and welfare benefits," and called on the medical profession to institute reforms with respect to both overcharges and needless surgical operations.

The insurance industry should, like the AFL-CIO, establish codes of ethics to "establish uniform commission payments so the whole question of what commissions are due and payable would not be a mystery," he said.

Segal also took an indirect slap at opponents of the AFL-CIO-backed legislation to require full disclosure of all financial activities of health, welfare and pension funds, including both the 92 per cent controlled exclusively by management, as well as approximately 7 per cent operated jointly by unions and management and the less than one per cent operated by unions alone.

The National Association of Manufacturers and other employer groups want funds in which unions participate to be subject to government regulations, but want the management-operated plans left alone since

they are "free of abuses." Segal attacked this argument with a quote from Ralph Waldo Emerson who once said, "The louder he talked of his honor, the faster we counted our spoons."

## Here's a Switch —Boss Pays Dues

Under a recent precedent-making decision of a Quebec arbitration board, an employer would be responsible for paying an employee's union dues if "for personal or other reasons" a worker refuses to pay his own dues.

The decision is a modification of a previous decision that employers must "check off" union dues from non-union members if a union shop contract has been negotiated. This decision had been declared illegal by Quebec courts and efforts now are being made to find some formula by which union security clauses can be made valid.

The new arbitration board ruling, which is causing much debate in Canadian labor circles, provides that a worker may refuse to pay dues to the union, but that if an employer hires a worker, knowing his anti-union attitude, the employer is responsible for the dues and must pay them.

You can always spot a well-informed man. His views coincide with yours.

Fashion note: There will be little change in men's clothes this season. Especially in the pants pockets.



JOSEPH D. KEENAN

Electrical Workers has warned. "As each day goes by," he told a Washington conference of the AFL-CIO's industrial union department, "the anti-union minority groups are making gains toward their objectives."

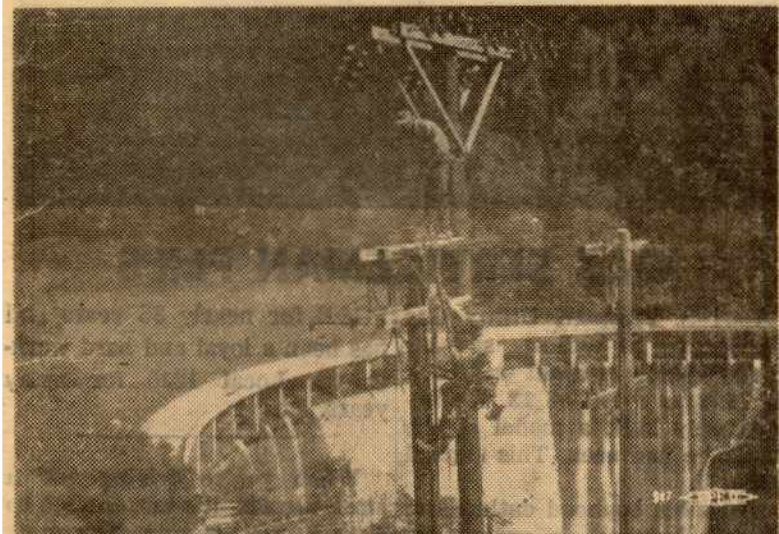
A major aim of these groups, the veteran union leader said, is to impose "probably the greatest swindle ever to be tried on the American public"—the so-called "right to work" laws banning the union shop.

### CITES REAL OBJECTIVE

The true objective of these laws, Keenan declared, is to "disorganize the labor movement and revive the law of supply and demand with the boss doing the demanding and workers the supplying, on the bosses' term."

"The employee who refuses to join a union will not be making a truly free choice. He will be the pawn of the anti-union employer," Keenan said.

"The investment which workers make in unions in the form of dues is considerable," Keenan conceded. "But the return on their investment has been enormous. The changes in wages, hours and working condition



Some of the varied work on far-flung fronts of Local 1245 jurisdiction is shown in this mountain summer scene, with two members busy at line re-building at Bullard's Bar Dam in the Sierras. Where it is vacation time for most, not so for these G.C. linemen.



NATIONAL SAFETY COUNCIL

## Municipalities Roundup

Negotiations with the various public agencies under the jurisdiction of Local Union 1245 have been carried on at a brisk clip since the last issue of the UTILITY REPORTER. Asst. Bus. Mgr. M. A. Walters and Bus. Rep. A. M. Hansen, who have been working with the various Committees, report conclusion or status of negotiation still in progress as follows:

### CITY OF BERKELEY

Wage increases ranging from \$23 per month for Radio Technicians, Grade 1, to \$48 per month for Electrician's Helper, were granted to employees of the Berkeley Electric Department by the City Council on June 25th. This brings the monthly rate for Journeymen to \$530 and for Helpers to \$425.

The original recommendation of the Personnel Board called for an increase of approximately 4.5 per cent or \$23 per month for Journeymen. This was in-

creased to \$36 per month following discussions with the Personnel Manager and the appearance before the City Council of Walters and Shop Steward John Hinkel on June 18th.

Vacation allowances were increased to provide for three weeks after 5 years and 4 weeks after 25 years of service. In addition the Personnel Board is to conduct a study with respect to Hospital and Medical Insurance and report to the City Council at a later date.

### CITY OF OAKLAND

Union's Negotiating Committee composed of William Yochem, Frank Shoop and Rod Burton concluded their efforts on June 18th when the City Council granted increases of 5 per cent plus \$10 per month for all classifications except Helper, who received 5 per cent plus \$5. Some of the new monthly rates are as follows: Lineman and Fire Alarm Operator, \$544; Radio Electrician, \$512; and Help-

er, \$380. Although there were no changes in any of the working conditions, another major gain was made when the City Council directed the Personnel Director to conduct a survey with respect to prevailing rates on trade classifications in the area. For the first time, L.U. 1245 bargained for the Radio Electricians, who were recently transferred from L.U. 202.

### KEY SYSTEM TRANSIT LINES

On June 17th the membership of L.U. 1245 employed by the Key System, voted to accept the results of negotiations, which were concluded on June 14th. These conclusions called for a general increase of 8c per hour effective July 1, 1957, with the term of the Agreements being for one year. An additional increase of 4.5c per hour was gained for Working Foremen. Improvements were also made in the sick leave and vacation sections of the Agreement, as

well as in the provisions of the assignability clause. The latter improvement is extremely important, due to the pending sale or lease of the properties to the Alameda-Contra Costa Counties Transit Authority.

Shop Steward Mike Pagliasotti and Andy Silva were the members of the Negotiating Committee from off the job and are to be complimented for a job well done in the face of considerable odds.

### S.M.U.D.

Following Union's presentation on June 13th, it wasn't until July 10th and 11th that serious negotiations were actually started. The results of these sessions were not too productive and most items before the parties are still unresolved. Negotiations are to take up again on July 17th and Union's Commit-

tee, consisting of William K. Buckley, Glenn A. Larson and Gale Austin, who is acting as an alternate for Grady Petty, together with M. A. Walters and A. M. Hansen from the L.U. office, are hopeful that future sessions will be more productive and that negotiations can be satisfactorily concluded in the near future.

### ALAMEDA BUREAU OF ELECTRICITY

Friday, July 19th, is the date set to commence negotiations with respect to wages and conditions. Union is requesting the correction of various wage in-

equities, plus a general wage increase of 10 per cent. Also being sought are improvements in vacations, overtime provisions and welfare programs.

### SACRAMENTO TRANSIT AUTHORITY

Following membership suggestions and preparation of proposals by the Negotiating Committee, Union's request for wage increases and changes in conditions were submitted to the authority on July 12th. The Committee is hopeful that an early date can be set for discussions

of these proposals which include improvements in the sick leave and seniority provisions of the Agreement, together with requests for an 8 per cent general wage increase and other fringe benefits such as pensions, severance pay and hospital and medical insurance.

## Mass Apoplexy . . . Nearly

In New York City, the annual convention of the reactionary American Medical Association almost experienced mass apoplexy as one lone delegate, Dr. Harry Arnold, of Hawaii, had the incredible nerve to propose that the AMA give up its traditional closed shop.

The Association, which recently engaged in a sneak attack on Union security, should adopt its own "right-to-work" policy, said

Dr. Arnold's resolution, because, "A great many American hospitals require applicants for their staff to belong to the AMA, thus making the AMA an unwilling party to the application of the closed shop."

Needless to say, Dr. Arnold's proposal to end the AMA's hypocrisy was tabled so fast that several of the doctors complained of dizzy spells for days afterward.

## YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

There is a change taking place in the work force of America, which is of vital concern to organized labor. I am speaking of the rise in white-collar employment.

The "blue collar" work force is diminishing in comparative percentage over the last few years and these workers are the base of mass organization

Stanley Ruttenberg, Director of Research of the AFL-CIO, recently quoted some figures on this matter which are quite revealing. For instance, he states that there are some 17½ to 18 million non-supervisory white collar wage and salary workers. Over 35 per cent of wage and salary workers (excluding agricultural, supervisory and domestic workers) in America are white collar workers.

Considering the production aspect, blue collar workers are listed as production workers, while white collar workers are listed as non-production employees in various surveys. The definite trend is toward increased employment in the non-production group against a decrease in production employment.

One of the reasons for this trend is that industry has turned to higher capital investment, rather than greater use of production manpower. Mechanization and automation have reduced the production manpower need while increasing the need for information gathering and other white collar jobs, so that more white collar workers are being employed.

This major change in the work force is of vital concern to organized labor or should be. With a diminishing base of craftsmen, skilled and semi-skilled production workers, etc., labor faces a challenge to organize the ever-expanding white collar work force. The clerical worker makes up some 8½ million or 47 per cent of white collar employment. The professional and technical group (excluding doctors, lawyers and other self-employed) amounts to about 5 million or 28 per cent and sales workers about 4½ million, or 25 per cent of the group.

Thus, the traditionally unorganized group grows while the base of the old-line Union diminishes. One must only observe the rise of employment need for electronic technicians and the decrease in the need for the traditional electrician, switchboard wireman and other skills.

The technical group rise is far outstripping the organizational efforts of labor and even now, many Union leaders shirk the task of trying to organize and better the conditions and wages of white collar workers.

The stark facts show that between 1939 and 1955 the smallest rise in median income of full-time blue collar workers has risen 190 per cent. The white collar workers, however, got 156 per cent in his smallest median income rise. Certain workers such as professional workers rose higher but the highest rise was some 50 per cent less than that of the highest blue collar rise in wage levels.

The white collar worker used to enjoy more benefits such as sick leave, vacation, paid holidays, etc., but now the blue col-

lar worker has matched and generally exceeded the white collar worker, due to organization and collective bargaining.

The bank teller who used to be looked up to as a middle-class minor executive in a nice suit of clothes, is now paid less than his overalled factory worker neighbor.

Recent surveys show that skilled secretarial wages just about matched those of laborers, so that with some exceptions in certain technical and professional groups, the status of the white collar worker in his community and in his pocketbook has changed.

A notable exception to this general picture occurs right here on the properties of PG&E and Sierra Pacific Power under contracts with Local 1245, where we hold bargaining rights for white collar workers. Our wage levels show that labor and management have recognized the status and skills of white collar workers to the extent of fairly equal wage and benefit treatment, notwithstanding the depressed condition of most white collar workers in this labor force area.

We believe that our policy of bargaining for and servicing all workers for whom we are certified on a basis of maximum equality has paid off. We further believe that the remaining unorganized PG&E workers, as well as those presently covered by another organization, would contribute to the total welfare

by all being in one Union—Local 1245.

There is a big job ahead to sell this organization to the non-member. We believe we have a good and dependable product. Our failure to achieve full organization rests with inadequate sales efforts and the unwillingness to get busy and really go to work on this problem.

As industrial trends move forward toward mechanization and automation, we must exercise flexibility and steer our efforts to the organization of white collar workers. In order to do this, our salesmen must recognize the traditional individuality inherent in white collar workers. We must recognize his or her self-interest and personally expound the record of accomplishment made by this Union directly to his or her personal welfare.

Leaflets and mass appeals have not proved sufficiently successful, leaving the only conclusion that personal contact with a sales effort directed to what we have done and can do, which benefits each individual, is the answer.

Over 10,000 members provide a reservoir of personal contact organizers that no professional effort could ever match. We can provide certain information and materials but need the efforts of personal contact workers to do the job. The future months will find us engaged in this activity and I hope that this subject matter will be discussed in every Unit of our jurisdiction at the next meeting.

## Departmental Negotiations

Now that the P.G.&E. System Negotiations have been concluded and results ratified by the membership, Assistant Business Manager M. A. Walters reports that the various departmental committees working on Job Definitions and Lines of Progressions are preparing to get back into action.

### ELECTRIC DEPARTMENT MAINTENANCE

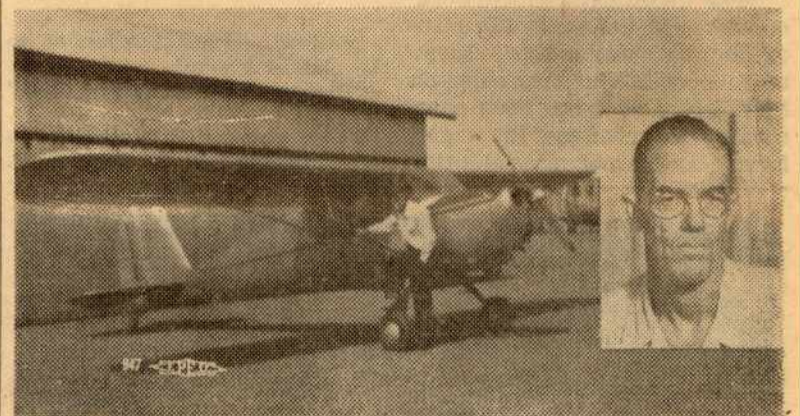
Company's counter proposals on job definitions and lines of progression for electrical technicians were received by the union on July 11. These are being studied by the union's com-

mittee in preparation for a future meeting with the company. Settlement of this issue will conclude negotiations for this portion of the Electric Department.

### ELECTRIC DEPARTMENT OFFICE

Union's committee has been formulated and a meeting set for July 31 to enter into discussions with company. Included in these negotiations will be the actual transfer of General Foreman's Clerks from the Clerical

to the Physical bargaining unit, as well as job definitions and lines of progressions for such classifications as Division Operators, Service Operations and Rodmen-Chainmen.



## GAS SERVICEMAN FLIES

Carl S. Plaskett, Utility Gas Serviceman at Willows, saw his first airplane in flight way back in 1908 as a lad of 13. He immediately built a model of the plane he had seen. This started him off.

From his boyhood enthusiasm he has become an ardent devotee of flying. He now owns a Cessna 120, with 630 flying hours to his credit, and enjoys taking his friends on flights—particularly for the first time.

Carl has worked for the

PG&E for nearly 35 years and has been a loyal and hard worker for Local 1245 for many years.

When you're driving and a siren sounds, it's not enough to slow or merely stop. You must clear any intersection you may be in, pull over as far to the right as possible, and then stop. That's the law, says the California State Automobile Association, and it's also good sense.