

# Utility Reporter



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

VOL. V—No.5

OAKLAND, CALIFORNIA

SEPTEMBER, 1957

## LOCAL 1245 MAKES RECORD PROGRESS

**Area Meets Hear Business Manager**  
**Local 1245 Is Honored at PG&E Physical OKs Calif. Safety Conference**  
**Unit Chairmen to Meet at UC Oct. 7**  
**PG&E Physical OKs One-Year Package**

**Union Executive Board OK's Loan to I.B.E.W. Pension Fund**  
**Inequities in Gas Dept. Tackled by 1245 Committee**  
**PG&E Steam Dept. Talks Proceed**  
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**Conference Maps Safety Rules For Gas Workers**  
**SIERRA PACIFIC 1954 SETTLEMENT IS RATIFIED**  
**The Wives and Local 1245**  
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**Another 'First' For Local 1245**  
**Weakley Outlines 1245 Program at Unit Meetings**  
**Union's Program Pressed In P.G. & E. Negotiations**  
**Tri-State Utility Unions Confer**

**Unit Chairmen in Historic Education Conference**  
**112 Attend From All Areas; Event Draws High Praise**  
**YOUR Business Manager's COLUMN**  
**PG&E Pension Proposals Nearly Complete**

**Local 1245 Raises \$16,000 for Disaster Aid**  
**Union's Clerical Agreement Is Signed**  
**1245 Is Host To Central Valley IBEW Conference**  
**Building Trades Demand PG&E Construction Work**  
**Improved Service to 1245 Members is Program Goal**  
**PG&E Lay-off and Demotion Procedures Termed 'Headache'**  
**Intl. Officers Like 'Utility Reporter'**

**FT. BRAGG UNIT GOES 100 PCT!**  
**BUSHBY AT SCHOOL Like Beavers, Deserve Praise**  
**PG&E Committees Worked**  
**Grievance Men Studying Procedure at Seminars**

**Overwhelming Vote Cast For IBEW Local 1245**  
**Union Wins Citizens Utilities N.L.R.B. Election**  
**Humboldt Physical Unit 100% Union**  
**New Plan Approved for General Construction Employee Expenses**  
**Major Gains Won in P.G.&E. Contract**  
**Wage Raises, Sick Benefits, Other Items Worth \$3,000,000 Yearly**

**T.V. SET GIVEN TO KIDDIES**  
**Unionism With a Heart**

**Union Wins Arbitration Award**  
**Five Local 1245 Men Are Honored for Valor**

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## Objects of I.B.E.W.

(As Provided in International Constitution)

The objects of the International Brotherhood of Electrical Workers are: To organize all workers in the electrical industry into local unions, to promote reasonable methods of work, to cultivate feelings of friendship among those of our industry, to settle all disputes between employers and employes by arbitration (if possible), to assist each other in sickness or distress, to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, to seek a higher and higher standard of living, to seek security for the individual, and by legal and proper means to elevate the moral, intellectual and social conditions of our members, their families and dependents, in the interest of a higher standard of citizenship.

## COVER STORY

There is nothing fictitious in any of the 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 his Staff and the elected Union Officers.

## Objects of L.U. 1245

As Provided in Art. 1, Sect. 2 of L.U. 1245 By-Laws)

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 worker; to advance the principles and practices of conciliation and arbitration in the settlement of any differences with our Employer; to protect and aid our unemployed, distressed and sick members; to defend our rights and advance our interests by all lawful means; to 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.

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## Your Business Manager's Column

This issue of the Utility Reporter commemorates over four years of publication. Just the fact that we have been publishing a Union paper for over four years is secondary to the coverage given to the recorded history contained in this issue.

The record of growth and accomplishment is here for your perusal and it is hoped that you may feel some pride in the development of your Union

I well remember the first issue of our paper back in May of 1953. As complete neophytes in the field of journalistic endeavor, we were both proud and apprehensive when we distributed our first issue. We were encouraged by the membership's response to our efforts and have relied on continuous interest over the years. The paper is just another means of communicating with the membership—not a commercial enterprise. We still do not accept advertising and the paper is sustained solely



R. T. Weakley

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 with consideration given to current Local Union news, news in Labor, our industry, economics and politics.

Certain items are re-printed from other publications, but most items are developed right in this office. We try to avoid the stereotyped "labor paper" effort and attempt to be a "house organ" rather than a "boiler plate" jumble of canned items and advertising.

Some professional journalists might be critical of our efforts and with good technical reason. However, the people who put out this paper come from its reader public and reflect much of that public interest. We have not indulged in some of the reader-getting gimmicks like cheesecake, sensationalism and such. Our budget doesn't allow some of the slick sheet advantages of expert photography and syndicated columns. Some may think our paper is a bit "corny" due to its simplicity and lack of top-flight artistic design and news make-up. Some may think it is beamed above the average reader's interest and

absorption. Both criticisms may have some validity. Many Union publications are "jobbed out" to professional people. Ours is not. We make-up and edit our own material, have it job printed and we mail it out of our office. Therefore, the control of policy and content is ours.

What reports we can get from the membership seem to indicate general satisfaction with our efforts. While we get very little criticism, we get very little praise. We assume from this that we must be doing a fair job. Some of our readers are non-members. Generally, they are somewhat complimentary when asked about our paper.

All in all, we hope that we are doing a good job for our members, through the publication of the UTILITY REPORTER and that you, the reader, feel likewise.

As Editor, I would like to give credit to those who assist in the publication of our paper. This goes to Assistant Editors Mitchell, Walters and Bushby, and to our Officers, the Business Staff, the Membership and Frank Anderson, our printer, of the Olympic Press. We also pay tribute to the hard work of Office Manager Howard Sevey and his competent clerical staff who handle the distribution and mailing of the UTILITY REPORTER.

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## What This Special Edition Is All About

In the following pages we shall endeavor to portray, pictorially, as well as verbally, the many-sided story of a widespread local union and its complexity of operations—LOCAL UNION 1245, I.B.E.W.—YOUR UNION.

A single issue of the UTILITY REPORTER could not begin to cover all of the detail involved in maintaining such an organization. Condensation and brevity were necessary for our story deals with utility workers in some 600 different classifications of work, spread throughout 48 counties in the State of California and 10 counties in the State of Nevada. To discuss fully all of the complexities raised by the many different types of work and geography in our jurisdiction as well as the various Companies and Municipalities with whom we bargain would fill a volume.

### GETTING STARTED

Our story is about the growth and development of our organization which had been formed through an amalgamation of several separated Unions. Old Local 1245 with jurisdiction in the outlying PG&E areas, S.M.U.D., Sierra Pacific Power Co. and Transit Authority in Sacramento, Local 1324 with jurisdiction in the PG&E Bay Area Divisions and Local 50, which had jurisdiction in the Bay Area Municipalities, Key System and all line construction performed by contractors—all these were merged into the newly-chartered Local 1245 in 1951. This organization was the realization of the work of many devoted unionists. However, it brought together in one Union the diverse thinking of all the groups and it became immediately apparent that such an organization could not survive for very long without able leadership and a positive program.

On December 3, 1951, Ronald T. Weakley was appointed from the staff of Local 1245 to head up this newly-amalgamated Local Union. For a period of time previously it had been under the supervision of the International Office.

At this time the position of the Union was insecure, we were virtually unknown outside the I.B.E.W. and participation in labor circles was nil. An accumulation of problems caused the first few months to be fraught with developments which could have easily ended in disaster. The General Construction Agreement with PG&E had been cancelled, negotiations had broken down, a strike vote had been taken, the termination date had been reached and no settlement was in sight. Through use of mediation and astute negotiating, a settlement acceptable to the membership was finally reached.

Having overcome this crisis the Union soon was faced with another. A "splinter group" of employees, fostered by a rival union, challenged Local 1245's representation of

the workers on the PG&E properties. A representation election was called by the NLRB, however, "business as usual" had to be maintained in our other jurisdictions—Sierra Pacific Power Co., S.M.U.D., Key System, Sacramento Transit Authority and the several Municipalities.

Additional problems were created with revisions of the bargaining unit, costs of operations increased, rivalries between groups mounted, and service problems multiplied due to inadequate communication processes caused by these unusual circumstances.

The representation election was conducted and Local 1245 was duly certified as the exclusive bargaining agent for all Physical employees of the PG&E. However, the Clerical election was not conclusive so a run-off had to be held which was won by Local 1245 who became the exclusive bargaining agent for all Clerical employees of PG&E on May 6, 1952.

Having survived these onslaughts, Local 1245, newly amalgamated, autonomous for only a short period of time, with the Treasury almost depleted and certified to represent the employees of one of the largest utility companies in the world, was still confronted with many difficult problems.

With only 6,000 members, the Union was disorganized, financially insecure, understaffed (six representatives and four girls in the office), factionalized due to the internal upheavals, and was faced with system-wide PG&E negotiations after two years of no negotiations on the conditions Agreement.

THIS WAS THE STATE OF THE UNION IN THE SPRING OF 1952.

### WELL ON OUR WAY

The Fall of 1957, nearly six years later, reveals a real contrast. The leaders of the Union, under the guidance of Business Manager Ronald Weakley, and Pres. Frank Gilleran have been able to surmount all of the problems that accompany an organization with a scope such as ours.

Today, Local 1245 is the largest Utility Local in the I.B.E.W. and is the fourth largest local in the entire Brotherhood. Organization has improved and our jurisdiction expanded to cover gas, electric, water and telephone utility companies.

Local 1245 has bargaining relations with 13 different employers in the public utility field and has secured for their employees wages and conditions equal to any.

Our membership rolls have steadily increased despite the continuous organizing needed due to turnover. In

order to maintain a static membership, around 125 applications must be signed and processed each month to compensate for the normal turnover in our jurisdiction.

In the field of inter-Union affairs, Local 1245 is affiliated with the California State Federation of Labor, Nevada State Federation of Labor, Nevada State Labor's League for Political Education, Sonoma L.L.P.E., Alameda County Voters League and with several Central Labor Councils throughout our jurisdiction.

In addition, Business Representative Al Hansen is Vice-President of the Public Employees Conference, an arm of the California State Federation of Labor.

In intra-Union activities we are affiliated with the California State Association of Electrical Workers, having as an Executive Board member our Business Manager R. T. Weakley; the Joint Executive Conference of Northern California with Business Manager R. T. Weakley as a past-President; the Central Valley Joint Executive Conference with Business Representative Scott Wadsworth serving as President; and the Joint Executive Conference of Southern California.

These affiliations with other Labor groups have done much to elevate Local 1245 to its rightful place in the labor movement and today our Union is known and held in high regard in the area of our operations as well as by Labor as a whole throughout the country.

With the gaining of our autonomy in 1951 a new set of By-Laws was adopted providing broader membership participation in policy matters by establishing the Policy Committee—a new concept in our Union.

Safeguards were provided in these new By-Laws by establishing a three-man Trustee Committee, who meet every two weeks for the purpose of reviewing and passing on Local Union bills incurred and who have the authority to order a bill withheld until passed on by the Executive Board. Another measure of protection for the membership is the requirement that our Union's books and accounts be audited monthly by a Certified Public Accountant and such audit report read at the Executive Board's meetings, with a copy of semi-annual audits to be furnished to each Local Unit for membership information.

Our By-Laws further provide that employees of the Union shall not be relatives of any Local Union Officer.

We should all be proud of this record of achievement which has been accomplished on one of the lowest dues structures in the I.B.E.W.

THIS, THEN, IS THE STATE OF THE UNION IN THE FALL OF 1957.





# 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.

Published monthly at 1918 Grove Street, Oakland 12, Calif., by Local Union 1245 of the International Brotherhood of Electrical Workers, AFL-CIO.

Entered as second-class matter January 22, 1954, at the post office of Oakland, California, under the Act of March 3, 1879.  
 POSTMASTER: Please send Form 3579, Change of Address, to 1918 Grove St., Oakland 12, California.

Subscription price . . . \$1.20 per year. Single copies, 10 cents

## NEGOTIATION REPORT California Pacific Utilities Co.

On September 18, 1957 a tentative agreement which provided for improved vacation, sick leave, standby and overtime provisions was reached between the Union and the California Pacific Utilities Company. This settlement was being submitted to our new members in Needles, California for ratification as we went to press.

The Agreement, which would run until May 1, 1959, is a good one and the proposed wages for the Electrical and Gas Departments are fair—\$2.78 per hour for Linemen and \$2.56 per hour for Gas Servicemen, with three additional increases prior to the opening date of the Agreement. However, the wage rates for Telephone are based on 6 year progressions and are somewhat behind the other Departments, due to Telephone industry patterns.

### Citizens Utilities Co. (Water)

With conclusion of an agreement still being held up over the subject of wages, the parties re-entered negotiations on September 20, 1957 in an effort to resolve the existing differences.

To date the Company has refused to make any reasonable wage offer and the Union has notified both the State and Federal Conciliation Services of an existing dispute in order to prepare for any eventuality.

### Sacramento Transit Agreement Ratified

On September 6, the membership in the Sacramento Transit Authority ratified the new one-year Agreement, effective September 15.

Included in the gains made this year were a 5.2 per cent general wage increase; full cost of 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.

### SMUD Negotiations Are Concluded

Local 1245 wound up negotiations with SMUD on August 1, which were ratified by the members on that same date.

Noticeable improvements included a 5.5 per cent general wage increase; scheduled work on a holiday to be paid for at overtime rate plus the holiday pay; automatic progression for apprentices; a Group Hospitalization Plan for employees with employer paying 50 percent of the premiums; and various inequity adjustments.

Serving on Union's committee were Glenn Larson, Elect. Tech.; Ken Buckley, Lineman; Gale Austin, Elect.; Asst. Bus. Mgr. M. A. Walters and Bus. Rep. Al Hansen.

### PG&E Departmental Negotiations

Since the last issue of the Utility Reporter, negotiations with respect to job definitions and lines of progressions 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 highlights of recent agreements and the status of negotiations under way are outlined below.

**ELECTRIC DEPARTMENT**—In the Maintenance Department the major change was the separation of the Electrical Technician into two classifications, the Electrical Technician, who will work primarily on relays, control devices and other station apparatus, and the Communication Technician, who will work with such communications equipment as telephones and associated equipment, microwave, radio and telemetering equipment. Furthermore, due to the expanding activity in these fields requiring expanded training, apprenticeships were established for both classifications. Other changes included establishment of a Carpenter classification with an apprenticeship thereto to replace the Finish Carpenter, the elimination of the Apprentice Electrical Machinist classification as well as the clarification of several definitions and the establishment of clear lines of progressions.

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 Light, Truck Driver Light and Tractor Driver Light shall bid under 205.7(b), with Heavy Drivers accruing seniority as Light Drivers for purposes of bidding to Hole Digger Operator.

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

**STEAM HEAT MAINTENANCE DEPARTMENT**—The recently

# 'Labor and Free Society' Topic of Important Meet

On September 6, 7 and 8, 1957, some 25 California Union leaders attended a seminar on the principles and problems of free government conducted by the Institute of Industrial Relations of the University of California, at the Sonoma Mission Inn. Cooperating with the University, was the Fund for the Republic in making possible this most important seminar.

Speakers and session leaders were: John Hutchinson, Labor Program Coordinator, U.C.; Ernest Besig, Executive Director, American Civil Liberties Union of Northern California; Norman Jacobson, Associate Professor of Political Science, U.C.; Van Dusen Kennedy, Professor of Industrial Relations, U.C.; Benjamin Aaron, Associate Director, Institute of Industrial Relations, U.C.L.A.; the Honorable Jesse W. Carter, Justice of the Supreme Court of California, and Benjamin D. Segal, Trade Union Consultant of the Fund for the Republic.

Varied subjects included civil liberties in America and in trade unions, as well as security programs, the 5th Amendment, ethical labor practices, racial and religious discrimination problems, leadership-membership relations and economic-social impacts on freedoms.

Sharp debates, articulate presentations and full attendance marked the sessions held both during the days and evenings. The union participants agreed that the subject matter was of vital importance in these times of attack on Constitutional liberties. A re-appraisal of Union practices and leadership responsibilities was deemed timely by the Union leaders in attendance. Many commented that renewed efforts on the part of Union officers were in order with respect to education and positive action in the cause of protection and advancement of our freedoms.

Business Manager Ron Weakley and International Vice-President O. G. Harbak, represented Local 1245 and the IBEW as invited participants in the seminar.

### 'Right-to-Work' Means Billions to Cal. Employers

Big business interests doing behind-the-scenes financing and promotion of a "Right-to-Work" law in California are playing for mighty high stakes.

It was revealed recently that workers in states which now have these union-busting laws are averaging 31 cents an hour less than the rest of the nation.

Apply that to California's total of more than six million workers. The total that the workers would lose, and the bosses would save in payrolls, is very close to \$4 billion a year!

### Hospitalization Discussed With PG&E

With the recent changes in the State Legislature concerning disability insurance, Union's Hospitalization Committee met with the Company on September 18 to discuss possible changes in the PSEA Wage Benefit Plan and its effects on the PG&E Hospital Plan. It was proposed to the Company that the hospital room and board benefits covered under the wage benefit plan be increased sufficiently to permit expanded benefits under the hospital plan, with primary consideration being given to improved dependent coverage.

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

concluded agreement provides for the establishment of a Sub Foreman classification and clarification in other definitions.

**STEAM DEPARTMENT**—Due to the addition of Unit 4 at Hunters Point Power Plant, the lines of progression for the Operating Department necessitated revision. At the same time the applications of 205.7(a) and (c) in the bidding procedure were clarified.

Union has recently received proposals from the Company with respect to Davis Shop and Warehouse in the General Construction Department and for the Water Department. Union's committees have been formed and negotiations will be entered into in the near future.

## NEVADA STATE FEDERATION COMPLETES 28TH MERGER

Representing Local 1245, IBEW, as delegates to the Nevada State Federation of Labor Convention, were Bus. Mgr. R. T. Weakley, Bus. Rep. A. R. Kaznowski, W. R. Glasgow, Bd. Member and Tom Lewis from the Sierra Pacific Power Co.

Several dignitaries addressed the meeting, held Aug. 16, 17 and 18, including Gov. Charles Russell of Nevada, Senator Malone, Len Harris, Mayor of Reno, and Secretary of State Koontz. Senator Bible was unable to attend due to pending legislation in Washington, D.C., on Civil Rights.

There were many from organized labor on the national level, including William McSorley, Assistant Director of COPE; Margaret Thornburgh, Western Woman's Director of COPE, and George Roberts, Western Director, COPE. Activities of COPE were outlined to the assembled group, including an appeal for voluntary contributions to COPE to do the job which they are dedicated to do.

On Saturday, Aug. 17, 1957, the merger of the AFL and CIO was completed by unanimous acclamation of the convention. There was no dissenting vote. This action represented the 28th State to complete the merger as directed by the AFL-CIO convention in New York, Dec., 1955.

Dan Flanagan, Western Re-

gional Director of the AFL-CIO, presented the new charter to the combined group. The new title now reads Nevada AFL-CIO.

There were interesting talks by representatives of the UAW on the Kohler strike in Sheboygan, Wis., and on the Coors Brewery strike in Colorado by representatives of the Brewery Workers Union.

It was pointed out that sufficient signatures have been obtained to guarantee the appearance on the ballot of a proposition to repeal the Right-to-Work law in Nevada at the General Election in Nov., 1958.

Elected without opposition were James G. Ryan, President, and Lou Paley, Secretary-Treasurer, both of whom held similar offices in the former State Federation of Labor. Van Engstead and William Friel, former President and Secretary, respectively, of the old State CIO, were elected as two of the eight Vice-Presidents of the Nevada AFL-CIO.

## Move to Electronic Data Processing Is to Be Completed By July 1960

In anticipation of the centralizing of the PG&E Company's accounting and customer billing functions to their new Electronic Data Processing Center in San Francisco, an interim agreement has been reached between the Company and the Union, establishing a uniform policy in handling this matter, to be effective August 1, 1957.

In general, the agreement provides for the so-called freezing of all clerical employees in their classifications as of August 1, 1957, and all promotions, subsequent to that date, are to be considered as conditional. In other words, employees promoted after August 1 are subject to displacement and demotion by employees in Accounting and Customers Records Depts. when those departments are elimin-

ated, based primarily on Company seniority.

It is expected that promotions will be made in accordance with the provision of Title 18 of the Clerical Agreement and deviations, as provided in Title 19.14 and in the Interim Agreement, will be only by individual agreement between Company and Union.

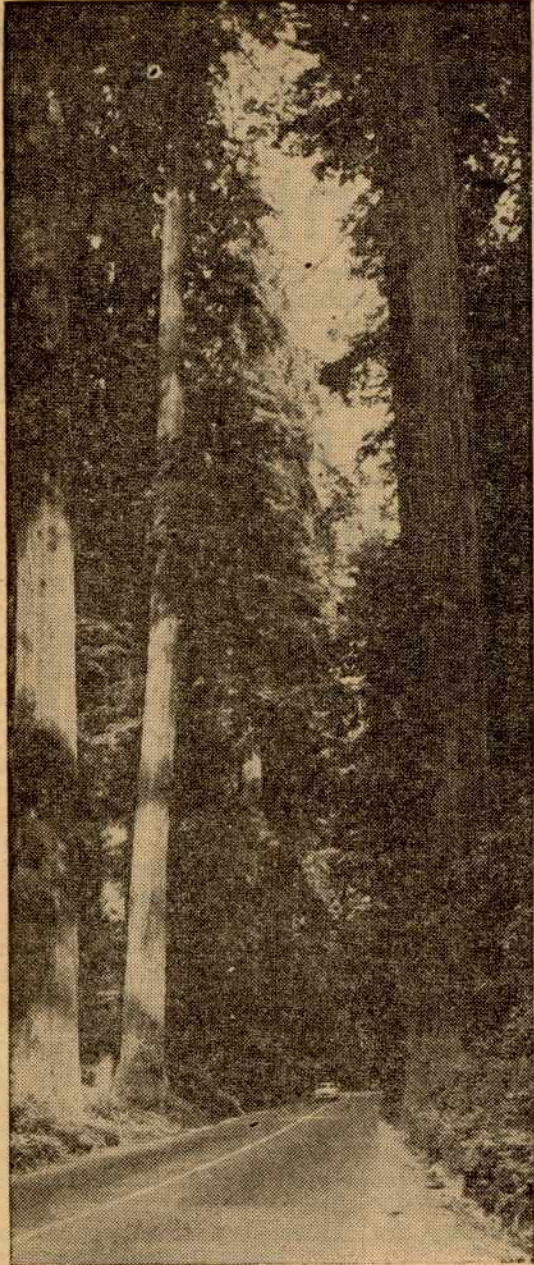
The tentative time table for movement of the Accounting and Billing functions into the EDP Center is spread over a period from November, 1957, to July, 1960. However, April, 1958, is the earliest date on which other than San Francisco employees may be effected.

Due to past experience in problems of this nature when the Customers' Records Departments in five of the Company's Divisions were transferred to the IBM system in the General Office, your Union feels confident that the whole matter can be handled with a minimum of disruption.

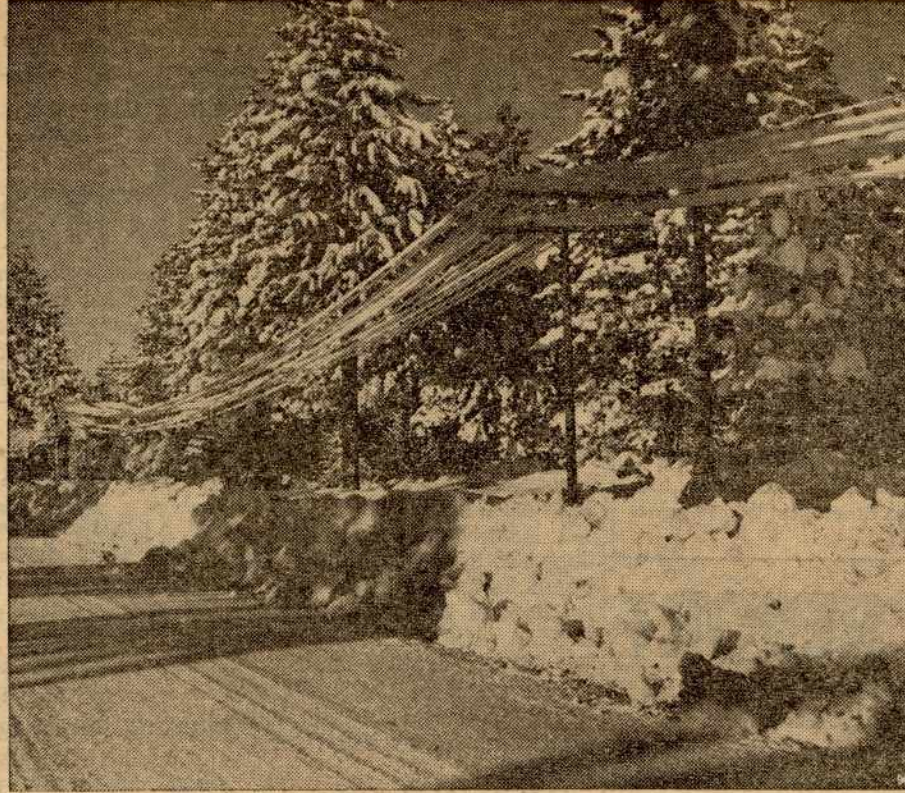
For more detailed information, attend your Unit meeting—don't listen to rumors from irresponsible sources.



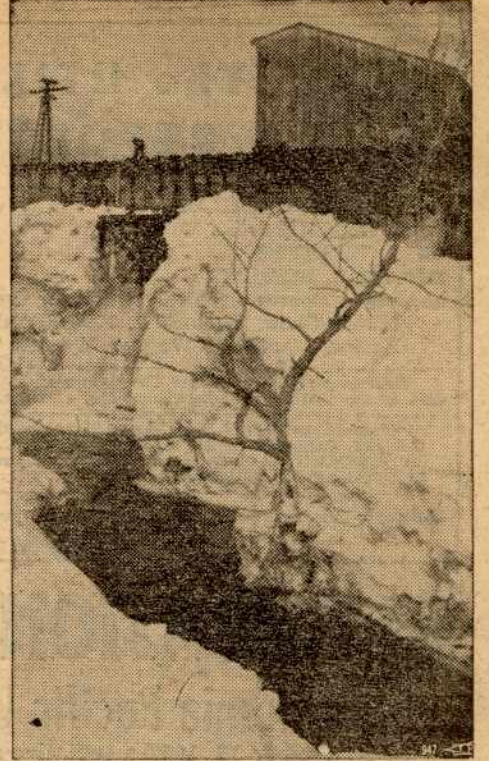




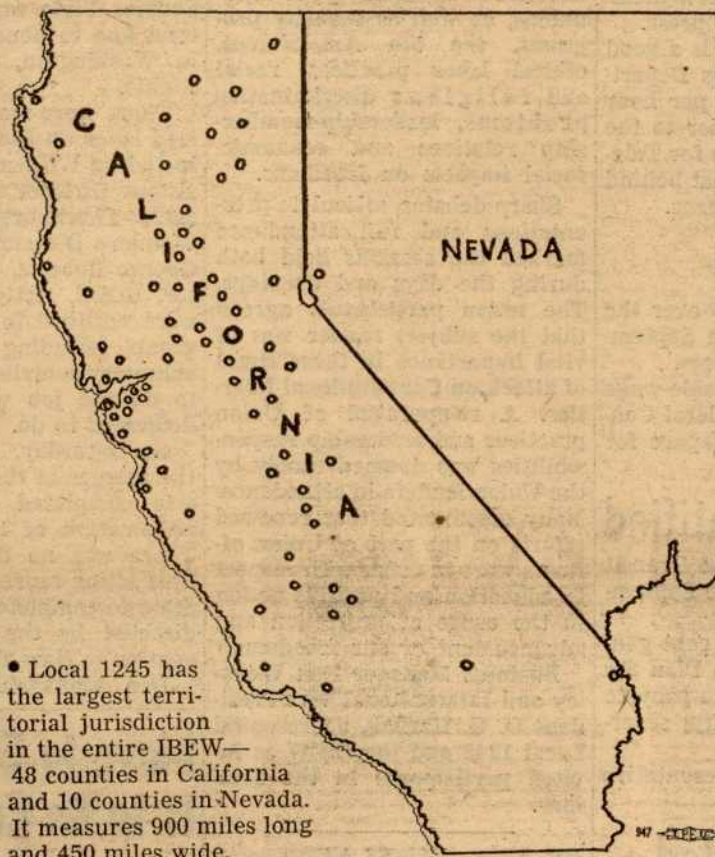
California's towering Redwoods—the world's oldest living things.



Severe winter snow and ice are common to the northern mountain areas.



Maintenance work goes on regardless of weather conditions.



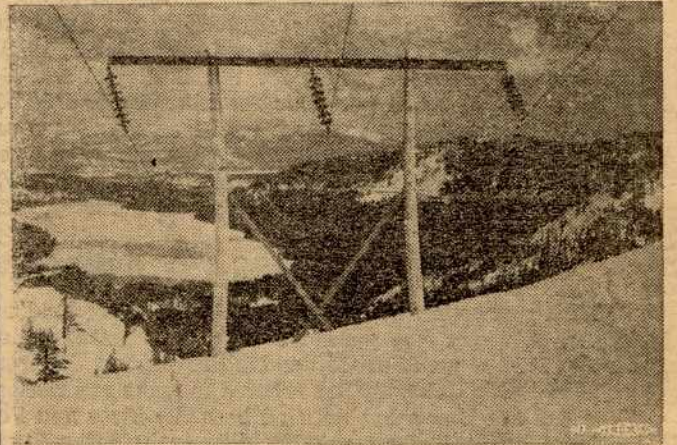
• Local 1245 has the largest territorial jurisdiction in the entire IBEW—48 counties in California and 10 counties in Nevada. It measures 900 miles long and 450 miles wide.

• We are the largest Utility Local in terms of membership in the IBEW.

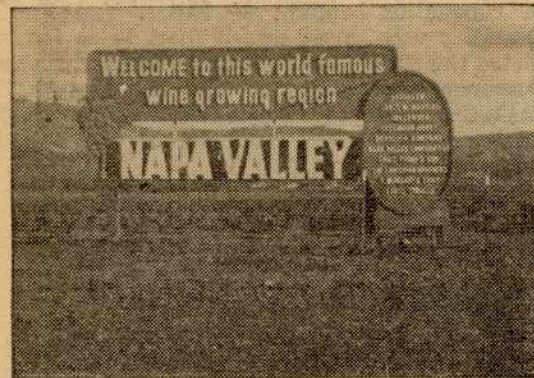
• Business Representatives attend 80 Unit Meetings each month at locations shown on map.

• Your Union bargains with 13 different employers in the Utility Industry.

• We have over 900 Stewards and over 70 Grievance Committee Representatives to insure proper and adequate administration of our Agreements.



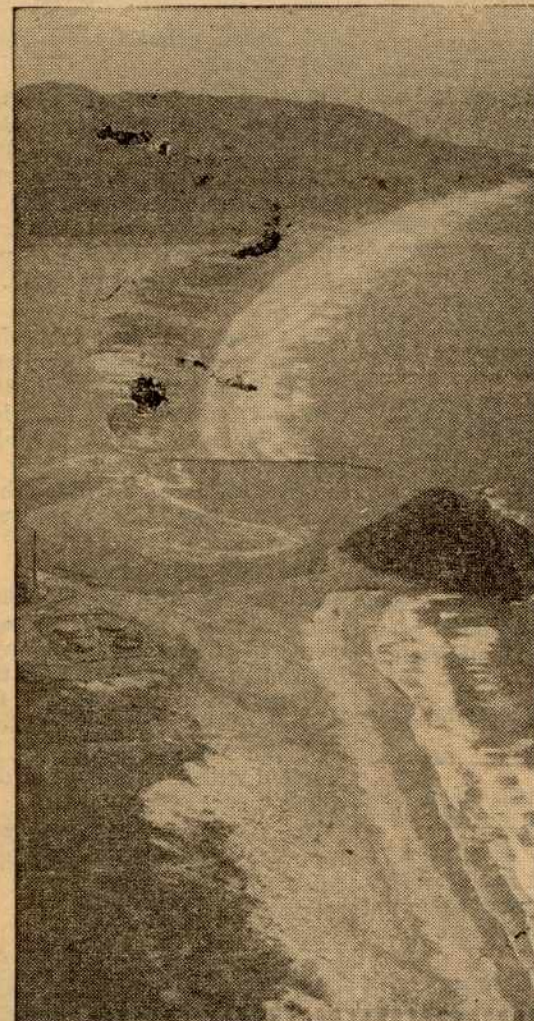
Scenic Donner Pass at 7135-ft. elevation.



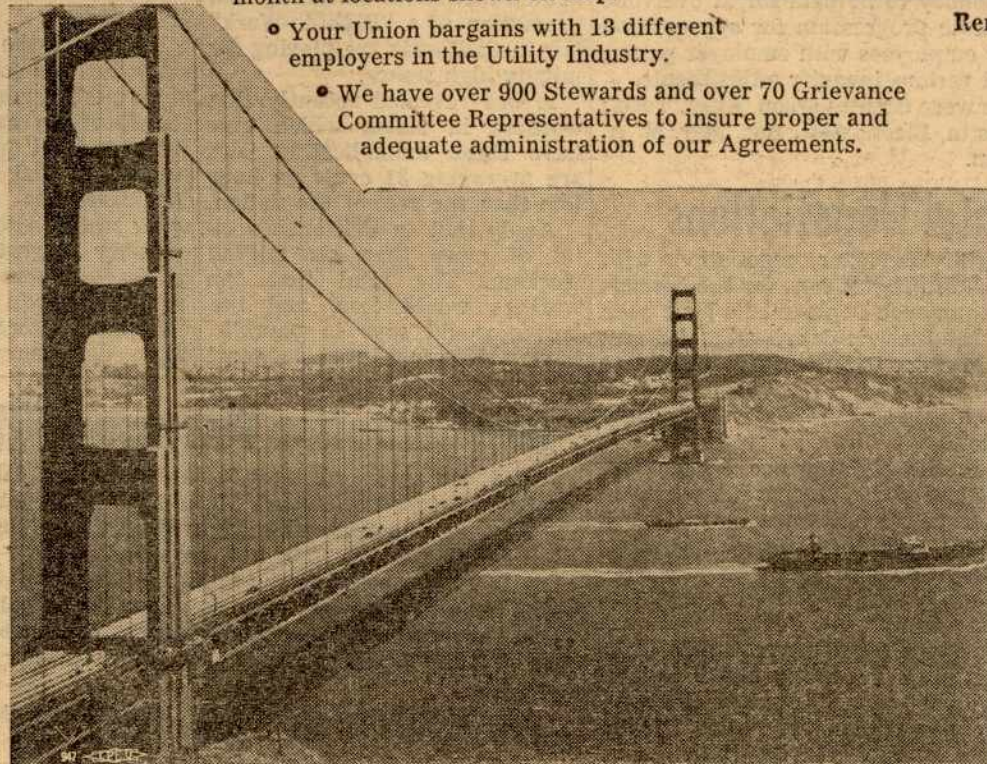
Napa Valley, where the world's finest wine grapes are grown.



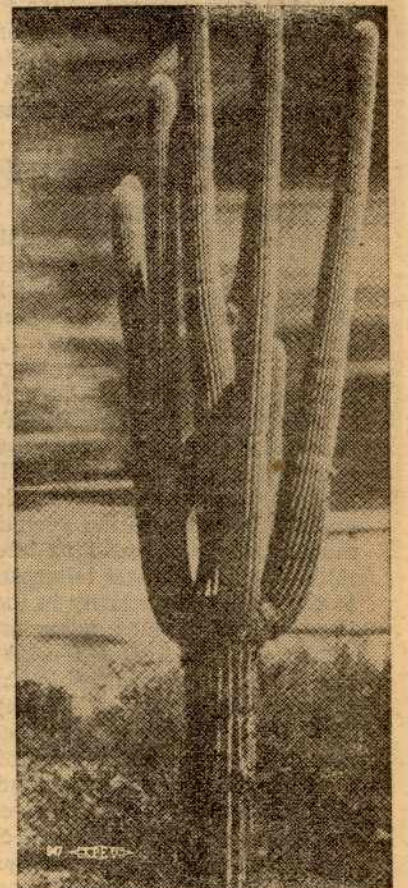
Reno — Whoopee!



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



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



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 Covers a Vast, Colorful Area

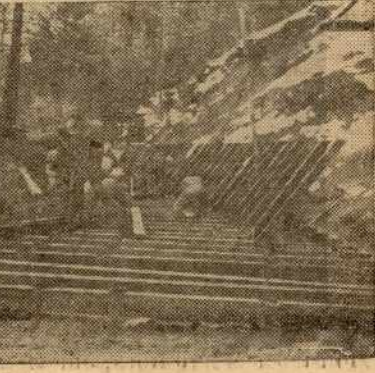
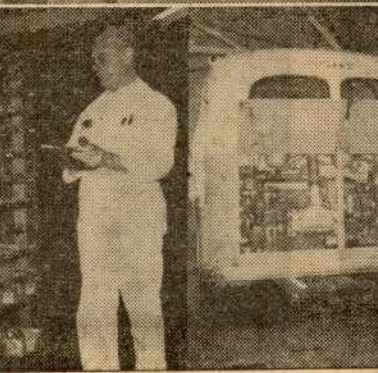
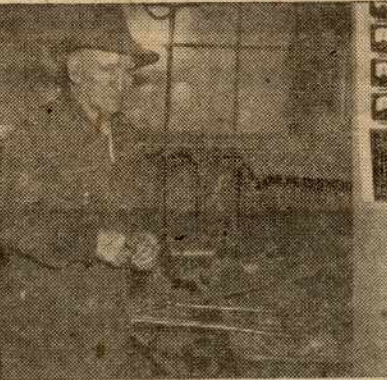
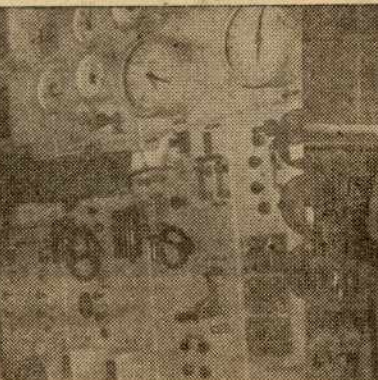
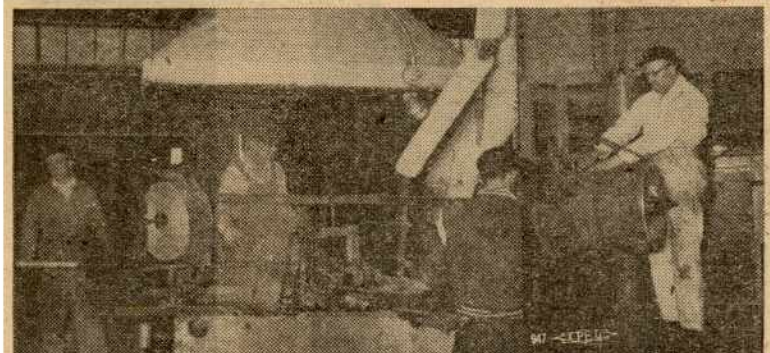
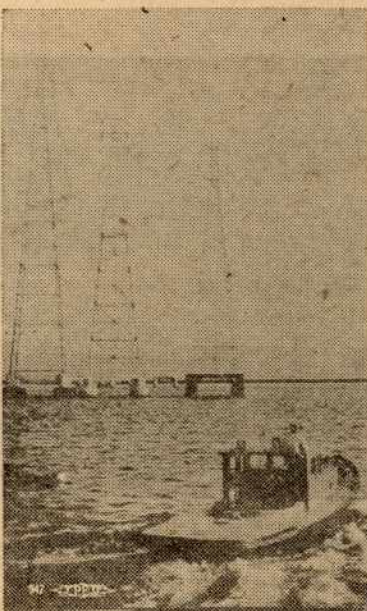
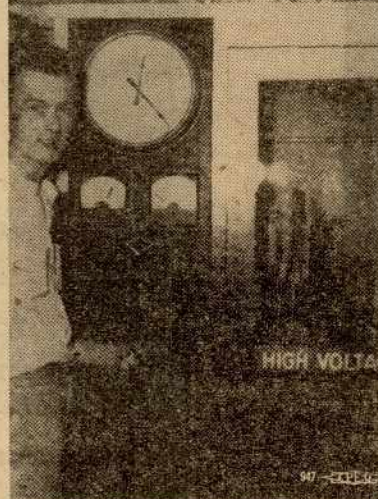
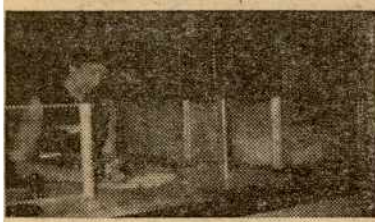
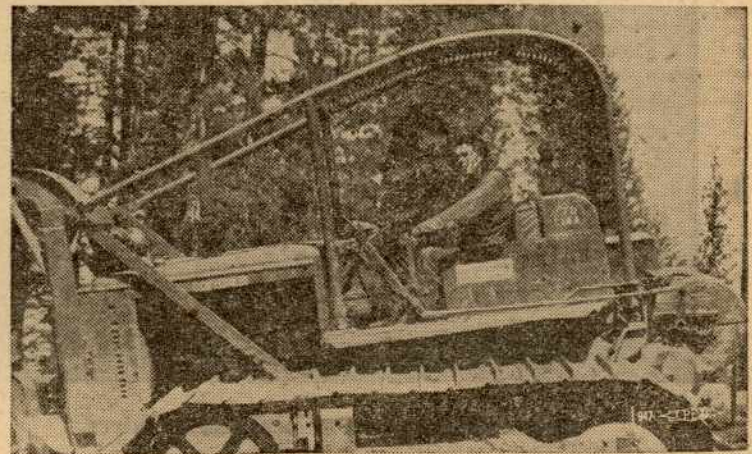
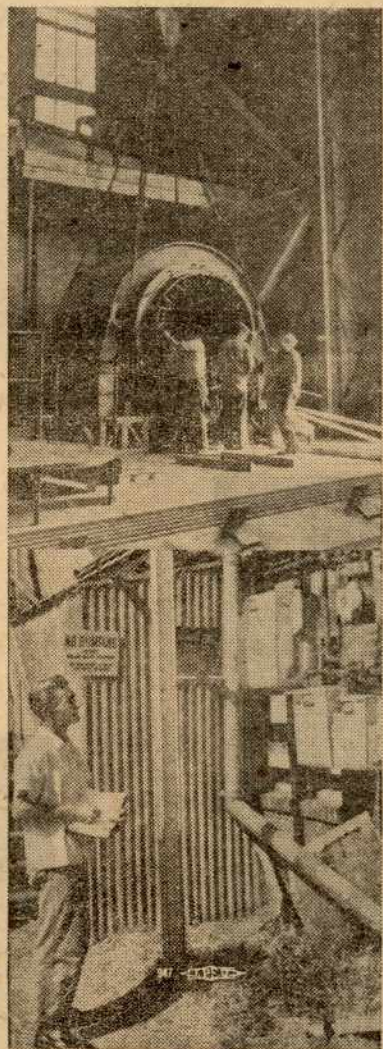
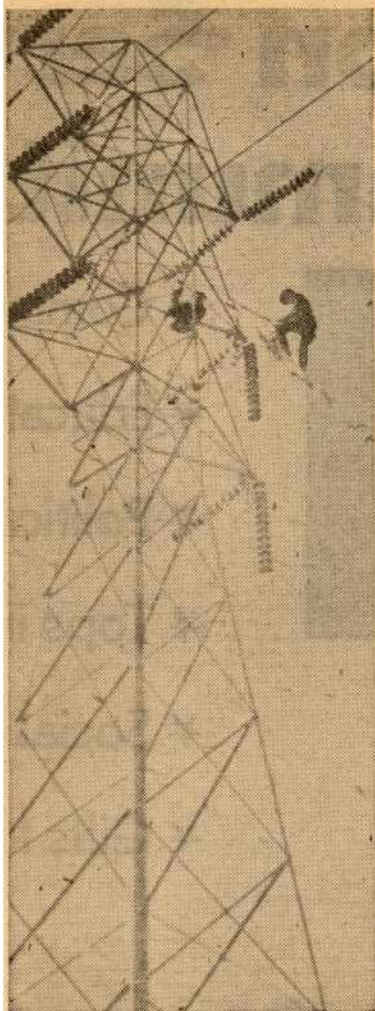


# 621 Classifications of Work!

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 de-

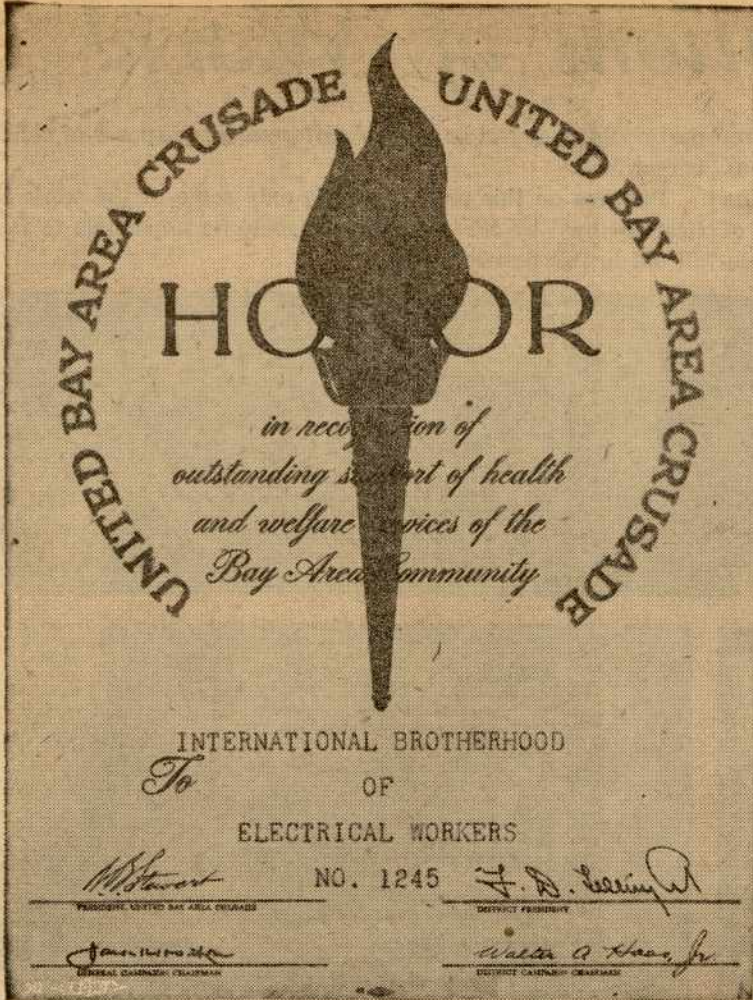
partments, they can be termed different for purposes of collective bargaining.

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.

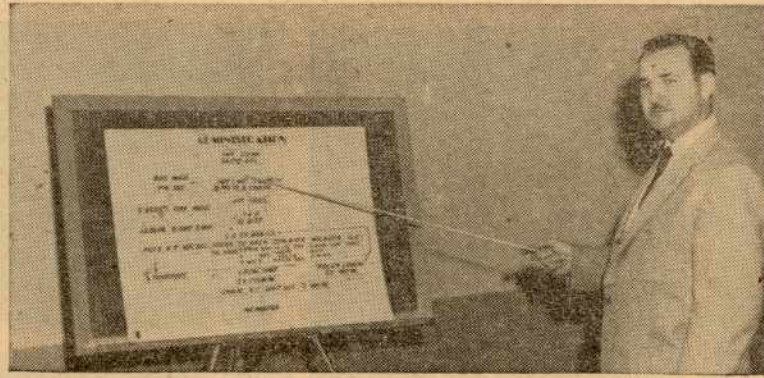




# Your Union Service and Community



Outstanding support of local charity drives.

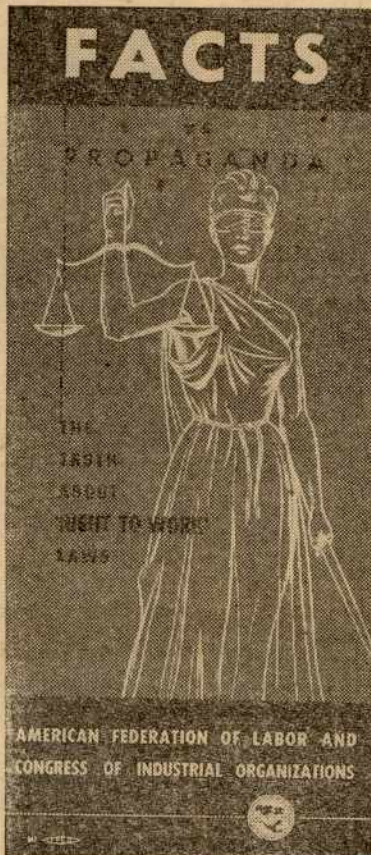


Bus. Mgr. conducts educational program for members

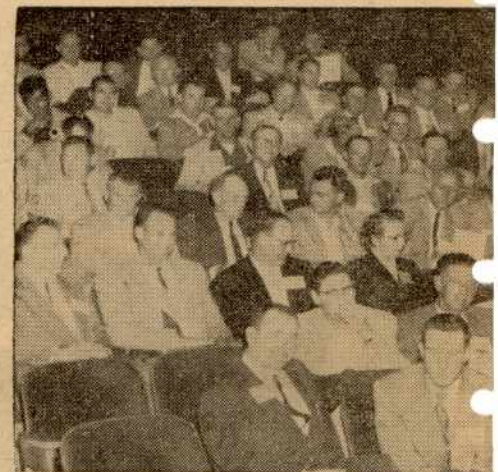
- ★ Commun
- ★ Educatio
- ★ Political
- ★ Tops in
- ★ Social Ev
- ★ Gifts to



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



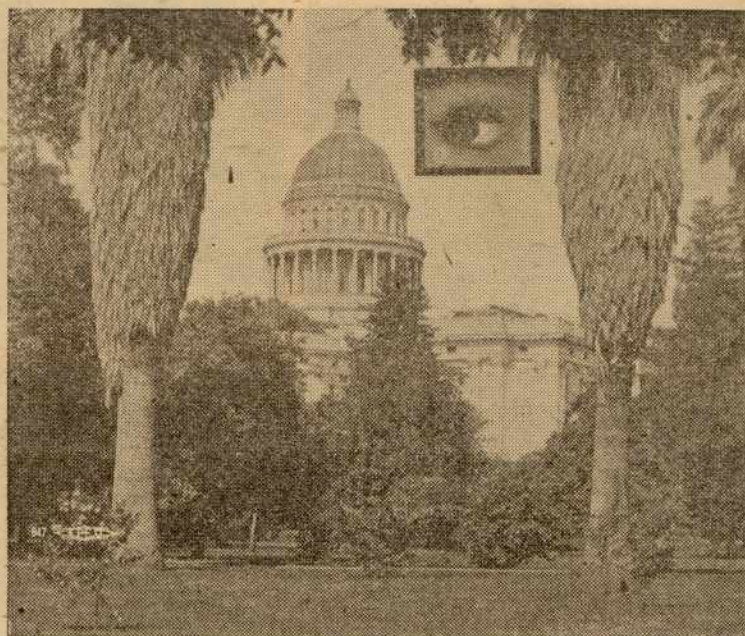
Constant activity in opposition to bad legislation.



Educational co



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



"Watchful eye" is kept on legislators.



PICKET LINES -



Activities for kiddies at Local Union 1245's East Bay Division Picnic.

|   |              |                           |                    |
|---|--------------|---------------------------|--------------------|
| ELECTRICAL WORKERS BENEFIT ASSOCIATION<br>1200 Fifteenth Street, N. W.<br>Washington 5, D. C. |              | A 14157                   | 15-55              |
| PAY TO: H. O. #26270, Miel Henriksen, I.O. (50)   |              |                           |                    |
| Check No. 41457   | Date 8/20/53 | PAY: EXACTLY \$1000.00    | Amount \$ 1,000.00 |
| To the Order of: Earl A. Henriksen  |              | E.W.B.A.—Youthful Account |                    |
| American Security & Trust Company, Washington 5, D. C.  |              | [Signature]               |                    |

\$1000 death benefit payment to deceased member's beneficiary.

The policeman be doing something streets serves as same way, an order to the employer and other offenders. The ward will not be demned by the church. Yes, the community service!



# es the Membership s All Year 'Round

ity Undertakings  
al Programs  
Activity  
narity Drives  
ents  
ospitals



Time out for a picnic in the mountains.



Our Union's attorney advises on labor law.

### Credits for Pictures Used in This Issue

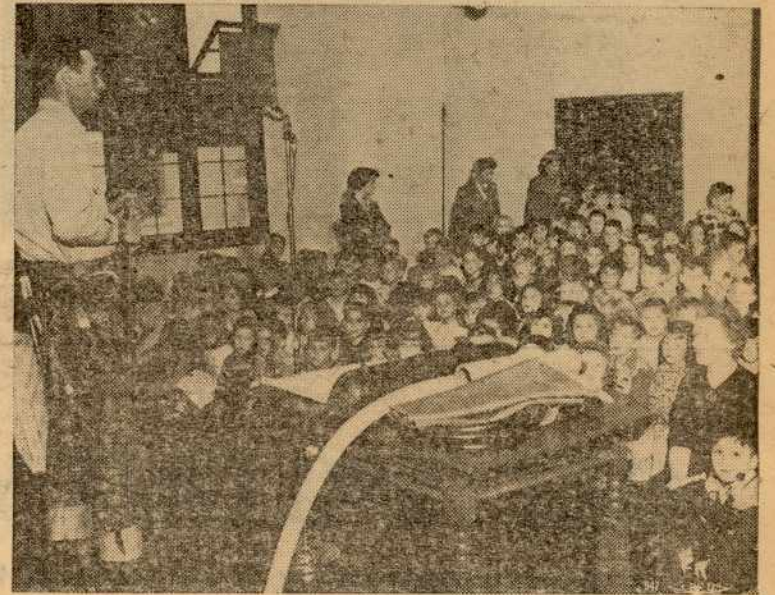
Redwood Empire Association, Morro Bay Sun, Pacific Gas and Electric Co., Sierra Pacific Power Co., Citizens Utilities Co. of California, Sacramento Muni. Util. Dist., Olympic Press, our Business Representatives and many members, too numerous to mention, who rallied to the cause and supplied many of the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



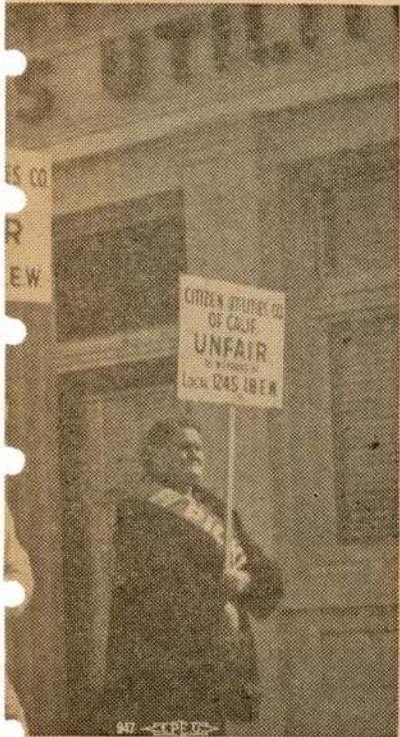
Meeting held for Unit Officers.



We insist on safe working conditions for our members.



Union member advises school children on dangers of kite flying



### A COMMUNITY SERVICE?

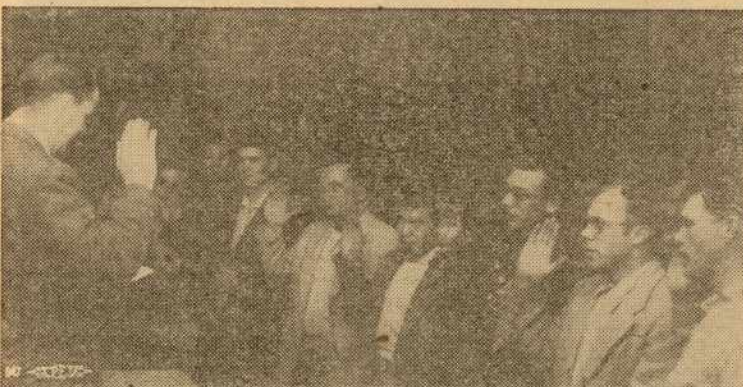
Doesn't arrest people just to  
His mere presence on the  
deterrent to crime. In the  
national picket line is a remind-  
er that long hours, low pay,  
against the community stand-  
ard. The picket is conde-  
mned, but is upheld by the  
picket line is distinctly a com-



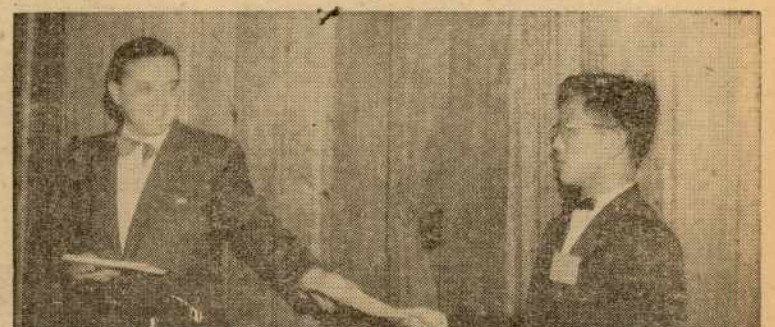
Intensive training program by U.S. Dept. of Labor makes better Business Representatives



Steward's seminar produces better Stewards.



Administering Union obligation to new members. Local 1245 must sign up 125 new members each month to maintain status quo due to labor turnover.



Certificate from Univ. of Calif. and Local 1245 to officer of Korean Electrical Workers who now uses Local 1245 as model union in Korea.



# AT THE HELM OF YOUR UNION

## FRANK D. GILLERAN



President  
Appointed  
Dec. 1951  
Elected  
Feb., 1952

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.

## RONALD T. WEAKLEY



Business Mgr.  
and  
Financial  
Secretary  
Appointed  
Dec., 1951  
Elected  
Feb., 1952

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.

## MARVIN C. BROOKS



Vice-President  
Elected  
Board Member  
Feb., 1952  
Vice-President  
June, 1956

## WALTER R. GLASGOW



Executive  
Board Member  
Northern Area  
Appointed to  
Fill Vacancy  
August, 1952  
Elected  
June, 1956

## MILTON SHAW



Recording  
Secretary  
Elected  
June, 1956

## JOSEPH S. KREINS



Executive  
Board Member  
Central Area  
Appointed to  
Fill Vacancy  
Feb., 1957

## THOMAS F. KERIN

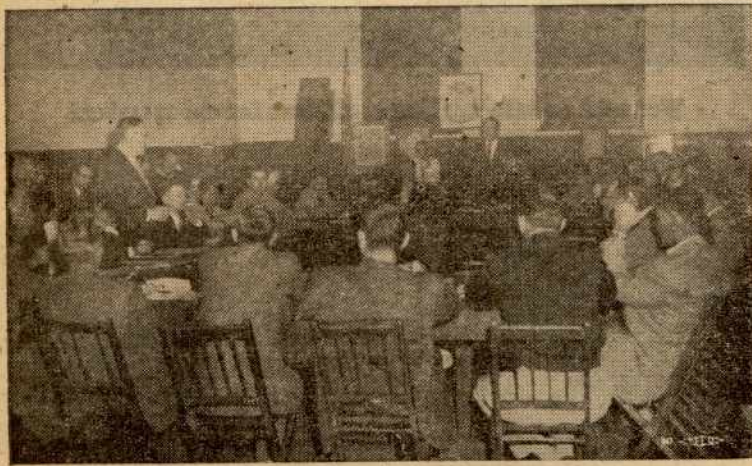


Treasurer  
Appointed to  
Fill Vacancy  
January, 1957

## MARVIN P. WAGNER



Executive  
Board Member  
Southern Area  
Elected  
June, 1954



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

## EVERETT BASINGER



Executive  
Board Member  
General Const.  
Department  
Elected  
June, 1956

THESE ARE YOUR  
ELECTED OFFICIALS  
THEY SERVE  
YOU WELL



YOUR EXECUTIVE BOARD in session, deliberating on policy.

# 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.



Page Make-Up.



Printing the paper at the Olympic Press.



Addressing papers to members and other subscribers.



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



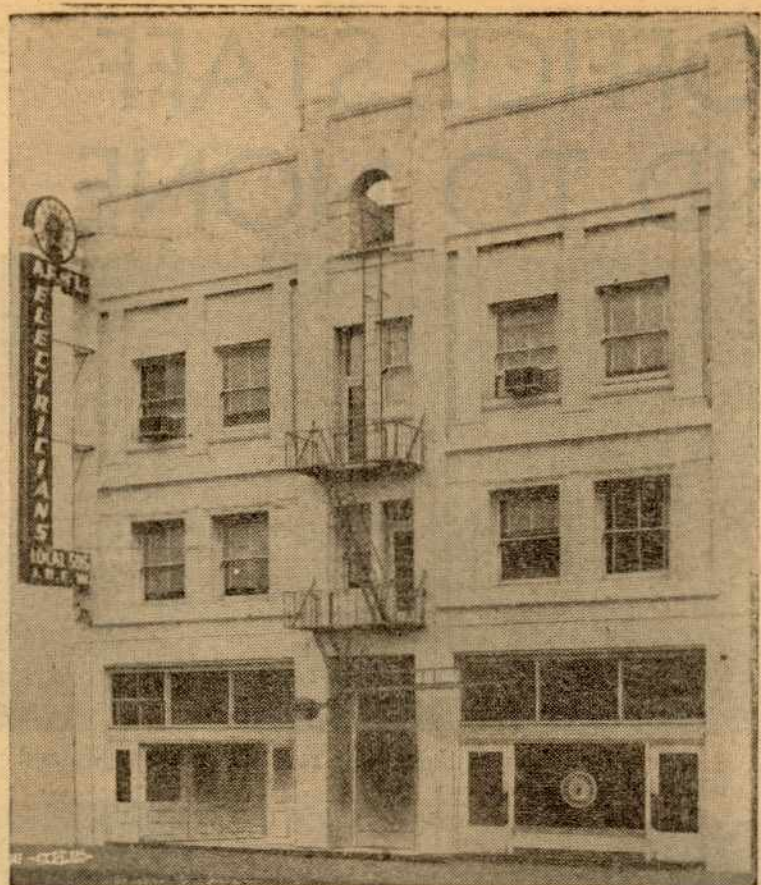
Folding papers for mailing to approximately 800 communities where less than 5 papers are sent.



Loading mail sacks for delivery to post office.



# Your Union Staff Keeps Things Going



OUR HOME — 1918 GROVE ST., OAKLAND

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 Serviceman, 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 every-day operations of your Union.



FLEET OF 16 CARS owned by the Union and driven more than one-third million miles annually in servicing the membership throughout our jurisdiction.



Asst. Bus. Mgr. L. L. Mitchell, in charge of the Staff, Grievance Procedure, Negotiations, and Education.



Asst. Bus. Mgr. M. A. Walters, in charge of Office Personnel, Departmental Negotiations, General Const. Dept.



BI-MONTHLY STAFF MEETINGS held at Union headquarters in order to keep abreast of current events, solve field problems and plan future program.



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



Administrative Asst. Al Hansen, assistant to Walters and active in servicing membership in public agencies.



(Right) Representatives are responsible for organizing their areas. It requires 125 new members each month to "hold our own."

(Left) Membership "gets the word" each month at 80 Unit Meetings with a Business Representative in attendance at each meeting.



(Right) Review Committee meets monthly with PG&E Company as last step in Grievance Procedure prior to arbitration.

(Left) Business Representatives attend 17 Joint Grievance meetings each month with 71 Union Grievance Committee members.



(Right) A most important function of your Union is negotiating agreements with employers. Since 1951, more than 300 rank and file members have served on Negotiating Committees, many of whom have served for more than one year.

(Left) Our Bus. Mgr. reports to IBEW North. Conference. To establish relations with other IBEW Locals and Labor generally, we are affiliated with and actively participate in four State organizations, five groups on an area basis and several Central Labor Councils.

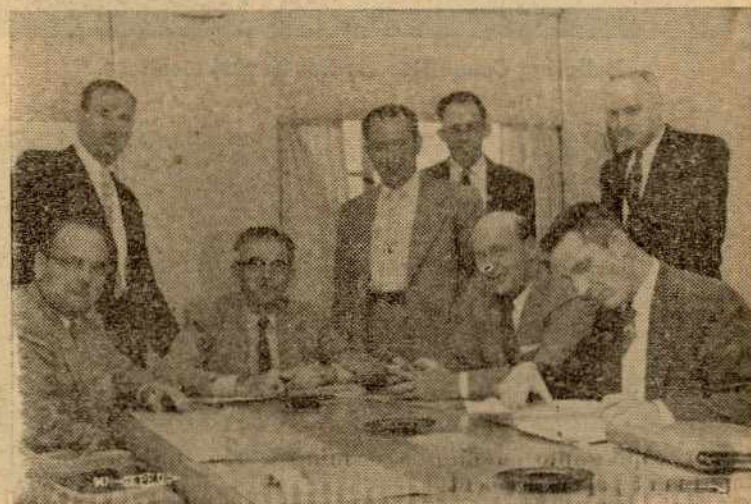
**OBLIGATION OF I. B. E. W.**

I, IMA UTILITY WORKER, in the presence of members of the International Brotherhood of Electrical Workers, promise and agree to conform to and abide by the Constitution and laws of the I. E. E. W. and its Local Unions. I will further the purposes for which the I. E. E. W. is instituted. I will bear true allegiance to it and will not sacrifice its interest in any manner.

*J. U. Worker*

To be signed by applicant

TO BE SENT BY SECRETARY TO I. O. FOR FILE





# OUR OFFICE STAFF SECOND TO NONE



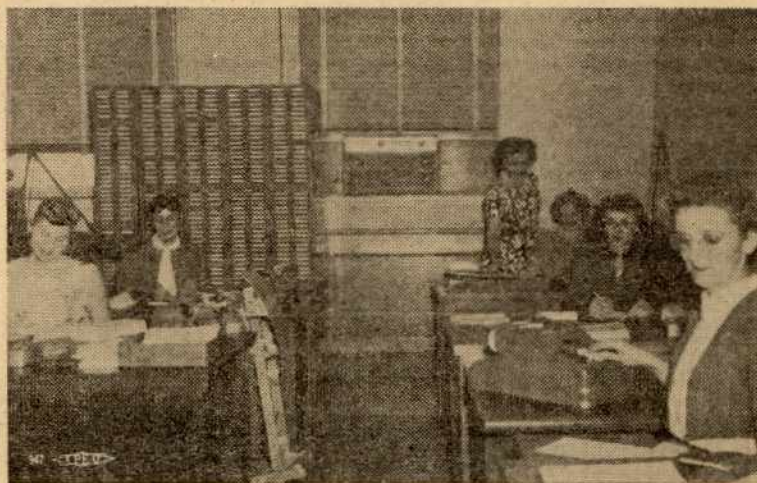
Office Manager Howard Sevey, who is responsible for the whole host of detailed work which is part of any business operation.

Our office staff of nine girls and Office Manager Howard Sevey, under the supervision of Asst. Bus. Mgr. Mert Walters, comprise the personnel who conduct the actual business operations of your Union.

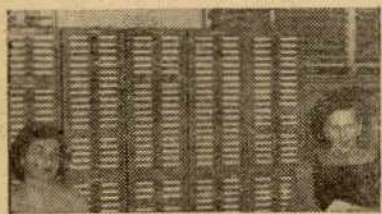
Our girls are all members of the Office Employees International Union and enjoy wages and conditions above the average for similar work in the area.

The office is equipped with modern office machines and uses methods which make it as efficient as any in the business world.

Our hats are off to an efficient and loyal group. Without them "chaos would reign supreme" in the thousand and one details necessary to the successful running of a modern union.



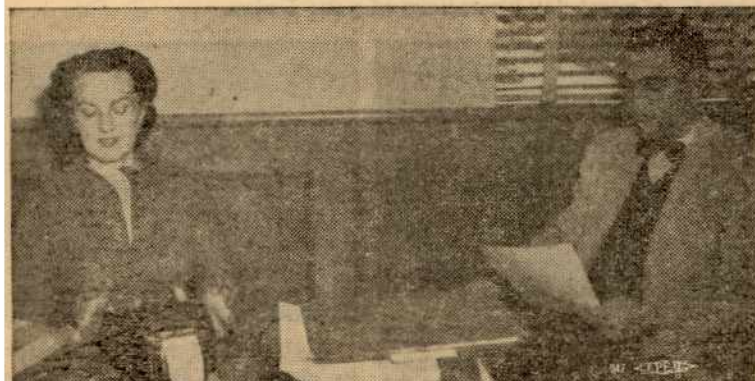
Our girls go about their daily routine work happily and with utmost efficiency.



Checking a member's record.



Preparing membership receipts on the Addressograph.



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



Preparing research information in connection with negotiations.



Running letters through our Metered Mail machine.



Our Telephone Receptionist handling a phone call. The three-trunk line is busy most of the time during office hours.



Preparing new members' addressograph plates on a Graphotype machine to be added to 13,000-plate file maintained in our office.

## 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.



Apprenticeship Committee studies training program.



Contract and Hospital Committees discuss proposals.

## 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



Balloting Committee assures honest elections.



Organizing Committee works on non-member problems.



Safety Committee eyes unsafe practices.



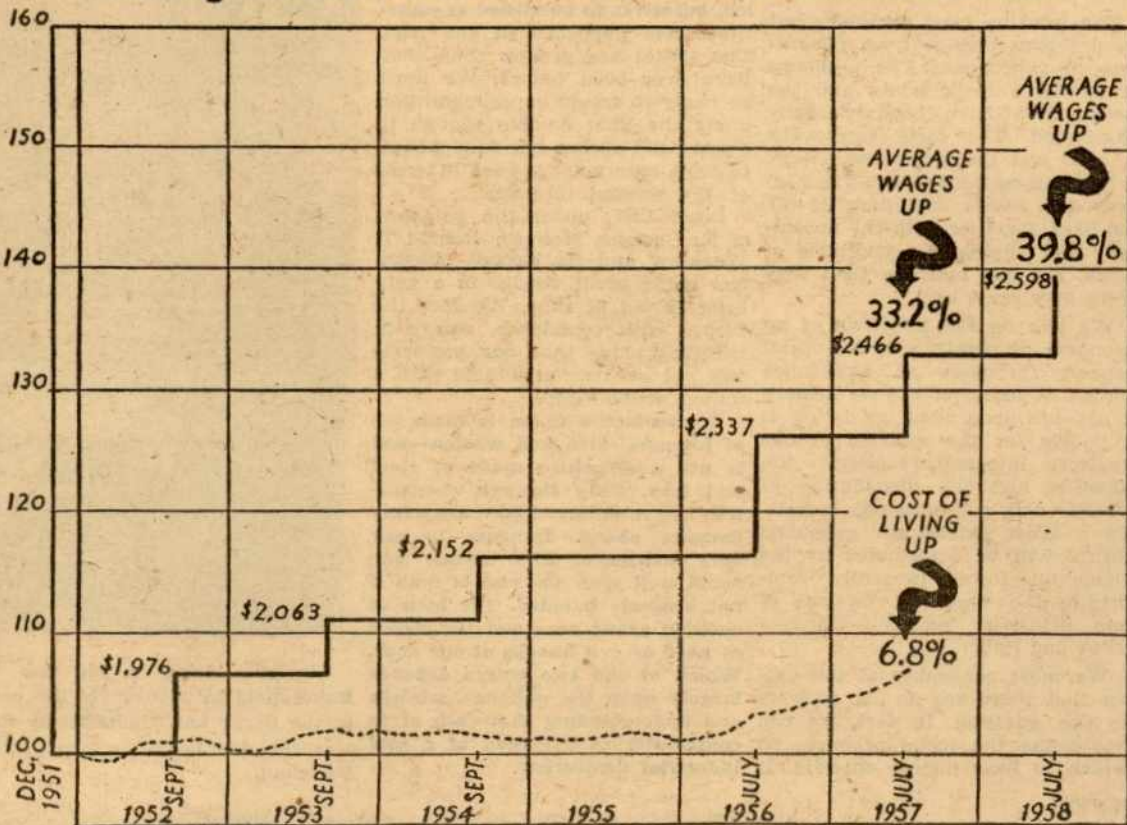
Job Definition Committee wants specified job content.



# WE'RE PROUD OF THE RECORD 1951 to 1957

## WAGES—WHAT WE'VE WON

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

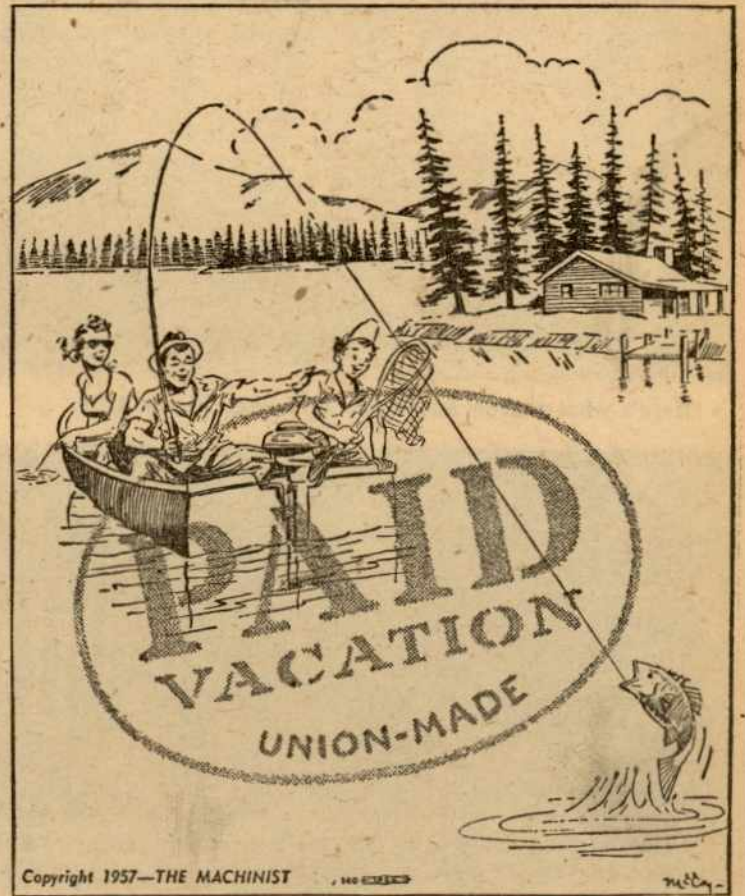


The amounts shown below are increases in weekly wages since December 1951.

| PG&E Co.  | City of Oakland                                 | S.M.U.D.  |
|---|---|---|
| Lineman .....\$27.20 per week                   | Lineman .....\$39.11 per week                   | Lineman .....\$30.70 per week                       |
| Light Line Fore-<br>man .....\$29.41 per week   | Fire Alarm<br>Operator .....\$39.11 per week    | Light Line Fore-<br>man .....\$32.20 per week       |
| 1st Operator .....\$30.23 per week              | <b>Sierra Pacific Power Co.</b>                 | Cable Splicer .....\$31.20 per week                 |
| Gas Fitter .....\$26.33 per week                | Lineman .....\$28.00 per week                   | 1st Operator .....\$28.60 per week                  |
| Gas Serviceman \$27.98 per week                 | Light Line Fore-<br>man .....\$33.60 per week   | <b>Key System Lines</b>                             |
| Light Gas Crew<br>Foreman .....\$29.68 per week | 1st Operator .....\$28.00 per week              | Lineman .....\$21.20 per week                       |
| Sr. Clerk .....\$27.66 per week                 | Gas Fitter .....\$21.00 per week                | Working Fore-<br>man .....\$24.80 per week          |
| Sr. Stenographer \$25.26 per week               | Gas Serviceman \$25.80 per week                 | Welder .....\$21.20 per week                        |
| Sr. Plant Clerk..\$30.52 per week               | Light Gas Crew<br>Foreman .....\$24.00 per week | <b>Citizens Utilities Co.</b><br>(Since June, 1955) |
| <b>City of Berkeley</b>                         | Sr. Clerk .....\$24.20 per week                 | Working Wire<br>Chief .....\$25.60 per week         |
| Electrician .....\$32.77 per week               | Sr. Stenographer \$25.60 per week               | Lineman .....\$23.20 per week                       |
| Helper .....\$27.92 per week                    | <b>Sacramento City Transit</b>                  |   |
| <b>City of Alameda</b>                          | Sub-Foreman .....\$26.40 per week               |   |
| Lineman .....\$31.65 per week                   | Mechanic .....\$26.40 per week                  |   |
| Auto Mechanic..\$30.88 per week                 | Painter .....\$25.60 per week                   |   |

## VACATIONS

How We've Improved Them



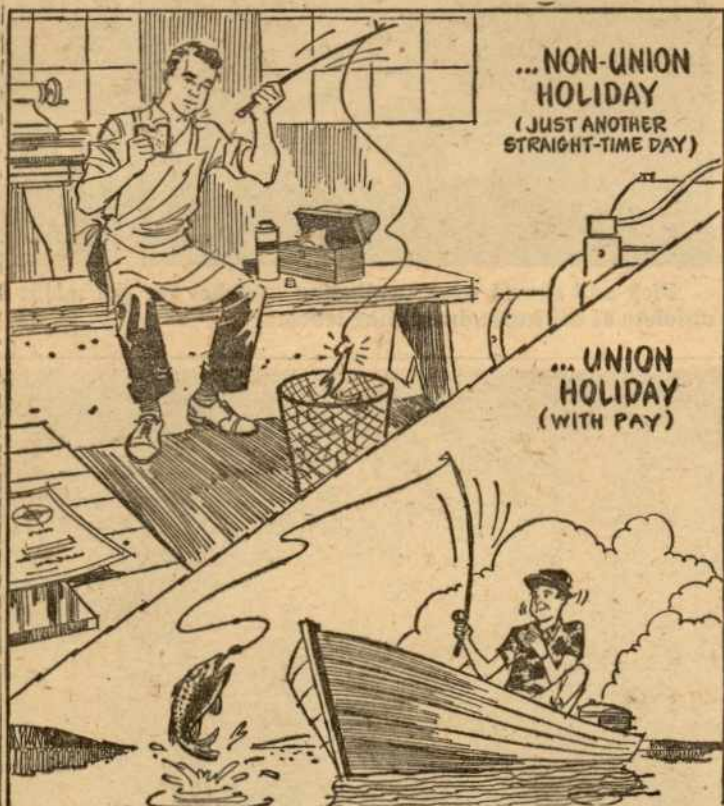
Copyright 1957—THE MACHINIST

Paid Vacations for PG&E Employees were worth an average of \$228.00 in 1956 and \$258.00 (Estimated) in 1957.

| PG&E Co.                       | Citizens Utilities Co.<br>(Telephone) |
|--------------------------------|---------------------------------------|
| 3 weeks in 10th year           | 3 weeks after 15 years                |
| 4 weeks in 25th year           | <b>City of Berkeley</b>               |
| <b>Key System Lines</b>        | 4 weeks after 20 years                |
| 3 weeks after 10 years         | <b>City of Alameda</b>                |
| 4 weeks after 20 years         | 3 weeks after 10 years                |
| <b>Sacramento City Transit</b> | <b>Sierra Pacific Power</b>           |
| 3 weeks after 10 years         | 4 weeks in 20th year                  |

## Sick Leave and Injury Benefits

How We've Improved Them



Paid Holidays for PG&E Employees were worth an average of \$155 in 1956 and \$160 (Estimated) in 1957.

### PG&E Co.

- All time worked on a Holiday, to be at overtime rate plus Holiday pay.
- Holidays occurring on a work day during vacation not counted as vacation.
- Holiday pay for temporary upgrades in excess of four weeks based on temporary classification wage rate.

### Sierra Pacific Power

- All time worked on a Holiday to be at overtime rate plus Holiday pay.

### Citizens Utilities Co. (Telephone)

- Guarantee of 7 paid Holidays.
- All time worked on Holiday to be at straight time rate plus Holiday pay.

### Sierra Pacific Power

- Increased maximum Sick Leave accumulation from 60 to 120 work days for five-year employees.
- Payments for duration of temporary industrial injury to be at 90% of employee's basic wage rate.

### Sacramento Muni. Utility

- Increased maximum Sick Leave accumulation from 90 to 150 work days.

### Citizens Utilities Co.

- Provided accumulation of Sick Leave to maximum of 60 work days.

- Paid Sick Leave for PG&E employees worth an average of \$122 in 1956 and \$135 (Estimated) in 1957.

### PG&E Co.

- Increased maximum Sick Leave accumulation from 60 to 90 work days.
- Current annual Sick Leave not to be used until accumulated Sick Leave has been exhausted.
- Holidays occurring during Sick Leave period not counted as Sick Leave.
- 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.

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

- Reduced the discount on retirement income upon early retirement from an actuarial basis to 4% per year.
- Under the new plan, 65 years is normal retirement age for female employees.
- 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.

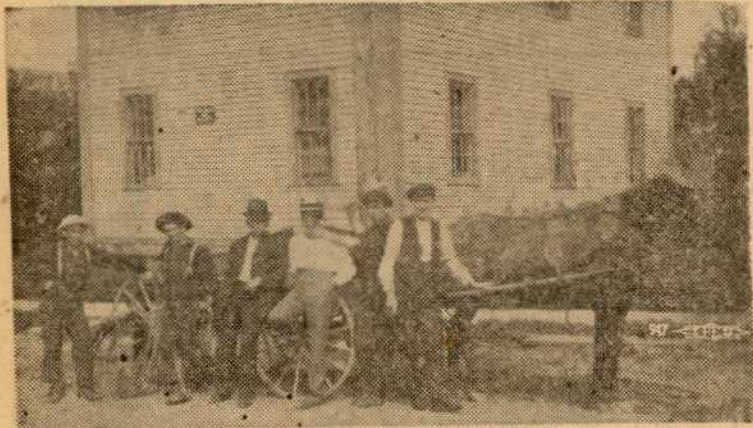
This page illustrates only IMPROVEMENTS since Dec., 1951.  
It does not depict all the gains made or the total contractual benefits.



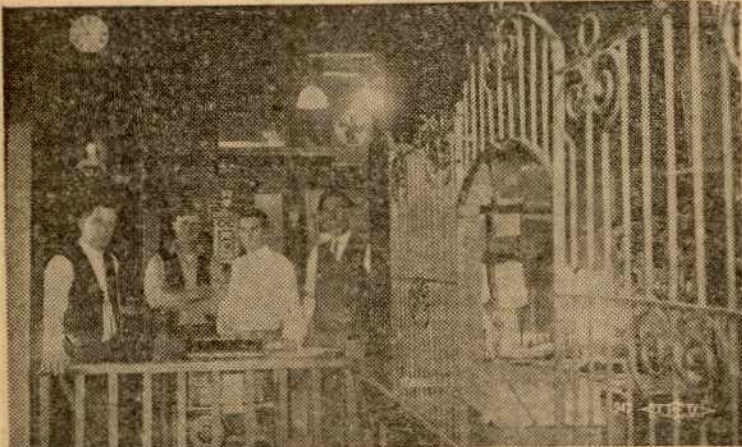
# Past, Present, and Future

"I find the great thing in this world is not so much where we stand, as in what direction we are going."  
—Oliver W. Holmes

## The Past



Here's what a Crew and Truck (?) looked like in 1910.



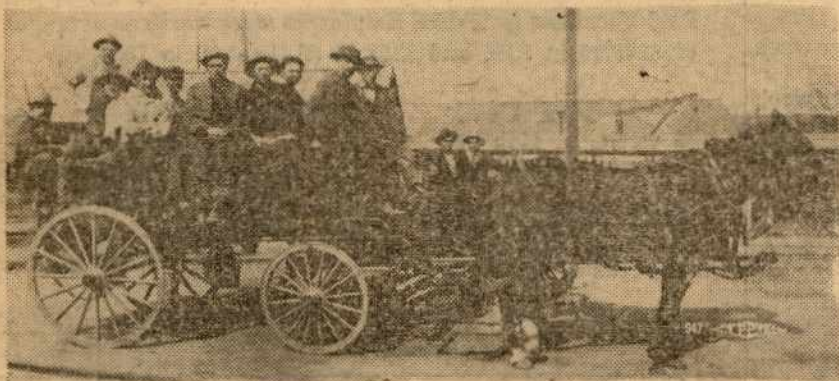
Our last page depicts the past, present and the future of our industry. What the future will be depends on many things. We know that in the past many were made to suffer in order to have progress. We must plan ahead so this will not occur again.

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 unsanitary and unpleasant conditions of work, are less common than they were fifty years ago.

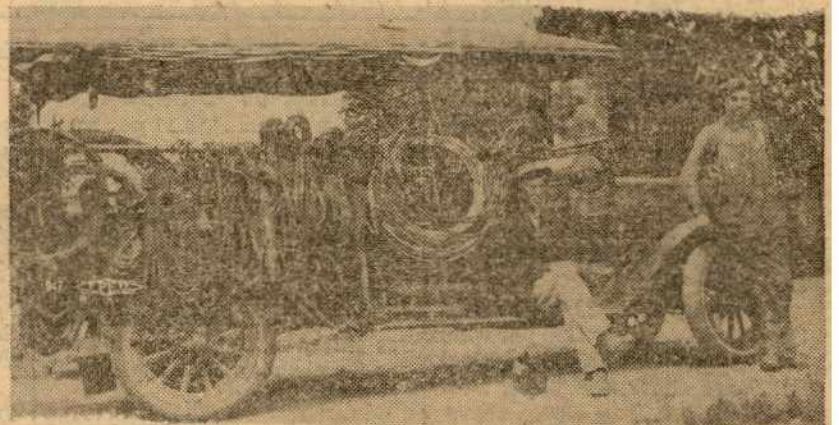
We live on the threshold of an economy of plenty. Our industrial capacity promises an abundance for all. Whether or not we achieve it depends upon what we decide as a people for the solution of our greatest internal problems—the creation and the distribution of wealth and our national income. To a great 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

(LEFT) Clerical employees in the Taft office in 1914.



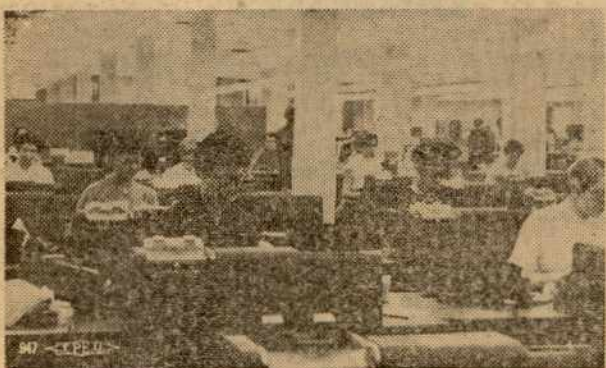
(LEFT) A Heavy Line Crew in 1910. They travelled to and from jobs on Company time, too!



A later version of a Line Truck—vintage 1921.

Linemen doing a big job in Bakersfield in 1910. Note the man in the derby hat. Undoubtedly this was the distinguishing mark of a Foreman.

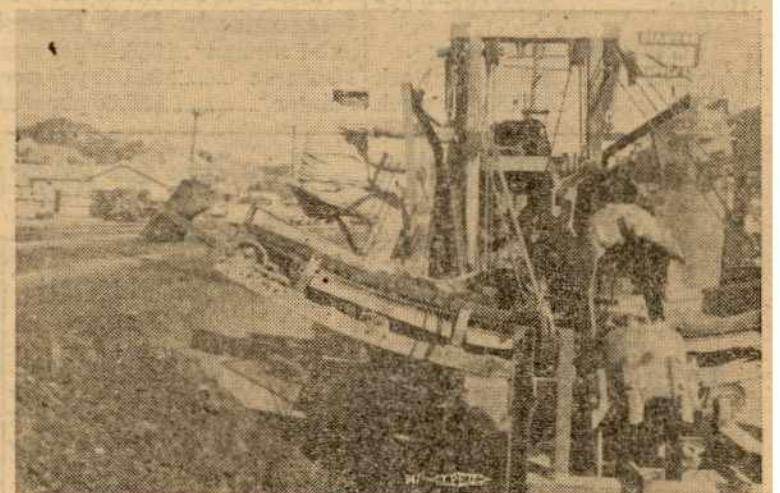
## The Present



Pencil and paper is rarely used in office procedures these days.

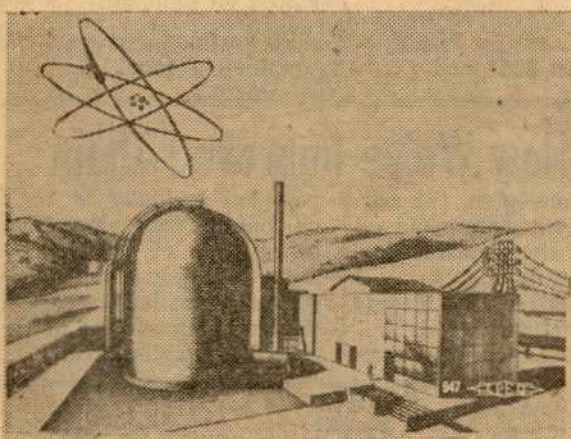


Pole holes now are dug by machine, although the old shovel is still a necessary tool.



Pick and shovel work in digging trenches for gas mains is as obsolete as the horse drawn line truck.

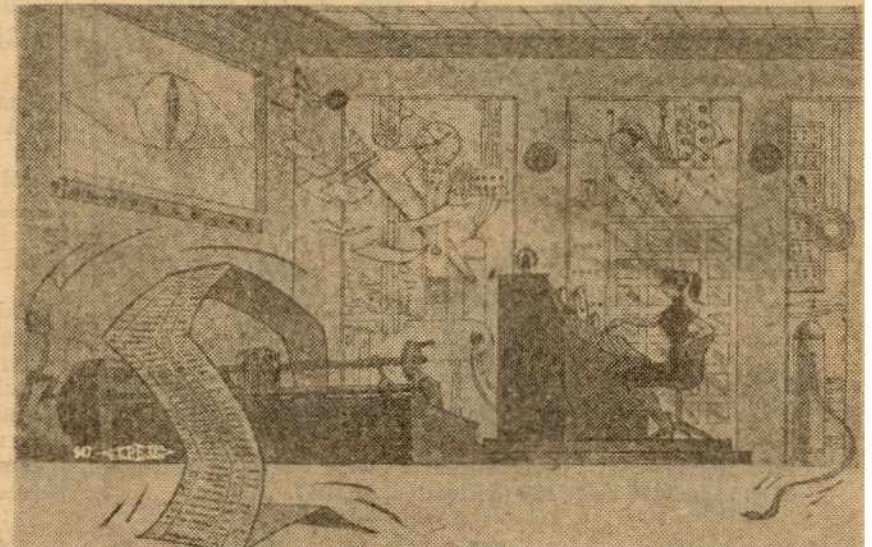
## The Future??



Atomic Power on PG&E System in 1957

(Left) With the development of atomic power, your Union must involve itself in such issues as radiation exposure, monitoring, and new classifications of work. In order to keep abreast of the "atomic age" we must obtain experts in this new field.

(Right) Automation, the curse or the blessing of the workers? There is considerable division of opinion on what the future holds for Office Employees particularly. In any event, your Union must "keep on top" of the situation and do everything possible to assure that this new concept does not become the curse of the worker. An agreement with PG&E Co. relative to the new E.D.P. Center and affected employees is proof of our endeavors.



Electronic Data Processing on PG&E in 1957