LOCAL 1245 MAKES RECORD PROGRESS

Local 1245 Is Honored at Calif. Safety Conference

PG&E Physical OKs One-Year Package

INequities in Gas Dept. Tackled by 1245 Committee

I.B.E.W. Is Proud of its Gas Worker Members

ORGANIZING DRIVE GETS INTO HIGH GEAR

Mitchell President of Harvard Class

Union Wins Jobless Pay Case

Sierra Pacific 1954 Settlement Is Ratified

Karges Hears 5th Arbitration Case

Substation Talks Are Started

Hazard of the Industry

Another 'First' For Local 1245

Weakley Outlines 1245 Program at Unit Meetings

Union's Program Pressed in Three-State Utility

Unions Confer

P.G.E. Pension

Proposals Nearly Complete

Local 1245 Raises $16,000 for Disaster Aid

Northern Calif. Conference Names Weakley President for 1955

PG & E Lay-off and Demotion Procedures 'Tempest Headsache'

Unions Confer

Unions Win Arbitration Award

Union Membership Provides Benefits to Widow

Major Gains Won in P. G. & E. Contract

Wage Raises, Sick Benefits, Other Items Worth $3,000,000 Yearly
COVER STORY

There is nothing fictitious in any featured news, captions reproduced on this issue’s front page.

Collected from past issues of our newspaper, they portray in headline form the story of Local 1245’s accomplishments under the able leadership which has been provided by your Business Manager and Staff and the elected Utility Officers.

** Objects of the Local Union **

The objects of this Local Union shall be to promote by all proper means the material and intellectual welfare of its members; to establish and maintain an adequate wage for our labor; to require of our members, skill, intelligence, and character; to protect our Employers from the unskilled and inexperienced, and to make the principles and practices of conciliation and arbitration in the settlement of any differences between our Employers; to protect and aid our unemployed, disabled and sick members; to defend our rights and advance our interests. We will aid and encourage all honorable efforts that will better the conditions of labor and to make our card and seal a certificate of fraternity, honesty, efficiency, and reliability.

** This is the Utility Reporter **

As Provided in Art. I, Sect. 1 of L.U. 1245 By-Laws

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** Business Manager's Column **

In the following pages we shall endeavor to portray, pictorially as well as verbally, the many-sided story of a valuable medium for the development of our members—LOCAL UNION 1245, I.B.E.W.—YOUR UNION.

A single issue of the UTILITY REPORTER could not be written about the operation of an organization in maintaining such an organization. Condensation and brevity were necessary.

We are not discouraged by the many workers in some 600 different classifications of work, spread throughout 48 states of the Union, who have rendered loyal service to our efforts and have relied on continuous publication of the Utility Reporter paper as just another means of communication. We still do not accept advertising and the paper is sustained solely by allocation of a portion of membership dues to this purpose.

Many may wonder how we put this paper together. First, the material for each issue is gathered when a call is issued for the volunteers of the work to the workers on the PG&E properties. The representation election was called by the NLRA, however, "Inhouse as usual" had trained this group.

Some professional journalists might be critical of our efforts and with good technical reason. However, the people who put out this paper depend on readers to keep it fresh and reflect upon that public interest. We have not lost heart even of the readers. The paper is forced, as some of the readers of the PG&E Press, The Daily Record, and the San Francisco Chronicle. Our budget doesn't allow us the luxury of expert photography and syndicated columns. Some may think our paper is a "cheese" due to its simplicity and lack of top-flight artistic design and news make-up. Some may think it is built above the average reader's interest and absorption. Both criticisms may have some validity. Many Union publications are "pablop" to professional people. We make up our own minds, have it job printed and we mail it out of our office. Therefore, the control of policy and content is our own material, and the content of the paper is just another means of communication among the groups of the PG&E Press, The Daily Record, and the San Francisco Chronicle.

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Labor and Free Society: The Topic of Important Meet

The UTILITY REPORTER

Ronald T. Weakley

Managing Editor

M. A. Walters

Assistant Editor

Executive Board: Frank D. Gillilan, President; Marvin C. Brooks, Vice-President; Walter R. Glasgow, Secretary; Joseph S. Walters, Marvin F. Wagner, Everett T. Basinger.

Published monthly at 315 Grove Street, Oakland 12, California. Copyright 1957 by Newspapers and Allied Publications of Northern California, Inc.

Ratification of an Inter-Union Agreement in Needles, California for ratification as we went to press.

SMU Negotiations Are Concluded

Local 1345 wound up negotiations with SMU on August 1, which will affect employees in that section of the plant.

Noticeable improvements included a 5.5 per cent general wage increase; schedule work on a holiday to be paid for at overtime rate plus the holiday pay; new overtime for production engineers; a Group Hospitalization Plan for employees to be paid by the employer; a Pension Plan to provide a maximum of $150 per month, including Social Security; severance pay of $25 for each year of service.

Union's Committee was composed of Business Representative Al Hansen and George Higgins, 1st Class Mechanic.

PG&E Departmental Negotiations

Since the last issue of the Utility Reporter, negotiations with respect to job classifications and lines of progression for the Electric Maintenance and Steam Heat Maintenance Departments have been concluded and revisions made in the Electric Overhead and Steam Department lines of progression in order to bring them up to date or to further clarify them.

The changes in job classifications and the status of negotiations under way are outlined below.

ELECTRIC DEPARTMENT — In the Maintenance Department the job classification of the Mas- ter of the Maintenance Department into classifications, the Electrical Technician, who will work primarily with meters, measurement apparatus, and the Communication Technician, who will work with such communications equipment as telephones and associated equipment, motorcycles, radio and radio electronic equipment. Furthermore, due to the expanding activity in these fields requiring expanded training, apprenticeships were established for both classifications.

Discussed was the benefit structure of the Hospital Plan and the possibility of improvements therein.

Hospitalization Discussed With PG&E

With the recent changes in the State Legislature concerning disability, the Northern California Hospitalization Plan of the Company on September 18 to discuss possible changes in the PSEAC Benefit Plan and its effects on the PG&E Hospital and for the Steam Department to pay for received proposals from the Company with the tentative time table for implementation.

due to some misunderstanding as to the line of progression to the Hole Digger Operator, a revision was agreed to in the Electric Overhead Department which clearly outlines the progression into this classification. This revision provides that Clerk Driver Truck, Driver Truck Driver and Tractor Driver Truck shall bid under 265.740, with Heavy Drivers accruing seniority as Light Drivers for purposes of bidding to Hole Digger Operator.

Union is now awaiting counterproposals from the Company on the Electric Department, and it is anticipated that these will be received shortly after October 1.

STEAM HEAT MAINTENANCE DEPARTMENT — The recently
Severe winter snow and ice are common to the northern mountain areas.

Maintenance work goes on regardless of weather conditions.

California's towering Redwoods—the world's oldest living things.

Napa Valley, where the world's finest wine grapes are grown.

Majestic Golden Gate Bridge, San Francisco's pride and glory, stands at the heart of our Union's vast jurisdiction.

Local 1245 Covers a Vast, Colorful Area

Monstrous Morro Rock, one of nature's strange beauties.

Cactus, native of the desert area around Needles, hottest spot in the U.S., where the "34 inch Gas Line" crosses the Colorado River.
Local 1245 bargains for 621 classifications of work—running the gamut of the alphabet from "A" (Attendant) to "Y" (Yardman). No one has yet thought of a classification commencing with the letter "Z." Although some of the job titles are common to most of the several Companies in our jurisdiction and intra-Company departments, they can be termed different for purposes of collective bargaining. Pictures on this page illustrate only some of the work classifications held by our members. It would be impossible to include all 621 in this limited space.
Outstanding support of local charity drives.

$16,377 from Union to members in flood disaster.

TV set donated to children's tubercular ward at Weimar Sanitarium.

$1000 death benefit payment to deceased member's beneficiary.
We insist on safe working conditions for our members.

Our Union's attorney advises on labor law.

Time out for a picnic in the mountains.

Credits for Pictures Used in This Issue
Redwood Empire Association, Morro Bay Sun, Pacific Gas and Electric Co., Sierra Pacific Power Co., Citizens Utilities Co. of California, Sacramento Muni. Util. Dist., Olympic Press, our Business Representatives and many members, too numerous to mention, who rallied to the cause and supplied many of the needed photos.

Union member advises school children on dangers of kite flying.

Intensive training program by U.S. Dept. of Labor makes better Business Representatives

Steward's seminar produces better Stewards.

Certificate from Univ. of Calif. and Local 1245 to officer of Korean Electrical Workers who now uses Local 1245 as model union in Korea.
Our Local Union President serves as Chairman of the Executive Board and Chairman of the Policy Committee and presides at all meetings of these bodies. He is responsible for the strict enforcement of the International Constitution and Local Union By-Laws. All committees, except Policy, are appointed by him, as well as delegates to Central Labor Councils. He countersigns all checks drawn on Local Union 1245 funds.

Our Business Manager is responsible for organizing and protecting our jurisdiction and for establishing friendly relations with employers. He employs Reps. and clerical help and appoints Stewards. He reports to the Ex. Bd., having a voice but no vote on the Board.

As Fin. Secty., he is responsible for moneys collected, the keeping of books and records, issuance of member's receipts and for reporting to the I. O.

THE POLICY COMMITTEE proposing future policy to the Executive Board for their consideration.

THESE ARE YOUR ELECTED OFFICIALS THEY SERVE YOU WELL

GETTING OUT YOUR UTILITY REPORTER

Each month approximately 13,000 copies of the UTILITY REPORTER are mailed to our subscribers. On the basis of U.S. family statistics, this means that your paper has more than 45,000 potential readers.

Sorting papers into bundles for mailing to 255 cities where more than 5 papers are sent.

Folding papers for mailing to approximately 800 communities where less than 5 papers are sent.

ELECTING OUR UNION

Page Make-Up.

Printing the paper at the Olympic Press.

Addressing papers to members and other subscribers.

Loading mail sacks for delivery to post office.
Your Union Staff Keeps Things Going

In order to provide the necessary service to our membership, your Union has a staff of 16 full-time employees. The men on the staff represent a cross-section of the Utility Industry, having been employed in such classifications as Line Sub-Foreman, Lineman, Gas Fitter, Control Operator, Substation Operator, Watch Engineer, Electric Service, Clerk, and Auxiliary Engineer.

These are the men who conduct the day-to-day business of your Union—organizing, attending Unit Meetings, settling grievances, and the myriad other duties required of a Business Representative.

Business Manager Ronald T. Weakley, our "guiding hand," in everyday operations of your Union.


Administrative Asst. Elmer B. Bushby, assistant to Mitchell and responsible for Utility Reporter.

OBLIGATION OF I.B.E.W.

To the presence of members of the International Brotherhood of Electrical Workers, present and past, in conformity to and subject to the Constitution and laws of the I.B.E.W. and its Local Unions. I will further the purposes for which the I.B.E.W. is instituted. I will bear true allegiance to it and will not sacrifice its interest in any manner.

To be signed by applicant.

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To be signed by applicant.
Our Office Staff Second To None

Our office staff of nine girls and Office Manager Howard Sevey, who is responsible for the whole host of detailed work which is part of any business operation.

Checking a member's record. Preparing membership receipts on the Addressograph.

Our Union Recording Secretary dictating Executive Board minutes to our stenotype operator.

SAFETY PAYS OFF FOR UNION STAFF AND OFFICE

For your Union's Business Staff and Office employees excellent 1956 non-injury record, we recently received a dividend of $406.99 from the Calif. State Compensation Insurance Fund. This windfall represents not only a cash return to our funds but, more importantly, points up the proverb of "practice what you preach." We intend to continue our vigilance of unsafe practices on the job and preaching of safety as a paramount Union activity. So you fellows and girls keep up the good job. Let's continue to point to ourselves as an exemplary group of workers.

Membership Participation

Since 1951 your Union has had 411 rank and file members on its payroll. This is democracy practiced to its fullest extent. These members have served on one or more of the many Committees established as a necessary function of your Union.

Balloting Committee assures honest elections. Safety Committee eyes unsafe practices.

Committees

Some of the many Committees on which our Membership serve.

- Executive Board
- Policy
- Negotiating
- Health & Welfare
- Organizing
- Apprenticeship
- Pension
- Safety
- Investigating
- Review
- Arbitration
- Education
- Election
- Jurisdiction
- By-Laws
- Referendum
- Ratification

Contract and Hospital Committees discuss proposals.
Organizing Committee works on non-member problems.
Job Definition Committee wants specified job content.
## WAGES—WHAT WE’VE WON

Cost of Living Vs. Wage Adjustments on PG&E Co.
During Term of Present Union Administration

<table>
<thead>
<tr>
<th>Position</th>
<th>Pay Increase 1951-1957</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sr. Stenographer</td>
<td>$25.60 per week</td>
</tr>
<tr>
<td>Auto Mechanic</td>
<td>$30.88 per week</td>
</tr>
<tr>
<td>Lineman</td>
<td>$31.65 per week</td>
</tr>
<tr>
<td>Electrician</td>
<td>$32.77 per week</td>
</tr>
<tr>
<td>Light Gas Crew Foreman</td>
<td>$26.33 per week</td>
</tr>
<tr>
<td>Sr. Plant Clerk</td>
<td>$30.52 per week</td>
</tr>
<tr>
<td>Sr. Clerk</td>
<td>$27.66 per week</td>
</tr>
<tr>
<td>Gas Serviceman</td>
<td>$27.98 per week</td>
</tr>
<tr>
<td>Foreman</td>
<td>$29.68 per week</td>
</tr>
<tr>
<td>Sub-Foreman</td>
<td>$26.40 per week</td>
</tr>
<tr>
<td>Gas Fitter</td>
<td>$21.00 per week</td>
</tr>
<tr>
<td>Sr. Foreman</td>
<td>$24.00 per week</td>
</tr>
<tr>
<td>1st Operator</td>
<td>$28.00 per week</td>
</tr>
<tr>
<td>1st Operator</td>
<td>$28.00 per week</td>
</tr>
<tr>
<td>First Operator</td>
<td>$33.60 per week</td>
</tr>
<tr>
<td>Key System Lines</td>
<td>$21.20 per week</td>
</tr>
<tr>
<td>Sub-Foreman</td>
<td>$28.60 per week</td>
</tr>
<tr>
<td>1st Operator</td>
<td>$28.60 per week</td>
</tr>
<tr>
<td>Sacramento City Transit</td>
<td>$32.20 per week</td>
</tr>
<tr>
<td>City of Alameda City Line</td>
<td>$21.20 per week</td>
</tr>
<tr>
<td>City of Oakland City Line</td>
<td>$21.20 per week</td>
</tr>
</tbody>
</table>

### HOLIDAYS—How We’ve Improved Them

- **Non-Union Holiday (Just Another Strawberry Day)**
- **Union Holiday (with pay)**

Paid Holidays for PG&E Employees were worth an average of $155 in 1954 and $165 (Estimated) in 1957.

### VACATIONS—How We’ve Improved Them

- **City of Berkeley**
  - 3 weeks in 1954
  - 4 weeks in 25th year
- **Sacramento City Transit**
  - 3 weeks in 10th year
- **Sierra Pacific Power**
  - 4 weeks in 20th year

### Sick Leave and Injury Benefits—How We’ve Improved Them

- **PG&E Co.**
  - Increased maximum Sick Leave accumulation from 60 to 120 work days
  - Payments for duration of temporary industrial injury to be at 85% of employee’s basic wage rate
  - Payments at regular classification wage rate when returned from industrial injury and placed on light duty

- **Sierra Pacific Power**
  - Increased maximum Sick Leave accumulation from 60 to 120 work days
  - Payments for duration of temporary industrial injury to be at 50% of employee’s basic wage rate
  - Payments at regular classification wage rate when returned from industrial injury and placed on light duty

- **Citizens Utilities Co.**
  - Increased maximum Sick Leave accumulation from 60 to 120 work days
  - Payments at regular classification wage rate when returned from industrial injury and placed on light duty

### PG&E CO. PENSIONS—How We’ve Improved Them

- Under the new plan, the normal retirement date changed to 1st day of the month following 65th birthday
- Increased retirement income at normal retirement date
- Interest at 2% per year compounded annually to be paid on contributions returned upon termination of employment
- Early retirement date permitted for those leaving contributions in plan at time of termination of employment

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This page illustrates only IMPROVEMENTS since Dec., 1951. It does not depict all the gains made or the total contractual benefits.
Our last page depicted the past, present and the future of our industry. What the future will be depends on many things. We know that in the past many were made to suffer in order to have progress. We must plan ahead so this will not occur again.

The working class continues but its problems change from generation to generation. The problems of excessive work hours and the sweat shop have been virtually eliminated. The forty-hour week is here and the thirty-hour week is looming on the horizon. The hazards and unsafe conditions of the old days, together with the sanitary and unpleasant conditions of work, are less common than they were fifty years ago.

We live on the threshold of an economy of plenty. Our industrial capacity promises an abundance for all. Whether or not we achieve it depends upon what we decide as a people for the solution of our greatest internal problems—the creation and the distribution of wealth and our national income. To a great extent our economic future will be determined by the elemental forces presently comprising the organized factions of our industrial society—Management and Labor.

We must remember at the outset that there are no pat answers to this question. In fact, we can not define the social premises on which to base logical answers. It is manifest that the future economy of our country will be moulded by the manipulation of special interest groups as they have in the past. It is incumbent upon all members of organized labor to view these manipulations with a careful scrutiny. We must not allow ourselves to be misled as sometimes has happened in the past. The stakes are greater than they have ever been before. We must be ready to accept experimentation along the line; flexible enough to discard the useless but firm enough to hang onto what is good in terms of the general interest.

Local 1345, under the guidance of its Business Manager Ronald T. Weakley, and its elected officers, has made great strides in a very brief period of time. We face the future with confidence, secure in the knowledge that our problems will not be insurmountable with a united membership.

Remember, a union is made up of humans—men and women—and is not a structure made of steel and iron. Only through cooperation can it endure. There are many dangers ahead. Dangers to our very existence. The atomic age could well spell the end of man if not properly handled. The hour of decision grows near and the choice of good or evil knocks at our door. Which of the two enters depends largely upon the patience, wisdom and understanding that each of us contributes as a citizen of a real industrial democracy.

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